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#### THE NEGRO HISTORY BULLETIN NOVEMBER, 1949

Volume XIII

Number 2

Published by

The Association for the Study of Negro Life and History 1538 Ninth St., N. W., Washington, D. C.

PURPOSE: To inculcate an appreciation of the past of the Negro.

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The subscription fee of this paper is \$2.00 a year, or 25 cents a copy; bulk subscriptions at special rates have been discontinued. Bound volumes, 12 of which are now available, sell for \$3.15 each.

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More Truth than Fiction

CHILDREN'S PAGE

NEGRO HISTORY WEEK LITERATURE FOR THE CHILDREN

BOOK OF THE MONTH

QUESTIONS

## WHAT MAKES A

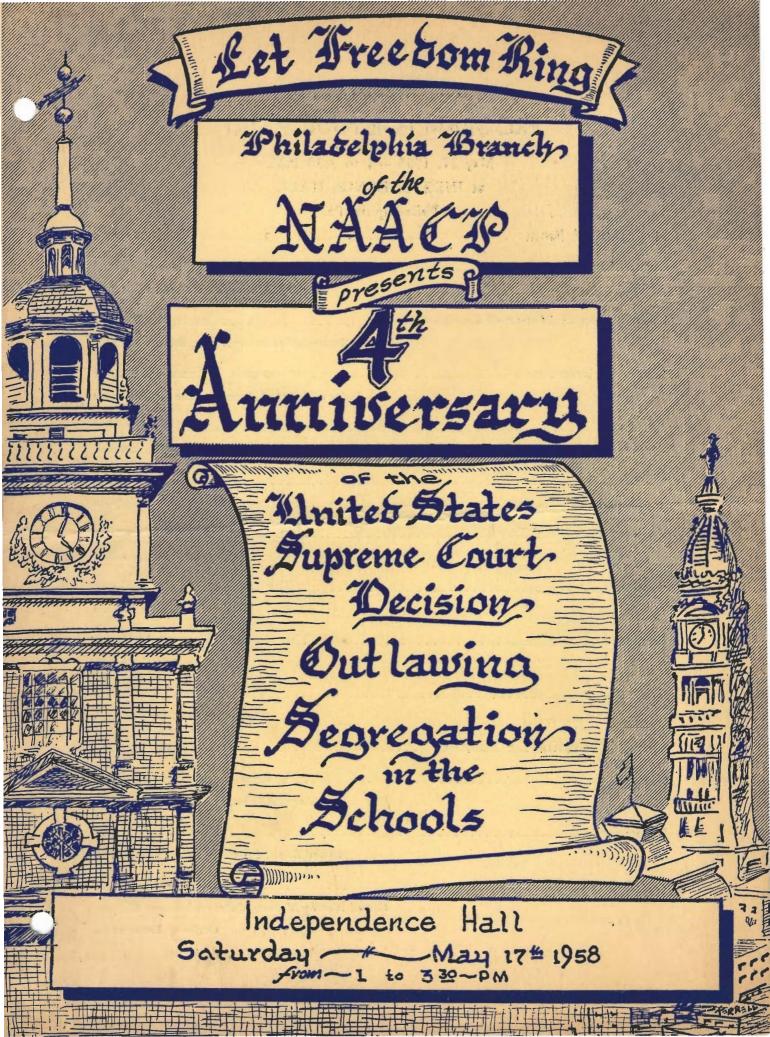
## **GOOD SOLDIER**

XPERIENCE has shown that it requires more than mechanical equipment to make a good soldier. The spirit of the man is what counts. Unless there is the proper motive to prompt one to action he will not willingly stand up in a crisis. Felix Eboué made a good soldier because in fighting to restore France to nationhood he was advancing a noble cause. All that he was he owed to the spirit of liberty, equality and brotherhood which dominates the French mind. He met some rebuffs from the few who believed that the honors bestowed upon this black man could have been worn more gracefully by some Caucasian, but the spirit of uncontaminated France reacted to the contrary and brought to Eboué the recognition which his great personality deserved. He rose from rank to rank until he became Governor General of Equatorial Africa. He staked his all on the restoration of French authority and died in the midst of his arduous labors. Well might France inter his remains in the Pantheon among the great and famous dead of that nation.

It is remarkable, too, that throughout his career Eboué worked for the improvement of the status of the Natives wherever he served. He endeavored to respect their culture, to build upon it a modern educational system, to improve their methods of agriculture, to introduce new products, new cattle, new commodities, and new ideas. In other words, he taught France that by working to improve the status of the Natives she would be working to advance the interests of France. This is a new imperial policy which has been rejected in the United States and Britain. These two countries suppress and crush all Negro leaders with a sane program for the uplift of their belated people. These imperialists have the idea that their subjects exist only for the exploitation by their superiors who treat them not much better than dumb, driven cattle. Native leaders to carry out their policy are examined thoroughly and certified beforehand; and, if they diverge the least from this established course, they are dismissed or starved into subordination.

A man thus accepted in the policy-making circles of France had something to fight for when France was overrun by the despot from without. In that same war, however, the American Negro soldier had nothing to inspire him. In his own ranks he was kicked around and set off to himself as a source of contamination and reduced to the status of a laborer. Negro officers, as a rule, did not achieve a higher status than that of bossing squads of common laborers. The few who in certain crises were sent to the front faced so many indignities that some of them said that they hardly knew whether

(Continued on page 47)



## "LET FREEDOM RING"

## PROGRAM FOR NAACP DAY

# May 17, 1958 — 1 to 3:30 P.M. at INDEPENDENCE HALL Philadelphia, Pa.

Star Spangled Banner	Eloise Owens
Youth Preamble	President, Phila. Youth Council NAACP
Introduction of Master of Ceremonies .	
Master of Ceremonies	Judge of Court of Appeals of the United States
Prayer	
Greetings	
Response	
Response	
Remarks	
Music — "America the Beautiful"	Singing City
Credo	
Dedication	Grand Exalted Ruler of Elks, IBPOE of W

Dedication	
	President of Local 585, UAW - AFL - GIO
Solo	
	St. Paul's Church
Remarks	
	Pastor of Zion Baptist Church
Dedication	President, Chapter No. 35
	National Beauty Culturist League
Dedication	Mrs. Gertrude Covington
	Vice President, National Council Negro Women
Dedication	The Rev. Clarence Cave
	Pastor, Faith Presbyterian Church
	leighSinging City Choir
Remarks	
	Publisher, Philadelphia Tribune
Remarks	
	President, Baptist Ministers' Conference of Phila.
"No Man Is An Island" — Ringwald	President, Baptist Ministers' Conference of PhilaSinging City Choir
"No Man Is An Island" — Ringwald	President, Baptist Ministers' Conference of Phila.
"No Man Is An Island" — Ringwald  Appeal	President, Baptist Ministers' Conference of Phila.  Singing City Choir  Dr. Eugene Wayman Jones  Mrs. Daisy Lampkin
"No Man Is An Island" — Ringwald  Appeal	President, Baptist Ministers' Conference of Phila.  Singing City Choir  Dr. Eugene Wayman Jones  Mrs. Daisy Lampkin  Member, National Board NAACP
"No Man Is An Island" — Ringwald  Appeal	President, Baptist Ministers' Conference of Phila.  Singing City Choir  Dr. Eugene Wayman Jones  Mrs. Daisy Lampkin  Member, National Board NAACP  Little Rock, Ark., escorted by
"No Man Is An Island" — Ringwald  Appeal	President, Baptist Ministers' Conference of Phila.  Singing City Choir  Dr. Eugene Wayman Jones  Mrs. Daisy Lampkin  Member, National Board NAACP  Little Rock, Ark., escorted by  Youth Council of Phila. Branch NAACP
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The Philadelphia Branch, NAACP, is grateful for the generous spirit of cooperation which has motivated these four days marking the U. S. Supreme Court decision against discrimination in the public schools.

We cannot here list all of those persons or agencies who have made notable contribution to the success of the observance, but our express appreciation is directed to:

The President of the United States, Dwight D. Eisenhower

The National Parks Service of the U. S. Department of the Interior for the use of historic Independence Square

The Mayor of the City of Philadelphia, Richardson Dilworth

The City Council of the City of Philadelphia

The Honorables Raymond Pace Alexander and Marshall L. Shepard, Councilmen

The Governor of the Commonwealth of Pennsylvania, Hon. George M. Leader

The Philadelphia Department of City Property

The Department of Recreation

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The participants on this unusual program: Speakers, and musicians

The volunteer aides

Robert H. Johnson, Grand Exalted Ruler, IBPOE of W.

Cover for this program designed and contributed by: John Terrell

The Philadelphia Branch NAACP proceeds upon the willing hearts and hands of persons dedicated to the cause of universal justice and freedom. The need for volunteers is great. Will you join in this crusade?

## FOR NAACP

The hand you lift may be your own!

The freedom you earn is your legacy to your heirs and assigns —

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## NEGRO BOOK CLUB NEWSLETTER

NEGRO BOOK CLUB, INC. • 160 West 85th Street, New York, N. Y. 10024

Volume I

MARCH - APRIL, 1965

440

Nos. 11-12

"Many will ask what Harlem finds to honor in this stormy, controversial and bold young captain—and we will smile. Many will say turn away—away from this man, for he is not a man but a demon, a monster, a subverter and an enemy of the black man—and we will smile. They will say that he is of hate—a fanatic, a racist—who can only bring evil to the cause for which you struggle. And we will answer and say unto them: Did you ever touch him, or have him smile at you? Did you ever really listen to him? Did he ever do a mean thing? Was he ever himself associated with violence or any public disturbance? For if you did you would know him. And if you knew him you would know why we must honor him: Malcolm was our manhood, our living, black manhood! This was his meaning to his people. And, in honoring him, we honor the best in ourselves." (Eulogy delivered by Ossie Davis at the funeral of Malcolm X.)

#### THIS MONTH . . . A DUAL SELECTION

#### WE SHALL OVERCOME GUY and CANDIE CARAWAN

Songs of the Southern Freedom Movement compiled by Guy and Candie Carawan for the Student Non-Violent Coordinating Committee.

In this book you will find the history, words, music and background of al the Southern Freedom Songs, beautifully illustrated with pictures. We Shall Over-come, is as timely as today's headlines. From Alabama to South Africa "We Shall Overcome" has become "The An-

them of Struggle." Its impact and meaning to the Freedom struggle can best be illustrated by a recent article in the New York Post written by Bernard Lefkowitz.

It was the summer of 1963, and a huge crowd had filled the Masonic Hall in Jackson, Miss., to hear Lena Horne sing.

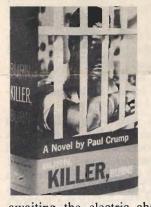
It was only a few weeks after an assassin's bullet had claimed the life of Medgar Evers. It was a somber crowd, not much in the mood for entertainment. At the end of her performance, Miss Horne, a slender figure in a white gown, stood alone on the stage in the darkened auditorium. Then she sang an old Baptist hymn that has become "The Marseillaise" of the integration struggle: "We shall overcome, we shall overcome, we shall overcome some day." "Oh, deep in my heart I do believe, we shall overcome some day.'

The audience echoed the words, arms linked, swaying together, united once more.

In the last nine years the theme song of the civil rights movement has had a similar effect on the picket lines in Birmingham, at a sit-in on a Brooklyn construction site, at demonstrations all over the country, and finally, on Monday night, in the halls of Congress.

"We Shall Overcome" does indeed come from the roots of the Negro struggle for equality.

Here in page after page you will find the words, music, pictures and background to such freedom songs as: "Woke Up This Morning With My Mind On Freedom," "Bull Conner's Jail," "Oh, Freedom" and many more. This is one of those rare books . . . where everyone in the family must ve an individual copy.



#### BURN, KILLER BURN By PAUL CRUMP

Convict Paul Crump has been much publicized. His book is growing old, yet much like a good movie, this book is a must for "the man in the street." One finds few novels today whose powerful and compassionate dialogue can hold a reader spellbound to the very end. Such a novel is "Burn, Killer, Burn." A superb narrative written by convict Paul Crump while in prison

awaiting the electric chair in Chicago's Cook County jail. The crime he was convicted for — a 1953 holdup slaying — was the act of an angry young Negro who went wrong in an environment where nobody ever found it easy to go right. Illinois Governor Otto Kerner finally yielded to mounting national pressure and commuted Crump's sentence to life imprisonment, when he was only hours away from the

Looking back on his own pre-prison life not so much in anger as in newfound wisdom, Crump tells the story of Guy Morgan. Like Crump, Morgan hates his father, a hellfireand brimstone revival preacher with a weakness for girls, who finally abandons the famliy for the favors of a particular girl named Zola. Morgan, like Crump, is brutally and unjustifiably beaten by a Negro-hating cop.

Guy Morgan is every kid who ever came out of any slum anywhere in the world. Unloved, misunderstood, a product of Chicago's racial prejudice, he sees his dreams turn to ashes, his loves turn to hate. His father deserts him; his mother unsuspectingly rejects him; Marion smothers him, Luzon taunts him. Only when he is with Crow and the gang is he a man. And only when he is alone on top of the hill is he a king.

But Guy cannot live forever in the imaginary world where he is king, and his real world is but a lurid, sindrenched stopover on the way to trouble in the worst degree: murder.

The streets that Guy Morgan lives in are Chicago streets - but you'll find the same kind of streets in Cleveland, Detroit, Los Angeles or any one of the big cities in the United States where nobody cares until it is too late. Guy's agonizing dilemma compounded of fear and frustration, loneliness and ignorance, is not peculiar to Negro youth. Being Negro adds a dimension of futility.

BURN, KILLER, BURN! is a real story about real

people in a shockingly real world.

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### THE BLACK FLAME

A TRIOLOGY by W. E. B. DuBOIS

Book One: THE ORDEAL OF MANSART BOOK Two: MANSART BUILDS A SCHOOL

Book Three: WORLDS OF COLOR

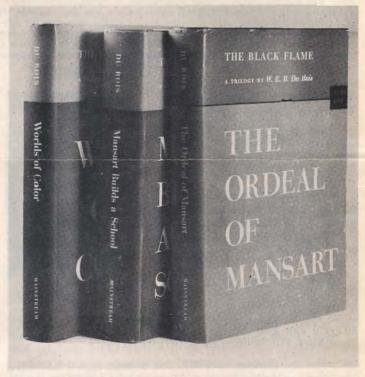
THE BLACK FLAME, written in three volumes, is perhaps the greatest historical novel ever written. In this magnificent work, the author, widely regarded as the dean of American letters, has given us a monumental study of what it has meant to be a Negro in the United States from 1870 to the present. In it, one finds Dr. DuBois' deeply felt observation on meaning of color in England, in Asia, in the West Indies and in Africa.

Because Dr. DuBois' own life — the life not merely of a witness and observer, but of an active participant and vital leader — mirrors faithfully the dramatic events he describes. There is never any deviation from his central theme — the invincible sweep and drive of the heroic, stubborn, many-sided struggle on the Negro people for full equality.

THE ORDEAL OF MANSART covers the period from Reconstruction up to 1916. In MANSART BUILDS A SCHOOL, he has depicted on a vast canvas the crucial events between 1912, the eve of World War I, and 1932 when Franklin D. Roosevelt came to the Presidency in a time of crisis and turmoil. WORLDS OF COLOR brings the story of the Mansarts up to date, revealing the author's prophetic insights into the massive African upheaval that is shaking the rotten structure of world colonialism to its diseased foundations.

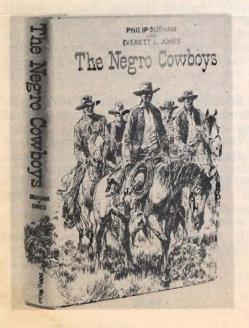
Across the vast stage of this historical novel move such distinguished figures as Theodore Roosevelt, Booker T. Washington, Tom Watson, Oswald Garrison Villard, Florence Kelley, Joel Spingarn, John Haynes Holmes, Harry Hopkins and his "Boss," Franklin D. Roosevelt, George Washington Carver, Stephen Wise, Paul Robeson, Kwame Nkrumah, and many, many others.

Dr. DuBois is the author of more than a score of books, ranging from novels and essays to such noted classical studies as BLACK RECONSTRUCTION and THE SOULS



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## THE NEGRO COWBOYS

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Illustrated with Maps and Photographs

Cowboys of the Negro race played an integral part in the building of the American West. Riders, ropers, and wranglers, they followed the long trails—the Chisholm, Western, and Goodnight—Loving . . . driving millions of cattle before them. Some died in stampedes, some froze to death, some drowned. Some were too slow with guns, some too fast. Most of them lived through the long drives to Abilene, Dodge City, Ogallala, and beyond. Many of them drove on to the farthest reaches of the Northern range, to the Dakotas, Wyoming, and Montana. They hunted wild horses and wolves, and a few of them hunted men.

When history became myth and legend, when the cowboys became folk heroes, the Negroes were forgotten. But they had helped to forge the new land and that story is their own. 99% of today's movies and television programs about the West are giving us the false impression that there were no Negroes living the West, but as the true history of America is now being written, THE NEGOCOWBOYS will serve as a beginner to "HOW THE WEST WAS REALLY WON."

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Dr. Rogers has provided in these volumes the results of decades of research in the great libraries and museums of the world. His books firmly refute the argument that the Negro has made a limited contribution to world culture. Here are the facts of Negro genius in all lands from the dawn of history to the present.

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Nature Knows No Color Line, first published in 1952, came at the right moment. The United Nations is preparing a history of mankind to be written by the world's leading historians. Because of this significant work by J. A. Rogers, care will be taken that the Negro, and his contributions, are not overlooked.

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MESSAGE TO THE GRASS ROOTS is the most fiery, but burning perceptive oratory over before captured on a record. To date, this is the only record available on MALCOLM X. In short, this record is a precious classic, which will be desired by all students of contemporary history; and particularly by those interested in the development of the Negro Freedom Movement.

The brotherhood of Malcolm X among the "Grass Roots" can best be summed up by the stirring tribute to him delivered at his funeral February 27, 1965 by the famous actor, author and playwright, Ossie Davis.

Here—at this final hour, in this quiet place, Harlem has come to bid farewell to one of its brightest hopes—extin-

guished now, and gone from us forever.

For Harlem is where he worked and where he struggled and fought — his home of homes, where his heart was, and where his people are — and it is, therefore, most fitting that we meet once again — in Harlem — to share these last

moments with him.

For Harlem has ever been gracious to those who have loved her, have fought for her, and have defended her honor

even to the death. It is not in the memory of man that this beleaguered, unfortunate but nonetheless proud community has found a braver, more gallant young champion than this Afro-American who lies before us — unconquered still.

There are those who will consider it their duty, as friends of the Negro people, to tell us to revile him, to flee, even from the presence of his memory, to save ourselves by writing him out of the history of our turbulent times.

Many will ask what Harlem finds to honor in this stormy, controversial and bold young captain — and we will smile.

Many will say turn away — away from this man, for he is not a man but a demon, a monster, a subverter and an enemy of the black man — and we will smile.

They will say that he is of hate — a fanatic, a racist — who can only bring evil to the cause for which you struggle!

And we will answer and say unto them: Did you ever touch him, or have him smile at you? Did you ever really listen to him? Did he ever do a mean thang? Was he ever himself associated with violence or any public disturbance?

For if you did you would know him. And if you knew him you would know why we must honor him: Malcolm was our manhood, our living, black manhood! This was his meaning to his people. And, in honoring him, we honor the best in ourselves.

Last year, from Africa, he wrote these words to a friend: "My journey," he says, "is almost ended, and I have a much broader scope than when I started out, which I believe will add new life and dimension to our struggle for freedom and honor, and dignity in the States. I'm writing these things so that you will know for a fact the tremendous sympathy and support we have among the African States for our Human Rights struggle. The main thing is that we keep a United Front wherein our most valuable time and energy will not be wasted fighting each other."

However much we may have differed with him — or with each othe rabout him and his value as a man, let his going from us serve only to bring us together, now. Consigning these mortal remains to earth, the common mother of all, secure in the knowledge that what we place in the ground is no more now a man — but a seed — which, after the winter of our discontent — will come forth again to meet us. And we will know him then for what he was and is — a Prince — our own black shining Prince! — who didn't hesitate to die, because he loved us so.

(Eulogy delivered by Ossie Davis at the funeral of Malcolm X.)

Retail \$5.95 — SPECIAL PRICE \$4.95

#### ADDITIONAL RECORD SELECTIONS

1. ROBERT PRITCHARD — Spoken Arts 202

This record marked the artist's debut as a recording personality. Dr. Pritchard was the first Negro artist to perform a solo recital in 1962 at Philharmonic Hall, Lincoln Center for the Performing Arts. This is a collector's item.

Retail Price \$5.95 ...... Member's Price \$4.95
2. WE SHALL OVERCOME: The March On Washington,

August 28th, 1963.

In order of appearance: Joan Baez, Dr. Martin Luther King, Jr., Marian Anderson, Odetta, Rabbi Joachim Prinz, Bob Dylan, Whitney M. Young, Jr., John Lewis, Roy Wilkins, Walter Reuther, Peter, Paul and Mary, Bayard Rustin and A. Philip Randolph. Hear the famous words "I have a Dream."

Retail Price \$4.00 Member's Price \$3.50

3. JOHN FITZGERALD KENNEDY: A Memorial Album

 GREAT NEGRO AMERICANS: Narrated by Hilda Simms and Frederick O'Neal.

## Saint Andrew's Episcopal Church 3600 BARING STREET

Philadelphia 4, Pa.

BAring 2-7606

June 28 1963

The Rev. Edward Rementer, Vic

Mr. William Ridgeway 3416 Hamilton St. Phila. 4, Pa.

Dear Mr. Ridgeway:

I just want to send you this letter to remind you of your offer to talk to our staff on July 5, 1963. The time is 7:30 P.M., but if you would like to come for dinner, please feel free to do so. If you come for dinner, it will be at 6:00 P.M. at the Rickett's home, 3600 powelton Avenue. If you come at 7:30, we will meet you in the parish office.

According to our discussion, you wanted to talk on the Negro, his history and culture, from earliest times to the present, in this country. This will be an informal talk and we will appreciate as much discussion as possible.

Enclosed, I have sent you a copy of a report one of the priest of our church wrote. He has a parish in Roxbury, Mass. and this report reflects his change in attitude after 10 years in this parish, and how he found Jesus Christ already at work in the "slums" when he came to them expecting to bring Christ to them.

Sincerely yours,

Jack Studebaker

Office of the Postmaster

POST OFFICE Philadelphia, Pennsylvania UNITED STATES

August 8, 1944.

William D. Ridgeway

913 South 17th Street

Philadelphia, Pa. #46

My dear Sir:

was recommended to the Department for promotion, which has been approved. After careful consideration of your officiency record, your name

Your salary is therefore increased from \$ 2100 to \$ 2200

and title changed from

to Special Clerk

July 1, 1944. offective

It is hoped that this promotion will be a further incentive to

you to continue giving careful attention to your duties.

Yory respectfully, Postmaster. Ho

JFH-25-1.

ROYA, HEYMANN M. J. SIEDENBACH NORMAN WEISS ROY A. HEYMANN, JR.

## <sup>6</sup> Heymann & Bro. Real Estate

215 SOUTH BROAD STREET PHILADELPHIA

October 21, 1942



5000

TO WHOM IT MAY CONCERN:

Mr. William D. Ridgeway of 913 South 17th Street, Philadelphia, Penna., has been a tenant in that property for over eight years and he has taken excellent care of our property.

Mr. Ridgeway has proven himself a man of his word and has always paid his rent promptly.

We would not hesitate to recommend him for a position of trust.

> Respectfully yours, HEYMANN & BRO.

EJH: CVC

IN REPLYING
MENTION INITIALS AND DATE
SPL

## Post Office Department

FIRST ASSISTANT POSTMASTER GENERAL

Mashington

December 22, 1937.

Mr. William D. Ridgeway,
Clerk in the Post Office,
Philadelphia, Pennsylvania.

My dear Mr. Ridgeway:

Charges have been preferred against you for loaning money to employees and charging interest at the rate of 10% a pay day.

As a disciplinary measure the postmaster has been authorized to suspend you for a period of 15 days.

In the event you give further cause for complaint more drastic disciplinary action will be taken.

Sincerely yours,

W. W. HOWES

First Assistant Postmaster General.

APRIL 1956	AGENCI			RANCE STATUS					
U. S. CIVIL SERVICE	COMMISSION Federal	Employees' Gr	roup Life Insur-	ance Act of 1954					
CHAPTER 1 3, F.P.M.	1. FULL NAME OF EMPLOYEE (La	tst) (First)	(Middle)	2. DATE OF BIRTH (MONTH, DAY, YEAR)					
	Ridgeway	William	n Delaney	8-23-1901					
COMPLETE	3. CHECK REASON FOR TERMINAT	ING INSURANCE							
ALL	SEPARATED			2 OTHER (Specify)					
CASES		DIED		NTHS -					
		S. F. 54 ATTA	CHED	I-PAY					
	RETIRED	NO S. F. 54 F. WITH THIS AG		TUS					
	4. DATE OF EVENT CHECKED IN ITEM 3 (MONTH, DAY, YEAR)	5. ANNUAL COMPE VERT DAILY, H	NEATION RATE (CON- OURLY, PIECEWORK, ANNUAL RATE) ON	SION PRIVILEGE (SF 55) TO					
	20.02.2072	DATE IN ITEM 4	ANNUAL RATE) ON	EMPLOYEE (MONTH, DAY, YEAR)					
	10-31-1957								
	7. (A) WAS EMPLOYEE INSURED C	N HIS 65TH BIRTH-	BASIC SALARY	ESTABLISHED FOR INSURANCE					
COMPLETE	YES	NO	PURPOSES ON	PER ANNUM					
ONLY IF EMPLOYEE IS	8. (A) DID EMPLOYEE ACQUIRE OF SURANCE AT ANY TIME A	R REACQUIRE IN-	8. (B) IF "YES", WHA	T WAS HIS ANNUAL RATE OF ESTABLISHED FOR INSURANCE					
65 OR OVER	BIRTHDAY?			THE DATE HE LAST ACQUIRED					
	YES	NO	s	PER ANNUM					
	9. I CERTIFY THAT THE ABOVE IN	FORMATION HAS BEE	N OBTAINED FROM, AN	DERAL EMPLOYEES GROUP LIFE					
COMPLETE	INSURANCE ON THE DATE SHOW	WN IN ITEM 4.	WAD COVERED DI TEL	THAT EM LOTTED GROOT EN L					
IN ALL									
CASES	homa Va	able	Oct	. 17, 1957					
CICNI	(Personal signature of authorized	agency official)		(Date)					
SIGN ORIGINAL	Norman J. Gilley		Chi	ef Accountant					
ONLY	(Type name of authorized ager		~	(Title)					
	U.S. Post Office		Phi.	Ladelphia, Pa.					
	(maine of agency)		(mar)m						
	CON	IVERSION INFORMA	TION						
You are enti	tled to purchase an individual policy	of life insurance (ex	cept term insurance) w	rithout medical examination, in					
	he provisions set forth in your CERT han your group life insurance and wi risk.								
If you wish to	o convert your group life insurance to	o an individual policy	, sign your name and ty	pe or print your address in the					
spaces below and FOURTH AVE., N group insurance t	If you wish to convert your group life insurance to an individual policy, sign your name and type or print your address in the spaces below and send the original of this form to the OFFICE OF FEDERAL EMPLOYEES' GROUP LIFE INSURANCE, 330 FOURTH AVE., NEW YORK 10, N. Y. The envelope containing this form must be postmarked within 31 days of the date your group insurance terminated (see item 4 above) or within 15 days of the date of conversion notice (see item 6), whichever basis gives you the most time. Information on how to apply for conversion will be mailed to you promptly.								
If you are re	tiring, please see the Important Noti	ice To Retiring Emplo	yees, below.						
		Total Control							
	Your personal signature	Please type	or print your address (Nu	mber, street, city, zone, State)					

#### IMPORTANT NOTICE TO RETIRING EMPLOYEES

If you retire on an immediate annuity with 15 or more years' creditable service of which at least 5 years are civilian service, or on account of disability, your group life insurance (not accidental death and dismemberment) will continue during retirement without cost to you PROVIDED YOU DO NOT CONVERT TO AN INDIVIDUAL POLICY. However, your group insurance, which is based upon your salary (not your annuity) is reduced by 2% each month beginning at age 65. The maximum reduction is 75%.

The original of this form should be attached to your application for retirement unless you prefer to convert to an individual policy. If your application for retirement is filed before you receive this certification, forward the original of this form as soon as possible to the agency or office which administers your retirement system. You will be notified by the Civil Service Commission of your insurance rights.

#### DEATH WITHIN 31 DAYS

Under certain conditions life insurance is payable if death occurs within 31 days after an employee's group insurance terminates, even though he had not applied for conversion. If death occurs within this period, further information concerning possible benefits should be obtained from the agency named above.

OFFICE OF THE POSTMASTER

## United States Post Office

PHILADELPHIA, PENNSYLVANIA

FIRST CLASS OFFICE NO. 40100

October 14, 1942

To Whom It May Concern:

William D. Ridgeway, of 913 S. 17th Street, Philadelphia, Pennsylvania, has been employed as a clerk in the Philadelphia, Pennsylvania Post Office since October 12, 1920. I understand that he has applied for a commission in the United States Army. Mr. Ridgeway has established a satisfactory record as an employee of this office. During the past fiscal year he attained an annual rating of 96.63%. He is further credited with having amassed 120 merits during this fiscal year.

Respectfully yours,

JFH-10

Joseph F. Gallagher Postmaster

APPLICATION FOR EM	PLOYMENT . PERSONNEL	DE	PART	MENT .		A	PPL	ICAN	T NO.	WEEK N	0.	
File a separate application titles appear on the same of	for each position except wh											
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Relative) — BV2=209 L (Business)	Aug 22 10	01	-	177-32	<b>WI</b>	CF				The second second		
P. MARITAL STATUS Single	Married Widowed Sepa			Divorced		5 40		EAR S		- Paragraph	E	
10. WILL YOU ACCEPT TEMPOR				10	ву	JOF	DISA	PPRO	DATE	NOTICE OF RESU	LTS 5	ENT
IF YES, HOW LONG?	ONTHS 3 MONTHS 1 MC	HTM	OR L	ESS								
	QUESTIONS 11 THROUGH	22 A	AUST	BE ANS	WERE	D '	'YES	" OR	"00"			
Are you now a resident of the	City of Philadelphia?	YES	ИО	14. Have	you e	ever	recei	ved a	discharge othe	r than Honorable	YES	NO
	resided here immediately prior	-							the United Sta	tes?		
to this application? 45	years months.	X	0000	(Give	aeta	usu	naer.	63%	Title untail	De all may y	-	-
Are you a citizen of the Unit	ed States?	·u							yed by the Cit	y of Philadelphia?		X
NOTE: Naturalized citizens	must submit proof of Naturali-					- Vices		side).			-	A
zation to the Personnel Depo			200	The second secon						r for information	FT.	186
pointment. Any appointee will within a reasonable time will			1	+	ion 2			none		give reason in		
13. VETERAN'S PREFERENCE	UNITED SPACES FOR	0	14.1			-				loyment for inef-		
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As the wife or widow of		1								itution for treat-		1
NOTE: Veterans must subm	n who died in service during war.			The second second		200			sease, or been s in question	been a patient of a		
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	nd disability or death. If this								nder 23).		-	X
proof is unavailable, explain	Control of the State of the Sta	TN					-		any law violat	fic offenses?		
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and to such other penalties as	may be prescribed by law, o	rdinar	nce	Civil S	ervice	Re	gulati	ons.	7 4			
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Date	Signatu		-6-						7			

73-9 (Rev. 2/62)

"APPOINTMENTS BASED SOLELY ON ABILITY"

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Technical or Business School	St. J	ohn's	Phila,	arket Pa.	1956	1957			30		Credit Un-
Other Schools or Courses		Jy P	2 embjeke	9 00	1000						1011
28. EXPERIENCE	ING. List fully. If you	all other experie	ence in Question 2 different positions i	9 below I	I you need	more she	ace. use	addition	al 8/2 x 11"	sheets. I	YOU ARE APPLY- Describe your duties RECENT employment
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## HEADQUARTERS THIRD SERVICE COMMAND United States Army Baltimore, Maryland

SPKLM-P-201

-Ridgeway, William D.

(11-17-12)

P-6 November 17, 1942

SUBJECT: Volunteer Officer Candidate

TO:

Director of Selective Service Selective Service Headquarters

Post Office Box 92 Harrisburg, Pa.

1. In compliance with letter AG 352 (3-19-42) MT-M, War Department, dated March 24, 1942. Subject: "Attendance at Officer Candidate Schools of Selective Service Registrants deferred for dependency only", the above named man, having been selected by a Board of Officers, for induction as a volunteer Officer Candidate, the following records furnished herewith:

Letter 201 (11-17-42) DSS Form 175 (dup) DSS Form 221 (quad)

- 2. In accordance with instructions contained in the above quoted letter, it is requested that the registrant be forwarded at the earliest possible date to a Recruiting and Induction Station for induction, as part of the monthly quota for your state. When forwarded to induction station, one copy of Form 175 and all copies of Form 221 should accompany the registrant, together with other papers incident to induction, including the result of his general classification test.
- 3. The acceptance of this applicant will not operate to authorize his immediate induction and he should take no action toward settling his personal affairs unless, and until, he has received notice from his local board of his date of induction, which date will in many instances be several months later than the date of his initial acceptance.

For the Commanding General:

Incls.
(As listed above)

SANUEL P. FABER, let Lt. Inf. Rote Sub-Sec Mil Bo. Pers Di.

Commonwealth of Pennsylvania OA-315 9-59 (Formerly OA-35) SCSC 2019 PERFORMAN	NCE RAT	ING RE	EPORT				
Ridgeway, William			Investi	gator I		Annual Interim	
Department of Public Instruction			lary 0.50	Step		Probation	ary
Bureau, Division, Institution or Other Subdivision			Anniversa	-		STAT	
Bureau of Professional Licensing Location of Employment			Rating	Pariod		PermM ProbM	erit
Education Building		Fre	THE RESERVE AND THE PARTY OF TH	To 3/1/61		ProvM Non-Meri	
General Performance Factors—All employes should be rated on of the following factors:	at least f	ive	Superior	Excellent	Good	Fair	Unsatis- factory
1 Quality of work — Accuracy; Precision; Completeness; Neatr				x			
<ul> <li>Quantity of work — Amount of acceptable work turned out.</li> <li>Work habits — Organization of work; Care of equipment;</li> </ul>							
Promptness; Industry.					X		
4 Relationship with people — Ability to get along with others; Effectiveness in dealing with the public, clients, other employ patients or inmates.		1010-15	Riciai (mi	x			
5 Initiative — Resourcefulness; Adaptability; Versatility and ori	iginality.				X		
6 Dependability — Degree to which employe can be relied upowork steadily and effectively; Attendance.	on fo				I		
7 Analytical Ability — Thoroughness and accuracy of analysis data, facts, laws, rules and procedures.	of		(mgtir) is				
8 Ability as supervisor — Proficiency in training employes, in planning, organizing, laying out work; Leadership.	TOPE IN THE						
9 Administrative ability — Promptness of action; soundness of decision; Application of good management principles.							
Special performance factors — List and define and rate emp appropriate factors not listed above.	oloye on a	iny					
1600							
Comments to employe: Supervisor should include examples of we performance. Continue on additional sheets of 8½" x 11" white this man takes his position serious.	e paper, if	necessar	у.				. 1770
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OVE	RALL RA	TING					
Must be consistent with the Factor Ratings, but there is no pre	escribed fo		or computi		rating. Unsatis	factory	
Signature of Rater	Title			reement.	- 1.54 (15	Date	143
Signature of Reviewing Officer Chan	Attant	01 13	- MAI 10	Date:	•	1/27/	OT.
I would like to discuss this report with the	As I	requested	d, Reviewin	g Officer disc	ussed rep	ort with emp	ploye.
Reviewing Officer. Yes No	Sign	ature of	Reviewing	Officer		Da	te
I acknowledge that I have read this report and that I have been necessarily mean to the state of	given an	opportu	nity to disc	cuss it with th	ne rater.	My signatur	re does not
Signature of Employe		-		Date	-	1 6/	

#### GENERAL INFORMATION FOR EMPLOYES

Work performance rating is not just a once-a-year affair. Whether you realize it or not your work performance is being rated continually. Every day you work, every job you do gives your supervisor a chance to observe how well you perform your duties. Eventually he can't help but form a pretty good idea of your value to him in helping him do his job.

Work Performance Rating procedures are designed to get down on paper these day-to-day judgments that your supervisor is constantly making. They are also intended to help him form them as objectively as possible. After all, if steps are taken to lessen the effects of "personalities" in his judgments they can be very useful in providing performance ratings that have a basis in our everyday work life.

#### **DEFINITION OF ADJECTIVAL RATINGS**

SUPERIOR: A rating of superior means that the employe's work performance with respect to the factor under consideration consistently exceeds the standards expected. It is a rating that should be given only on the basis of an exceptionally careful and deliberate evaluation of the employe's performance. If the performance of the individual is not exceptional, he should not be given a rating of superior. This rating should not be used merely to make the employe happy. If standards of performance are observed, ordinarily some employes will deserve superior ratings, but these will be the exception rather than the rule.

**EXCELLENT:** A rating of **Excellent** indicates that the employe's work performance with respect to the factor under consideration consistently and fully meets and frequently exceeds all of the requirements of the work assigned. This is the rating given to an employe whose work effectiveness exceeds what the supervisor considers as adequate and acceptable.

GOOD: A rating of Good indicates that the employe's work performance with respect to the factor under consideration meets but not often exceeds all of the requirements of the work assigned. This is the rating given to an employe whose work effectiveness is judged by the supervisor to be reasonably adequate and acceptable.

FAIR: The rating Fair means that the performance with respect to the factor under consideration falls short of acceptable performance or is just getting by. The rating is intended as a definite notice to the employe to improve his work performance. Usually it means the supervisor should devote additional attention to assisting the employe in making the needed improvement.

UNSATISFACTORY: A rating of Unsatisfactory indicates the performance with respect to the factor under consideration is usually so far below acceptable standards that the work done by the employe is of relatively little value to the department. The rating means the need for improvement is so urgent that immediate attention is necessary. It may suggest greatly increased effort, special training, reassignment, disciplinary action, or dismissal.

#### THE OVERALL RATING

For purposes of summarizing the total performance of the employe into a rating that will indicate to him his overall standing and which can be used in making decisions as to eligibility for annual salary adjustment and eligibility for promotion, an overall rating must be given on each report. This adjective type summary will not be used to determine order of furlough since the law requires that a numerical rating be used for that purpose.

To indicate the overall rating, an "X" is placed in the box in one of the overall ratings.

Because the importance of different performance factors varies from job to job there is no prescribed formula for averaging the factor ratings to arrive at an overall rating. For example, "Relationship with people" is a factor of major importance for an Information Clerk, but of secondary importance for an Addressing Machine Operator. That factor cannot be given the same weight with respect to the overall ratings in the different classes.

If the overall rating is to be sound it must be consistent and realistic. Avoid signing an overall rating at variance with the factor ratings. For example, if the factor ratings are all Good, or nearly so, an overall rating of Excellent is unwarranted.

#### TO RATERS AND REVIEWERS

As a supervisor in your daily duties you are continually judging how effectively your workers are doing their job. In his work an employe will usually meet, exceed, or fall short of what you reasonably expect of him. As a result you group him in your mind as being a "GOOD", or "SUPERIOR", or a "FAIR" worker. Usually very few employes, even in a large work group, will be either outstanding or definitely unsatisfactory and unfit workers.

In rating an employe under this program simply put into action your knowledge of the work duties to be performed, the manner in which they should be performed, and how well they are being performed by the employe. Performance ratings fairly determined on the basis of actual work requirements followed by frank discussion of the employe's actual work performance will foster mutual understanding between you and the employe you supervise.

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2 QUANTITY OF WORK — A	Amount of acceptable	work performed.					x		
3 WORK HABITS — Organiza Promptness in meeting dead							x		
4 RELATIONSHIP WITH PEOF dealing with the public, cli	PLE — Ability to get ients, other employes	along with others; Eff patients or inmates.	fectiveness in				x		
5 INITIATIVE — Resourcefuln						X			
6 DEPENDABILITY — Degree affectively; Adherence to e	to which employe ca stablished work hours	n be relied upon to v	work steadily a	nd			x		
7 ANALYTICAL ABILITY — rules and procedures.	Thoroughness and acc	curacy of analysis of	data, facts, lav	ws,					
8 ABILITY AS SUPERVISOR - laying out work; Leadership	- Proficiency in train	ning employes, in plan	nning, organizir	ng,					`
9 ADMINISTRATIVE ABILITY of good management princ	- Promptness of act	ion; Soundness of dec	ision; Applicat	ion					
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#### GENERAL INFORMATION FOR EMPLOYES

Work performance rating is not just a once-a-year affair. Whether you realize it or not your work performance is being rated continually. Every day you work, every job you do gives your supervisor a chance to observe how well you perform your duties. Eventually he can't help but form a pretty good idea of your value to him in helping him do his job.

Work Performance Rating procedures are designed to get down on paper these day-to-day judgments that your supervisor is constantly making. They are also intended to help him form them as objectively as possible. After all, if steps are taken to lessen the effects of "personalities" in his judgments they can be very useful in providing performance ratings that have a basis in our everyday work life.

#### DEFINITION OF ADJECTIVAL RATINGS

OUTSTANDING: A rating of Outstanding means that the employe's work performance with respect to the factor under consideration consistently exceeds the standards expected. It is a rating that should be given only on the basis of an exceptionally careful and deliberate evaluation of the employe's performance. If the performance of the individual is not exceptional, he should not be given a rating of outstanding. If standards of performance are observed, ordinarily some employes will deserve outstanding ratings, but these will be the exception rather than the rule.

EXCELLENT: A rating of Excellent indicates that the employe's work performance with respect to the factor under consideration consistently and fully meets and frequently exceeds all of the requirements of the work assigned. This is the rating given to an employe whose work effectiveness exceeds what the supervisor considers as adequate and acceptable.

GOOD: A rating of Good indicates that the employe's work performance with respect to the factor under consideration meets and occasionally exceeds the requirements of the work assigned. This is the rating given to an employe whose work effectiveness is judged by the supervisor to be adequate and acceptable.

FAIR: The rating Fair means that the performance with respect to the factor under consideration no more than meets and occasionally falls below acceptable performance. The rating is intended as a definite notice to the employe to improve his work performance. Usually it means the supervisor should devote additional attention to assisting the employe in making the needed improvement.

UNSATISFACTORY: A rating of Unsatisfactory indicates the performance with respect to the factor under consideration is usually so far below acceptable standards that the work done by the employe is of relatively little value to the department. The rating means the need for improvement is so urgent that immediate attention is necessary. It may suggest greatly increased effort, special training, reassignment, disciplinary action, or dismissal.

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# ORDNANCE REPLACEMENT TRAINING CENTER Abordoon Proving Ground Maryland

October 29, 1942.

SUBJECT: Volunteer Officer Candidate.

TO: Mr. William D. Ridgoway, 913 South 17th Street, Philadelphia, Penna.

- l. This is to inform you that the Officer Candidate
  Board, Ordnance Replacement Training Center, Aberdeen Proving
  Ground, Maryland, has recommended approval of your application
  as a Volunteer Officer Candidate.
- 2. Your papers have been forwarded to the Third Service Command Headquarters, Baltimore, Maryland, where final action will be taken.

G. B. CLINE,

Lt. Col., Ord. Dept.,

President.

#### COMMONWEALTH OF PENNSYLVANIA GOVERNOR'S OFFICE HEADQUARTERS FOR SELECTIVE SERVICE

Post Office Box 92 Harrisburg, Pennsylvania

In reply refer to c:27s. 11-19
November 19, 1942

Mr. William D. Ridgeway 913 S. 17th Street Philadelphia, Pennsylvania

Dear Sir:

We retain in this office correspondence and papers approving your application for Volunteer Officer Candidate Training.

The quota for Pennsylvania for November is 218, and has been filled.

The sequence number of your application received after the November quota was filled, is 635. Unless quotas are greatly increased, your induction as a candidate may not be authorized for several months.

If you believe you can qualify for Antiaircraft Artillery or Engineers, and if you are willing to limit your application to these two branches, we will be glad to receive your request for induction under such conditions. We have an additional quota for these two branches.

To be qualified for Antiaircraft Artillery, the applicant should have a technical education while practical experience will be acceptable for Engineer Training.

Very truly yours

E. F. EVANS & Lt. Col., A. U. S. Acting Director

cc to Local Board No. 13, City of Philadelphia



## THE WHITE HOUSE WASHINGTON

October 8, 1956

Dear Mr. Bey:

The President has asked me to thank you for your letter of recent date. As you know, the President is devoted to the principle which he has expressed thus: "A cardinal ideal in this heritage we cherish is the equality of rights of all citizens of every race and color and creed."

This Administration is proud of the progress which has been made in the past three years toward guaranteeing to all our citizens equal privileges under the law. In the District of Columbia, in the Federal Government, in the Armed Forces, tremendous strides have been taken in the direction of full equality for all Americans. You may be sure that this progress will continue, under the firm leadership of President Eisenhower.

Sincerely,

Maxwell M. Roth

Maxwell M. Rabb

Reverend Henry W. Bey Ordained Minister of the Moorish Science Temple of America 2427 Manton Street Philadelphia 46, Pennsylvania THE WHITE HOUSE Reverend Henry W. Bey Ordained Minister of the Moorish Science Temple of America 2427 Manton Street Philadelphia 46, Pennsylvania