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### ACTIVITIES OF THE SILENT COLONY.

February 3, 1920.

#### Prospects.

Development and stimulation of each of the various phases of the Silent Colony should be the chief undertaking of the present year. A start has been made in each department.

Several families should be established in their own homes in Firestone Park. Several families are now interested and if possible for the Company to offer any special terms we would be assured more rapid development than through any other means.

The Silents start their second year in athletics with prospects for an amateur baseball team capable of holding its own with the best in Class B company. Athletic teams are the Silent's best introduction to hearing people and to deaf people living in other cities. Until recently the Recreation department did not realize the possibilities of the Silents in an athletic way. With the cooperation of this department athletics will develop rapidly. I believe that the baseball material on hand justifies the purchase of complete equipment for a Silent team.

Active recruiting for deaf labor is of little value but it is well for the writer to extend his acquaintance among the deaf as much as possible. With this idea in view the writer will suggest visits to various cities from time to time and will arrange to attend conventions and other large gatherings. The Colony is now in a position to grow of its own momentum if the way is left clear by making living and working conditions as agreeable as possible.

Special attention to female labor will be an important factor in development generally. The writer has had little opportunity to familiarize himself as to the lack of employment among the female deaf but a liberal policy with respect to their employment should gain desirable results in time.

No radical departure from our policy of the past year is contemplated at this time with the exception of the employment of deaf women, noted above, and the organization of a class in drafting next Fall. The deaf have displayed unexpected interest in this class and the writer believes it to be an important development.

#### Developments of the Past Month.

##### Recreation.

The basketball team was entered and played its first game in the City League. The Silent team representing Goodyear was played on February 2d. Certain members of the team will pay their own fares to Pittsburg where they will play their school team on February 20th. Besides weekly games in the City League various independent teams will be played. So far no games have



## Activities of the Silent Colony. #2.

been scheduled out of the city with the exception noted. Some effort has been made along this line and further effort will be made but results are doubtful unless the Recreation Department will come to the assistance of our manager.

One Silent, not including the writer, was entered in the State bowling tournament on a Firestone five-man team. Three Silents entered independently.

A committee to arrange for the Smoker in March has been organized.

No progress has been made in the matter of an indoor baseball team and it is not at all certain that a team will be organized.

### Welfare

The matter of a Bible Class for deaf employees has been taken up with the Rev. McClure of the Firestone Park Presbyterian Church. If they can arrange to let us have a satisfactory room we plan to get in touch with a hearing Clergyman of this denomination living in Cleveland who can use the sign language in hopes that he will help us organize and get well started.

### Factory.

There has been no development since our last report in this department. It might be well to mention that our plans to transfer two men from Department 4B to Department 204A met with partial success. Owing to delayed production in Department 4B we were able to secure the transfer of one man and the promise of another at an early date.

There was some friction among finishers in Department 17. One man was dismissed for insubordination. Several of the men in this unit are quite capable but difficult to handle. However, it is my belief that this unit gives promise of being a feature of the Silent movement with Firestone. It is my idea to place picked men here who will consider it an honor to be placed upon this difficult and important operation. There is a report among the boys that Mr. Lee is not in sympathy with deaf men. While unfounded in fact the boys have some cause for this belief and it is desirable that Mr. Lee set himself right with them on this point.

Under the head of "Welfare" we should have mentioned that watchmen often offend deaf employees with their officiousness without making reasonable effort to let the deaf men understand what is wanted. We believe that a few special instructions upon advisable means for handling deaf men would remove the cause of considerable friction.