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UNITED STATES DEPARTMENT OF AGRICULTURE
OFFICE OF EQUAL OPPORTUNITY
WASHINGTON, D.C. 20250

Honorable Stanley S. Scott
Special Assistant to the President
The White House
Washington, D. C. 20500

MAR 27 1975

Dear Mr. Scott:

The following is our report on minority affairs for February 1975.

EMPLOYMENT

1. During the month of January 1975, seven employees filed formal complaints of discrimination. Twenty-two employees contacted EEO Counselors and remedial action was taken in four cases.

2. Information prepared by the Office of Personnel on the Department's hires and promotions during 1974 shows that goals for hiring minorities at the professional level were exceeded during the year and goals for hiring women at both the professional and technical levels were not attained.

	Minority Hires		Women Hires	
	Goal	Results	Goal	Results
Professional	3.0	5.0	15.5	7.3
Adm/Technical	11.0	9.0	40.0	16.7
Clerical	28.0	14.8	51.0	81.9

Despite mixed results in achieving hiring goals, small but steady increases for minorities and women were recorded in every area.

	Minority Employment		Women Employment	
	1973	1974	1973	1974
Professional	5.6	5.8	2.5	2.7
Adm/Technical	8.3	9.2	12.0	13.2
Clerical	16.8	17.2	79.0	80.2

A summary of the Department's hires and promotions by race and by sex during 1974 is attached (A).

3. In February 1975, the Foreign Agricultural Service (FAS) promoted five minority employees (two men and three women) and four non-minority employees.

4. The Soil Conservation Service (SCS) announced the promotion of Winfred Andrews (Black), to District Conservationist-Alabama, and James E. Smith (American Indian), to Assistant State Conservationist-Oklahoma.



WOMEN

1. Ms. Karen L. Glazebrook, SCS Birmingham Field Office, has been appointed as Alabama's first woman Soil Conservationist.

2. SCS announced that the Soil Conservation Society of America has awarded Ms. Barbara Matchett of the Deming Field Office, the Outstanding County Employee Award for Conservation work in New Mexico.

3. Mrs. Maggie DeCarlo, a plant mounter with the National Arboretum, has become the first black woman to receive a Certificate of Accomplishment in Natural History Field Studies from the USDA Graduate School. Mrs. DeCarlo also serves as an Equal Employment Opportunity Counselor. A newspaper clipping on Mrs. DeCarlo is attached (B).

AWARDS

1. Mr. Abraham A. Kubo (Asian American), a Rural Housing Specialist in the California State Office of the Farmers Home Administration (FmHA), has been given a \$500 cash incentive award and a Departmental Equal Opportunity award for his efforts in trying to increase housing loans and services to rural minorities in the state. In addition to these activities (regarding loans), Mr. Kubo was also cited for establishing a housing aide program and for his efforts to assure upward mobility for minority group persons and women in FmHA and other Federal agencies.

2. Mr. Willard P. Goree (Black), Conservation Technician with SCS, has been awarded a certificate of merit for his outstanding work with Grambling University in Louisiana. A newspaper clipping on Mr. Goree is attached (C).

3. Mr. Rex Butler, a Statistical Reporting Service (SRS) staff member who represented the Agency in the cooperative program at Tennessee State University, has been presented with a performance award for his outstanding contribution to Equal Employment Opportunity. The award was presented to Mr. Butler by the Administrator at the SRS National Conference, February 18-21, 1975.

UPWARD MOBILITY PROGRAM

As of January 1975, 421 positions have been filled under the four components of the Department's Upward Mobility Program.

AID TO AMERICAN INDIANS

1. On February 12, 1975, the Administrator of the Farmers Home Administration (FmHA) met with representatives of the Yakima Indian Nation to discuss a \$4 million loan currently being processed by FmHA for the Indian Nation.

2. In February 1975, the Farmer Cooperative Service (FCS) reviewed an agricultural cooperative development proposal for the Northern Cheyenne Tribes, Lame Deer, Montana. Mr. David Robinson, project leader, was in Washington, D.C. to visit with members of the USDA Special Indian Task Force on March 10, 1975 regarding the proposal.

3. The Food and Nutrition Service (FNS) has amended its regulations for the Special Supplemental Food Program For Women, Infants and Children (WIC). The principle amendment authorizes cash grants directly to Indian tribes, bands or groups recognized by the Department of Interior, or to the Indian Health Service of the Department of Health, Education and Welfare.

MINORITY PARTICIPATION IN DECISIONMAKING

Minorities now constitute only 5.6 percent of the members of USDA public advisory bodies while women constitute only 5.4 percent of all members. Minorities serving on USDA committees dropped from 87 in February 1974 to 80 in February 1975. Women dropped from 107 to 77 in the same period. Total membership on USDA committees dropped from 1,448 to 1,441.

OUTREACH

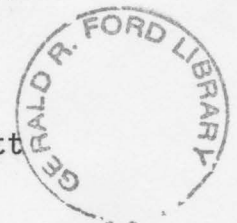
1. On February 26, 1975, the Equal Opportunity Staff of FmHA met with William Morris, National Housing Director, NAACP, to discuss various FmHA programs. The parties also discussed future Tri-State Housing Hearings for Tennessee, Mississippi and Arkansas in which FmHA will participate.

2. FmHA has translated Pamphlet 1002 - "Farm Operating Loans," into Spanish. A copy is attached (D).

3. Mr. Ross S. Cook, Chief, Program Operations Branch (Employment), Foreign Agricultural Service (FAS), made two recruitment trips in February 1975 aimed at interesting minority applicants in employment with FAS. On February 27, he visited Tennessee State College, Nashville and on February 28, Southern University, Baton Rouge, Louisiana.

4. In February 1975, the Rural Development Service (RDS) met with the following minority interest groups:

- (a) Rev. Leon H. Sullivan, Opportunities Industrialization Center (OIC), to discuss the program and possible application in rural areas;
- (b) Mrs. Mee-Soog Li, Community Services Administration (CSA), Community Development Specialist, Dallas, Texas, to discuss USDA assistance for community gardens and food processing facilities for low income residents;
- (c) Mr. Luther T. Woodard, representing Sen. Dewey F. Bartlett of Oklahoma, to discuss USDA rural development programs that can assist small towns;
- (d) Mr. Albert Olivarez, Executive Director, Tri-County Mexican-American Unity Council, Salinas, California, to discuss assistance for business and industrialization projects;



- (e) Mrs. Arabella Martinez, a Ford Foundation Consultant, to discuss the availability of USDA assistance for the Arizona Job College, Inc., a residential family rehabilitation program for migrant workers; and
- (f) Mrs. Gloria Morales, Crystal City, Texas, to discuss USDA assistance for business enterprises that would provide year-round employment for minority farmworkers.

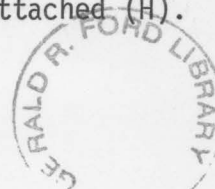
5. In February 1975, FCS met with five leaders of the Southern California Indian Jojoba Association, Escondido, California, to review funding needs and training requirements.

6. Raymond C. Small, Equal Opportunity Specialist with the Program Planning and Evaluation Division, Office of Equal Opportunity, on February 24-27, 1975, attended a workshop held at Tuskegee Institute aimed at bringing more minorities into natural resource careers. The Forest Service (USDA), Weyerhaeuser Company, Tuskegee Institute, the Society of American Foresters and the National Association of State Universities and Land Grant Colleges cosponsored the workshop. Of the more than 20,000 professional foresters in the United States, only 15 are black. To help correct this imbalance, Tuskegee Institute began a pre-forestry training program in 1968 in cooperation with the USDA Forest Service. Today, 33 students are enrolled in the 2-year program. After completion of the 2-year training, the students will transfer to universities offering professional training and degrees in forestry or natural resources. Figures made available during the workshop indicated that minorities constitute only 1.3 percent of all 1974 undergraduate enrollment in forestry schools in the United States (263 out of 19,821). A table showing minority enrollment in forestry schools by race is attached (E).

7. The Rural Electrification Administration (REA) has released a summary report of its major civil rights accomplishments between 1970 and 1974. Some of the accomplishments include increasing the number of minorities in jobs connected with REA financed electric and telephone systems; increasing the telephone and electric services to minority groups by 46 percent; and increasing the number of minorities serving on cooperative boards of directors. Specific details are listed in the summary report, a copy of which is attached (F). In addition to the summary report, REA has republished in one document six civil rights articles dealing with its programs. A copy is attached (G).

8. To highlight women during International Women's Year, the Agricultural Marketing Service (AMS) has published a brochure entitled "Ladies in Grading." The publication features women graders of fruits, vegetables, meat, poultry, eggs, rice and juices.

9. The U. S. Department of Agriculture recently issued a memorandum to the Heads of the Department Agencies on Black History Week, February 9-15, 1975. The memorandum cited the "many achievements" black Americans have made to agriculture and related fields. A copy of the memorandum is attached (H).



PROGRAM PLANNING AND EVALUATION

The Program Planning and Evaluation Division, Office of Equal Opportunity, has reviewed Forest Service's minority target performance and the ethnic participation rates in the Forest Service Recreation Program for 1973. The evaluation compared the minority participation rates with minority participation targets established by Forest Service for 1973 and the percent of minority and white participation at specific recreational sites to total participation in each Forest Service Region in the U. S. The study showed that minority participation increased during 1973 to 7.1 percent of total participation, but the gap between the percent of minority participation and the minority proportion of total U.S. population was still over 10 percent.

This Division also reviewed the Agricultural Stabilization and Conservation Service's County Office Employment as of December 31, 1973 in 48 conterminous States. The purpose of the review was to determine the parity of minority county office employment to total minority population 21-64 years (1970 Census of Population) and to compare the percentages of minority and white county office employees by grade levels. The study revealed that 2.7 percent of 9,470 county office employees were minority and that an additional 991 minority employees were needed for parity of employment. Further, of 257 minority employees, 65.3 percent were employed in the lowest grade levels compared with 38.8 percent for whites, while 16.0 percent of minority employees were in the highest grade levels compared with 26.7 percent for whites. In nine States, 90 percent or more of minorities employed were in the lowest grade levels.

USDA FOOD ASSISTANCE PROGRAM

1. Data for January 1975 show a total of 18.1 million persons participating in federal-state food assistance programs in the United States. This is an increase from 15.1 million persons participating a year ago. The data also show that 25.2 million schoolchildren were participating in school lunch programs with 9.9 million receiving free or reduced price lunches. A year ago only 24.7 schoolchildren were participating in the school lunch program and only 9.1 million were receiving free or reduced price lunches. The number of children receiving school breakfast increased by 500,000 to 1.8 million, with 83.5 percent of those participating receiving breakfast free or at a reduced price.

2. Food and Nutrition Service grants, totalling \$250,000, have been awarded to five states, the District of Columbia and Puerto Rico, to develop programs through their school systems to encourage students, as well as parents, to eat well-balanced, nutritious meals. Another goal of the grant program is to encourage student participation in the National School Lunch Program through parent involvement in nutrition education.

Sincerely,

Miles S. Washington, Jr.
MILES S. WASHINGTON, JR.
Acting Director

Attachments



Calendar Year 1974

UNITED STATES DEPARTMENT OF AGRICULTURE
AGENCYTotal PFT Employment

			Hires		Promotions	
	No.	%	No.	%	No.	%
Total Population	79,214		4634		14,682	
Black	5,764	7.3	310	6.7	1,645	11.2
Spanish	1,976	2.5	190	4.1	442	3.0
Indian	286	.4	12	.3	73	.5
Oriental	573	.7	18	.4	111	.8
*Non-Minority	70,614	89.1	4104	88.6	12,411	84.5
Men	60,802	76.8	2853	61.6	9,980	68.0
Women	18,412	23.2	1781	38.4	4,702	32.0

Professional GS Employment

			Hires		Promotions	
	No.	%	No.	%	No.	%
Total Population	28,269		1140		4,459	
Black	870	3.1	30	2.6	221	5.0
Spanish	361	1.3	18	1.6	73	1.6
Indian	73	.3	1	.1	14	.3
Oriental	329	1.2	8	.7	63	1.4
Non-Minority	26,636	94.2	1083	95.0	4,088	91.7
Men	27,516	97.3	1057	92.7	4,311	96.7
Women	753	2.7	83	7.3	148	3.3

Administrative-Technical GS Employment

			Hires		Promotions	
	No.	%	No.	%	No.	%
Total Population	30,884		1543		5,707	
Black	1,856	6.0	71	4.6	494	8.7
Spanish	717	2.3	42	2.7	188	3.3
Indian	128	.4	8	.5	33	.6
Oriental	132	.4	3	.2	22	.4
Non-Minority	28,051	90.8	1419	92.0	4,970	87.1
Men	26,812	86.8	1285	83.3	4,560	79.9
Women	4,072	13.2	258	16.7	1,147	20.1

Clerical GS Employment

			Hires		Promotions	
	No.	%	No.	%	No.	%
Total Population	16,710		1748		4,034	
Black	2,319	13.9	194	11.1	793	19.7
Spanish	388	2.3	54	3.1	118	2.9
Indian	70	.4	3	.2	25	.6
Oriental	102	.6	7	.4	25	.6
Non-Minority	13,830	82.8	1490	85.2	3,073	76.2
Men	3,303	19.3	316	18.1	652	16.2
Women	13,407	80.2	1432	81.9	3,382	83.8

*1 Aleut employee should be included in population breakdown by race.

Volume 27, Number 3

Washington, D. C.

March, 1975

Maggie DeCarlo First Black Woman To Receive Graduate School Certificate In Natural History Field Studies

by Walt Fredericks, FHA
(Member, Grad School
Information Committee)

A proud black woman has
found an affordable route toward
achieving her goals of self-im-



Conservation Salesman

Price Goree Reveals Award Winning Methods

By GENE WARREN
Soil Conservation Service

Not so long ago I sat and watched Price Goree get an award for conservation work. I wondered what he had done to merit recognition for outstanding achievements. To find the answer I went to Ruston where he works as a conservation technician for the Soil Conservation Service.

The day I walked into the Ruston SCS field office, Price was working over some figures in a little book. I said, "Price, I'd like to learn what a man has to do to win such an honor." So I sat down and had a chat with him.

First of all, I learned that Price Goree loves his work and readily surmised that was the force behind his accomplishment. I also learned that he began his work with the SCS in 1951 and was the second black employee hired by the SCS in Louisiana. "I started my work at the office the SCS had set up over at Grambling," Goree said, as he searched his mind for facts. "Leon Blankenship was the first black employee hired by the SCS. We worked in several parishes then. I was really happy to get this kind of work because I had always dreamed of a way to help farmers with their conservation problems. I was raised right here in Lincoln Parish and my family was pretty poor. So from the beginning, helping farmers with their conservation jobs has been a thrill."

"What's your work like today?" I asked, as Goree thumbed through a record book that listed many conservation practices in the parish and the amount accomplished. "Well, to begin with, I work with both black and white land users now, all of us here do. There are about 1,600 land users cooperating with the Dugdemona and the D'Arbonne Soil and Water Conservation Districts, about 450 are black. Usually, we go where the work is and we are happy with the good work we do up here. I'm going to help a fellow with a pond this morning, would you like to come along and see some



Price Goree

of our work?" "Sure, I'd like that," I said, and we picked up our hats and headed for his pickup. On our way out we ran into P. B. Colvin, the district conservationist in charge of the Ruston SCS field office. "I tell you I really don't know what I'd do without Price, and Roy Vining, who works for the conservation district," Colvin said. "Price, are you going to check out that pond up on John Jenkin's place?" "Yeah," he said, "then I'm going by to contact two or three other cooperators in the area about some other work."

On our way to the pond site Goree told me about some of the jobs he did last year. He assisted several hundred cooperating land users with conservation projects. This included selecting sites, staking and designing more than 30 ponds, staking contour lines on 1,000 acres of peach land, and helping to establish nearly 1,700 acres of new grasses. Goree's work also resulted in getting district cooperators to properly manage 5,000 acres of woodland and more than 10,000 acres of pasture, plus a long list of other conservation practices.

"Price, do you work only with farmers?" I asked, as we turned down a dirt road and headed toward a freshly dug pond at the end of a pasture

operaciones. Si no le es posible localizar la oficina puede solicitar información de Farmers Home Administration, U.S. Department of Agriculture, Washington, D.C. 20250.

¿COMO AYUDAN LOS PRESTAMOS DE OPERACION AL DESARROLLO DE AREAS RURALES?

Los préstamos de operación ayudan a las familias con fincas a adquirir los recursos y destrezas necesarias para mejorar sus operaciones, levantar sus niveles de vida, aumentar sus ingresos y emprender nuevas empresas. Esta ayuda, en cambio, estimula la actividad de negocios en pueblos vecinos y ayuda en general a las familias con fincas y a las comunidades a las que pertenecen a hacer una contribución importante a la solidez económica nacional.

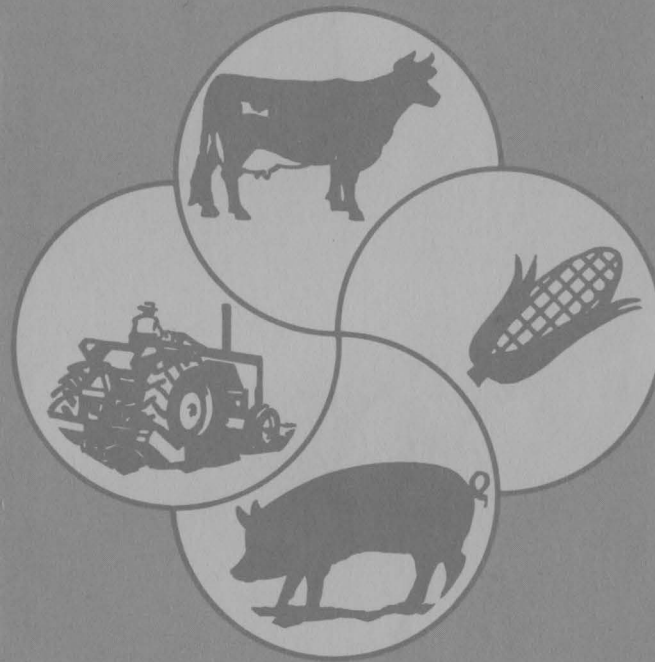
¿QUE OTRAS CLASES DE PRESTAMOS HACE LA ADMINISTRACION DE HOGARES DE AGRICULTORES?

También se hacen préstamos para comprar y desarrollar fincas, construir y mejorar hogares rurales y edificaciones esenciales, financiar proyectos a la juventud rural, afrontar necesidades de crédito de emergencia para agricultores como resultado de desastres naturales tales como granizo, inundaciones o sequía, proveer viviendas para alquilar y para obreros agrícolas, desarrollar facilidades comunales y establecer empresas industriales y comerciales para el desarrollo rural.

Ayuda para el Programa Número 1002-S
Noviembre 1974

☆ U.S. GOVERNMENT PRINTING OFFICE: 1974 - 667-342

PRESTAMOS PARA OPERACION DE FINCAS



DEPARTAMENTO DE AGRICULTURA DE LOS EE. UU.
ADMINISTRACION DE HOGARES DE AGRICULTORES

Attachment (D)

PRESTAMOS PARA OPERACION DE FINCAS

- GANADO
- EQUIPO
- GASTOS DE OPERACION
- REFINANCIAMIENTO

La Administración de Hogares de Agricultores hace préstamos para operación de fincas y ofrece ayuda técnica para operar fincas familiares.

Este tipo de préstamo está diseñado a la medida de las necesidades del solicitante. El supervisor local de la Administración de Hogares de Agricultores ayuda al prestatario a hacer un análisis de sus problemas, determinar sus recursos disponibles y planificar cómo éstos, unidos a los recursos a obtenerse con el préstamo, pueden usarse óptimamente. El supervisor visita la finca del prestatario y le provee asesoramiento técnico para hacer los ajustes principales en operaciones agrícolas y no-agrícolas y en la adopción de prácticas mejoradas de negocios.

A todo solicitante de crédito deberá dársele consideración igual en cuanto a raza, color, creencias u origen nacional.

Las solicitudes de veteranos elegibles tienen preferencia.

¿COMO SE PUEDEN USAR LOS FONDOS DE PRESTAMO?

Los préstamos de operación de fincas pueden usarse para adquirir ganado, cerdos, aves, otros animales de la finca, tractores, arados, bombas y equipo de asperjar, otro equipo agrícola, congeladores de alimentos, otro equipo del hogar, cercas, para hacer pequeñas mejoras a edificios y terrenos y para proveer abastecimientos de agua para uso del hogar, ganado o riego.

Los préstamos pueden usarse además para gastos de operación, tales como compra de alimento para ganado, semillas, combustible para maquinaria agrícola, cal, abonos, yerbidas, insecticidas, seguros de cosechas y pago de jornales.

Se pueden hacer estos préstamos también para comida, ropa, cuidado médico y seguros personales.

Se pueden usar además para comprar equipo y pagar gastos de operación para establecer bosques y para financiar la producción de peces bajo condiciones controladas en charcas, arroyos y lagos.

Pueden usarse estos préstamos además, para financiar empresas no-agrícolas y recreativas; comprar equipo, animales y aves de caza, financiar mejoras menores al inmueble, para pagar gastos de operación de empresas para pesca, paseos a caballo, parques para acampar, caza, talleres de maquinaria y otras empresas.

Cuando el refinanciamiento de una deuda es necesario para asegurar una operación juiciosa del negocio, se pueden usar estos préstamos para pagar deudas que no sean sobre el inmueble.

Se pueden usar estos préstamos, además, para comprar acciones y pagar cuotas en cooperativas de servicios y de mercadeo y compra de productos agrícolas y de ciertas cooperativas recreativas.

Los fondos se usan para pagar solamente por aquellos renglones necesarios para el éxito de las operaciones propuestas.

¿CUALES SON LOS TERMINOS DE PAGO Y EL TIPO DE INTERES?

El tipo de interés se establece cada 1ro. de julio. Los préstamos se pagan de acuerdo con la capacidad de pago del prestatario. Los fondos adelantados para gastos de operación se pagan cuando se venden las cosechas, ganado u otros productos.

Los fondos adelantados para otros propósitos pueden pagarse de uno (1) a siete (7) años y en algunos casos los préstamos pueden renovarse por 5 años adicionales.

El prestatario puede hacer pagos sustanciales en años de ingresos altos para crear una reserva para mantener sus pagos al día en años de ingresos bajos.

Todo prestatario debe refinanciar el balance de su préstamo tan pronto le sea posible conseguir refinanciamiento en otras fuentes de crédito a términos y condiciones que razonablemente pueda pagar.

¿QUIEN PUEDE COGER ESTOS PRESTAMOS?

Para ser elegible, el solicitante debe:

- (1) Tener la experiencia agrícola o el adiestramiento necesario para tener éxito en la operación agraria.
- (2) Tener el carácter, la laboriosidad y habilidad necesarios para llevar a cabo la operación.
- (3) Administrar y operar la empresa agrícola o no-agrícola. En todos los casos, la mano de obra debe ser aportada principalmente por el prestatario y su familia inmediata excepto durante períodos estacionales de necesidad sustancial y simultánea de mano de obra.
- (4) No conseguir crédito suficiente en otra fuente a términos y condiciones razonables.
- (5) Ser ciudadano de Estados Unidos y de edad legal.
- (6) Después de hacerse el préstamo, ser dueño o arrendatario de una finca familiar.

¿QUIEN DETERMINA LA ELEGIBILIDAD?

El comité local de la Administración de Hogares de Agricultores determinará la elegibilidad de los solicitantes. El comité se compone de tres personas que conocen

sobre la agricultura local, las condiciones de crédito y lo que se necesita para tener éxito. Antes de actuar sobre una solicitud, los miembros del comité pueden citar al solicitante y a su esposa para que se entrevisten con ellos o los pueden visitar en su finca.

¿SI EL SOLICITANTE ES ELEGIBLE, CUAL SERIA EL SIGUIENTE PASO A SEGUIR?

El supervisor local de la Administración de Hogares de Agricultores ayudará al solicitante a preparar un plan para proyectar el mejor uso del terreno, mano de obra, ganado, capital y equipo. Este plan será un guía para el prestatario y su familia determinar la solidez de la operación proyectada y el plan detallado a seguir en la operación de la empresa agrícola o no-agrícola. Mostrará las cosechas y ganado que la familia prestataria espera producir para la venta y para uso del hogar; prácticas que se seguirán en el manejo de las cosechas, la tierra y el ganado; los gastos propuestos para ganado, equipo y empresa no agrícola, estimados adelantados de gastos en la finca y el hogar y el ingreso esperado y cómo se usará. Antes de que se haga el préstamo debe haber seguridad de que habrá ingresos suficientes para afrontar gastos de operación y para sostenimiento de la familia y además para pagar el préstamo y otras deudas.

¿QUE OTROS PASOS DEBEN SEGUIRSE ANTES DE QUE SE HAGA EL PRESTAMO?

En algunos casos el supervisor local ayudará al solicitante a acercarse a sus acreedores para determinar si sus deudas pueden ajustarse o consolidarse o extender el tiempo para pagar. Este servicio de crédito está diseñado para ayudar aquellos agricultores que están en serias dificultades financieras y que necesitan ayuda para trabajar un plan ordenado para salir de sus deudas de acuerdo con los ingresos proyectados.

¿DEBE UN ARRENDATARIO TENER UN CONTRATO DE ARRENDAMIENTO ESCRITO?

Sí. No se le hará un préstamo de operación a menos que el solicitante tenga asegurado el uso de una finca de suficiente tamaño y productividad, por período suficientemente largo, que le permita desarrollar un programa agrícola exitoso.

¿QUE AYUDA PUEDE ESPERAR EL PRESTATARIO DESPUES DE RECIBIR UN PRESTAMO?

Los préstamos de operación se acompañan con asesoramiento y ayuda técnica para ayudar a los prestatarios a hacer uso provechoso de sus tierras, agua, mano de obra, capital y otros recursos que le sean disponibles. El supervisor local brinda asesoramiento en cuanto a cómo llevar libros de cuentas, presupuestar y hacer buen uso de los ingresos y del crédito. También provee ayuda en la finca en la solución de problemas de manejo durante los primeros años del préstamo.

¿PUEDE EL PRESTATARIO HACER USO DE OTRO CREDITO?

Sí. A los prestatarios se les estimula a conseguir crédito necesario de otras fuentes cuando está disponible en condiciones y términos razonables.

¿QUE GARANTIA SE REQUIERE?

Cada préstamo se garantizará adecuadamente para proteger los intereses del Gobierno. La garantía usualmente consiste de una primera hipoteca sobre las cosechas a producirse y sobre ganado y equipo a adquirirse o refinanciarse con el préstamo. También puede tomarse una hipoteca sobre otra propiedad mueble y una cesión de los ingresos de la empresa como de lechería, etc.

¿QUE DETERMINA LA CANTIDAD DEL PRESTAMO?

El supervisor y el comité local determinan la cantidad de crédito de operación agrícola tomando como base el plan de operación del prestatario y su habilidad de pago. En ningún caso puede la cantidad de principal adeudada por el prestatario exceder \$50,000 en los préstamos de operación.

¿PUEDE UN AGRICULTOR CON INGRESOS DE FUERA DE LA FINCA SER ELEGIBLE PARA UN PRESTAMO?

Sí, siempre y cuando sea elegible en cualquier otra forma, tenga ingresos de fuera de la finca de los cuales se pueda depender y que los ingresos agrícolas a recibirse puedan considerarse sustanciales.

¿CUESTA ALGO SOLICITAR UN PRESTAMO?

No. Sin embargo, si el préstamo se hiciera, el prestatario tendría que pagar los gastos legales que incluyen búsquedas en el registro, legalización de documentos, del préstamo y gastos de registro de los mismos.

¿PUEDE UN SOLICITANTE NO ELEGIBLE PARA UN PRESTAMO DE OPERACION OBTENER ASESORAMIENTO FINANCIERO?

Sí. El supervisor local hará todo lo posible para ayudar al agricultor a resolver sus problemas financieros. A veces ayudando al solicitante y sus acreedores a trabajar un plan de pago que esté de acuerdo con la habilidad de pago del solicitante, es suficiente. Otras veces es necesario un análisis más minucioso de cuánto el solicitante puede tomar prestado.

¿DONDE SE RADICA LA SOLICITUD PARA PRESTAMO?

Solicite en la oficina local de la Administración de Hogares de Agricultores que sirva el área donde usted espera llevar a cabo sus

PROFESSIONAL SCHOOLS OF FORESTRY
SUMMARY OF 1974 FALL SEMESTER ENROLLMENT*

GROUP	B.S.		M.S.		Ph.D.	
	Male	Female	Male	Female	Male	Female
American Indian	49	11	2	1	1	
Black	52	8	29	3	9	3
Oriental	40	12	14	5	12	1
Spanish Surname	73	18	15	4	5	
Foreign National	66	4	86	4	80	8
White	16840	2648	1703	236	510	26
TOTALS	17120	2701	1849	253	617	38

*Data for West Virginia University and California State not included. Male white enrollment not included for University of Maine, University of Michigan, Oklahoma State, or Louisiana Tech Univ.

Data compiled by Ralph G. Didriksen, USDA Liaison Officer - Lincoln University of Missouri.



UNITED STATES DEPARTMENT OF AGRICULTURE
Rural Electrification Administration

December 19, 1974

SUBJECT: REA Civil Rights Program (1970-1974)

TO: REA Electric and Telephone Borrowers

Enclosed is a summary of major civil rights activities conducted by REA with its borrowers from 1970 to 1974. A more detailed report will be issued after the close of fiscal year 1975.

As in any other program of consequence, we believe that the establishment of goals and their attainment is of primary importance. One of our goals in civil rights is to increase the number of blacks serving on boards of directors to 200 by 1976. We also look forward to a significant increase in the number of other minority group members serving on boards.

We ask your help and cooperation in helping us reach these goals. May we count on you?

David G. Hamill

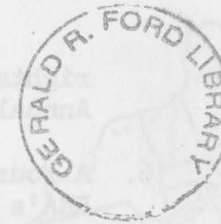
Administrator

Enclosure



REA'S CIVIL RIGHTS PROGRAM:

A PROGRESS REPORT FOR 1970-1974



REA believes that equal opportunity is good business. Equal opportunity means improved employment practices and the increased involvement of minority group members within REA-financed rural electric and telephone systems. People and the programs that can benefit them are two reasons that REA borrowers care, but only by encouraging all members to participate and contribute can the success of borrower programs be assured. Individuals recognize that as they make a better life for themselves, they can improve the quality of life for the community. As living standards are raised for the least, the level of better living can rise for all. REA-financed programs advance most effectively where the total membership works toward a common goal.

REA's civil rights program moves continually toward one goal: complying with the equal opportunity statutes with minimum delay and the greatest benefit to REA borrowers. Our approach emphasizes compliance as good business rather than stressing what penalties might accrue where the law is disobeyed, bypassed, or ignored.

Some accomplishments have been:

1. Of the 2,800 new jobs filled by REA-financed electric and telephone systems between 1970 and 1973, about 20 percent went to persons in minority groups.
2. In 1973, employment among minority groups was 5.7 percent of the total number of jobs provided in the electric and telephone systems. This figure represents a .7 percent growth in the minority employment since 1970. During the same period, telephone and electric services to minority groups increased 46 percent.
3. Prior to 1969, only one black was serving on cooperative boards of directors. There are 1,220 rural electric and telephone cooperatives financed by REA involving over 8,000 members on boards of directors. Today, about 55 blacks are serving on boards of directors in 12 states. Over 122 Spanish surnamed and American Indians are also serving on boards of directors.
4. Cooperative education work experience programs are increasing among our borrowers.
5. A task force of REA staff personnel has conducted 99 civil

rights progress reviews since its organization in 1972. Annual summary reports are compiled of these reviews.

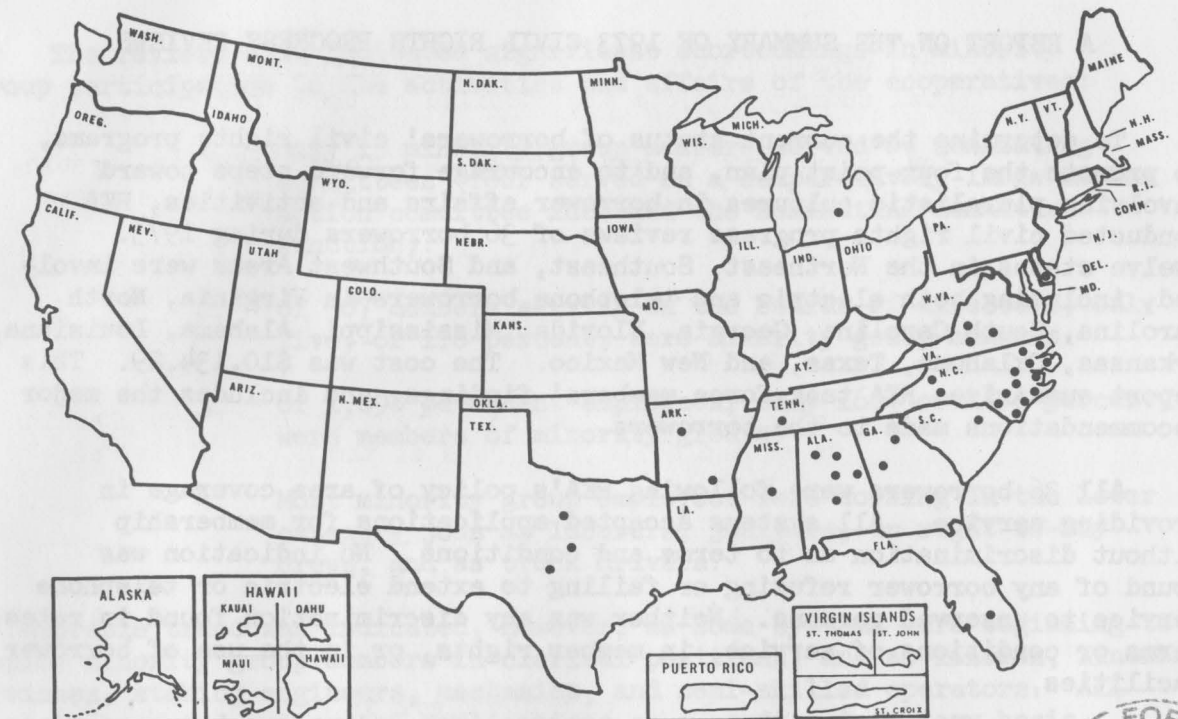
6. A four-point program was devised as a focal point in pursuing REA's civil rights progress reviews. Its major thrusts are:

- To develop cooperative programs with educational institutions in borrowers' territories to employ students at a professional level and on a non-discriminatory basis.
- To develop programs to attract students not planning to attend college to jobs at the non-professional and technical levels.
- To create two new at-large positions on cooperative boards of directors and fill them with minority members until the next election fills these positions by vote.
- To join with other borrowers in creating jointly-financed on-the-job training slots for minority employees.

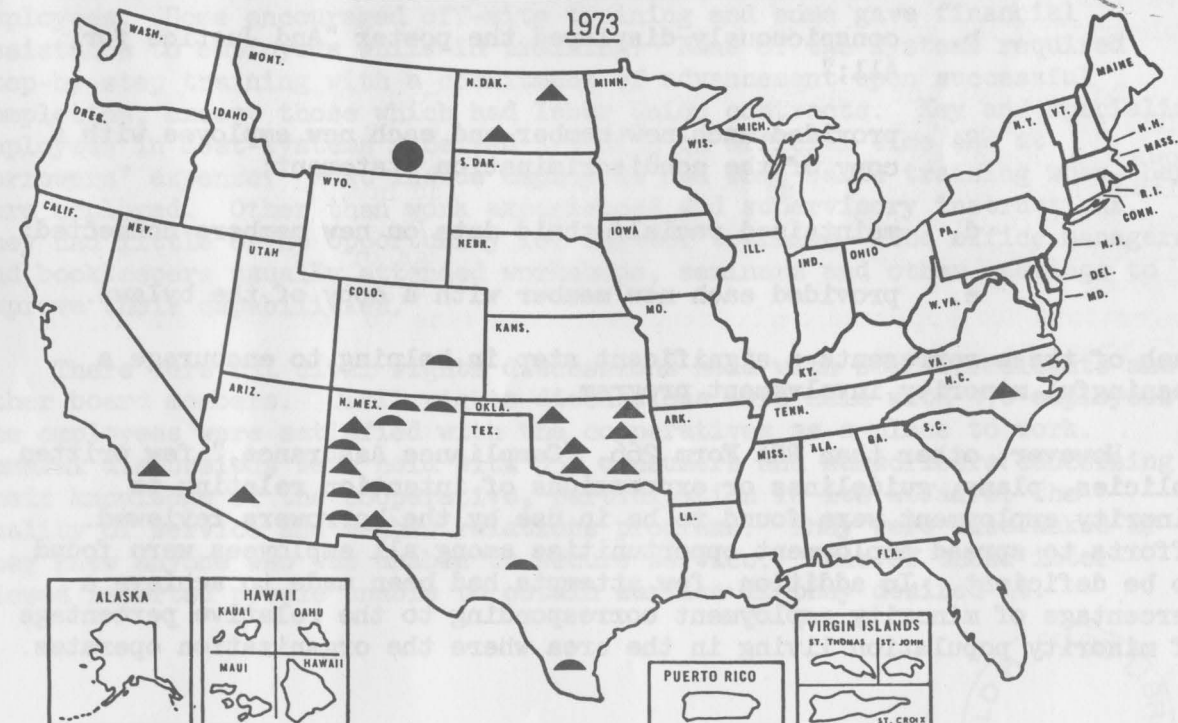
The following material not only details the progress of REA's civil rights program, it describes areas requiring significant improvement in obtaining minority participation and offers specific recommendations for implementing the good business practices that equal opportunity provides.

Two maps depict progress made in minority group participation on telephone and electric boards of directors across the country. The first shows the number and general location of blacks now serving on electric and telephone boards, and the second, the location and number of other minority group members on boards. A summary of the civil rights progress reviews indicates specific accomplishments and shortcomings of the 36 borrowers reviewed in twelve states in 1973. Finally this report outlines the concrete suggestions for improved employment practices made to borrowers during the 1973 progress reviews.

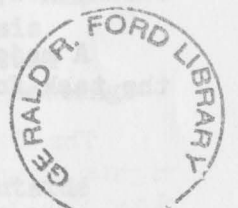
BLACKS ON BOARDS



LOCATION OF OTHER MINORITY GROUP MEMBERS SERVING ON BOARDS OF DIRECTORS, REA ELECTRIC COOPS



SPANISH SURNAME . . . ●
AMERICAN INDIAN . . . ▲
ORIENTAL . . . ●



A REPORT ON THE SUMMARY OF 1973 CIVIL RIGHTS PROGRESS REVIEWS

To determine the current status of borrowers' civil rights programs, to promote the four-point plan, and to encourage forward steps toward involving pluralistic cultures in borrower affairs and activities, REA conducted civil rights progress reviews of 36 borrowers during 1973. Twelve states in the Northeast, Southeast, and Southwest Areas were involved, including both electric and telephone borrowers in Virginia, North Carolina, South Carolina, Georgia, Florida, Mississippi, Alabama, Louisiana, Arkansas, Oklahoma, Texas, and New Mexico. The cost was \$10,134.29. This report summarizes REA task force members' findings, and includes the major recommendations made to the borrowers.

All 36 borrowers were following REA's policy of area coverage in providing service. All systems accepted applications for membership without discrimination as to terms and conditions. No indication was found of any borrower refusing or failing to extend electric or telephone service to unserved persons. Neither was any discrimination found in rates, terms or conditions of service, in member rights, or in the use of borrower facilities.

A majority of the borrowers have complied with the recommendations of the task force. They have also:

- a. published a nondiscrimination statement during the past year;
- b. conspicuously displayed the poster "And Justice for All;"
- c. provided each new member and each new employee with a copy of the nondiscrimination statement;
- d. maintained racial/ethnic data on new members connected;
- e. provided each new member with a copy of the bylaws.

Each of these represents a significant step in helping to encourage a meaningful minority involvement program.

However, other than REA Form 266, "Compliance Assurance," few written policies, plans, guidelines or expressions of intention relating to minority employment were found to be in use by the borrowers reviewed. Efforts to spread employment opportunities among all employees were found to be deficient. In addition, few attempts had been made to achieve a percentage of minority employment corresponding to the relative percentage of minority population living in the area where the organization operates.

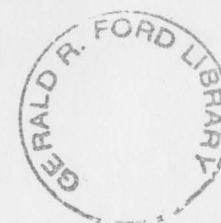
The reviews also indicated significant shortcomings in minority group participation in the activities and affairs of the cooperatives:

1. Only 15 minority group members served on nominating committees (four served on a comparatively large member action committee included the nominating committee function).
2. Of 307 members serving on the boards of directors, only five, or 1.6 percent, were minority group members.
3. Of 1,098 permanent employees, only 160, or 14.6 percent, were members of minority groups.
4. Most minority group employees were working in the lower category jobs as laborers, janitors, on right-of-way crews, and as truck drivers.

A favorable trend was indicated, however, as some systems were beginning to employ minority group members in clerical positions, and as linemen, linemen trainees, staking engineers, mechanics, and semi-skilled operators. All systems accepted employment applications on a nondiscriminatory basis. Thirty-two used formal employment application forms and 24 had written descriptions for all jobs. Thirty-three systems held valid annual meetings during the year.

All systems provided some job and safety training for their outside employees. Some encouraged off-site training and some gave financial assistance to employees while in training. None of the systems required step-by-step training with a commitment of advancement upon successful completion, except those which had labor union contracts. Key and specialized employees in most systems received training on official time and at borrowers' expense. Most inside employees had some basic training when they were employed. Other than work experiences and supervisory instructions, they had little or no opportunity for further training. The office managers and bookkeepers usually attended workshops, seminars and other meetings to improve their capabilities.

There were 231 civil rights discussions held with board presidents and other board members. Civil rights discussions were held with 470 employees. The employees were satisfied with the cooperatives as a place to work. General discussions were held with 559 consumers and subscribers concerning their knowledge of the cooperative, participation in its affairs, the quality of service and member relations programs. They were also asked if they knew anyone who was unable to secure service. None of those interviewed reported people unable to obtain service if they desired it.



The reviews indicated the rural electric cooperatives generally had a good public image. Members had knowledge of and interest in their systems, and very little indication was found of dissatisfaction with services provided. The reviews did appear to indicate considerable apathy and lack of concern among the members regarding participation in the activities and affairs of most of the cooperatives. In contrast, members of a few systems showed a keen interest in the affairs and activities of their cooperatives, including participation in annual meetings, elections and other activities.

One hundred twenty-three discussions were held with attorneys, ministers, professional agricultural workers, educators, community leaders, and other professional people, primarily non-members, to determine the public image of the cooperatives, their community involvement and participation, and the quality of service provided. These discussions indicated that the cooperatives, as a whole, had an excellent public image.

A Summary of the Recommendations Made to Our Borrowers

1. Implement REA's four-point program of minority involvement:
 - (a) Develop cooperative education work experience programs with colleges where blacks and other minorities are enrolled in significant numbers.
 - (b) Work with state boards of vocational education and local high schools in training craftsmen to meet their growing manpower needs.
 - (c) Create at-large positions on the board of directors and appoint minority members to serve until the next annual election at which time the position would be filled by election.
 - (d) Participate with other organizations in a jointly-sponsored job training program for minority group employees and others to assure their ability for upward mobility and to meet future manpower needs.
2. Provide for minority representation on the board of directors:
 - (a) Implement part "c" of the four-point program discussed above.
 - (b) Appoint a minority group member as an advisor to the board to serve during the time the additional at-large director position is being established.
 - (c) Appoint a minority group member to fill any unexpired term on the board.
3. Increase involvement of minorities in other activities and affairs of the cooperatives:
 - (a) Appoint minorities to nominating committees, election committees, annual meeting planning committees and other committees appointed by the board or management, related to members' activities.
 - (b) Appoint ad hoc committees of minority members to assist and advise the boards on devising ways and means of involving the minority community organizations in the cooperatives' programs.

4. Develop effective ways for active participation of minorities in the affairs and activities of the cooperative by:
 - (a) Developing and improving effective communications with all its members.
 - (b) Stimulating interest and involvement of the total membership.
 - (c) Planning, promoting and conducting valid annual meetings.
 - (d) Making bylaws available to all members at the headquarters and giving a copy to each new member.
 - (e) Advising members annually, through newsletters, separate mailings or enclosures, basic information relative to election procedures for directors and other bylaw provisions to assure each member the rights, privileges, opportunity for participation and involvement to which the member is entitled by cooperative's statute and principle.
 - (f) Developing and promoting effective youth programs involving all ethnic groups; actively participating in community development and making facilities available for local and community activities.
5. Employ more minority group employees in both office and outside positions as vacancies occur and:
 - (a) Update job descriptions where needed.
 - (b) Establish written plans and goals for achieving equal opportunity employment.
 - (c) Advertise job vacancies in the service area as they occur.
 - (d) Establish formal written personnel policies.
6. Establish control to assure implementation of REA Bulletin 20-19: 320-19 policy with respect to:
 - (a) Recording ethnical/racial data relative to new members.
 - (b) Distributing to each new patron and employee a copy of the Statement of Nondiscrimination.
 - (c) Providing each new member a copy of the bylaws.

- (d) Publishing annually in newspapers with wide circulation the Statement of Nondiscrimination.
 - (e) Posting the "And Justice For All" poster in reception areas or lobbies of offices.
7. Develop, provide and strengthen formal programs of training, upgrading and evaluation for employees.
8. Provide REA assistance through OFR's and others in the implementation of the civil rights program.





**EQUAL
OPPORTUNITY**
TOTAL
MEMBERSHIP
INVOLVEMENT

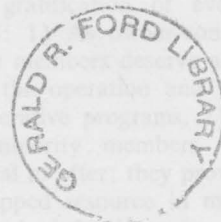
An Overview

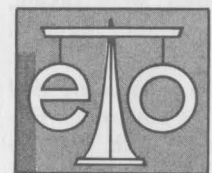
EQUAL OPPORTUNITY

Total Membership Involvement

A series of six articles on REA's Civil Rights Program
reprinted from RURAL ELECTRIFICATION magazine

**RURAL ELECTRIFICATION ADMINISTRATION
U.S. DEPARTMENT OF AGRICULTURE**





**EQUAL
OPPORTUNITY**
TOTAL
MEMBERSHIP
INVOLVEMENT

An Overview



By Henry L. Taylor

*Civil Rights Coordinator,
Rural Electrification Administration*

Equal opportunity for all is the cornerstone of our American democracy. It is also the basis of the cooperative concept in the REA program.

During the past few years, REA has emphasized that it is good business for borrowers to provide equal opportunity in employment and participation in cooperative affairs. The approach taken by our civil rights coordinator and his staff has been to call borrowers' attention to the positive benefits that can be derived from meaningful equal opportunity programs.

This approach appears to be working—perhaps better than any other we have previously tried. To let rural electric cooperatives know how we are doing, and how they might incorporate some of the ideas we have developed into their programs, this is the first in a series of articles describing our efforts.

—David A. Hamil
*Administrator
Rural Electrification
Administration*

Eight Rochester, N.Y., high school students recently completed a cooperative technical-training and educational program sponsored jointly by the Rochester Telephone Corp. and the city school district. The project provided on-the-job training, making it possible for these youths to step directly into good-pay full-time employment—a venture that has been declared a 100% success by employer, schools and students. . . .

In Lenoir, N.C., Stacy Kincaid is a management interne at Blue Ridge Electric Membership Corporation. A 1973 high school graduate, Stacy works with Blue Ridge

in a field—computers—directly related to his intended profession. He is paid for his summer employment by the cooperative, which also will underwrite his college tuition. . . .

These are examples of new opportunities provided employer and employee that can come through voluntary cooperative effort.

Prior to 1969, only one black person served on one board of directors in one REA-financed system among 1,900 borrowers. Today, 40 blacks, along with 121 other minority group members, serve on boards of these rural utilities in ten states.

Here again, thoughtful and voluntary total membership involvement is bringing about change and progress.

In 1973, 2,800 new jobs were filled by REA-financed electric and telephone systems. About 20% of these jobs went to minority people because of increased compliance with equal opportunity laws.

REA's long-standing policy is that equal opportunity is good business. This is true in employment practices. It is equally true in all co-op activity. Well-informed members are more responsive. Involved members can make worthwhile contributions. Cooperative programs advance more effectively where the total membership is involved.

In this series of articles, we will touch on total membership involvement. We'll talk about what it can mean to your cooperative in dollars and cents. We'll look at the facts, the laws, the program possibilities and the potential.

For the past four years, the REA civil rights coordinator and staff have traveled, talked, written let-

ters and entered scores of discussions directed toward one goal: compliance with the equal opportunity statutes with minimum delay and maximum benefit to REA borrowers.

If we have used any technique, it has been the "soft-sell" approach. We've been more interested in getting across why compliance is a good idea and good business rather than what penalties might accrue where the law is disobeyed, bypassed or ignored. We have tried not to push anyone unduly, though time hasn't always been on our side. We've made no headlines, but on the other hand, we've had no confrontations, no complaints, a minimum of friction. Everywhere we've gone, people have understood that we are working with them and not against them. And we have made some progress.

Lack of headlines doesn't mean we haven't been working steadily, or that there is no sharp-toothed law. Despite what some prefer to believe, there is law and there is severe penalty for noncompliance. We continue every day to promote an understanding of the law and its penalties, but our emphasis has been on its potential for benefit.

Everywhere there has been compliance, three facts have emerged to the gratification of everybody involved: 1) As owner-consumers, minority members deserve an equal role in the operation and conduct of cooperative programs. 2) Many times minority members have a great deal to offer: they prove to be an untapped resource in many instances. And 3) in every case, it proved to be good for the co-op.

It all comes down to the old saw: there may be diamonds in your backyard, but you'll never know it until you start digging. . . .

Let's examine where we've been, what we've tried to accomplish and where we must go to take full ad-

vantage of the people-resource offered in total membership involvement.

Rural electric and telephone systems were organized to provide services once denied to a large segment of our population. Today, practically all rural persons have modern electric and telephone service at reasonable cost.

REA knew that for cooperatives to succeed, all members had to be active in their support, all available sources of employment had to be tapped, and there had to be total membership representation on boards of directors.

A national survey of REA bor-

borrower employees. And 85% of the jobs held by minority group employees were in the lowest salary levels.

Only 1,954 (5.4%) of the 36,426 employees of electric borrowers were from minority groups. Of the 15,386 employees reported by 737 REA telephone borrowers, 639, or 4.2%, were minority employees.

This was the situation we faced when the REA civil rights coordinator was assigned the task of working with the REA borrowers on the requirements and potentials of the Civil Rights and Equal Opportunity Laws.

We spent the entire first year in-

of the laws, to report to us what corrective steps they were taking, what voluntary action they planned.

In 1972, REA established a continuing task force to review the civil rights progress of its borrowers. Reviews are conducted with borrowers that have at least 15 employees but less than 50, and where at least 10% of the membership is comprised of minority groups. These reviews cover member participation, employment, minority representation on committees, boards of directors and public relations activities. This task force has conducted 72 reviews, which we will discuss in detail in a later article.

Success in any undertaking comes only through involvement of people. This means people of good will working together toward a common goal. It means people who hope to make a better life for themselves by improving the quality of life for all the community. It means people who realize two things: 1) that doing what you know in your heart and mind is right is far better than worrying about compliance with law; and 2) that as living standards are raised for the least, the level of better living rises for all.

For these reasons, REA created a four-point program designed to stimulate involvement of minority members in their electric or telephone system.

The plan urges borrowers to:

1) Develop a cooperative program with educational institutions in their territory to employ students at a professional level and on a non-discriminatory basis.

2) Develop programs to attract students not planning to attend college to jobs at the non-professional and technical levels.

3) Create two new at-large positions on cooperative boards of directors and fill them with minority members.

4) Join with other borrowers in creating a jointly financed on-the-job training slot for minority group employees.

These points will be discussed in greater detail in later installments of this series.

REA has made every effort, on every front, to get across the hard, dollars-and-cents value in total use

(See Overview, page 12



Dr. Henry L. Taylor, REA Civil Rights Coordinator

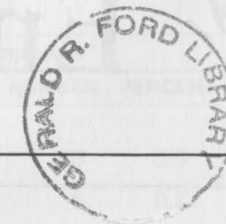
rowers made in 1970 showed that of the 770 electric cooperatives which reported having held annual meetings, minority group members made up about 9.2% of the 396,464 members attending. About 4.6% (1,769) of the 38,156 members attending annual meetings of the 345 telephone borrowers were from minority groups.

From 1936 to 1954, there were no blacks serving on boards of directors. From 1955 to 1968, there was one black member, and from 1969 through 1971, ten blacks served as board members.

On the employment side, the survey showed that minority groups represented only 5% of the 51,812

forming REA borrowers about the laws, and what was expected of them both as government borrowers and as good citizens. We made it clear that the laws required non-discriminatory hiring and promotion practices by government contractors. We told them that charges of discrimination under Title VII of the Civil Rights Act were going into the Equal Employment Opportunity Commission at the rate of 50,000 a year and that the Commission had the power to file suit without a complaint being filed by a job applicant.

We allowed another year for our borrowers to comply voluntarily with both the spirit and the letter



The Task Force

By Henry L. Taylor

Civil Rights Coordinator
Rural Electrification Administration

... no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance from the Department of Agriculture, or any agency thereof.

—Title VI, Civil Rights Act of 1964

Compliance with provisions of this and other civil rights laws is mandatory for all REA-financed systems. Voluntary compliance by its electric and telephone borrowers, however, is what REA asks, encourages and recommends. Love, respect and inner concern for one's fellow man cannot be legislated, but if an atmosphere is created where people can work and plan together, and "get to know" each other, right judgments will be made and correct actions taken. We call this the "positive approach" to civil rights compliance. We believe that providing equal opportunity in co-op activities and in co-op employment is just plain good business.

To determine the extent to which our borrowers share this same point of view, and to assist them in implementing their own programs, REA established in 1972 a nine-member task force comprised of agency personnel. Sent out as a public relations group, not to pressure but to encourage and recommend, the REA task force works with borrowers in reaching compliance with civil rights laws as set forth in the Rules and Regulations of the Department of Agriculture and in REA Bulletin 20-19: 320-19.

Borrowers also are urged to carry out REA's suggested four-point program for:

- 1) Establishing cooperative education work-experience programs with educational institutions;
- 2) Developing work-study programs and working relations with technical high schools;
- 3) Increasing opportunities for minority representation on boards of directors;
- 4) Providing for on-the-job training programs for minority groups.

Borrowers selected for civil rights progress reviews usually have less than 50 employees, at least 10% minority group membership, and are cooperative or similar type organizations. Minority membership is rarely under 10%.

Thirty-six civil rights progress reviews are made each year. A task force reviewer (TFR) visits a borrower and spends a week in the service area. The TFR arrives on Monday and spends the afternoon discussing with the system manager plans for the week. He discusses a questionnaire which the borrower received earlier, arranges employee interviews and a meeting with the board of directors. The TFR visits co-op members, community leaders, educational institutions, principals, school superintendents and others who might help him form an unbiased picture of the co-op's image in, and service to, the community.

On Friday, the TFR discusses with the manager any problems which may have surfaced during the week, the people contacted,

and the recommendations which will be part of his report. In Washington, the TFR submits his report to the Civil Rights Coordinator and the Area Director. A copy of the report is forwarded to the president of the cooperative and to the REA Operations Field Representative.

Follow-up letters are written to the cooperative at six-month intervals for a period of 18 months. If insufficient progress results, the REA Operations Field Representative is directed to visit the borrower and seek necessary compliance. If these efforts fail, the Administrator requests the Office of Equal Opportunity to make its Title VI and contract compliance review.

Of the first 36 task force progress reviews completed in 1972, 14 borrowers have complied fully, 17 are making good progress and five are achieving minimal progress—an excellent record.

Before the reviewer leaves Washington, the tone, emphasis and direction of his mission are set by the Administrator, Area Director and Civil Rights Coordinator through speeches, letters, bulletins and visits, all encouraging voluntary compliance. As a consequence, upon arrival at borrower headquarters the TFR usually finds no strained relationship.

We believe that our borrowers too recognize the justice of equal opportunity in participation in the affairs and activities of the cooperative and in its employment. By using good judgment, these borrowers will determine for themselves the appropriate courses of action which must be taken to achieve fully these worthwhile goals. □

Employment

By Henry L. Taylor
Civil Rights Coordinator
Rural Electrification Administration

Success in employment practices for a co-op, as in any undertaking, comes only through the involvement of people. Success means people working together toward a common goal. It means people who hope to make a better life for themselves by improving the life for all in the community. It is the secret ingredient that has made the rural electrification program work.

The same analogy can aptly be applied to operating the cooperative. Borrower's management-level personnel project the spirit and attitude

of their organization. The cooperative's staffing pattern reflects its interest and concern for the various elements which make up the community. Only when a parity of employment exists can the cooperative truly claim to be an integral part of the community it serves.

Parity of employment is achieved when the percentage of participation in the employment of the organization equals the percentage of minority groups living in the area where the organization operates. The establishment of goals and timetables for its achievement by REA borrowers is endorsed.

Moreover, the establishment of active programs to achieve a parity of employment can provide added benefit to rural systems by: (1) enlarging the area of selection of quali-

fied employees, thereby enhancing the chances of getting the best available personnel to fill each job; and (2) demonstrating to the cooperative membership and to the entire community that the rural electric cooperative is truly representative of all of the people in the community.

Building an image as an "equal opportunity" employer, however, takes more than a change of attitude. In many instances, tradition has built up negative attitudes in the minority community. If it is generally believed that the cooperative does not hire minorities to fill higher-level jobs, minority members don't apply.

In a similar vein, cooperative management may have been guilty of allowing preconceived notions to influence its hiring practices. The

TABLE 1. — Employment of Minority Groups by REA-Financed Electric Systems — 1970

PERSONNEL	ALL EMPLOYEES	Minority Employees*					
		N	O	AI	SS	NUMBER	PERCENT
Officials and Managers	4,061	1	1	26	12	40	0.9
Professionals	822	0	1	1	4	6	0.7
Technicians	1,687	6	1	19	21	47	2.8
Sales Workers	610	1	0	1	1	3	0.6
Office and Clerical	8,312	60	5	75	55	195	2.3
Craftsmen (Skilled)	11,728	142	0	87	114	343	2.9
Operatives (Semi-Skilled)	5,270	324	0	46	76	446	8.5
Laborers (Unskilled)	2,835	470	1	16	71	558	19.7
Service Workers	1,101	271	2	8	35	316	28.7
Total	36,426	1,275	11	279	389	1,954	5.4

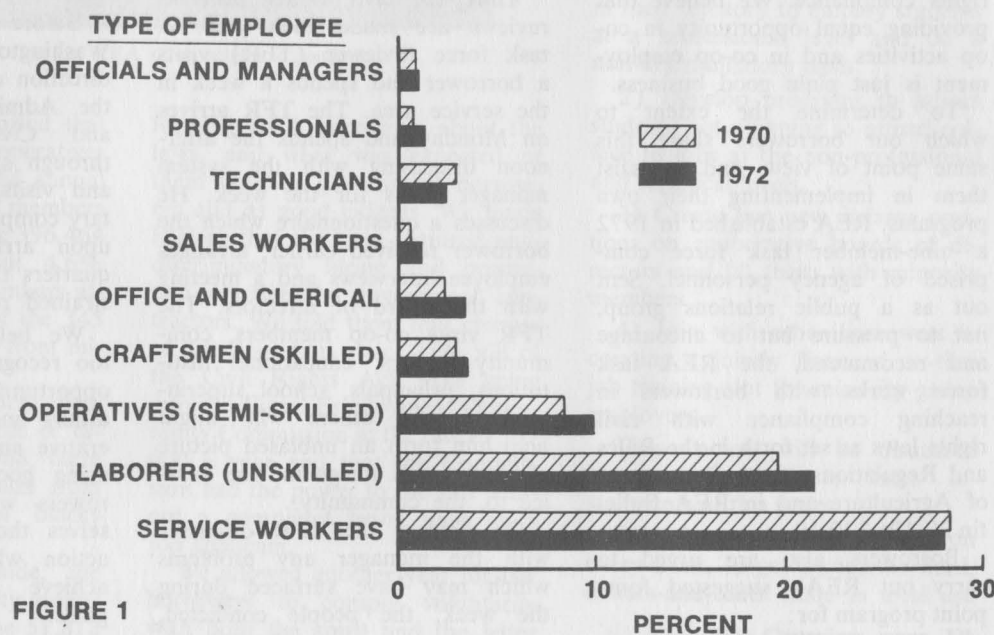
*N—Negro or Black; O—Oriental; SS—Spanish Surname; AI—American Indian

group members employed. Minority employment by utilities has always been low. Prior to 1970, minority employment in REA-financed electric systems was about 4.5% of the 34,563 employees (see Table 1 and Figure 1), and by 1972 their numbers had risen to 6.2% of the 39,004 employees (see Table 2 and Figure 1). This is most significant when one considers the relatively smaller number of people employed by each of the rural systems and the low rate of job turnover.

In filling the 2,578 new jobs developed from 1970 through 1972, REA borrowers employed almost one minority worker among every five new employees hired. Minorities are being employed in, or promoted to, more high level positions than ever before. With increased emphasis placed on programs that provide work experience for prospective employees, including minority groups, the opportunity for more minorities being employed and given upward mobility is enhanced, thereby enabling cooperatives to perform an even better job in the future. □



MINORITY EMPLOYMENT BY REA-FINANCED ELECTRIC SYSTEMS 1970 AND 1972



RURAL ELECTRIFICATION

mysterious "they," used to denote the collective attitudes of an entire ethnic group, may have consciously or unconsciously been applied. "They" don't like to climb poles; or "they" aren't aggressive enough; or "they" don't want responsibility, are examples.

The degree of accomplishment of cooperative management is directly related to the ability and performance of the cooperative's employees. Therefore, anything which can be done to improve the caliber of the co-op staff benefits the cooperative and its members.

During every civil rights progress review conducted by REA, questions are raised about the borrower's employment practices. One way minority employment can be increased is by participating in a cooperative education-work-experience program. This will be discussed in another article. We also encourage borrowers to develop and implement a written Affirmation Action Program, and to prepare written job descriptions for all positions.

REA borrowers are to be commended for their splendid response in increasing the number of minority

TABLE 2. — Employment of Minority Groups in REA-Financed Electric Programs in the United States, 1972

PERSONNEL	ALL EMPLOYEES	Minority Employees*					
		N	O	AI	SS	NUMBER	PERCENT
Officials and Managers	4,424	1	21	23	45	1.0	
Professionals	916	1	3	5	2	11	1.2
Technicians	1,990	11	3	23	9	46	2.3
Sales Workers	558	3			3	6	1.1
Office and Clerical	8,518	122	4	92	63	281	3.3
Craftsmen (Skilled)	12,282	170		131	114	415	3.4
Operatives (Semi-Skilled)	6,063	382		129	93	604	10.0
Laborers (Unskilled)	3,063	552	2	75	26	655	21.4
Service Workers	1,190	290	2	40	6	338	28.4
Total	39,004	1,531	15	516	339	2,401	6.2

*N—Negro or Black; O—Oriental; SS—Spanish Surname; AI—American Indian



Cooperative Education-Work-Experience Program

By Henry L. Taylor

Civil Rights Coordinator,
Rural Electrification Administration

Trained and qualified employees are essential to the successful operation of any rural electric cooperative. One way rural electric systems can help guarantee an improved workforce is to develop cooperative education-work-experience programs with local educational institutions and technical vocational schools.

Students participating in such programs alternate full periods of study with full periods of work in a career-related job. A student may work full time during the summer months, and spend full time in study during the regular scholastic year. Or there may be other arrangements between student and employer to suit their precise needs.

A significant benefit from education-work-experience programs often can be the cooperative relationship that occurs between employers and educators. The effect is to coordinate the efforts of the most progressive leaders in the business community with those from the field of education. Frequently the strength of the saying, "experience is the best teacher," is thereby fortified by interlocking "experience and education" into a welded concept which materially benefits students and other young people.

In the years ahead, there will be an ever-increasing need for professionally trained people in jobs that have changed, become more complex, or never existed before. New workers must be trained and educated in computer technology, conservation, ecology, business, and consumer psychology. Besides the required educational or vocational background, these new employees

must feel—and bring with them—a sense of pride in their jobs and careers.

As changes in methods, machinery, techniques and tools create new jobs or new job descriptions, rural systems must look in new places for new talents. They must not close their eyes to the resources immediately available in their own areas. From whatever sector of society, from whatever ethnic group we are privileged to draw, talent is frequently in our own community waiting for training or opportunity.

We can effectively reduce, and even overcome, competition in recruitment by utilizing local students from our service area. Parents of students want them to remain in their home areas and many of the students would prefer this, if meaningful employment could be found and adequate training provided.

Some cooperatives have already begun to nurture and develop talents of the young people in their local communities.

When Cecil Viverette, manager of the Blue Ridge Electric Membership Corporation of Lenoir, N.C., sent out applications for the Goodman-Hurt scholarships, young Stacy Kincaid applied and, although qualified, was not selected. A Game-well-Collettsville High School graduate, Stacy wanted to enter college but had very limited resources. Co-op officials established a management intern program, and Stacy entered into an agreement with Blue Ridge which allows him to work full time during the summer in a career-related job and to attend college full time during the regular academic year.

Dixie Electric Cooperative, Inc., Union Springs, Ala., needed some-



Although it will take Sherry Williams a year longer to get her degree in accounting from the South Carolina State College, she will have two years of practical experience working for the Black River Electric Cooperative in Sumter, S.C.

one qualified in electrical engineering. Searching his own service area, Manager James A. Vann Jr. found Eddie R. Pickett, whose parents receive service from Dixie EC, attending Tuskegee Institute. A cooperative education-work program was developed, allowing Eddie to alternate a full semester of study with a full semester of work in a career-related job.

A. H. Akins, manager of the Franklin Electric Cooperative, Russellville, Ala., developed a cooperative education-work program with Eugenia Moss, a senior at Russellville Senior High School. Now a part-time employee, Eugenia will be employed full time by the organization upon graduation from high school.

By the time they complete their education, these young people, working and studying, will have become valuable co-op employees. They also will have developed the kind of attachment and loyalty to their organization that money cannot buy.

In South Carolina, a state committee, which includes Statewide Association Executive Vice President R. D. Bennett, John Anderson of Black River Electric Cooperative, Inc., and R. O. Williams, York Electric Cooperative, Inc., held group meetings with six coopera-

tives at a time until they had met with all the electric co-ops in the state. Representatives from Clemson University and South Carolina State College also participated in discussions on developing co-op education-work programs which the educational institutions would operate.

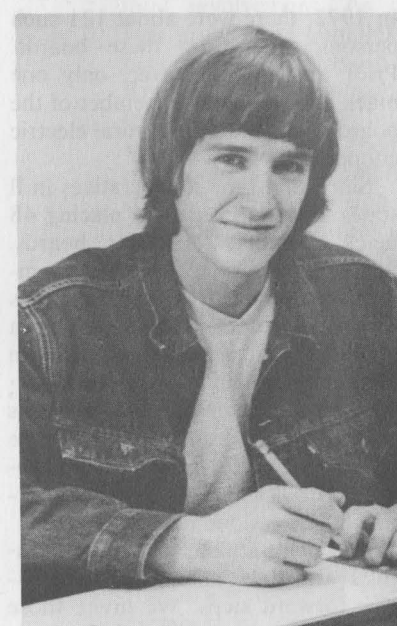
You, too, have diamonds in your own backyard. I challenge you to

look for them, hone, sharpen and polish them. They just may surprise you.

The Comprehensive Employment and Training Act of 1973, P.L. 93-203 (S.1559) may be helpful in providing financial assistance for establishing and conducting education-work programs. Consult your state employment agency for information and details. □



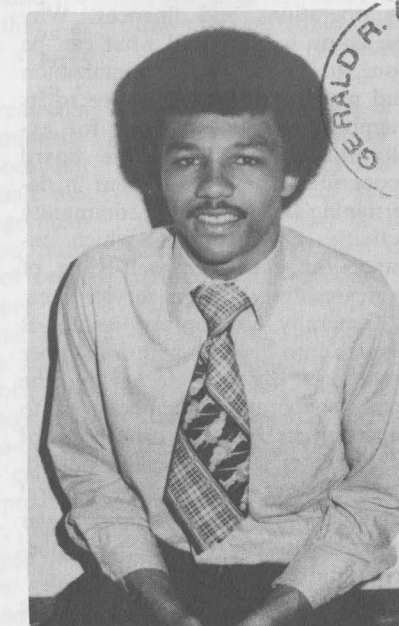
Work experience supplementing his college studies makes Eddie Pickett a valuable employee of Dixie Electric Co-op, Union Springs, Ala. A student at the Tuskegee Institute, he presently alternates a semester of work with a semester of study.



While a student at Clemson Univ., Gregg Manuel learned about Cooperative Education Program sponsored by Black River EC; will work at co-op four semesters.



High-school senior Eugenia Moss works part time for the Franklin Electric Cooperative in Russellville, Ala. She plans to work full time after graduation.



Summers Stacy Kincaid works full time at Blue Ridge EMC, Lenoir, N.C.—attends college under co-op sponsored internship program during regular school season.



Board of Directors

By Henry L. Taylor
Civil Rights Coordinator
Rural Electrification Administration

Policy-making for rural electric cooperatives is a function of the board of directors.

The board is elected by the members to evolve programs and financial controls which will be in the members' best interests. The board appoints a manager to implement its policies and programs. To be effective, board members must have the moral strength and integrity to perform their jobs well and to represent all members who comprise their districts.

Board members must keep themselves well-informed on co-op organization and structure, the status of its operations and finances. Why the co-op is there and what can be done to improve the organization and make it more responsive to its members are logical fields for exploration. In addition, the board cooperates with management in determining and promoting community activities and programs which enhance the economic well-being of those residing in their service area.

Generally, a co-op service area is divided into districts with a member from each district elected by the total cooperative membership to represent its interests on the board of directors for a specified period. Each district may include several ethnic groups, but is almost never composed solely of only one minority ethnic group.

At the outset of the rural electric program in 1935, the composition of all boards of directors was white. This continued until 1955, when a woman in Cass County, Mich., be-

came the first black member to serve on a rural electric cooperative board.

Passage of the Civil Rights Act of 1964 placed greater emphasis on minority representation at the policy-making level of the co-ops, especially those systems with significant minority membership.

In recent years, REA has suggested that its borrowers consider creating at-large positions on their boards and appointing members of minority groups to fill them until the next annual meeting. Our intent here is not to take a bona fide member off the board and replace him with a minority member. This would be wrong and would not solve anything. The changes we suggest are designed to break tradition, custom, habit, while maintaining the cooperative's board structure.

One of the best ways to break this tradition, we feel, is to fill these vacancies with the best qualified minority members available and give them the chance to prove themselves. This means the appointment of persons who can make a contribution to the organization and who will work cooperatively with the board in the best interests of all members. At the next election, the at-large positions would then be filled in the same manner as other board positions. If the placing of minorities on boards of directors has been approached in such a manner, chances are that candidates will be supported by the board in future elections. The main point to keep in mind is that minorities should never

be placed on boards in order for the co-op to be able to say it was tried, it failed, and it will not work.

Another way minorities may be placed on boards is to name them to complete unexpired terms of board members. Again, the best available person should be named.

If a cooperative has difficulty in identifying a highly qualified individual, the board should check with local school superintendents, bankers or ministers. They can be quite helpful.

Minority group members other than blacks have served on co-op boards of directors for many years. In 1972, there were about 121 such persons serving on these boards. Prior to 1969, however, only one black had served as a member of the board of directors for a rural electric cooperative.

Since that time, cooperatives in 11 states have succeeded in placing 48 black members on their boards. Some of these minority group members were elected to their positions by the membership as a part of a regular board election; others were appointed to fill unexpired terms; still others achieved board status when the cooperative increased the number of board positions and appointed blacks to serve in the interim until elections could be held.

We congratulate those cooperatives who have taken such progressive forward steps. We invite those who have not, to take those steps necessary to make their organization truly representative of its total membership. □



A LOOK AHEAD

By David A. Hamil
Administrator, Rural Electrification
Administration

We can be most optimistic as we look ahead to REA-financed systems' total membership involvement.

We can predict more than compliance with Civil Rights and Equal Opportunity legislation. We are achieving compliance. Our staff will continue to help borrowers comply with law. But more than this, every day we are apprised of new minority board members elected to full terms; another co-op's establishing a work-education project in affiliation with local technical schools and colleges; minority employees proving themselves capable, loyal and efficient additions to the permanent staff.

Technology is on the side of total involvement. As cooperative jobs grow more complex, they also become more and more colorblind. Rural electric cooperatives are using computers in billing, filing and other chores. Their lines are monitored by complex radar, closed circuit television and other methods. Job requirements demand the best talent available, without any other regard.

We can look for co-op management to draw more and more of its employees from ranks of the best qualified young people of its service area. More co-ops are entering into training programs to provide the kind of workforce they need to meet the present-day demands.

We also see progress in the active involvement of all community members in the affairs and activities of their rural electric cooperatives.

How can your co-op make our

mutual goals a reality? There are many ways, but you and your people can achieve total community involvement. To be meaningful though, it must be done voluntarily. You can begin by informing the public that as a federally financed institution the co-op is directly affected by Equal Opportunity and Civil Rights laws. You can display lobby posters, use billing, truck and all media advertising. You can contact the minority community on the subjects of open hiring practices, on co-op member rights and on annual meeting attendance. You can utilize present minority employees to encourage and recruit other qualified local people for an expanded co-op workforce. You can build the image in your community that the co-op is indeed an "equal opportunity" employer.

Perhaps tradition has created a negative attitude in the minority community. The co-op does not hire minorities, so they don't apply. You'll have to encourage them to seek jobs with you. You must be certain of the courtesy of every co-op employee toward every segment of the public. You can keep records of minority services added, minority employment, minority attendance at annual meetings and minority participation in co-op activities. Most of all, you can be sure your civil rights program shows progress each year. When you do all these things, you will have reached out, taken steps toward full compliance and total community involvement, and the rewards will come in to you and your co-op.

We believe that as young minority employees prove their value, their willingness to work and learn, their responsiveness to fair opportunity, more and more co-ops will shed traditions or prejudices from the past. Good people, good workers, simply don't come in any particular color. More and more co-ops are learning this every day. It's a great lesson all of us learn sooner or later — some sooner than others.

It may be that in some areas, technical training may have to be given a bigger push in order to equalize educational inequities. But where raw talent exists, the effort to develop and promote it is never wasted.

We urge all REA borrowers to move toward equal opportunity and total community involvement. It is good business. But it is a great deal more. It is one of the proven best ways to improve the quality of life on every level in rural areas. It is one kind of rural areas development. It may be the one kind that pays the biggest dividend because as the standard of living is raised for one, it is improved for all. As living standards rise, individual and family needs expand, markets improve, building increases, business thrives and none benefits more than the rural electric system which started it all in the first place.

These are some of the reasons we invite you to look ahead with us, grow with us, and take part in what may yet prove to be the greatest adventure of the Twentieth Century — total human involvement. □

(Continued from page 4)

of a co-op's people-resource. Two new brochures—"Involvement of Minority Groups in REA Financed Programs" and "Equal Opportunity is Good Business"—make worthwhile reading.

In the Dec. 10, 1973, *Federal Register*, REA published its intent to issue a revision of REA Bulletin 20-19: 320-19, *Nondiscrimination Among Beneficiaries of REA Programs*.

One of the changes which may be of special interest is a new paragraph under "Compliance Assurance." It requires that: "Each borrower shall provide REA with an additional assurance by July 1, 1974, that it will conduct its operations in compliance with all requirements imposed by or pursuant to the Rules and Regulations. . . . The providing of such assurance shall be a prerequisite to all advances after July 1, 1974, and such assurance shall remain effective for

all subsequent advances."

In the following series of articles, we'll talk in detail about the rewards available to those systems which do reach out for total membership involvement. We'll talk about the task force, employment, the co-op education training program, involvement of minorities on boards of directors, and take a look ahead at what this can mean in better community relations, community enrichment and cooperative strength and stability. ☐

UNITED STATES DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON, D. C. 20250

February 10, 1975

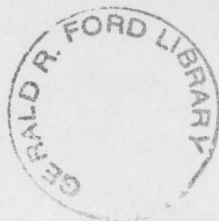
MEMORANDUM TO HEADS OF DEPARTMENT AGENCIES

Black History Week, February 9-15, 1975

Each year one week in February is designated as "Black History Week," the purpose of which is to recognize the important contributions made to our nation's life and culture by Black citizens.

- We, in the Department of Agriculture should take pride in the many achievements of Black employees of the Department, and to the contributions that Black citizens have made over the years to Agricultural programs and related fields. Many of these achievements have for too long been obscured and unsung. It is therefore appropriate that emphasis on these and other achievements take place in our schools, and colleges and in daily community life in order to reflect on these contributions.

In this spirit, I urge my fellow employees of the Department of Agriculture to be mindful of and participate in local and community sponsored observances during this special week.



A handwritten signature in dark ink that reads "J. Phil Campbell". The signature is fluid and cursive.

J. Phil Campbell
Acting Secretary

UNITED STATES DEPARTMENT OF AGRICULTURE
OFFICE OF EQUAL OPPORTUNITY
WASHINGTON, D.C. 20250

MAY 1 1975

Honorable Stanley S. Scott
Special Assistant to the President
The White House
Washington, D. C. 20500



Dear Mr. Scott:

The following is our report on minority affairs for March 1975.

EMPLOYMENT

1. During the month of February, six employees filed formal complaints of discrimination. Nineteen employees contacted EEO Counselors and remedial action was taken in six cases.
2. In March 1975, the Foreign Agricultural Service (FAS) promoted 11 minority employees (2 men and 9 women) and 10 non-minority employees.
3. The Soil Conservation Service's (SCS) Personnel Division in Washington, D. C., has interviewed a total of 326 students at eight predominantly black land grant colleges and universities and three universities with a large Spanish-Surnamed student population. Thirty-seven percent or 119 students have been referred to 43 states for employment as student trainees starting this summer.

WOMAN

The Soil Conservation Service (SCS) of the State of Tennessee has hired its first woman soil scientist. Her name is Paulette Dowling and she is a member of the Davidson County SCS Office located in Nashville, Tennessee.

AWARDS

1. The Soil Conservation Service (SCS) has announced the selection of the Charles Ford family (Black) of Monroe County, Michigan, as the SCD Conservation Family of the Year for 1974. The Ford family was successful in developing 40 acres of low agricultural and woodland production area into an excellent recreation school farm and conference center.
2. Ms. Jane A. Farmer, Secretary in SCS's Oklahoma State Office, has received a supplemental cash award for the nationwide adoption of a form she devised to provide a practical and efficient means for charting progress on followup to program inspections.

AID TO AMERICAN INDIANS

1. The Rural Development Service (RDS) met recently with representatives of the United Sioux Tribes of the South Dakota Development Corporation of Pierre, South Dakota, to discuss possible sources of financial and technical assistance needed to develop a Sioux Indian arts and crafts marketing system.

2. The Soil Conservation Service (SCS) has extended many kinds of assistance to the American Indian during the first quarter of 1975. Attached is a quarterly report detailing some of SCS's activities for and with the American Indian from January 1, 1975 to March 31, 1975 (A).

MINORITY BUSINESS ASSISTANCE

Secretary's Memorandum No. 1704 established the Government-wide Minority-Owned Bank Program in the Department of Agriculture. Attached is the most recent listing of financial institutions qualifying as minority-owned banks (B).

MINORITY PARTICIPATION IN DECISIONMAKING

1. The Soil Conservation Service (SCS) has appointed Mrs. Martha Richardson (Black) of South Carolina to the SCS Training Committee.

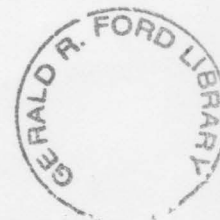
2. The following persons have been appointed to the SCS's Resource Committee of Karnes County, Texas.

- (a) Paul Stelo (Spanish American)
- (b) Floyd Lott (Black)
- (c) Julis Perez (Spanish American)
- (d) Lilly Rodriguez (Spanish American)

AID TO MINORITY EDUCATIONAL INSTITUTIONS

1. The first of two 5-day seminars on the development of projects to meet known library needs among the 1890 land grant institutions was held on March 3-5, 1975, in Greensboro, North Carolina. The seminars, designed to assist the 1890 library group in developing new models of information services support, are funded by the National Agricultural Library (NAL) through a grant to North Carolina A&T State University.

2. The following grants and contracts were awarded by the Cooperative State Research Service (CSRS) to predominantly minority institutions during March 1975.



- (a) Tennessee State University, Nashville, has been awarded contracts totaling \$218,514 to study land ownership by blacks, and social and health needs of people in selected rural areas.
- (b) Tuskegee Institute, Alabama, has been awarded a grant of \$40,000 to continue research dealing with diet-related toxemia in pregnancy.

Copies of USDA news releases on the awards are attached (C).

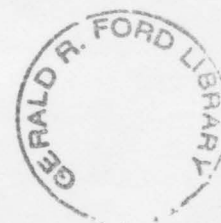
3. The USDA's Forest Service (FS) has signed an agreement with the Washington Technical Institute, Washington, D. C., to support the establishment of a forestry school at the Institute's School of Agriculture and Natural Resources. The forestry school is scheduled to open in September 1975 and will offer a 4-year professional forestry education program leading to a bachelor of science degree. Currently, of the more than 20,000 professional foresters, only 15 are black. It is Forest Service's hope that the new forestry school will bring more professionally trained minorities into the field of natural resources. A USDA news release on the new forestry school is attached (D).

OUTREACH

1. The following Farmers Home Administration (FmHA) staff attended the following meetings in February and March 1975.

- (a) California FmHA State Director participated in a Rural Housing Alliance sponsored meeting on March 4 and 5 with more than 40 rural housing authorities and self-help housing project managers;
- (b) Louisiana FmHA Director, Thomas J. Dewey, Jr., attended and participated in a workshop of the Joint Center for Political Studies - Minority Elected Officials in New Orleans from February 20-22, 1975, and attended and participated in the Southern Conference for Black Mayors held at Grambling University on March 7, 1975;
- (c) The Chief of FmHA Business and Industry Loans attended the Southeast Regional Convention of the NAACP in Macon, Georgia, on March 14, 1975. He participated in a workshop titled, "Jobs and Economic Security" by providing information about Business and Industry Loans.

2. The Forest Service (FS) has developed for distribution to interior native groups (Alaska) a publication titled, "Timber Resource



Opportunities for Doyon, Limited 1974." This publication is an analysis of the timber opportunities available to the interior native groups.

3. Mrs. Louisa S. Courville, Soil Conservation Service's (SCS) Federal Women's Program Coordinator in Storrs, Connecticut, attended and participated in a Civil Service Commission Federal Women's Program Seminar at Hyannis, Massachusetts in March 1975.

4. Mr. Carl E. Mackey, SCS's District Conservationist, at the Fort Cobb Field Office in Oklahoma, recently conducted a 2-day class session for the Ag-Chemical Class at the Caddo-Kiowa Vocational Technical School on soils and the use of the Caddo County standard soil survey.

5. The Economic Research Service (ERS) has recently completed a mailing list for the dissemination of research to minority colleges, institutions and other organizations. This list will make available to these groups a summary of current research in ERS and an annual checklist of ERS publications.

6. The Farmer Cooperative Service (FCS) has provided legal information on cooperatives to Richard Young, Jr., an attorney operating out of East St. Louis, Illinois. Mr. Young is representing a group of black farmers in their cooperative efforts.

7. The Animal and Plant Health Inspection Service's (APHIS) Publication Branch has announced that the "Foreign Animal Disease Report" is now available in Spanish. A copy is attached (E).

8. On March 7, 1975, APHIS's Information Division's Meat and Poultry Inspection Branch issued a press release announcing that processors of meat and poultry products sold exclusively in Puerto Rico could print labels of their products solely in Spanish and English. The only requirement is that the official inspection mark remain in English. A copy of the news release is attached (F).

9. During the month of March 1975, Dr. Henry L. Taylor, Civil Rights Coordinator of the Rural Electrification Administration, spoke before the Personnel Section of the Tennessee Valley Public Power Association's annual meeting in Nashville on the subject of "Meeting Our Minority Requirements Through A Cooperative Education Plan." Dr. Taylor also attended and addressed the graduating class of the Coosa Valley Telephone Company, Pell City, Alabama. This was the first class in which minorities were trained in telephony in Alabama. There were four minority members in the class all of whom were hired upon graduation.

10. The Department of Agriculture played a significant role in the National Congress of American Indian's Seminar on Agribusiness held in Yuma, Arizona, February 12-14, 1975. A panel composed of representatives from the Indian Desk, the Special Task Force for Indian Affairs and local agency offices discussed the benefits available under various programs of the Department.



11. On April 22, 1975, a meeting of the Department's Spanish Speaking Program Coordinators was held in the Department's Jefferson Auditorium for the purpose of focusing attention on the Department's Spanish Speaking Program. Assistant Secretary Joseph R. Wright, Jr., and other USDA officials attended and made presentations describing the Department's EEO efforts towards helping people of Spanish descent obtain equal employment opportunities.

12. The Food and Nutrition Service (FNS) has published the pamphlet titled "Daily Food Guide" in Spanish. Copies of both the English and Spanish versions are attached (G).

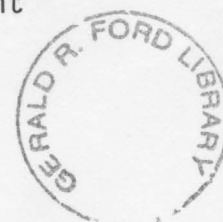
13. The U. S. Department of Agriculture has amended its food stamp regulations to require State agencies to take effective "outreach" action by employing and using a full-time State Outreach Coordinator.

14. The Washington Civil Rights Staff of the FNS attended the Southern Conference of Black Mayors, Inc., held from March 6 through March 9, 1975, at Grambling State University, Grambling, Louisiana. The Civil Rights Staff provided information to participants concerning FNS's Food Programs.

CONTRACT COMPLIANCE DIVISION

The Contract Compliance Division, Office of Equal Opportunity, recently received from one of the Department's many contractors an agreement resolving two "affected class" situations in existence at the contractor's facility. The original onsite review, conducted in 1973, identified the affected classes as involving 4 black male employees in the Garage Department and 37 female employees in the Ice Cream Processing Department. The agreement provides for the following:

1. Elimination of Departmental seniority barriers which would permit the four black male Garage Department employees to exercise their years of service and move to better jobs in other departments without loss of seniority.
2. Elimination of Departmental seniority barriers which would permit the 37 female Ice Cream Processing Department employees to exercise their years of service and move to better jobs without loss of seniority.
3. A backpay settlement in the amount of \$36,266.13 to be paid to 10 female employees which provides monies they would have received if they had been allowed to exercise their seniority during the period June 1, 1971 through December 31, 1974 and had been promoted to specific job openings which occurred in the Ice Cream Department during that period.



COMPLIANCE AND ENFORCEMENT DIVISION

1. The Compliance and Enforcement Division (CED), Office of Equal Opportunity, recently initiated a Migrant Project aimed at improving the effectiveness of civil rights compliance reviews of activities involving distribution of USDA benefits to migratory farm laborers. One of the primary concerns of CED involves the validity of complaints alleging that non-English speaking Spanish Surname migrants are experiencing great difficulty in applying for and obtaining food stamps. The initial phase of the Migrant Project included conferences with migrant program officials at the Department of Labor and the Department of Health, Education, and Welfare.

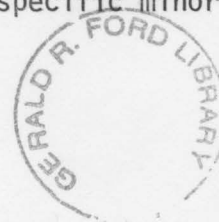
2. CED processed 31 discrimination complaints during March, bringing to 191 the number of such complaints processed during FY-1975.

3. A total of 21 compliance reviews were conducted by CED in March, bringing to 144 the number of such reviews accomplished during FY-1975.

PROGRAM PLANNING AND EVALUATION DIVISION

1. The Program Planning and Evaluation Division, Office of Equal Opportunity, has reviewed Forest Service's minority target performance and the ethnic participation rates in the Forest Service Free Use Timber Program for Fiscal Year 1974. The evaluation compared minority participation with white participation in each Forest Service Region in areas where permits were issued and in areas where no permits were required. The study showed that participation by all ethnic groups increased during Fiscal Year 1974, but where permits were issued, the percent increase by Negro participants (+63.2 percent) was less than the percent increase by Whites (+84.7 percent). In those areas where no permits were required, the proportion of minority participants decreased from 54.2 percent in Fiscal Year 1973 to 33.6 percent in Fiscal Year 1974. By ethnic group, the proportion of Negro and Spanish Surname participants decreased during Fiscal Year 1974 from 1.6 to 1.1 percent and from 45.1 to 26.6 percent, respectively, compared with an increased use by Whites from 45.8 to 66.4 percent.

2. A review also was made of the Agricultural Stabilization and Conservation Service's (ASCS) elections in 1973. The evaluation was concerned with producers eligible to vote and the ethnic composition of those actually casting ballots for members and alternates to serve on ASCS community committees during 1974. The evaluation covered 1,202 counties with one percent or more minority producers. The study revealed that the percent of eligible minority voters casting ballots was less than the percent of eligible whites casting ballots. The same condition existed in all groups of States where voter participation for specific minorities was compared with white participation.



FOOD ASSISTANCE FOR WOMEN, INFANTS AND CHILDREN (WIC)

During March 1975, the total number of project areas selected to participate in the Special Supplemental Food Program for Women, Infants and Children increased by 45. This brings the total number of project areas up to 381. Some 736,900 women, infants and children in 49 states, Puerto Rico and the Virgin Islands are now participating in the WIC Program.

USDA RESEARCH

Dr. Carroll B. Williams, Jr., (Black), research scientist at the U. S. Forest Service Pacific Southwest Experiment Station, Berkeley, California, has been named head of a pioneering research unit to develop new systems of controlling forest insects and diseases. As a pioneer researcher, Dr. Williams becomes the seventh of an elite group of senior scientists in the Forest Service who are given complete freedom and latitude to conduct research aimed at finding answers to problems that affect forest lands throughout the United States. A USDA news release on Dr. Williams is attached (H).

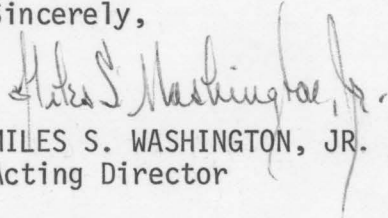
TRAINING

The Food and Nutrition Service personnel from the Food Stamp Division, Northeast Region, met in San Juan, Puerto Rico, Richmond, Virginia, and New Haven, Connecticut during the month of March 1975 for training. The training was designed to assist field personnel in delivering program benefits to participants and to present techniques for effective communication. FNS's Washington Civil Rights Staff and Food Stamp Division presented pertinent Agency rules, regulations and procedures for effective Title VI compliance.

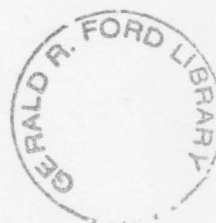
LEGAL ACTIONS

On March 6, 1975, Miriam Guido of the Migrant Legal Action Program, Washington, D. C., filed a civil action suit against the Secretary of Agriculture on behalf of 37 plaintiffs in the State of Florida for the failure of the Secretary to enforce minimum standards of safety, sanitation and decency in Farmers Home Administration's (FmHA) funded housing; for failure to limit rental of FmHA-funded farm labor housing to domestic farm laborers; and for permitting racial segregation and discrimination in FmHA-funded farm labor housing.

Sincerely,


MILES S. WASHINGTON, JR.
Acting Director

Attachments



EXAMPLES OF SCS ASSISTANCE TO AMERICAN INDIANS
JANUARY 1 -- MARCH 31, 1975

WASHINGTON: At the end of March, the Yakima-Kittitas Resource Conservation and Development Project (RC&D) was approved for financial and technical assistance from the U.S. Department of Agriculture. The project covers Yakima and Kittitas counties in central Washington; one of the sponsors is the Yakima Tribal Council. Louis Cloud, Vice-Chairman of the Council, signed the final project plan last December. Project sponsors, with assistance from SCS and other agencies, have already worked up a comprehensive overview of the area, including its geology and minerals, soils, climate, land use, water and air quality, agriculture, forest land, native grazing land, fish and wildlife, recreation and tourism, industry and business, transportation, communications, and community facilities and services. The project's short term plan has scheduled two project measures sponsored by the Tribal Council for action in fiscal 1976, but both measures are multi-million dollar projects which would require non-RC&D funds. Plans call for action on a third proposed measure, the planning and construction of a fish structure to increase fish in the Yakima River system. This measure, also sponsored by the Tribal Council, is eligible for RC&D funding. It's cost is estimated at \$25,000, half of which is slated to come from Federal funds; it has been assigned third priority of nine RC&D measures planned for FY 1977.

SOUTH DAKOTA: Assistance continues to be given to American Indians through the Great Plains Conservation Program (GPCP). Sixty-nine percent of the active GPCP contracts in Dewey County are with American Indians; in Zieback County, 50 percent of such contracts are with American Indians; in Todd County, 39 percent; in Washabaugh County, 67 percent; in Bennett County, 28 percent; and in Shannon County, 38 percent. The Roberts County Conservation District joined with tribal authorities in a program to distribute apple trees to Indian families. Three 5-6 foot apple trees were distributed to each of 70 Indian families.

NORTH CAROLINA: The Tribal Council of the Eastern Band of the Cherokee Nation is a sponsor and active participant of the Western Six Resource Conservation and Development (RC&D) Project in western North Carolina. Working through the RC&D, SCS has provided the Cherokees with a feasibility study for a trout industry, which would include wholesale production, marketing, and packaging. The initial cash outlay has so far prevented the Indians from developing the industry, but they hope for Federal financial assistance. SCS and the N.C. Dept. of Natural and Economic Resources are jointly conducting an inventory of critically eroding areas for the same Tribal Council. SCS and DNER personnel use generalized soil maps provided by SCS for the planning program, which will facilitate application of other erosion control programs (some of which are now underway). SCS has also helped the Tribal Council to prepare an erosion control publication which is now being distributed to individual Cherokee land owners. In Southeast North Carolina, Lumbee Indian farmers in Robeson County have benefitted from the completed Back Swamp Watershed Project (under P.L. 566). Eleven percent of the farmers in this county are Lumbee Indians, and the Back Swamp Project serves a geographic area with a heavy Indian population. The Lumbees are private landowners. The project provides flood protection and drainage benefits to the small farms in a key tobacco area. Heavy rains since January underline the importance of this work to the Lumbees. Had it not been for the project, planting would have been delayed or, where the seeds were planted, flooding would have washed out the crops and necessitated a second planting. The project also provides environmental benefits and has decreased public health hazards of the area.



**UNITED STATES DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY**

WASHINGTON, D. C. 20250

March 26, 1975

SECRETARY'S MEMORANDUM NO. 1704, SUPPLEMENT 11

Minority-Owned Banks

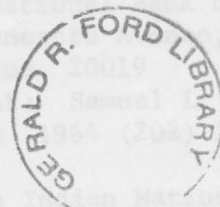
Secretary's Memorandum No. 1704 initiated the Government-wide Minority-Owned Bank Deposit Program in the Department of Agriculture.

Attached is the most recent listing of financial institutions qualifying as minority-owned banks. The Far East National Bank, Los Angeles, California, and the El Valle State Bank, Albuquerque, New Mexico, have been designated as minority-owned banks. Also the Swope Parkway National Bank, Kansas City, Missouri, has been changed to the Deposit Insurance Bank of Kansas City, Kansas City, Missouri.

Secretary's Memorandum No. 1704, Supplement 10, dated November 14, 1974, is hereby superseded.

Earl L. Butz
Secretary of Agriculture

Attachment



ROSTER OF MINORITY BANKS
AS OF FEBRUARY 15, 1975

NOTE: Banks identified by an "asterisk" operate one or more branches in the same city.

ARIZONA: Tucson

Banco Internacional de Arizona
801 West Congress Street
Tucson 85703
President: Morris Herring
Founded: 1972 (602) 624-6631

CALIFORNIA: Los Angeles

* Bank of Finance
2651 South Western Avenue
Los Angeles 90018
Chairman: Edward H. Ballard
Founded: 1964 (213) 735-1031

Far East National Bank
300 Sunset Boulevard
Los Angeles 90012
Chairman: Henry Y. Hwang
Founded: 1974 (213) 628-7181

* Pan American National Bank
of East Los Angeles
3626 East First Street
Los Angeles 90063
Sr. Vice President: Frank H. Rave
Founded: 1965 (213) 264-3310

CALIFORNIA: Oakland

First Enterprise Bank
1632 Franklin Street
Oakland 94612
President: Robert W. Steiner, Jr.
Founded: 1972 (415) 839-6300

CALIFORNIA: San Diego

Pacific Coast Bank
4871 Logan Avenue
San Diego 92113
President: Richard Smith
Founded: 1973 (714) 262-0701

CALIFORNIA: San Francisco

First Enterprise Bank
(Branch) (See Oakland, California)

CALIFORNIA: Santa Ana

Banco del Pueblo Commercial Bank
427-429 North Sycamore Street
Santa Ana 92701
President: Hugh Dunnion
Founded: July 1971 (714) 558-3333

COLORADO: Denver

Coronado National Bank
14th & Irving Streets
Denver 80204
President: George F. Rock
Founded: 1973 (303) 572-3811

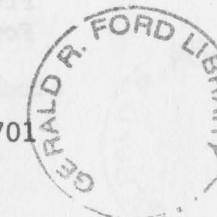
DISTRICT OF COLUMBIA: Washington

Hemisphere National Bank
815 Connecticut Avenue, N. W.
Washington 20006
President: Paul E. Doherty
Founded: 1974 (202) 872-1470

* Industrial Bank of Washington
4812 Georgia Avenue, N. W.
Washington 20011
President: B. Doyle Mitchell
Founded: 1934 (202) 291-5000

* United National Bank of Washington
3940 Minnesota Avenue, N. E.
Washington 20019
President: Samuel L. Foggie, Sr.
Founded: 1964 (202) 396-1300

American Indian National Bank
1701 Pennsylvania Avenue, N. W.
Washington 20006
President: Barney Old Coyote
Founded: 1973 (202) 965-4460



FLORIDA: Miami

Continental National Bank of Miami
180 Continental Plaza S.W. 1st St.
Miami 33135
Chairman: Charles Dascal
Founded: 1974 (305) 642-2440

The Bank of Miami
110 East Flagler Street
Miami 33131
President: Rafael L. Corona
Founded: 1956 (305) 358-9550

Fidelity National Bank
of South Miami
5880 Bird Road
Miami 33155
President: Carlos J. Arboleya
Founded: 1964 (305) 667-5501

Republic National Bank
of Miami
10 N. W. 42nd Avenue
Miami 33126
President: Aristides R. Sastre
Founded: 1965 (305) 446-1931

FLORIDA: West Palm Beach

First Prudential Bank
1255 Palm Beach Lakes Blvd.
West Palm Beach 33402
President: Joseph M. Reed, Jr.
Founded: 1974 (305) 659-4550

GEORGIA: Atlanta

* Citizens Trust Bank
175 Piedmont N. E.
Atlanta 30302
Senior Vice President:
R. O. Sutton
Founded: 1921 (404) 659-5959

GEORGIA: Savannah

The Carver State Bank
918 Montgomery Street
Savannah 31401
President: Robert E. James
Founded: 1947 (912) 232-5507

ILLINOIS: Chicago

Gateway National Bank of Chicago
7853 Stony Island Avenue
Chicago 60649
Chairman: Joseph G. Bertrand
Founded: 1957 (312) 221-1100

Highland Community Bank
7919 South Ashland Avenue
Chicago 60620
President: George R. Brokemond
Founded: 1970 (312) 651-2600

Independence Bank of Chicago
7936 South Cottage Grove Avenue
Chicago 60619
President: Alvin J. Boutte
Founded: 1964 (312) 487-4700

Seaway National Bank of Chicago
645 East 87th Street
Chicago 60619
Executive Vice President:
Richard Linyard
Founded: 1965 (312) 487-4800

South Side Bank
Cottage Grove at 47th Street
Chicago 60653
President: Thomas P. Lewis
Founded: 1972 (312) 548-1200

INDIANA: Indianapolis

Midwest National Bank
2850 North Meridan Street
Indianapolis 46208
President: James B. Sedwick
Founded: 1972 (317) 924-5301

KANSAS: Kansas City

The Douglass State Bank
1314 North 5th Street
Kansas City 66101
President: Sharnia Buford
Founded: 1947 (913) 342-7060

KANSAS: Wichita

University State Bank
1741 North Hillside
Wichita 67214
President: M. P. Young
Founded: 1974 (316) 682-1505

LOUISIANA: New Orleans

Republic National Bank of Louisiana
348 Baronne Street
New Orleans 70112
Chairman: R. A. McLeod
Founded: 1974 (505) 586-8900

MASSACHUSETTS: Roxbury

Unity Bank & Trust Company
416 Warren Street
Roxbury 02119
Chief Opr. Off: Arthur B. Dimmitt
Founded: 1968 (617) 445-0300

MICHIGAN: Detroit

First Independence National Bank
234 State Street
Detroit 48226
President: David B. Harper
Founded: 1970 (313) 964-2350

MINNESOTA: Minneapolis

First Plymouth National Bank
2000 Plymouth Avenue N.
Minneapolis 55411
President: John M. Warder
Founded: 1969 (612) 370-5011

MISSOURI: Kansas City

Deposit Insurance Bank of Kansas City
4928 Swope Parkway
Kansas City 64130
Vice President: Curtis McClinton
Founded: 1968 (816) 861-4500

MISSOURI: St. Louis

Gateway National Bank of St. Louis
3412 Union Boulevard North
St. Louis 63115
Executive Vice President:
I. O. Funderburg
Founded: 1965 (314) 389-3000

NEBRASKA: Omaha

The Community Bank of Nebraska
52nd Street & Ames Avenue
Omaha 68104
President: Glenn M. Manning
Founded: 1973 (402) 455-0900

NEW JERSEY: Newark

City National Bank of New Jersey
900 Broad Street
Newark 07102
President: Charles L. Whigham
Founded: 1973 (201) 624-0865

NEW JERSEY: Union City

Pan American National Bank
4314 Bergenline Avenue
Union City 07087
President: Carlos Riera
Founded: 1971 (201) 865-4367

NEW MEXICO: Albuquerque

El Valle State Bank
1900 Bridge Street, S. W.
Albuquerque 87105
President: Raoul Cordova
Founded: 1974 (505) 765-1800

NEW MEXICO: Espanola

El Pueblo State Bank
500 Avenida Onate Al Sur
Espanola 87532
President: Ben Chavez
Founded: 1973 (505) 753-2383

NEW MEXICO: Santa Fe

United Southwest National Bank
of Santa Fe
P. O. Box 5394
Santa Fe 87501
President: Jose Gonzales
Founded: 1973 (505) 982-1785



NEW MEXICO: Taos

Centinel Bank of Taos
South Santa Fe Road
Box 1708, Taos 87571
Vice President: Gene Zamora
Founded: 1969 (505) 758-4201

NEW YORK: Hempstead

Vanguard National Bank
49 North Franklin Street
Hempstead 11550
Chairman: James H. Dowdy
Founded: 1972 (515) 538-6000

NEW YORK: New York City

Banco Credito y Ahorro Ponceno
1 Union Square
New York 10003 (212) 924-7070
Vice President: Louis Grilli

- * Banco de Ponce
164 East 116th Street
New York 10029
Senior Vice President: Ugo Lisi
(212) 831-2200
- * Banco Polular de Puerto Rico
20 West 48th Street
New York 10036 (212) 757-1700
Vice President: Edgardo N. Vazques
- * Freedom National Bank of New York
275 West 125th Street
New York 10027
President: J. Bruce Llewellyn
Founded: 1964 (212) 866-8700

NORTH CAROLINA: Charlotte

Mechanics & Farmers Bank
(two branches) (See Durham below)

NORTH CAROLINA: Durham

- * Mechanics & Farmers Bank
116 West Parrish Street
Durham 27702
President: John H. Wheeler
Founded: 1908 (919) 683-1521

NORTH CAROLINA: Greensboro

Greensboro National Bank
100 South Murrow Boulevard
Greensboro 27401
Vice President: W. J. Pickens
Founded: 1971 (919) 273-0802

NORTH CAROLINA: Pembroke

Lumbree Bank
Third Street, Box 908
Pembroke 28372
President: W. R. Liles
Founded: 1971 (919) 521-9707

NORTH CAROLINA: Raleigh

Mechanics & Farmers Bank
(Branch) (See Durham above)

OHIO: Dayton

Unity State Bank
1806 West 3rd Street
Dayton 45417
President: Robert L. Davis
Founded: 1970 (513) 226-1555

OKLAHOMA: Oklahoma City

Medical Center State Bank
1312 N. Lottie Avenue
Oklahoma City 73117
President: J. E. Lightfoot
Founded: 1973 (405) 239-6281

OKLAHOMA: Tulsa

American State Bank
569 E 36th Street
Tulsa 74106
President: Gerald B. Nelson
Founded: 1970 (918) 428-2211

OREGON: Portland

- * Freedom Bank of Finance
2737 N.E. Union Avenue
Portland 97212
President: V. F. Booker
Founded: 1969 (503) 282-2216

* SOUTH CAROLINA: Columbia

Victory Savings Bank
919 Washington Street
Columbia 29201
President: H. D. Monteith
Founded: 1921 (803) 252-4059

TENNESSEE: Memphis

- * Tri-State Bank of Memphis
213 South Main Street
Memphis 38103
Executive Vice President:
Jesse H. Turner, Sr.
Founded: 1946 (901) 527-8478

TENNESSEE: Nashville

Citizens Savings Bank & Trust Co.
330 Charlotte Avenue
Nashville 37201
President: M. G. Ferguson
Founded: 1904 (615) 256-7931

TEXAS: Austin

Union National Bank
1101 North Interregional
Austin 78767
President: W. D. Parker
Founded: 1974 (512) 474-6941

TEXAS: Brownsville

Brownsville National Bank
629 East Elizabeth
Brownsville 78520
President: Raymond E. Barr
Founded: 1974 (512) 546-4503

TEXAS: Corpus Christi

Nueces National Bank
Port & Francis Streets
Corpus Christi 78408
President: L. E. Larson
Founded: 1973 (512) 888-8181

TEXAS: Dallas

Pan American National Bank of Dallas
2707 W. Northwest Highway
Dallas 75220
President: L. E. Golmon
Founded: 1974 (214) 358-3111

TEXAS: El Paso

Continental National Bank
601 North Mesa Street
El Paso 79953
President: W. R. Squires, Jr.
Founded: 1974 (915) 544-9000

TEXAS: Harlingen

Plaza National Bank
1121 East Austin Street
Harlingen 78550
President: James Mayer
Founded: 1974 (512) 425-3030

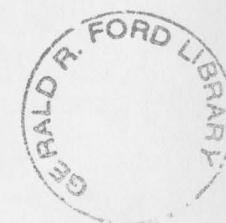
TEXAS: Houston

Pan American National Bank
218 Main Street
Houston 77002
President: Carlyle Thomas, Jr.
Founded: 1970 (713) 224-8250

Riverside National Bank of Houston
2602 Boldgett Street
Houston 77004
President: Dr. Carl M. Carroll
Founded: 1963 (713) 526-3971

TEXAS: McAllen

Metropolitan National Bank
One North Jackson Road
McAllen 78501
President: Leonel Garza, Jr.
Founded: 1972 (512) 682-5205



VIRGINIA: Danville

First State Bank
201 North Union Street
Danville 24541
President: L. Wilson York
Founded: 1919 (703) 793-4611

VIRGINIA: Norfolk

Atlantic National Bank
415 St. Paul's Boulevard
Norfolk 23510
President: Earle F. Thomas
Founded: 1971 (703) 623-6155

*

VIRGINIA: Richmond

Consolidated Bank & Trust Co.
320 North First Street
Richmond 23219
President: V. W. Henley
Founded: 1903 (703) 644-4621

WASHINGTON: Seattle

The Liberty Bank of Seattle
2320 East Union Street
Seattle 98122
President: J. C. Purnell
Founded: 1968 (206) 329-3434

WISCONSIN: Milwaukee

North Milwaukee State Bank
2741 West Fond du Lac Avenue
Milwaukee 53206
President: David Manning
Founded: 1971 (414) 374-7750

Sliney (202) 447-2492
McDavid (202) 447-4026

NEWS

U.S. DEPARTMENT OF AGRICULTURE

USDA FUNDS TSU RESEARCH ON RURAL OWNERSHIP AND HUMAN SERVICE PROBLEMS:

WASHINGTON, March 18--The U.S. Department of Agriculture's Cooperative State Research Service (CSRS) has awarded contracts totaling \$218,514 to Tennessee State University (TSU), Nashville, to study land ownership by blacks, and social and health needs of people in selected rural areas.

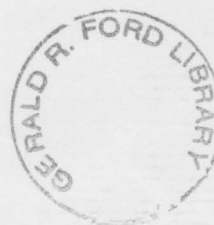
A grant of \$106,344 will go into a study of rural land ownership by blacks and the attitudes of minorities toward land in Tennessee. Project leader is Leo McGee, chairman of adult education, Division of Extension and Continuing Education at Tennessee State University.

A grant of \$112,170 will fund a study of the human service needs of people living in selected rural areas of Metro-Nashville. Robert Meadows, instructor, social welfare, Sociology Department of Tennessee State University, is project leader. The Council of Community Services, a local, voluntary health and welfare planning body, will assist with the study. The objectives are to evaluate the adequacy and effectiveness of available resources and services for meeting the social and health needs of people in the Nashville area, and to identify shortcomings in resources and services.

More information about the projects is available from the project leader or from Dr. David Hamilton, Research Coordinator, CSRS Programs, Tennessee State University.

6010

USDA 818-75



Sliney (202) 447-2492
McDavid (202) 447-4026

NEWS

U.S. DEPARTMENT OF AGRICULTURE

USDA FUNDS RESEARCH AT TUSKEGEE INSTITUTE:

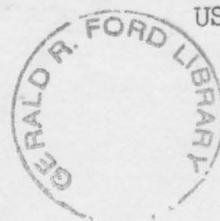
WASHINGTON, March 3--The U.S. Department of Agriculture's Cooperative State Research Service (CSRS) has awarded a grant of \$40,000 to Tuskegee Institute, Ala., for continued research on diet-related toxemia in pregnancy.

In earlier phases of the project, the investigators conducted various analyses on food content of toxemic and non-toxemic young pregnant women, ranging from 14 to 20 years of age. The subjects are selected from expectant women participating in the Maternal and Child Care Program at the John A. Andrew Memorial Hospital, which is cooperating closely on the research. Guidelines developed by the U.S. Department of Health, Education, and Welfare to safeguard the rights and welfare of human subjects are followed.

The researchers will continue to determine correlative factors between dietary components and toxemia incidence during pregnancy. Also, placentas taken at the time of birth from a sample of women with symptoms of toxemia and controls will be analyzed for alkaline phosphatase, nucleic acid and protein content, and ultrastructural changes as observed with the electron microscope.

Project leader is Dr. Ronald A. Chung, professor of food science and human nutrition. More information is available from Dr. Chung or from Dr. B. D. Mayberry, Research Coordinator, CSRS Programs, Tuskegee Institute, Ala. 36088.

5883



USDA 646-75

PATNE

Wells (202) 447-3088
McDavid (202) 447-4026

ATTACHMENT D

NEWS

U.S. DEPARTMENT OF AGRICULTURE

USDA SUPPORTS FORESTRY SCHOOL AT WASHINGTON TECHNICAL INSTITUTE:

WASHINGTON, Mar. 12--The U.S. Department of Agriculture's Forest Service has signed an agreement with the Washington Technical Institute (WTI) to support establishment of a forestry school at the Institute's School of Agriculture and Natural Resources.

The forestry school will open in the Nation's Capital in September, offering a four-year professional forestry education program leading to a bachelor of science degree.

Forest Service Chief John McGuire, in announcing the agreement, expressed hope that the new forestry school will bring more professionally trained minorities into the field of natural resources. He noted that minorities, particularly blacks, are the majority at Washington Technical Institute. The new forestry school, he said, will have a unique advantage for its student body in its access to resources from governmental agencies, foreign embassies and trade associations within the Washington area. Moreover, it will offer a wide range of new job opportunities, he added.

The agreement was signed March 12 in ceremonies in the office of WTI President Cleveland L. Dennard. Under terms of the agreement, the Forest Service with cooperation of the Society of American Foresters (national professional forestry association) will provide assistance in developing the forestry curriculum and course content.

Washington Technical Institute was established January 5, 1971, as the Nation's 70th College of Agriculture and Mechanic Arts, under provisions of the 1862 Land Grant Act. In September, 1972, the School of Agriculture and Natural Resources was established. As of last September, 263 students were enrolled in this School.



INFORMES SOBRE ENFERMEDADES ANIMALES
PROCEDENTES DEL EXTERIOR

ENERO-FEBRERO DE 1975



UNA LECCION PARA EL FUTURO APRENDIDA
EN LOS BROTES DE FIEBRE AFTOSA APARECIDOS
RECIENTEMENTE EN EUROPA



La fiebre aftosa en Europa; en el pasado y en la actualidad: Aun cuando la Europa Occidental llegó a estar libre de la peste bovina en el siglo pasado y la pleuroneumonía contagiosa bovina se extirpó en casi todos los países alrededor de 1900 (y desde entonces erradicada totalmente de Europa), el control de la fiebre aftosa ha llegado a constituir el problema principal con que se enfrentan las autoridades de sanidad animal. La fiebre aftosa fue más o menos enzoótica en la mayor parte de los países europeos hasta hace unos 10 años, y de cuando en cuando causó estragos epizooticos en todo el continente, ocasionando cuantiosas pérdidas económicas directas o indirectas. El número de brotes raramente descendió por debajo de los 20.000 anuales, y en el transcurso de estas oleadas epizooticas existieron cientos de miles de granjas infectadas.

Como resultado de unas enérgicas medidas de control que utilizaron los métodos clásicos de control veterinario, incluyendo con frecuencia el procedimiento de la extirpación, algunos países lograron cierto éxito en la reducción de las pérdidas, y ello se mejoró considerablemente con el desarrollo e introducción de la vacunación preventiva. Sin embargo, un progreso decisivo en la erradicación no se logró hasta después de que unos esfuerzos incansables de la Comisión Europea para el Control de la Fiebre Aftosa tuvieran como resultado unas medidas más uniformes y, sobre todo, después de que varios países, en los que la infección había sido enzoótica, introdujeran la vacunación general preventiva. Esto queda ilustrado en el Cuadro 1, que muestra los casos informados durante los 5 últimos años. En comparación con el período anterior a 1965, no sólo descendió el número de los brotes, sino también muchos países registraron ninguno o únicamente casos esporádicos.

Durante 1969-73, por consiguiente, la situación de la fiebre aftosa en Europa puede describirse en términos generales como de sumamente favorable. Además,



con la excepción de unas cuantas regiones marginales, únicamente los tres tipos tradicionales O, A y C de virus de la fiebre aftosa han hecho su aparición.

Aparición de la enfermedad en 1972 y 1973: La situación aparentemente favorable, sin embargo, es ilusoria y el peligro no ha desaparecido de ninguna manera. La incidencia que se registró en 1972 y 1973 muestra de una manera muy patente que las oleadas epizooticas más importantes de la enfermedad, con todas sus secuelas de carácter económico, podrán únicamente prevenirse mediante una vigilancia muy estrecha y la aplicación rigurosa de unas medidas de control. En estos dos años, los brotes que se describen a continuación no sólo pusieron en peligro el ganado de los países afectados, sino también llegaron a amenazar a todo el continente. Si dichos brotes los hubieran causado tipos y subtipos exóticos y si no se hubieran reducido a control a tiempo, las consecuencias pudieran haber sido catastróficas.

Cuadro 1. Brotes de fiebre aftosa en Europa, (1) 1969-73

	1969	1970	1971	1972	1973
Número de brotes en Europa.....	1.001	767	1.635	643	2.892
Países con:					
ningún brote	14	18	17	17	16
1 - 10 brotes	7	5	6	2	6
11 - 100 brotes	2	1	2	6	2
más de 100 brotes	4	3	2	2	3

(1) Excluidas la URSS y Turquía

En los últimos meses de 1972, la fiebre aftosa causada por el virus tipo C se propagó por los países del sudeste europeo Hungría, Rumania y Yugoslavia, y también se llegó a infiltrar en Checoslovaquia y Austria. Afectó especialmente a los cerdos, y el curso de la enfermedad se detuvo únicamente mediante la aplicación rigurosa, en la mayor parte de las zonas de los países afectados, de unas medidas protectivas, que comprendieron todas las especies animales susceptibles. Cuando dicha oleada estaba llegando a su fin, en los comienzos de 1973, se registraron también en las mismas zonas unos brotes debidos al virus tipo O. En los primeros meses de 1973, Austria experimentó dos epizooticos en un breve lapso de tiempo. El primero procedía de los países vecinos contaminados y originó un número de focos del tipo C, pero se pudo eliminar rápidamente. Entonces sobrevino un nuevo epizootico causado por el virus O; la infección se difundió extensamente en algunas regiones, afectando a más de 1.650 granjas, y no se llegó a eliminar totalmente hasta el mes de agosto. Debido a las estrictas medidas que se aplicaron, pudieron protegerse contra la contaminación otras regiones del país y otros países.

España, que en 1972 introdujo la vacunación general preventiva para combatir la naturaleza enzoótica de la fiebre aftosa en todo el país, experimentó un epizootico en octubre de 1972. Causó alarma ya que se debió a un subtipo de virus A desconocido hasta entonces en Europa. Debido a que la vacuna trivalente OAC utilizada no proporcionó protección suficiente contra dicho subtipo, se tuvo que incorporar la nueva cepa en la vacuna. En este caso también se pudo eliminar las infecciones con relativa rapidez. En la primavera de 1972, la aparición en la Tracia turca y en Grecia de la fiebre aftosa causada por el subtipo A22, exótico para Europa, alarmó no sólo a las autoridades veterinarias de los países

afectados, sino también a las de los países circundantes y a otros países europeos, así como a las organizaciones internacionales pertinentes, es decir, la FAO, La Comisión Europea de la FAO para el Control de la Fiebre Aftosa y la Oficina Internacional de Epizootia (OIE). El brote sobrevino de sorpresa debido a que el ganado de la Tracia turca, que constituye una zona de contención para la protección de Europa, había estado asegurado con vacunación desde el gran epizootico del tipo A22 de 1964. La enfermedad, que alcanzó graves proporciones en algunas regiones de Grecia, se eliminó eventualmente con el apoyo de las organizaciones internacionales.

Sin embargo, al año siguiente, 1973, una serie de brotes ocurrieron de nuevo en Grecia, algunos de los cuales llegaron a ser muy graves; la mayor parte de dichos casos fueron causados por un subtipo de virus O. En el verano de 1973, la aparición del virus Asia-1 provocó una alarma general en Turquía. Brotes de la infección causada por el Asia-1 se habían ya registrado en el Irán durante la primavera. A pesar de las medidas defensivas adoptadas por los Servicios Veterinarios turcos, la enfermedad se propagó dentro del territorio turco y, en unas semanas, había atravesado todo el país, causando un número de focos incluso en la región de Estambul, ya en el continente europeo. Pareció ser una repetición del que ocurrió en 1962, en que hizo su aparición el SAT 1 y de nuevo en 1964, fecha en que el A22 apareció también en escena.

Una vez más, el cometido consistió en proteger a toda Europa de la invasión de dicho tipo exótico de la fiebre aftosa, que pudo haber tenido ilimitadas consecuencias económicas en la agricultura europea. Con el apoyo de las organizaciones internacionales pertinentes (La FAO, su Comisión Europea para el Control de la Fiebre Aftosa y la OIE), se planificaron medidas defensivas con la FAO y los países europeos contribuyendo de manera muy considerable al cumplimiento de las mismas.

Debido a que no se han registrado casos adicionales de la infección del Asia-1 en Turquía desde el 26 de septiembre de 1973, la situación por el momento parece esperanzadora.

En los próximos años, sin embargo, habrá que mantener la zona de contención establecida en Tracia, en las regiones fronterizas de Turquía, Grecia y Bulgaria, en donde todos los animales susceptibles deberán vacunarse contra el Asia-1.

Origen de los epizooticos: Los epizooticos que aparecieron en Europa en 1972 y en 1973 pueden atribuirse a diversas fuentes diferentes de infección. Los brotes que se registraron en el sudeste europeo y en Austria estuvieron indudablemente ligados a la presencia anterior de la enfermedad en dichas regiones; en otras palabras, deben considerarse en general que se debieron a las fuentes de virus ya existentes. Lo mismo se ha de decir con respecto a la aparición del A22 en Tracia. Pero los brotes causados por el subtipo A en España, el Asia-1 en Turquía y por el tipo O en Grecia estuvieron definitivamente relacionados con las importaciones de animales o de carne.

Estos descubrimientos ponen de relieve la necesidad de concentrar esfuerzos por una parte en el seguimiento, información y lucha de los focos actuales de infección en Europa, y, por la otra, en la prevención de nuevas introducciones de la infección procedente del exterior del continente, especialmente de cepas exóti-



cas de virus contra las cuales las vacunas producidas y utilizadas en Europa no presentan protección.

Futura protección: El control satisfactorio dependerá en gran parte de la información oportuna, verdadera y realista sobre la aparición de la fiebre aftosa en las zonas hasta entonces libres de la misma. Hoy día ya no basta que un país infectado actúe independientemente en la adopción de las medidas necesarias para prevenir la difusión de la enfermedad. Con el volumen actual de tráfico de animales y mercancías, los países vecinos deberán ser informados sin dilación sobre la aparición de enfermedades infecciosas a fin de que puedan adoptar las medidas adecuadas defensivas en caso de necesidad. El sistema de información de la Oficina Internacional de Epizootia es muy práctico y opera eficientemente; dependerá, sin embargo, de que cada país proporcione una pronta información detallada sobre los casos de epizooticos de las regiones que hasta la fecha han estado libres de dicha enfermedad, así como sobre su misma evolución.

Habrà de prestarse especial atención a la importancia de una vacunación regular y general preventiva del ganado. Los epizooticos que aparecen en una u otra parte de Europa, especialmente en zonas de infección enzoótica anterior, demuestran que existen todavía fuentes de virus que pueden causar eventualmente oleadas epizooticas. En los países en donde el ganado recibe vacunación general preventiva contra la fiebre aftosa, los animales poseen una inmunidad básica que, con revacunación, podrá elevarse inmediatamente a su grado máximo mediante el efecto de unas dosis de refuerzo. De esta manera, si ocurriera un brote, no alcanzarà grandes proporciones afectando a cientos de focos. La experiencia demuestra, asimismo, que en los países en donde se aplica al ganado una vacunación general con regularidad, el virus de la aftosa no se llega a adaptar a los cerdos, y ello disminuye la probabilidad de que se desarrolle una oleada del epizootico en dichos animales.

Es, por tanto, extremadamente importante el continuar la vacunación general preventiva de la fiebre aftosa, al menos en los países en donde ésta ha venido practicándose hasta el presente, aun cuando ello suponga grandes gastos. Si surgieran casos esporádicos en dichas regiones, deberá adoptarse el método de la extirpación a fin de asegurar que no se establece ningún nuevo foco de virus, en la forma de portadores latentes, por ejemplo.

En un futuro, deberá esperarse la introducción de la fiebre aftosa dentro de Europa desde otros países. La razón principal es que existen muchos países que han de importar grandes cantidades de carne para satisfacer sus necesidades. Desafortunadamente, no es posible importar carne únicamente de países libres de la fiebre aftosa, como sería de desear. Habrá de traerse a la consideración que la Comisión Europea para el Control de la Fiebre Aftosa ha realizado recomendaciones en relación con la importación de carne procedente de países no libres de la fiebre aftosa, y el ejemplo del Reino Unido demuestra que un país puede mantenerse libre de la enfermedad a pesar de las importaciones masivas, si se observan las disposiciones adecuadas.

Podemos, asimismo, mencionar el caso de Suiza: En los 10 años anteriores a 1966, ocurrieron un promedio anual de 100 focos de enfermedad; muchos de ellos fueron atribuibles a la alimentación de los cerdos con desperdicios precedentes de carnicerías, hoteles, etc. Desde 1966, todo el ganado en Suiza ha sido sometido a una vacunación preventiva anual contra la fiebre aftosa, y las dispo-

siciones pertinentes a la importación de carne se han hecho cada vez más restrictivas; como resultado de ello, ha ocurrido solamente un brote de la fiebre aftosa, que comprendieron 22 piaras y estuvo relacionado con las importaciones de carne.

Lo que todavía falta es una política más coordinada entre los países europeos en relación con las importaciones. Cada país debiera percatarse de que el control de las importaciones contribuye a proteger no sólo su propio ganado, sino también el de todo el continente. En tanto que las importaciones de carne tienen obviamente que recibir una atención de prioridad, deberá prestarse también atención a los animales, especialmente a los que proceden de países en donde ocurren los virus exóticos a Europa, es decir, cepas contra las cuales la vacuna normal europea es inefectiva. La FAO y la OIE han redactado recomendaciones en relación con las importaciones procedentes de dichos países.

Si un tipo exótico de fiebre aftosa hiciera su aparición en Europa o regiones adyacentes, la adquisición de vacunas podría llegar a ser un problema de primordial importancia. Será preciso obtener las cantidades necesarias de vacuna en el lapso de tiempo más corto posible, ya que cuanto antes pueda iniciarse la vacunación preventiva, tanto más efectivamente podrán ejecutarse las operaciones de control.

Aun cuando Europa posee institutos con capacidad para producir grandes cantidades de vacunas de aftosa, las recomendaciones de la OIE les permiten estudiar solamente los virus que aparecen en Europa. La capacidad de producción de los mismos podrá, por tanto, aprovecharse solamente después de que la infección exótica se haya demostrado. Ello implica el peligro de que la enfermedad pueda haberse difundido considerablemente antes de haberse podido producir las vacunas específicas y de obtenerse para su correspondiente utilización. Dichas dificultades surgieron en el transcurso del brote de A22 en Grecia y Turquía en 1972, y de nuevo en 1973, cuando el tipo Asia-1 hizo su aparición en Turquía. Hubo de movilizarse todos los recursos, especialmente los de la FAO, para poder reunir las suficientes vacunas en un tiempo razonable.

Para protegerse contra dicha situación, los países de la Comunidad Económica Europea establecieron reservas de vacunas exóticas que se hallan almacenadas fuera de Europa. Dado que la potencia de la vacuna de la fiebre aftosa es de duración limitada, dicho recurso se hace temporal y costoso, y no todos los países pueden permitírselo. Sería mucho más práctico establecer institutos para la producción de vacunas de aftosa de gran capacidad en las zonas en donde las cepas de los virus son endémicas, que pudieran abastecer a otros países con las suficientes vacunas si surgiera la necesidad.

En la actualidad, el número de estos institutos es limitado, probablemente debido a que el control de la fiebre aftosa en los países en vías de desarrollo no se considera uno de los problemas más urgentes de la agricultura indígena. En interés de la industria de producción de carne, y posiblemente también de las exportaciones de la misma, los países en vías de desarrollo debieran prestar una mayor atención en el futuro al control de dicho epizootico. En los países en que la fiebre aftosa es enzoótica debiera adoptarse la vacunación general preventiva del ganado como primera medida. Ello aumentaría la demanda de vacunas producidas a nivel local, y los institutos regionales con instalaciones para la producción a gran escala serían, por consiguiente, más apropiados.



(Referencias: FAO: Informes de las Sesiones de la Comisión Europea para el Control de la Fiebre Aftosa, Roma, Italia. OIE: Circulares mensuales epizooticas de 1969-1973, e informes).
(Artículo de A. Nabholz, Director de la Oficina Veterinaria Federal, Berna, Suiza. Extracto de: World Animal Review, No. 11 - 1974).

PUERTO RICO Y LAS ISLAS VIRGENES ESTADOUNIDENSES OBTIENEN EL ESTADO LIBRE DE PESTE PORCINA

El Estado Libre Asociado de Puerto Rico recuperó oficialmente el estado "libre de peste porcina" el 18 de diciembre de 1974, y en un acto simultáneo se concedió dicho estado a las Islas Vírgenes por primera vez.

Todos los 50 estados con Puerto Rico y sus vecinas las Islas Vírgenes están reconocidos en la actualidad como "libres de la peste porcina". Merced a la naturaleza persistente del virus de la peste porcina, sin embargo, habrá de transcurrir al menos 18 meses desde la fecha del último brote sin ninguna nueva infección, antes de que pueda declararse oficialmente erradicada.

El último caso de peste porcina en los límites continentales de los Estados Unidos ocurrió en Misisipí en febrero de 1974. El último caso de la enfermedad en Puerto Rico ocurrió en mayo de 1974.

Los funcionarios de sanidad animal del Estado Libre Asociado, así como estatales y federales prosiguen las actividades de vigilancia encaminadas a detectar toda infección residual de peste porcina.

Puerto Rico fue designada "libre de peste porcina" por primera vez el 24 de marzo de 1974, tras pasar 12 meses sin ningún caso confirmado y cumplir con los demás requisitos del programa. Perdió la designación en mayo cuando se descubrió una nueva infección. De acuerdo con las disposiciones del Departamento de Agricultura de los Estados Unidos podrá recuperarse la designación de "libre de peste porcina" después de 6 meses sin nueva infección.

Las Islas Vírgenes no estuvieron designadas anteriormente "libres de la peste porcina" debido a que el territorio no estuvo incluido oficialmente en el programa de erradicación nacional. Sin embargo, las investigaciones de rutina, así como un estudio especial no descubrieron ningún caso de infección entre la población porcina del territorio desde que se iniciara el programa de erradicación nacional. El último caso de peste porcina ocurrido en las Islas Vírgenes se registró en 1941.

SE PROPONE UNA MODIFICACION EN LAS NORMAS DE IMPORTACION DE OVEJAS Y CABRAS CANADIENSES

El Departamento de Agricultura de los Estados Unidos ha propuesto suprimir el requisito de que las ovejas y cabras canadienses exportadas a los Estados Unidos para su inmediato sacrificio sean inspeccionadas por un veterinario antes de efectuarse la expedición desde la granja de procedencia.

La propuesta no modificaría las demás disposiciones o seguridades contra la difusión de las enfermedades ganaderas cuando se importan animales. Las ovejas y las cabras con destino al matadero deberán continuar inspeccionándose y acompañándose de certificado expedido por las autoridades veterinarias canadienses como de que se hallan libres de enfermedades transmisibles o de riesgo al respecto.

Todas las ovejas o cabras que se importen sin la inspección en la granja deberán sacrificarse en un plazo de 2 semanas después de entrar en los Estados Unidos.

Las ovejas y cabras importadas con otras finalidades deberán continuar inspeccionándose y acompañándose de certificado de libre de enfermedad en la granja de procedencia. Dicha disposición, actualmente en vigor, está destinada a detener la introducción de enfermedades transmisibles de ovejas y cabras, incluyendo la tembladera de la oveja, enfermedad degenerativa que actúa lentamente y puede propagarse entre otros animales y tardar 3 años en acusar los síntomas claros.

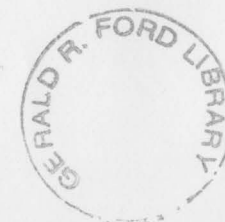
Tanto Canadá como los Estados Unidos tienen en curso programas de erradicación de la tembladera. Los funcionarios veterinarios de los países mencionados mantienen vigilancia, destruyen las bandadas infectadas y efectúan el seguimiento de la distribución de las ovejas procedentes de las instalaciones infectadas. Se estipulan largas cuarentenas y las investigaciones de las castas en las ovejas importadas procedentes de los países infectados con dicha enfermedad, quedando exceptuados aquellos países que posean programas de erradicación de la ditada enfermedad equivalentes a los de los Estados Unidos.

CAPACIDAD DE APOYO DE LOS PROGRAMAS DE EMERGENCIA

Ha constituido siempre un objetivo de los Programas de Emergencia de la Sede Central de Hyattsville apoyar las operaciones de los grupos especiales en todas las formas que sea posible.

Una de estas formas ha sido el desarrollo de un índice conocido con el nombre de "Pliego de Datos sobre el Perfil de los Condados". Tras la localización de un caso de índice de una enfermedad, una de las primeras preguntas que se hacen los administradores y el personal técnico se refiere a los animales. Pudieran desear conocer cuántos animales, qué especies y de qué manera se suelen utilizar y vender en la zona afectada. "Los Datos sobre el Perfil de los Condados" están en parte completos en el sentido de que dichas cuestiones quedan contestadas en términos generales. En la actualidad, posee unos 50.000 registros, aproximadamente, organizados por condados.

El actual contenido del Perfil de los Condados está completo en relación con el censo de animales por especies, mercados ganaderos, terrenos de engorde en cuarentena, plantas de producción, plantas de sacrificio, almacenes para conservación refrigerada e instalaciones de elaboración y deshuesado. Podemos anticipar que el "Perfil" pronto llegará a contener plantas de leche líquida, plantas de elaboración láctea, inseminadores artificiales, zoológicos, laboratorios diagnósticos y la localización de los servicios de prestación de cuidados veterinarios tanto oficiales como privados. Estos datos habrán de actuali-



zarse cada 5 años con posteriores disposiciones. Los "Perfiles" antiguos se conservarán a fin de fomentar tendencias con la esperanza de que el futuro siga los modelos históricos.

INFORMES SOBRE ENFERMEDADES MUNDIALES*

País	Fecha 1974	Nuevos Brotes	País	Fecha 1974	Nuevos Brotes
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Fiebre Aftosa

Argentina	Julio-Agosto	206	Rhodesia	Agosto	1
Egipto	1-15 Septiembre	1	España	Mayo-Junio	10
Alemania	Septiembre	4	Tailandia	Junio	10**
Ghana	Agosto	12	Togo	Junio	3
Hong Kong	Septiembre	1	Venezuela	Junio-Julio	8
India	Mayo	22	Uruguay	1-20 Septiembre	7
Mozambique	Mayo-Junio	1	Yugoslavia	1-15 Septiembre	4
Paraguay	Abril-Mayo	20			

Peste Bovina

India	Mayo	3
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Pleuroneumonía Contagiosa Bovina

Ghana	Agosto	5	India	Mayo	28
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Dermatitis Nodular

Madagascar	Marzo	5
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Viruela Ovina

Grecia	Julio	55	Marruecos	Agosto	31
India	Mayo	4	Túnez	Agosto	3

Durina

Sudáfrica	Agosto	2
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Peste Porcina Africana

Portugal	16 Agosto- 15 Septiembre	11	España	1-15 Septiembre	7
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Enfermedad de Teschen

Madagascar	Marzo	6
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(*Extraído de la Circular Mensual de la Oficina Internacional de Epizootia No. 334).
(**Casos).

Calkin (202) 447-8297
McDavid (202) 447-4026

NEWS

U.S. DEPARTMENT OF AGRICULTURE

USDA ALLOWS SPANISH LABELS FOR MEAT AND POULTRY PRODUCTS SOLD SOLELY IN PUERTO RICO:

WASHINGTON, March 7 --Meat and poultry products sold exclusively in Puerto Rico may soon carry labels printed solely in Spanish, under an amendment to Federal meat and poultry inspection regulations announced today by the U.S. Department of Agriculture (USDA). Only the official inspection mark would be required to be printed in English.

USDA's Animal and Plant Health Inspection Service (APHIS) said the amendment recognizes that Puerto Rican consumers, who predominantly speak Spanish, would find labels printed entirely in Spanish more useful for their needs.

APHIS officials said the regulations heretofore have provided for labels to be printed in English and Spanish. However, this proved cumbersome as processors and distributors attempted to provide additional consumer information in the small space available on some labels. Space problems occur especially with bilingual labels on small containers such as those used for baby foods.

Beginning April 14, 1975, the amendment will give processors the option of labeling their products sold exclusively in Puerto Rico to be printed solely in Spanish, printed bilingually in Spanish and English, or solely in English.

USDA first proposed this change in April 1974, and invited comments from the public (USDA Press Release 78-74). No objections to the proposal were received, APHIS officials said.

The full text of the amended regulations will be published in the March 11 Federal Register. Copies may be obtained from Room 4897-S., Issuance and Coordination Staff, APHIS-MPI, Washington, D.C. 20250.

5935

USDA 709-75





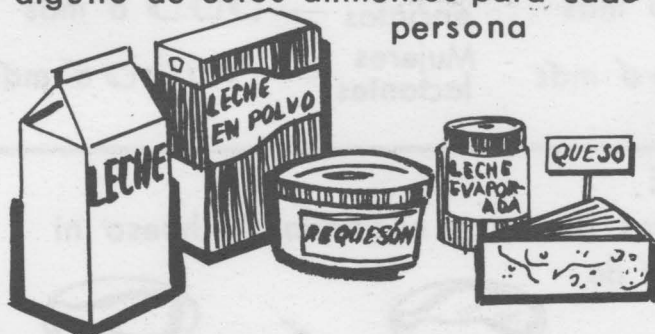
UNA GUIA DIARIA PARA COMER BIEN

ATTACHMENT

algunas selecciones para la familia
que desea economizar

GRUPO DE LA LECHE

alguno de estos alimentos para cada
persona



GRUPO DE LOS VEGETALES Y DE LAS FRUTAS

4 ó más porciones



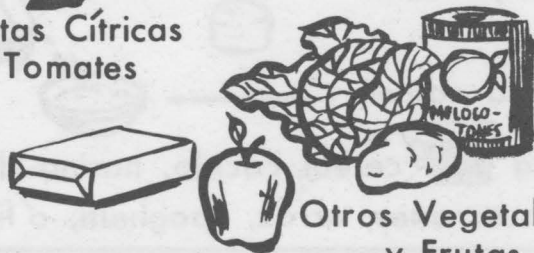
Vegetales Verde
Oscuro



Frutas Cítricas
y Tomates



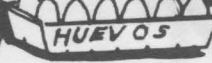
Vegetales Amarillos



Otros Vegetales
y Frutas

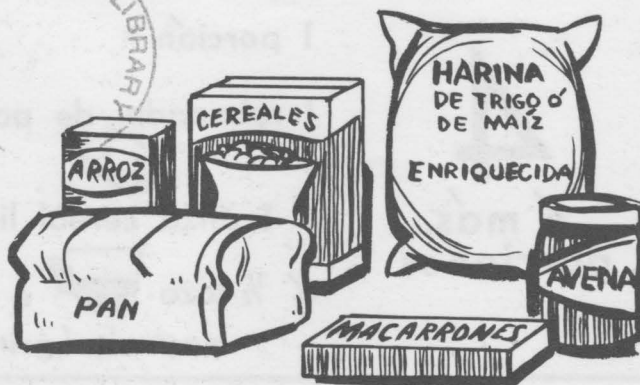
GRUPO DE LA CARNE

2 ó más porciones



GRUPO DE LOS PANES Y CEREALES

4 ó más porciones



CONSUMA DIARIAMENTE ALIMENTOS DE CADA GRUPO • ESCOJA
SEGÚN SEA NECESARIO OTROS ALIMENTOS PARA COMPLETAR LAS COMIDAS

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USE TODOS LOS DIAS "LA GUIA PARA COMER BIEN"

Algún alimento de este grupo para cada persona

GRUPO DE LA LECHE

1 porción = 1 taza de leche



Niños 0-9 — a

Adultos — ó más

Niños 9-12 — ó más

Mujeres encintas — ó más

Adolescentes ó más

Mujeres lactantes — ó más

2
ó más
porciones

GRUPO DE LA CARNE

1 porción = 2 ó 3 onzas de carne cocinada sin hueso ni grasa; ó de



una hamburguesa

ó



un muslo de pollo

ó



una ración de pescado

ó ½ porción = 1 huevo



ó ½ taza de frijoles ó guisantes cocidos

ó 2 cucharadas de mantequilla de maní (cacahuates)

4
ó más
porciones

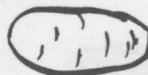
GRUPO DE LOS VEGETALES Y DE LAS FRUTAS

1 porción = ½ taza de vegetales ó frutas crudos ó cocidos

ó una porción como una de las siguientes:



ó



ó



4
ó más
porciones

GRUPO DE LOS PANES Y CEREALES (ÍNTEGROS Ó ENRIQUECIDOS)

1 porción =

1 rebanada de pan ó 1 panecillo



ó 1 onza cereal listo para comer



ó ½ taza a ¾ taza cereal cocido, harina de maíz, moyuelo (grits), macarrones, arroz, spaghetti, ó fideos

CONSUMA SEGÚN SEA NECESARIO OTROS ALIMENTOS PARA COMPLETAR LAS COMIDAS

Revised February 1975

Follow the Food Guide Every Day

SOME
for
EVERYONE

MILK GROUP

COUNT AS A SERVING 1 CUP  OF MILK

Children under 9 —  to  Adults —  or more

Children 9-12 —  or more Pregnant Women —  or more

Teenagers —  or more Nursing Mothers —  or more

Cheese can be used for part of the MILK

MEAT GROUP

COUNT AS A SERVING 2 OR 3 OUNCES OF COOKED LEAN MEAT,
POULTRY OR FISH — — SUCH AS



A HAMBURGER



OR A CHICKEN LEG



OR A FISH

ALSO - ½ CUP  COOKED DRY BEANS OR PEAS, OR

2 TABLESPOONS  PEANUT BUTTER , OR 1 EGG 

COUNT AS ½ SERVING OF MEAT

2
or more
SERVINGS

VEGETABLE-FRUIT GROUP

COUNT AS A SERVING ½ CUP  (RAW OR COOKED)
OR 1 PORTION SUCH AS



OR



OR



4
or more
SERVINGS

BREAD-CEREAL GROUP (WHOLE GRAIN OR ENRICHED)

COUNT AS A SERVING

1 SLICE  OF BREAD OR 1 BISCUIT 

OR 1 OUNCE READY-TO-EAT CEREAL — — — — 

OR ½ CUP  TO ¾ CUP  COOKED CEREAL,

CORNMEAL, GRITS, MACARONI, RICE, OR SPAGHETTI

4
or more
SERVINGS

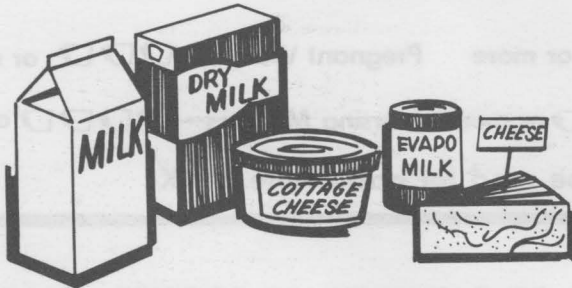
EAT OTHER FOODS AS NEEDED TO ROUND OUT THE MEALS

DAILY FOOD GUIDE

some choices for thrifty families

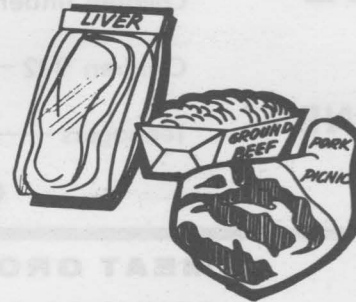
MILK GROUP

some for everyone



MEAT GROUP

2 or more servings



VEGETABLE - FRUIT GROUP

4 or more servings



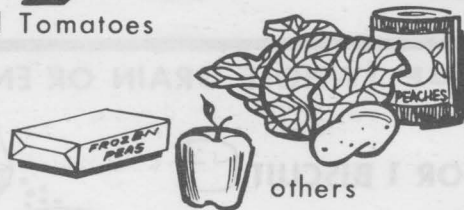
Dark Green



Deep Yellow



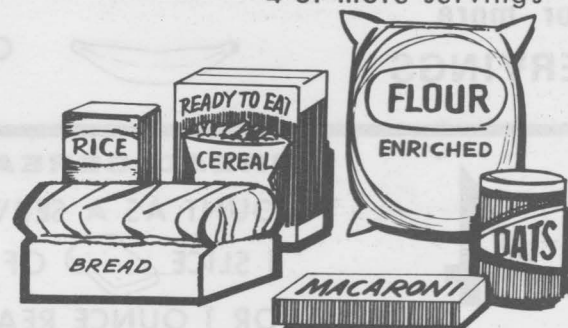
Citrus and Tomatoes



others

BREAD - CEREAL GROUP

4 or more servings



WHOLE GRAIN OR ENRICHED

everyday eat foods from each group

EAT OTHER FOODS AS NEEDED TO ROUND OUT MEALS

FNS-13

Wells (202) 447-3088
McDavid (202) 447-4026

ATTACHMENT

NEWS

U.S. DEPARTMENT OF AGRICULTURE

BLACK SCIENTIST HEADS ELITE USDA RESEARCH UNIT:

BERKELEY, Calif., March 25--Dr. Carroll B. Williams, Jr., a research scientist at the U.S. Forest Service Pacific Southwest Experiment Station, Berkeley, Calif., has been named head of a pioneering research unit to develop new systems of controlling forest insects and diseases.

As a pioneer researcher, he becomes the seventh of an elite group of senior scientists in the Forest Service who are given complete freedom and latitude to conduct research aimed at finding answers to problems that affect forest lands throughout the United States.

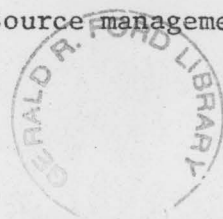
Dr. Williams received his bachelor's, master's, and Ph.D. degrees from the University of Michigan. His academic fields include forestry, entomology, and biometrics.

A former lecturer at Yale University, Dr. Williams has served as consultant to the National Science Foundation and as a member of the Foundation's advisory panel on ecology and ecosystem analysis.

He joined the Forest Service, an agency of the U.S. Department of Agriculture, in 1957 at the Pacific Northwest Station and in 1965 was assigned to the Pacific Southwest Station to design and conduct field studies of aerial application of insecticides.

Dr. Williams is recognized not only as a leader in the development of new approaches to insect control, but also as an outspoken scientist who insists on high performance and public accountability in control programs. He believes the public must know the probable ramifications of various resource management practices.

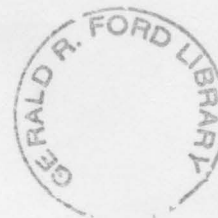
3/25/75



UNITED STATES DEPARTMENT OF AGRICULTURE
OFFICE OF EQUAL OPPORTUNITY
WASHINGTON, D.C. 20250

MAY 27 1975

Honorable Stanley S. Scott
Special Assistant to the President
The White House
Washington, D. C. 20500



Dear Mr. Scott:

The following is our report on minority affairs for April 1975.

EMPLOYMENT

1. During the month of March, 19 employees filed formal complaints of discrimination. Forty-two employees contacted EEO Counselors and remedial action was taken in 18 cases.
2. On April 21, 1975, the Secretary issued a memorandum to the Heads of Department Agencies on Equal Employment Opportunity. This memorandum was designed to stress the importance of the President's memorandum of March 6, 1975, on the need for affirmative action in the area of equal employment opportunity. A copy of the Secretary's memorandum and the President's memorandum is attached (A).
3. In April 1975, the Foreign Agricultural Service (FAS) promoted 9 minority employees (2 men and 7 women) and 12 non-minority employees.
4. Ms. Merian Vidrine, (Black), District Conservationist, Soil Conservation Service (SCS), Hackettstown, New Jersey, has been promoted to GS-12 and transferred to Anoka, Minnesota.
5. On April 13, 1975, the National Agricultural Library hired a female Spanish speaking student from the New Mexico Highlands University, Las Vegas. This appointment offers the student valuable on-the-job training in library science, her undergraduate major.
6. SCS has selected ten students from Prairie View A&M University to work in the Stay-In-School Program for the summer of 1975.

WOMEN

1. The Foreign Agricultural Service (FAS) has appointed its first woman GS-15. She is Ms. Barbara Sharkey, Director, Trade Negotiations Division.
2. Carol M. Harvey, FAS, the only woman Assistant Agricultural Attaché, has been promoted to GS-12 and reassigned to Bonn, Germany.

3. In the month of April, the Soil Conservation Service (SCS) made the following appointments.

- (a) Mrs. Donna Storch was selected as the first woman Range Conservationist in New Mexico. A news article on Mrs. Storch is attached (B).
- (b) Mrs. Betty Clark was selected as the first woman district supervisor of the Macon County, North Carolina Soil and Water Conservation District.
- (c) Ms. Pamela Wilcox was selected as the chairperson of the District Operations Committee for the Nevada Association of Conservation Districts.

4. Ms. Joan Luck of the Food and Nutrition Service (FNS) has been chosen to participate in the Education for Public Management Program for FY-1976. Ms. Luck was the only candidate selected from USDA. The 9-month academic program, which begins in August at the University of Virginia, is designed to serve individuals who have been carefully identified by their agencies as having the potential to assume increasing responsibilities in the overall direction of programs and policies.

AID TO AMERICAN INDIANS

1. USDA has declared that the Fort Peck Reservation in Montana and the Pine Ridge Agency Indian Lands in South Dakota are eligible for donations of feed grain from the Department's Commodity Credit Corporation (CCC) because of the acute shortage of livestock feed due to excessive snowfall. These CCC donations will be made available throughout the duration of the existing emergencies.

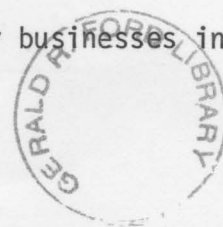
2. A Memorandum of Understanding between the Imperial County Welfare Department in California and the Quechan Tribal Council has been approved for the purpose of reinstituting the Food Distribution Program on the Fort Yuma Indian Reservation. This Memorandum will become a part of both California's Food Stamp and Food Distribution Plans of Operation. The food distribution began on May 1, 1975.

MINORITY BUSINESS ASSISTANCE

1. In April 1975, the Farmers Home Administration (FmHA) made a guaranteed loan of \$15,000 to the J&P Decorators, Inc., a black business firm located in Woodstown, New Jersey.

2. The Soil Conservation Service (SCS) has awarded a construction contract in the amount of \$98,366.18 to the Rio Enterprises, Leander, Texas, headed by James R. Martinez, Spanish American.

3. The SCS awarded the following contracts to minority businesses in April.



- (a) Mr. Joseph Breedlove, Craftsmen, Inc., Parker, Texas, received a construction contract in the amount of \$55,175.58.
- (b) Mr. Bonzell Jones, Chriesman, Texas, received a service contract for vegetative operations in the amount of \$3,617.60.

AID TO MINORITY EDUCATIONAL INSTITUTIONS

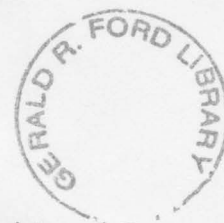
The Cooperative State Research Service (CSRS), USDA, has made the following grants to black land grant colleges.

1. Lincoln University, Jefferson City, Missouri, has received \$381,716 for continued support of studies to determine factors which influence human food habits.
2. Florida A&M University, Tallahassee, Florida, has received three grants totaling \$172,760 for continued research on ecology of aquatic insects, productivity of saline marshes and the effectiveness of information programs to reduce rural poverty in Florida.

Copies of news releases explaining the grants in detail are attached (C).

OUTREACH

1. During the month of April, Dr. Henry L. Taylor, Civil Rights Coordinator for the Rural Electrification Administration (REA) met with officials of the Choptank Electric Cooperative, Inc., Denton, Maryland; Delaware Electric Cooperative, Inc., Greenwood, Delaware; and Delaware State College, Dover, regarding the civil rights program of REA.
2. During the month of February 1975, Mr. Martin, State Conservationist and Personnel Officer of the Missouri Soil Conservation Service (SCS) State Office, visited Lincoln University in Jefferson City, Missouri. The purpose of the visit was to discuss the student trainee and Co-op programs as a means of getting Black students to pursue careers in agriculture.
3. On April 17 and 18, 1975, Mr. John A. Garrett, State Director, Farmers Home Administration (FmHA), Montgomery, Alabama, participated in the Alabama Conference of Black Mayors. The theme of the conference was "Local, State and Federal Governments Working Together For the People of Alabama."
4. FmHA has revised all of its housing pamphlets and fact sheets to include the Equal Opportunity in Housing logo. See enclosed fact sheet entitled "Rural Rental Housing" (D).
5. FmHA hosted a meeting of the National Federation of Housing Counselors on April 14, 1975. Mr. Frank B. Elliott, FmHA Administrator, gave the opening address.



6. Mr. Allen Murray, FmHA Indian Projects Officer, attended a "Federal Agency Seminar" held on April 8-10 in Aberdeen, South Dakota. The purpose of the seminar was to provide for the exchange of information about respective governmental programs.

7. Mr. Adelino Sanchez, Equal Opportunity Specialist of the Food and Nutrition Service (FNS), attended and made a presentation at the Management Institute Workshop held in Albuquerque, New Mexico on April 24-26, 1975. The workshop was sponsored by Harvard University and the Metropolitan Applied Research Center, and was attended by minority leaders and officials from Arizona, Colorado, New Mexico, western Texas and Utah.

8. During the month of April, Mr. Gerald Ely, crafts specialist with the Farmer Cooperative Service (FCS), met with leaders of the United Sioux Tribe, Pierre, South Dakota; visited the Rosebud Reservation; and met with the Tribal Chairman of the Lower Brule.

9. In April, Carl W. Deitemeyer, Civil Rights Coordinator, FCS, met with the leaders of the San Xavier Agricultural Cooperative Service of the Papagos Indian Reservation, St. Xavier, Arizona.

10. Mr. Kenneth J. Ferguson (American Indian), District Conservationist with the SCS Poteau Oklahoma field office, recently attended the Choctaw Manpower Training Council as a board member. This board gives guidance on training needs and helps employers understand the Choctaw people.

11. In Arkansas, 13 SCS employees attended and took part in the 23rd Annual Rural Tribe Conference held at the University of Arkansas at Pine Bluff. The theme of the conference was "Coping with Inflation."

12. Mr. Morris Martin, District Conservationist with the SCS Fresno, California field office, recently gave a talk on soils at the Universidad de Campesinos Libres, a 4-year university of Spanish-Speaking farmworkers.

13. The Beeville SCS field office in Texas assisted Bee County with an inventory and evaluation on a water problem at their new health clinic. About 75 percent of those who use this new clinic are Blacks and Spanish Americans.

14. The Extension Service (ES) publication entitled Extension Service Review, dated May-June 1975, is dedicated to reaching out to the minority segments of our population. The publication lists many interesting and unusual ways ES is working to bring its program benefits to minorities. A copy of the publication is attached (E).

15. The Forest Service (FS) and the Department of Interior have agreed on a joint project aimed at bringing more minorities, particularly Blacks and Spanish speaking youths, into the Youth Conservation Corps (YCC). FS has mailed news releases dealing with the YCC to approximately 700 minority publishers located throughout the country. YCC tape recordings for Blacks and Spanish speaking youths have been contracted with a public service production company.



16. Ms. Jane Hardistry, Soil Conservationist in Indiana, gave a talk in March to 80 students at Ball State University. Her talk centered around SCS careers, objectives and technical service available to rural people.

17. In April, Mr. Gerald Duke, District Conservationist with the Mangum SCS field office in Oklahoma presented a set of slides, "Outdoor Classrooms - Where Do We Go From Here?", to the University Women's Club at East Central University.

COMPLIANCE AND ENFORCEMENT DIVISION

1. On April 22, 1975, Ms. Teresa Cunningham of the Compliance and Enforcement Division (CED), Office of Equal Opportunity (OEO), represented the Indian Desk at the Papago Agricultural Development Conference in Sells, Arizona. The purpose of the conference was to bring technical expertise together to develop ways of aiding the Papago Indians.

2. CED processed 44 discrimination complaints during April, bringing to 235 the number of such complaints processed during FY-1975.

3. A total of 11 compliance reviews were conducted by CED in April, bringing to 155 the number of such reviews accomplished during FY-1975.

PROGRAM PLANNING AND EVALUATION DIVISION

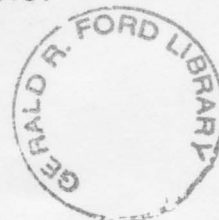
The Program Planning and Evaluation Division, OEO, is preparing evaluation reports dealing with minority participation in Soil Conservation Service (SCS) programs, and the Forest Service Cooperative Forest Management program for FY-1974. The reports will compare minority and white participation in each program.

RURAL MINORITY BUSINESS ASSISTANCE DIVISION

The Rural Minority Business Assistance Division, OEO, has published a handbook entitled USDA Minority Business Assistance. The handbook was distributed to all USDA procuring offices to provide a better understanding of the Minority Business Enterprise Program and to assist in the attainment of USDA minority program goals.

BLACK LAND GRANT COLLEGES

Data published by the National Association of State Universities and Land Grant Colleges shows that enrollment in predominantly black land grant (1890) schools increased at almost three times the rate in the predominantly white land grant (1862) schools between 1972 and 1974 (14.8% v. 5.27%). There are now 359,000 persons enrolled in the 1890 schools. Even though five of the 1890 schools have no graduate programs, there are 7,371 persons enrolled in graduate programs at the remaining 11 schools.



BLACK SCIENTIST SAVES \$96,000 IN LINSEED OIL STUDY

Research Assistant Freddie L. Thomas of the Agricultural Research Service (ARS) Laboratory at Peoria, Illinois, has saved the Department \$95,995 by developing two pure synthetic compounds at a cost of \$5. The two compounds, if purchased commercially, would have cost the Department \$96,000. A copy of the news release on Mr. Thomas is attached (F).

FOREST SERVICE'S CIVIL RIGHTS COMMITTEE

The Forest Service (FS) has established a Servicewide Civil Rights Committee charged with active involvement on program review and guidance on all civil rights matters. Particular emphasis will be placed on assuring personal responsibility and accountability for civil rights activities by all line and staff personnel and for insuring that civil rights targets are made an integral part of all FS reporting procedures.

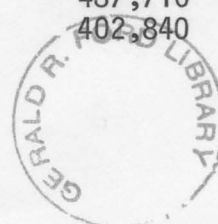
FOOD AND NUTRITION SERVICE

More than 19 million persons benefited from USDA family food assistance programs in March. A total of 19.1 million people were participating in the Food Stamp Program--40 percent more than the 13.6 million who were participating in March 1974. During the same period, the number of persons receiving donated commodities dropped from 1.9 million to 100,000. Thus, the total number of persons participating in USDA family food assistance programs in March was 19.2 million as compared to 15.5 million a year ago. In addition, some 25.1 million children were participating in the National School Lunch program and some 1.9 million children were participating in the school breakfast program. Approximately 40.4 percent of the school lunch participants and 82.8 percent of the school breakfast participants received benefits free or at a reduced price.

MISCELLANEOUS

1. Using the unpublished data from the 1969 Census of Agriculture, the Office of Equal Opportunity discovered that there were 43,877 nonwhite operated farms with over 2,000,000 acres of wooded lands in the 16 Southern States that year. Nearly 4,000 of these farms had sales of forest products amounting to over \$3.1 million. Several organizations have expressed an interest in the possibilities of using black-owned wooded land to increase productivity and income. The ranking States in number of wooded acres and sales of forest products on nonwhite operated farms are:

<u>State</u>	<u>Farms</u>	<u>Acres</u>	<u>Sales</u>
Mississippi	9,579	436,295	\$618,420
North Carolina	7,219	287,159	573,136
Georgia	3,363	252,943	487,710
Alabama	4,671	250,756	402,840



2. The Department has announced that a rural community fire protection program has been funded for FY-1975. The program objective is to provide technical and financial assistance to rural communities of a population under 10,000 and to help organize, train and equip local forces for fire prevention and suppression. The program is authorized under Title VI of the Rural Development Act of 1972.

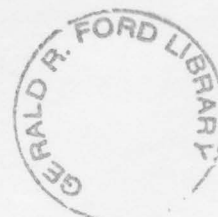
COURT ACTIONS

1. Citizens of the Lake Topps area near Sumner, Washington, have taken action to prohibit the Farmers Home Administration (FmHA) from making construction loan commitments for low and moderate incomes in the area. It is uncertain if this action is racially motivated or not, as the area is overwhelmingly white. Builders and contractors in the area are concerned for the economic effects on any reduced home building.

2. Mr. Johnnie Hughes, Jr., has filed suit against FmHA in Sumter County, Alabama, alleging, as a class action, that black citizens have been discriminated against in obtaining FmHA loans. The Emergency Land Fund and the Federation of Southern Cooperatives have expressed an interest. Mr. Hughes, a young black farmer, had previously been denied a farm ownership loan but the money was subsequently made available through predominantly black legal and fraternal organizations.

Miles S. Washington, Jr.
MILES S. WASHINGTON, JR.
Acting Director

Attachments



UNITED STATES DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON, D. C. 20250

April 21, 1975

MEMORANDUM TO HEADS OF DEPARTMENT AGENCIES

Equal Employment Opportunity

Attached is a March 6, 1975, memorandum from President Ford calling upon every Department to strengthen its efforts in equal employment opportunity.

The President's memorandum requires affirmative action to assure equal opportunity in all phases of Federal employment but most particularly in recruitment and upward mobility. The Department of Agriculture has made progress in recent years but there is much yet to be done. For example, the percentage of minorities among our permanent full-time workforce is now only 10.9%. Women are only 23.2% of our workforce. Minorities and women represent only 3.8% and 3.3% respectively of our GS-13 and above employees.

Managers and supervisors must understand that their roles in equal employment opportunity extend beyond passive non-discrimination. They play a central role in achieving equal opportunity through positive action to identify and overcome EEO problems. Managers and supervisors at all levels must be held accountable for their part in the EEO Program.

Each Agency Head should issue a separate memorandum reaffirming his support for the Equal Employment Opportunity Program and making all employees aware of the President's objectives in this Program.

Earl R. Butz
Secretary of Agriculture

Attachment



THE WHITE HOUSE

WASHINGTON

March 6, 1975

MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

Chairman Hampton of the Civil Service Commission recently reported to me on progress to assure equal opportunity in Federal employment. I have also reviewed the most recent statistics on the employment of minorities and women in the Federal Government.

Minorities and women have demonstrated their ability to compete successfully under merit principles. Over one-fifth of the jobs in Government agencies are held by Blacks, Spanish-speaking Americans, American Indians and Asian Americans. Nearly one-third of all Federal employees are women.

While I am encouraged by these figures, our efforts must continue. For example, within the general schedule and similar grade groupings, minorities represent only 5.2% and women only 4.5% of Federal employees at GS 13 and above. I therefore want you to know how I view equal employment opportunity. I urge you to provide strong leadership in your own organization.

Our Nation's strength is based upon the concept of equal opportunity for all our citizens. Decisions motivated by factors not related to the requirements of a job have no place in the employment system of any employer and particularly the Federal Government.

But more is required than non-discrimination and prohibition of discriminatory practices. What is needed are strong affirmative actions to assure that all persons have an opportunity to compete on a fair and equal basis for employment and advancement in the Federal Government. Affirmative action includes recruitment activities designed to



reach all segments of our society, fair selection procedures, and effective programs of upward mobility so that all employees have the opportunity to gain skills to enable them to compete for higher level positions. Such actions are under way in the Federal Government. They must be continued and expanded.

Although the Federal Government has employed large numbers of minorities and women, vigorous efforts to assure equal employment opportunity must continue, particularly in those geographical areas and agencies and installations where more progress is needed. There are program areas where special emphasis is needed. There is reason to believe, for example, that the skills of the Spanish-speaking as a group have not yet been fully tapped. Also, a much wider range of employment opportunities for women can be opened. We cannot and must not permit persons to be locked into jobs not commensurate with their potential. I am looking to you and to every manager in the Federal Government to assure that employees, without regard to their race, national origin or sex, have an opportunity for advancement in accordance with individual abilities.

Moreover, men and women of all racial and ethnic backgrounds must be assured a fair opportunity to serve in positions where they can make a maximum contribution and participate in the decision-making process.

Equal employment opportunity doesn't just happen; it comes about because managers make it happen. I want equal opportunity to be reflected in every aspect of Federal employment. I have called on Chairman Hampton of the Civil Service Commission to keep me fully informed on an annual basis of the progress each Federal department and agency is making in this regard. Increased accountability on the part of Federal managers will help to promptly identify deficiencies and strengthen our EEO program at all levels.

Just as we will not condone preferences in employment decisions because of a person's race, ethnic origin or sex, we will not tolerate failure to



vigorously carry out affirmative actions in support of equal employment opportunity. I am asking for your personal commitment and active cooperation in assuring that the American ideal of true equal employment opportunity is a reality in the Federal Government.

Please make my views known to all employees and managers in your organization. Their understanding of my objective is essential. Their support is required.

Gerald R. Ford



Young Woman Compiles Range Records



By CAL WILSON
Journal Correspondent

LAS VEGAS, N.M. — A young woman, who was reared and began her advanced education in New York City, has begun the task of compiling new range records for Las Vegas and all of

studied wildlife expressed no special incentive for attracting her to the work she entered here on Feb. 3. "I was always interested. I came to New Mexico and just didn't want to go back," referring to New York City.

SHE BEGAN qualifying for the post

been the major causes of production losses and erosion damages in the region, but she had no doubt that range management by the users and developers of land can overcome the losses and improve production and its efficiency.

ALBUQUERQUE JOURNAL
March 2, 1975

Sliney (202) 447-6504
McDavid (202) 447-4026



NEWS

U.S. DEPARTMENT OF AGRICULTURE

USDA FUNDS HUMAN NUTRITION STUDIES AT LINCOLN UNIVERSITY:

WASHINGTON, April 8--The U.S. Department of Agriculture's Cooperative State Research Service (CSRS) has awarded grants totaling \$381,716 to Lincoln University, Jefferson City, Mo., for continued support of studies to determine factors which influence human food habits. The ultimate purpose of the research is to improve the public's nutritional knowledge.

Under a \$116,922 grant, Dr. James N. Nordstrom will continue to direct an inquiry into why people select the foods they do and how to alter their food-selection habits through education to improve their diets. The team of scientists is surveying families enrolled in the Expanded Food and Nutrition Program (EFNEP). An analysis of the families' food habits and nutritional status before and after participating in the program for a year or longer should provide an evaluation of EFNEP-teaching effectiveness.

A team led by Dr. James N. Freeman will continue research on the effects of adequate nutrition on the growth, well being, and human development from birth to 5 years of age. This research may help demonstrate to parents that good nutrition for their children can be achieved by following a few simple rules. It may also show which ideas about nutrition commonly believed by parents are factual. In addition, use of new foods and a variety of lunch menus for pre-schoolers should help to broaden their knowledge of foods and food selection. This project received continued support of \$114,852.

Dr. Mary Bess Kohrs will continue to investigate the use of psychological techniques in controlling overeating and obesity. She and her team of researchers will determine the effectiveness of behavior-modifying approaches when used by volunteer leaders, by trained nutritionists, and by trained home economists.

Weight changes will be checked during treatment and 12 and 18 months after treatment. Dr. Korhs said research in recent years has demonstrated that the application of learning principles to weight reduction has been at least twice as effective as simple caloric reduction. If nutritionists and others can use the principles applied by psychologists, larger populations can be helped than is presently possible. A grant of \$55,402 funds the research.

Research on the use of hair to determine the nutritional status of an individual will continue under Dr. Richard P. Dowdy, with a grant of \$94,540. Scientists are attempting to determine if hair can be used as an indicator of an individual's protein and amino acid balance, and the relation between intake of copper and zinc and the relation of zinc to copper in hair as it may correlate with plasma cholesterol. The University of Missouri-Columbia is cooperating in the project by providing use of its small animal facilities for laboratory studies.

More information about any of the projects is available from the project leader or from Dr. Edward Wilson, Research Coordinator, CSRS Programs, Lincoln University, Jefferson City, Mo. 65101.

USDA 1091-75

Sliney (202) 447-6504
McDavid (202) 447-4026



NEWS

U.S. DEPARTMENT OF AGRICULTURE

USDA FUNDS RESEARCH AT FLORIDA A&M:

WASHINGTON, April 15—The U.S. Department of Agriculture's Cooperative State Research Service (CSRS) has awarded three grants totaling \$172,760 to Florida A&M University, Tallahassee. The grants are for continuing research on ecology of aquatic insects; productivity of saline marshes; and the effectiveness of information programs to reduce rural poverty in Florida.

William L. Peters, professor of entomology and research coordinator for CSRS programs, is director of the project on ecology of aquatic insects, which will receive continued support of \$55,837. Associate professor C. W. O'Brien, who is assisting on the project, recently conducted field research on ecology of aquatic weevils in Central America. He will evaluate the use of these species of beetles in biological control of aquatic weeds, and will continue ecological research on aquatic weevils of the Southeast.

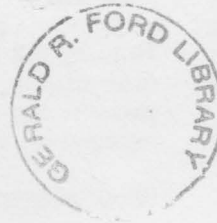
A grant of \$26,994 will support an ongoing study of the productivity of saline marshes on Florida's north and west coasts. C. L. Coultas, associate professor of earth and plant sciences, and C. B. Subrahmanyam, assistant professor of biology, are project leaders. They will conduct monthly growth measurements of marsh plants on different soils and will determine caloric values of marsh plants and animals. The research will help in determining the cost of marsh destruction and benefits of marsh retention of more than local importance.

A grant of \$89,929 will support continued research on information consumption by low-income families to reduce rural poverty in Florida. The study was constructed to test use of published information by the poor alone

vs. when the information was presented by trained personnel. The research will reveal the kind of information that is accepted by low-income families.

Further information about any of the projects described above is available from the project director or from Dr. William L. Peters, Research Coordinator, CSRS Programs, Florida A&M University, Tallahassee, Fla. 32307.

USDA 1161-75



Rural Rental Housing

Loans for rental housing in rural areas are available from Farmers Home Administration (FmHA) to provide living units for persons with low and moderate incomes and for those age 62 and older. Loans may be made for housing in open country and communities up to 20,000 people, but applicants in towns of 10,000 to 20,000 should check with their local FmHA office to see whether the agency can serve them.

All phases of this program are available to persons of either sex or any race, creed, color or national origin.

How may loan funds be used?

Loans are primarily made to build, purchase or repair apartment-style housing, usually consisting of duplexes, garden-type, or similar multi-unit dwellings. The housing must be modest in size, design, and cost, but adequate to meet the tenant's needs.

Funds may also be used to:

- buy and improve the land on which the buildings are to be located;
- provide streets and water and waste disposal systems;
- supply appropriate recreation and service facilities;
- install laundry facilities and equipment;
- landscape, including lawn seeding, shrubbery and tree planting, or other measures to make the housing an attractive addition to the community.

Funds may *not* be used for nursing, special care or other institutional types of housing.

Who may borrow?

Eligibility of applicants will be determined by Farmers Home Administration. Borrowers should have the ability and experience to operate and manage a rental housing project successfully.

Rental housing loans can be made to individuals, trusts, associations, partnerships; limited-partnerships, State or local public agencies, consumer cooperatives, and profit and nonprofit corporations. Nonprofit corporations may be organized on a regional or multi-county basis.

Borrowers must agree to provide rental units for occupancy by eligible individuals or families. They must be unable to finance the housing with personal resources and, with the exception of State or local public agencies, be unable to obtain credit from other sources on conditions and terms which would permit them to rent units to eligible families. If the borrower is a profit or limited-profit organization, the assets of the individual members will be considered in determining whether other credit is available.

FmHA will deal only with the applicant or his authorized representative. In the case of a nonprofit applicant, the representative must have no pecuniary interest in the housing site, the award of contracts, or purchase of equipment.

Does FmHA limit the borrower's profit?

In cases, rent charges must be within limits that eligible occupants can afford to pay. Borrowers are

required to deposit rental income in special accounts and establish reserve funds to meet long-term capital replacement needs. Limited-profit borrowers are allowed an 8-percent return on their initial investment in a project.

Who may occupy the housing?

The housing is for families and individuals with low and moderate incomes, and for senior citizens age 62 or over. The maximum income level for occupancy will be established by the Farmers Home Administration.

What are the terms?

The maximum repayment period is 50 years for projects designed for senior citizens and 40 years for all other projects. All applicants are required to provide initial operating capital equal to at least 2 percent of the cost of the project. For nonprofit organizations and State and local public agencies, the 2-percent operating capital may be included in the loan as part of the development cost.

Loans to nonprofit organizations and State or local public agencies can be up to 100 percent of the appraisal value or development cost, whichever is less. Loans to all other applicants are limited to not more than 95 percent of the appraisal value or development cost, whichever is less. Loans for the purchase of buildings less than 1 year old will, however, be limited to 80 percent of the appraised value.

Is the borrower expected to refinance the loan?

When the financial position of the borrower reaches the point that he can repay or refinance through a commercial lender, the loan contract provides that he shall do so.

How will planning and construction be performed?

Before a loan can be approved, applicants must provide detailed plans, specifications, and cost estimates. The applicant must provide complete architectural services, including inspections during construction. The Farmers Home Administration will review the plans and inspect the construction as it progresses.

A borrower who is a builder and capable of building his own project may obtain a loan under the same conditions as any other applicant. The builder-applicant may be permitted a contractor's fee which is typical for the area.

All borrowers are encouraged to obtain interim construction funds from local lenders. A borrower must show that local construction funds are not available before FmHA will provide such funds.

What are the construction standards?

All project development work such as buildings, streets, water, waste disposal, heating, and electrical systems must fully conform with applicable laws, ordinances, codes, regulations, and Farmers Home Administration requirements.

When can construction be started?

The borrower must wait until the loan is closed and authorization given by Farmers Home Administration to start construction. If interim construction financing is to be used, construction will start only after the loan is approved and funds obligated.

Where may housing be located?

The housing will be located on desirable sites in a residential area

that is easily accessible to community services and amenities, with an assured supply of safe drinking water and suitable arrangements for waste disposal approved by FmHA. Housing will be arranged on the site in an attractive manner to accent and preserve the advantages of natural topography, trees, and shrubbery.

What information is needed?

The local county supervisor of the Farmers Home Administration will provide information on how to complete and file applications. Applicants must furnish:

- complete financial information,
- preliminary plans, specifications, and cost estimates,
- a budget of anticipated income and expenses,
- survey information supporting the need for housing in the area.

Applicants may secure application forms and other sample FmHA forms for completing budgets and market-surveys.

What about loan applicant fees and other charges?

Fees are not charged for appraisals or loan processing. However, the applicant pays for legal services necessary to guarantee that he has a satisfactory title to the site and for other incidental loan closing costs. These expenses may be included in the loan.

What security is required?

Each loan will be secured in a manner that adequately protects the financial interest of the Government. A first mortgage will be taken on the property purchased or improved with the loan except for public or quasi-public organizations that cannot give a real estate mortgage. In those instances the security will be determined by Farmers Home Administration.

How do these loans aid in rural development?

Rental housing loans are made through the Farmers Home Administration to help provide

decent homes in suitable living environments. Good rental units give a balanced housing program to a rural community and make it a more desirable place to live. An adequate supply of quality housing helps check the flow of rural people to urban areas by encouraging families to live in rural communities.

The program raises living standards, creates a healthy environment for family life, and makes rural communities attractive locations for development and expansion of industries.

Rental housing loans stimulate economic activity in rural communities by increasing sales of building materials and home furnishings and by providing jobs for construction workers.

Where can you apply?

Applications should be made at the Farmers Home Administration county office serving the area in which the housing will be located.

Those unable to locate the local office should write to the Farmers Home Administration, U.S. Department of Agriculture, Washington, D.C. 20250.

Is other financial aid available for housing?

The Farmers Home Administration also offers:

1. Home ownership loans to help families with low and moderate incomes finance homes and building sites.

2. Building site loans to public and nonprofit organizations to buy, develop, and sell home sites on a non-profit basis to applicants eligible for home ownership loan assistance or for nonprofit rural rental housing projects.

3. Self-help housing loans to groups of low-income rural families who work together on the construction of their homes to reduce the cash cost. Public and private nonprofit organizations may obtain grants to provide technical assistance to such groups.

4. Repair loans for families with low or moderate income who wish to improve their living facilities.

Attachment E

EXTENSION SERVICE review

U. S. Department
of Agriculture

May
and June
1975



Reaching Out
to Minorities

The Extension Service Review is for Extension educators—in County, State, and USDA Extension agencies — to help people learn how to use the newest research findings to bring about a more abundant life for themselves and their communities.

EARL L. BUTZ
Secretary of Agriculture

EDWIN L. KIRBY, Administrator
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Reaching Out to Minorities

A "minority" differs in some way from the larger surrounding population. Often racial or ethnic groups are minorities. The handicapped are a minority. As a group under-represented in the political and economic arenas, women form a minority.

Participation by many kinds of minorities in Extension programs has increased dramatically in recent years because Extension workers—in county, state, and national offices—are making outstanding efforts to inform and involve them, are designing new programs and modifying proven methodology to meet their special needs.

Extension staff are learning through intensified state training, and from more communication with fellow Extension workers, who are themselves members of minority groups. Local agents, closest to the problems, are learning more about cultural preferences of minorities and are finding ways to operate within that framework to improve the delivery of Extension's services.

Theirs are daily efforts, unheralded, rarely publicized. The articles in this Review tell of only a fraction of the interesting and unusual methods Extension workers are using to reach minorities today.—Jean Brand

敬 老 營 養 餐

Headline from Dr. Ho's newspaper column.



"Umm, good!" or the Chinese equivalent is the comment these older citizens appear to be making while downing a 50-cent dinner provided by the Program for the Elderly.

"Respected Elders" offered nutritious food

by
Robert Boardman
and
Catherine Brent
Educational Communicators
University of California

William Chin, 70, lives alone in a downtown Los Angeles hotel room. Although his \$250 social security check barely covers living costs, Mr. Chin manages pretty well. He watches TV on a 16-year-old set. He shops for bargains in the food markets—daily, because he has no refrigerator Buys lots of chicken fat and potatoes And a loaf of bread so he can make toast on a one-burner stove. Peanut butter and jelly are delicacies to go with the toast.

Sundays, the Chinese-American rides a bus to West Covina, a few miles east of Los Angeles. He takes a walk on a farm there that reminds him of his youth. Bill Chin came to the United States in 1916, found work on a Stockton farm, and was one of the first Chinese immigrant workers to learn to drive a tractor.

Like thousands of his countrymen, Mr. Chin came here to earn what would be considered a fortune when he returned home to live in comfort.

However, the Communist takeover on the mainland made his return impossible. Eventually, he went to live with his relatives in San Francisco. Then he drifted to

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RAYNE

BLACK SCIENTIST SAVES \$96,000 IN LINSEED OIL STUDY:

PEORIA, Ill.--Young Research Assistant Freddie L. Thomas saves the taxpayers money -- lots of it -- while doing research on linseed oil for paint, at the U.S. Department of Agriculture.

When his project leader, J.W. Harlan, needed two pure, synthetic compounds costing, if purchased commercially, a total of \$96,000 -- Freddie got ready. Using five dollars for chemicals, and the equipment and scientific know-how developed earlier by Chemist C.W. Scholfield, Freddie prepared the necessary compounds within days -- saving the government \$95,995.

"Our objective was to study the yellowing process in linseed films," Freddie explained, "and we needed these pure compounds for our work."

Traditionally, oil-based paints have been made with linseed oil because they harden quickly, create good protective coatings and are chip resistant. But the yellowing factor in the paint causes light, interior colors to darken with age. "What we are working on will benefit industry as well as the consumer, through the prevention of this yellowing in linseed oil," Freddie said.

This study, at USDA's Agricultural Research Service Laboratory at Peoria, Ill., is partially supported by the National Flaxseed Processor Association.

Freddie's wife, Betty, also works as a chemical technician for the Agricultural Research Service. Her laboratory is directly across the court from her husband's. Freddie, from Peekskill, N.Y., and Betty, from Washington, D.C., met at Parsons College, Fairfield, Ia., where both obtained their B.S. degrees before coming to the ARS laboratory.

