Memo: Recommended Affirmative Action Report on Hiring

Commission for Blacks

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MEMORANDUM

TO: Affirmative Action Plan Revision Advisory Committee
   L. E. Ebersole          Dr. Gary Dicer
   Betsey Creekmore       Ms. Judy Gans
   Susan Whitney          Dr. Ben Granger
   Dr. M. Ann Bass        Dr. Velma Jones
   Mr. Ed. Bennett        Dr. Luther Kindall
   Dr. Sarah Blanshei     Dean John McDow
   Dr. Gordon Burghardt   Mrs. Jamesena Miller
   Miss Gail Clay         Dr. Madge Phillips
   Professor Kathleen Conlon Dr. Clifton Woods

FROM: Ralph Norman

RE: Recommended Affirmative Action Report on Hiring  
   (p. 41)

I believe that questions 4 and 5 are discriminatory by implication and therefore  
illegal. Both imply that it would not be appropriate or necessary to give reasons  
why Blacks, women, handicapped, or disabled veterans were interviewed or hired - i.e.,  
that discrimination against persons not in these categories should occur. The result  
is an unfortunate violation of principle (4) on p. 6: "Employment decisions shall  
be based solely on an individual's qualifications for the position for which he/she  
is being considered."

In sum, I believe it is discriminatory (and therefore illegal) to ask for the  
reasons for which persons of one kind are interviewed or hired, and not to ask  
it for others.

Questions 4 and 5 should be eliminated. They have no good function and do not need  
replacing.

Dr. Bough, president of Howard, said...

Such persons have been traditionally excluded  
from participation. To account  
qualification could include the direction that  
the hiring in terms of their past experience,  
I have...