PEACE LUTHERAN CHURCH  
111 E. Maple Rd.  
ANN ARBOR, MICHIGAN  

April 9, 1964  

Mr. Jack Elzay, Mr. Thad Carr,  
Members of the Board of Education  
Ann Arbor, Mich.  

Dear Madams and Sirs:  

The Employment Committee of the Ann Arbor Conference on Religion  
and Race has appreciated the cooperation given it in the conducting  
of a current study of employment conditions for Negroes in Ann Arbor.  

Interest in the public school system is two-fold. First, we  
are anxious that no qualified Negro applicant for a teaching posi-  
tion be turned away when their talents are needed, and, secondly,  
that Negro youth receive the encouragement and education necessary  
to equip them to compete adequately with others in our society for  
employment. At present, although we feel both ends will be served,  
primarily to encourage the hiring of qualified Negro teachers  
that we are writing.  

In order to understand what we are seeking, it needs to be recog-  
nized that many skilled potential Negro teachers become discouraged  
communities such as ours because of previous unfavorable experi-  
ences elsewhere. No one seeks to be embarrassed, especially re-  
peatedly. Hence, it follows that many times the only way qualified  
gos can be hired in a predominately white community is  
that community to take the initiative in encouraging applicants  
thereby reassure them that they will not be regarded differently  
because of their race.  

Emphasize the word 'qualified'. No one, especially the Negro,  
is to be insulted by patronage, nor do we expect the Ann Arbor  
school system to lower its standards. However, widening the field  
for teachers by encouraging Negro applicants from insti-  
tutions such as Cheyney State College, Cheyney, Pa., and Wayne State  
University in Detroit can only serve to maintain the highest stan-  
dards among teachers in Ann Arbor, and, at the same time, help teach  
practical lesson in racial understanding and cooperation to our  
school and community.  

Would appreciate hearing of any such plans that are already in  
process or may be drawn up in the hiring of Ann Arbor teachers,  
and stand ready to help in any way and to elicit all the com-  
ity support possible to further such a program.  

Respectfully,  

(signed)  Rev. Terry L. Daly  
Rev. Terry L. Daly  
chairman, Employment Committee  

(signed)  George Laurent  
Rev. George Laurent,  
chairman, Conference on  
Religion and Race