

The original documents are located in Box 10, folder “Department of Transportation - Civil Rights Activities Report, 1975” of the Stanley Scott Papers at the Gerald R. Ford Presidential Library.

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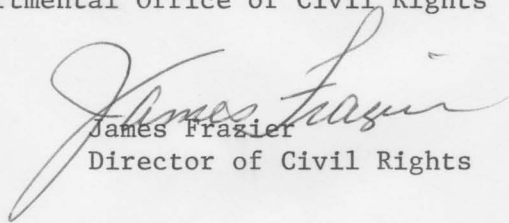
OFFICE OF THE SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

MAY 14 1975

MEMORANDUM FOR:

Honorable Stanley S. Scott
Special Assistant to the President

Attached is the Department of Transportation Report on
Civil Rights Activities for the month of March 1975
as prepared by the Departmental Office of Civil Rights


James Frazier
Director of Civil Rights

Attachment



DEPARTMENT OF TRANSPORTATION
SUMMARY OF CURRENT CIVIL RIGHTS ACTIVITIES
MARCH 1975

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

FAA Launches Federal Career Guidance Workshop. FAA's Training and Career Development Branch and Office of Civil Rights have arranged to have Washington Opportunities for Women (WOW) conduct a pilot three-hour Federal Career Guidance Workshop for 20 participants in grades GS-4 and 5 on April 7. The workshop is geared mainly to help women (but not restricted to women) determine their career goals and provide the necessary techniques for realizing them.

FAA Region Reports Success in "150 Program". The Great Lakes Region of the FAA reports that 18 out of a total of 20 "150 Program" candidates have reached their 38th week of training and are being assigned to positions at air traffic centers within the region. Twenty-two out of an original total of 25 participants have successfully completed their training in the program designed to provide avenues of entry into air traffic control and electronic technician positions for lower-level DOT and other Federal employees, including minorities and women.

FHWA to Conduct EEO Awareness Seminars. The Federal Highway Administration has contracted for the presentation of eight initial EEO Awareness Seminars, the first of which is to be given during the first week of June 1975.

DOT Cultural Awareness Program Features Black Speaker. The Department's Cultural Awareness Program, under the auspices of the Departmental Office of Civil Rights, sponsored a lecture on "Blacks in the Greek and Roman World" on February 28. The speaker was Dr. Frank Snowden, Jr., Professor of Classics, Howard University. The lecture was one in an educational series being conducted on the culture and history of peoples covered by civil rights laws.

FAA Holds Workshops for Women Employees. Two workshops have been scheduled for FAA headquarters women for the purpose of enhancing their ability to earn promotions. A prototype three-hour course especially tailored to the needs of those in grades GS-8 and below will be offered in early April. A similar course for mid-management level women will be given in late April.

FAA Participating in Upward Bound Program. The Federal Aviation Administration is working with the Office of Education, DHEW, in an Upward Bound project at Embry-Riddle Aeronautical University, Daytona Beach, Florida. The purpose of the program is to motivate disadvantaged students by exposing them to a variety of educational opportunities. The students will attend 14 Saturday sessions and will live on campus during the summer. Special emphasis will be placed on remedial training in reading, mathematics, and communications.



DOCR Intercultural Education Series Features Chilean Speaker. The Press Attache from the Embassy of Chile spoke to a group of DOT employees on March 19. His topic was Chile, its culture and people. This was the third in the Departmental Office of Civil Rights' intercultural education series intended to familiarize employees of DOT with the history, cultures, and contributions of persons covered under Civil Rights and EEO laws, programs and regulations.

CONTRACT COMPLIANCE

Increase in Contract Compliance Review Activity Noted. DOT progress reports indicate that 672 compliance reviews were conducted during the second quarter of FY '75 under the contract compliance program. This is an increase of 57 percent over the 427 reviews conducted in the same quarter a year ago. Of the 672 reviews conducted, 654 were of construction contractors and 18 involved supply and service contractors. Under the FHWA program there were 581 reviews, a 154 percent increase. FAA's review activity increased 43 percent.

Minority Utilization by DOT Contractors Fluctuates. Of the 40,761 employees at contractor facilities reviewed under the DOT contract compliance program during the second quarter of FY '75, 6,034 (14.8 percent) were minorities. This represents a 1.1 percent decline from the 15.9 percent minority employment rate at contractor sites reviewed during the same quarter of FY '74. The decrease was evident at contractor facilities visited by U. S. Coast Guard, FAA, FHWA, and the Urban Mass Transportation Administration (UMTA).

A later review, conducted during the months of January and February 1975, showed that 4,663 (19 percent) of the 24,558 employees at contractor facilities reviewed under the DOT contract compliance program were minorities. This represents an increase of 949 minorities over the 3,714 utilized during the same two months of 1974 -- a 3 percent gain.

Show Cause Notices Increase. During the second quarter of FY '75, 79 show cause notices were issued under the DOT contract compliance program. During the second quarter of FY '74, 71 notices were issued. Under FHWA's program, 53 notices were issued during the quarter from October through December 1974; FAA issued 19; and UMTA issued 7. Show cause notices were issued to contractors who were found to be in noncompliance under the program authorized by Executive Order 11246, as amended.

FEDERAL FINANCIAL ASSISTANCE (TITLE VI) PROGRAM

FHWA Tests Guidelines for Model Affirmative Action Plan. FHWA's Kansas City Regional Office of Civil Rights assisted the Kansas City Federal Regional Council EEO Task Force in a pilot test of the task force's guidelines for a model affirmative action plan. The guidelines were tested initially on the Mid-America Regional Planning Council in Kansas City in March, with another test review scheduled for April and May. All Federal agencies providing funds to the City of Wichita have been asked to participate in the test review.



EEO Workshop Held in Lansing. An Equal Employment Opportunity Training Workshop, whose theme was "Striving to Provide EEO in '75," was held March 25 and 26 in Lansing, Michigan. A total of 128 contractors attended. Sponsored by the Department of State Highways and Transportation, Michigan Road Builders Association, Michigan State University's School of Labor and Industrial Relations, Lynn and Associates, and the Urban League of Flint, Michigan, the sessions dealt with methods of involving minorities in a greater share of the State's transportation industry-related construction activities.

Navajos Seek Preference in Hiring. The Office of Navajo Labor Relations, Window Rock, Arizona, has requested that the Federal Highway Administration include Navajo preferential hiring provisions in Federal and Federal-aid highway contracts on or near Navajo Reservations. The Office has been advised that FHWA will not institute these requirements until notification of official approval from the Department of Labor has been received.

Representatives of Indian Tribes Meet with NHTSA Program Officials. Highway Safety Specialists from 11 Indian tribes met in Albuquerque under the auspices of the National American Indian Safety Council. The purpose of the meeting was to discuss increased participation in the National Highway Safety Program and to orient the specialists to resources available from NHTSA regional and headquarters offices.

MINORITY BUSINESS ENTERPRISE

Minority Consultant to Brief Minority Contractors in Illinois. The Illinois Department of Transportation (IDOT) has hired a minority consulting firm, Carol A. Bonds, to prepare two 1-day seminars to acquaint minority contractors with estimating procedures, banking, bonding, payment vouchers, etc. The consultant has arranged for presentations by banking associations, insurance and bonding firms, IDOT Central Office Personnel experts, and successful minority contractors. It is estimated that 30 or 40 contractors will attend each of the seminars, the first of which is to be held April 9. The State is assuming all seminar costs.

The IDOT has a new provision for requiring participation of minority contractors in State highway construction. A percentage of the contracts let by the State must be assigned to minority contractors and subcontractors, or a penalty will be assessed.

Urban League Holds Minority Contractor Seminar in Detroit. The National Urban League and the local chapter sponsored a 1-day seminar for minority contractors in the Detroit area on March 22. The program covered three major areas: (1) the State's competitive bidding process and prequalification procedures; (2) enhancement of minority contractors' knowledge of the highway construction industry; and (3) review of the needs of minority contractors and the availability of technical assistance to meet those needs. Approximately 65 minority contractors attended the seminar.



The Port Authority of Allegheny County (PAT) of Pittsburgh Awarded \$450,000 in Contracts to Minority-Owned and Controlled Firms. The largest award for more than \$250,000 went to United Gunitex for gunting, the process of lining tunnels with reinforced concrete. The second largest contract for \$100,000 was awarded to the Norman Williamson firm for excavation. These activities are monitored by the Department's Urban Mass Transportation Administration.

CIVIL RIGHTS - GENERAL

FHWA Promotes External Youth Opportunity Program. To expand the base of support for the Federal Highway Administration External Youth Opportunity Program, a representative of FHWA headquarters visited several consulting engineering firms in New York City to promote job opportunities for disadvantaged youth. Representatives of the New York Department of Transportation joined with DOT officials in discussions which included conferences with top officials of several private engineering companies, many of which are already involved in the employment of disadvantaged youth. Pledges of continued participation, plus increased federal funding, should accelerate the program.

FAA Employees Honored by Black Manufacturers. Frank W. Marzec, Chief of the Configuration Control Branch, Airway Facilities Service, has been selected by the National Association of Black Manufacturers to receive its Outstanding Service Award. The award recognizes outstanding contributions to fostering the advancement and recognition of deserving black-owned enterprises.

Malcolm Johnson, an employee of the Policy Branch of FAA's Logistics Service, was selected to receive the Outstanding Service Award by the National Association of Black Manufacturers. Johnson, who works as Minority Business Coordinator, earned the award for his accomplishments while working with minority contractors.

