The original documents are located in Box 10, folder "Department-Agency White House Liaison, 1973" of the Stanley Scott Papers at the Gerald R. Ford Presidential Library.

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Harvey Feit Fite

THE WHITE HOUSE
WASHINGTON

MAY
Judge Otis Higgs
Schedule to go to Africa
Date
State
Am. Syd[illegible] of Justice

FROM: STAN SCOTT
FOR: JOHN CALHOUN
PAUL LAVRAKAS
NORRIS SYDNOR
PAT HUGHES
ROSALIE DANSAN
LEOLA THOMPSON

ACTION: Nick Ortez

Sowander Williams

Ted Britton - HUD

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GSA - liaison
Mickey Blackistone

FEB 15 1973

MEMORANDUM FOR

Honorable James T. Lynn
Secretary of Housing and Urban
Development
Department of Housing and Urban
Development

FROM: STANLEY S. SCOTT

Recently I was named by the President to serve as his Special Assistant with the responsibility of maintaining liaison with the minority community. In general, I will be attempting to fill the gap left by the departure of Robert J. Brown from the White House staff.

In order for me to adequately fulfill my functions, it is of course essential that I have at all times a clear picture of the activities and programs of all departments and agencies which directly relate to the minority community. Therefore, I would greatly appreciate it if a report could be forwarded (preferably on a monthly basis) detailing your departments efforts in the above area. I am interested in receiving reports on both the status of your "in-house" equal opportunity program and those departmental programs effecting the minority community at large.

I look forward to having the opportunity to work with your office in the exciting days ahead and I shall be most willing to offer to you or your staff whatever assistance of which I might be capable.

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In order that a clear line of communication exist between us, I would ask you to apprise me of the name of the individual on your immediate staff who might serve as the primary liaison between your department and my office.

Thank you for your consideration and please do not hesitate to contact me, if I might ever be of help.

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U.S. GOVERNMENT
SMALL BUSINESS ADMINISTRATION
WASHINGTON, D.C. 20416

OFFICE OF THE ADMINISTRATOR

February 23, 1973

MEMORANDUM FOR

Honorable Stanley S. Scott
Special Assistant to the President

Congratulations on your new responsibilities and important job in the White House.

We are asking Mr. Arthur McZier, our Assistant Administrator for Minority Enterprise, to be our primary liaison between our office and yours for all information you desire.

We have had very interesting and growing activity in the minority small business community and our plans project upward and onward in that arena.

It was pleasant to shake hands and say hello to you last week in the White House cafe.

Tom Kleppe
Thomas S. Kleppe
Administrator

cc: Mr. McZier

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UNITED STATES OF AMERICA
GENERAL SERVICES ADMINISTRATION
WASHINGTON, D. C. 20405

ADMINISTRATOR

February 23, 1973

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

Dear Mr. Scott:

Thank you for your letter of February 15, 1973.

We in the General Services Administration were very pleased that the President named you to serve as his Special Assistant with the responsibility of maintaining liaison with the minority community. You can be sure that we will do everything possible to ensure successful accomplishment of the President's policies and objectives during his second term.

I was informed that, even prior to your formal assignment, you participated in the Civil Rights Training Workshop conducted by GSA at the Sheraton-Silver Spring Motor Hotel, January 22-26, 1973. I wish to personally express my appreciation for your demonstrated support of our efforts to make equal opportunity a reality in GSA.

In compliance with your request that a clear line of communication exist between us, I have appointed my Director of Civil Rights, Edward E. Mitchell, to serve as the primary liaison between your office and GSA. Ed has already made available to you a summary document reflecting what was accomplished by GSA in the civil rights field during President Nixon's first term and in broad

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terms what we plan to accomplish in 1976. Additionally, I will submit a monthly report to you covering all GSA activities which directly relate to the minority community.

With the continuing assistance of you and your staff, I am certain that our mutually established goals and objectives in the area of equal opportunity for all Americans will be reached.

Sincerely,

Arthur F. Sampson
Acting Administrator

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U. S. DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

FEB 26 1973

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

Dear Mr. Scott:

I have received your letter of February 15, 1973, requesting that someone be named to serve as primary liaison with you on our in-house equal employment opportunity program and departmental programs affecting the minority community at large.

We are still in the process of staffing positions within my immediate office. Until that is accomplished I am not able to make the designation you requested.

I am quite interested in the area involved and will be in touch with you again as soon as our staffing is completed and working relationships are arranged.

Sincerely,

Peter J. Brennan

Secretary of Labor

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DEPUTY ATTORNEY GENERAL

WASHINGTON

February 27, 1973

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

Dear Mr. Scott:

This is in response to your memorandum of February 15 to Attorney General Richard G. Kleindienst. The Office of the Deputy Attorney General will serve as the primary liaison between the Department of Justice and your office. Please feel free to call upon me at any time.

My secretary will be in touch with yours to arrange for a mutually convenient lunch together here in the Department.

Yours truly,

Joseph T. Sneed
Deputy Attorney General

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OFFICE OF THE SECRETARY OF THE TREASURY
WASHINGTON, D.C. 20220

February 27, 1973

Dear Mr. Scott:

Congratulations on your new assignment as Special Assistant to President Nixon. I am sure you will find your job both exciting and challenging. I enjoyed working with Bob Brown, and look forward to meeting and working with you.

Inasmuch as the information you desire is my responsibility, Secretary Shultz asked me to respond to your inquiry addressed to him dated February 12, 1973.

I will first give you some background information before dealing with your specific request. The Office of Equal Opportunity Program operates within the Office of the Secretary and is under the immediate supervision of the General Counsel. It assists the Secretary and General Counsel in the formulation, execution and coordination of policies related to equal opportunity for its own employees (implementing the Equal Employment Opportunity Act of 1972 governing equal employment in the Federal Government). In addition, it relates to employment policies and programs of banks, savings and loan associations, savings banks, and other financial institutions who are federal depositaries or issuing and paying agents of U. S. Savings Bonds and Savings Notes (implementing Executive Order 11246 and Treasury Regulations pertaining thereto).

In the implementation of Executive Order 11246, Treasury is expected to make annual on-site compliance reviews of financial institutions and procurement contractors which have 50 or more employees. We are also required to investigate class action complaints alleging discrimination by contractors and financial institutions because of race, color, religion, sex and national origin.

In addition to conducting on-site compliance reviews, we have been innovative in implementing our compliance program. In cooperation with various State Bankers Associations and the U. S. League of Savings and Loan Associations, we have conducted conferences and workshops on equal employment opportunity for all banks in New York, California, Michigan, Connecticut, New Mexico, Maryland, District of Columbia, New Jersey, Missouri, Florida, Pennsylvania, Texas, Massachusetts, South Carolina and Ohio.

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As a result of these conferences we have met with approximately 20,000 bankers, providing them with the requirements and understanding of how to develop and implement local affirmative action programs and for self-audit by the bankers of their equal employment policy, recruitment and employment practices.

A study by the Department of 2,400 banks whose employment is approximately 650,000 to assess equal employment programs revealed that from 1966 to 1970 minority employment doubled as reflected herewith -

	1966	1970
Negro	22,581	55,542
Male	10,173	18,532
Female	12,408	37,010
Spanish	12,587	23,858
Male	5,012	8,829
Female	7,575	15,029
Oriental	4,892	7,973
Male	1,859	2,870
Female	3,033	5,103
American Indian	433	712
Male	157	220
Female	276	492
TOTAL	40,493	88,166

The record of progress does not end here. Early indications from the 1972 minority employment reports show continued increase in minority employment. For example, our early returns reflect that Negro employment has risen to about 65,000 and Spanish employment has increased to over 30,000 (an approximate tripling since 1966). We believe this is a significant record of achievement.

Treasury was delighted that 1971 and 1972 studies by the Office of Federal Contract Compliance of the Department of Labor indicate that the largest gains made by any industry in the country in the hiring and utilization of minorities has been by the banking industry. Of the many industries studied, banking shows the greatest progress of all in this important endeavor.

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Labor's studies which included a "gaze at the crystal ball" predicted parity in the hiring and utilization of minorities by the banking industry within five years and no other industry runs even a "close second . . . ." with most industries reaching parity in ranges from the year 2000 to 2100 plus.

These results were shared with President Nixon, who, in commending the President of the American Bankers Association and the industry, expressed the wish that other industries of our country would follow their examples of result-getting affirmative action. Of this the Department is most proud and believes the future for minorities in banking is bright.

The current staff authorization for contract compliance employees consists of 27 contract compliance officers. In addition to our headquarters office in Washington, we have field offices in Atlanta, Houston, Los Angeles and Chicago. Each office is staffed with three contract compliance specialists and one clerical. We have begun to fulfill our mandate to conduct a systematic program of on-site compliance reviews and to assure compliance by financial institutions covered by Treasury Regulations on equal employment opportunity and Executive Order 11246.

In the implementation of the Equal Employment Opportunity Act of 1972, this office guides and oversees the implementation of the Department's Equal Employment Opportunity Program and Action Plans of all of the bureaus; provides consultative services on equal employment opportunity matters; reviews and approves action plans promulgated by each bureau. We review and adjudicate the investigation of complaints alleging discrimination because of race, color, religion, sex, or national origin. We provide guidance to Treasury officials and all its field activities through its Equal Employment Management Review evaluations concerning the employment and utilization of minority group persons and women in each bureau.

Progress in the administration of the Treasury Equal Employment Opportunity Program during 1972 was marked mainly by increased Department emphasis on Upward Mobility, the Federal Women's Program and the President's 16-Point Program for the Spanish-Speaking. At the Secretary's direction in January 1973 a special Upward Mobility Council was established to study ways and means to expand the Department's Upward Mobility efforts.

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Department guidance was also issued to all bureaus in order to achieve implementation of affirmative action plans through skills inventories and utilization analysis to establish goals and timetables where deficient areas were identified. To assist the bureaus, the Department has recently implemented a centralized computerized system to provide statistics on the distribution of employment by race, sex, occupational grouping, pay plan, grade and geographical location within each office. Beginning with the quarter ending March 31, 1973, printouts will be distributed quarterly to all major field activities. On alternating quarters the statistics will be by grade without regards for occupational grouping. Directions have been given to the bureaus for the use of these printouts to analyze the data in order to identify non-utilization as well as under-utilization of minorities and females so that realistic goals and timetables can be established on the basis of local considerations. These considerations include planned mission needs, attrition, budget restrictions, and availability of female and minority skills in the surrounding metropolitan areas as other factors.

With respect to status reports on both of Treasury's Equal Employment Opportunity Programs, we would be pleased to furnish them; however, I am not clear as to the format you desire.

On the In-house Program, we can furnish you with statistical data on the number of complaints processed and their eventual disposition. We send such a report on a monthly basis to the Civil Service Commission and perhaps a copy of it would serve your purposes. In this Program we also are capable of furnishing you with a monthly report on the total minority make-up of all bureaus within Treasury and the grade level they hold. However, it would mean that we would have to incur additional expenses for programming and printing the report only for your purposes. We are not providing the bureaus statistics on a monthly basis because our employment turnover is not enough to make monthly reports meaningful for evaluation purposes. For these two reasons, we would prefer to furnish you a report of the total minority make-up of each bureau within the Treasury and Department-wide on either a quarterly or biannually basis. To furnish this information, we would need to know the data elements, format and frequency for the reports.

In the Contract Compliance Program we are required to furnish the Office of Federal Contract Compliance a quarterly report that reveals the number of reviews accomplished; the current make-up of the employment situation of those financial institutions reviewed, together with general minority hiring goals and timetables.

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If these reports will satisfy your request, please so advise.

I would welcome an opportunity to meet with you and discuss some ideas which hopefully will be of mutual benefit and which enable further progress in equal employment and recognition of the efforts and programs of the Administration and the Departments of Government in equal opportunity endeavors.

Sincerely yours,

David A. Sawyer

David A. Sawyer
Director
Equal Opportunity Program

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

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THE SECRETARY OF DEFENSE
WASHINGTON, D. C. 20301

28 FEB 1973

MEMORANDUM FOR Mr. Stanley S. Scott
Special Assistant to the President

My congratulations on your appointment as Special Assistant to the President. We will seek your counsel and support in matters pertaining to the equal opportunity and race relations affairs of the Department of Defense.

Martin Hoffman
~~Roger Kelley~~, Assistant Secretary of Defense for Manpower and Reserve Affairs, will call you to arrange an early meeting on the matters covered in your memoranda of February 12 and 14. He has expressed to me a preference for periodic meetings with your office rather than written monthly reports detailing our progress. I think it would be appropriate for you to discuss the methods of keeping informed at your first meeting. Mr. Kelley also will discuss the selection of the new Deputy Assistant Secretary for Equal Opportunity.

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VETERANS ADMINISTRATION
OFFICE OF THE ADMINISTRATOR OF VETERANS AFFAIRS
WASHINGTON, D.C. 20420

MARCH 1 = 1973

MEMORANDUM FOR

Stanley S. Scott
Special Assistant
The White House

I was pleased to learn of your appointment as Special Assistant to the President, and am in wholehearted accord with efforts to maintain strong relationships with the minority community.

I am designating Miss Irene Parsons to serve as the primary liaison between our offices. Miss Parsons is the Assistant Administrator for Personnel and the Director, Equal Employment Opportunity for this agency.

We will be sending you information on our Equal Employment Opportunity Program and on other activities in which you have expressed an interest.

Please let me know if I can be of further assistance.

DONALD E. JOHNSON
Administrator

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United States Department of the Interior

OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20240

MAR 5 1973

Memorandum

To: Stanley S. Scott, Special Assistant to the President

From: Acting Secretary of the Interior

Subject: Monthly report on minority programs

We will be glad to give you a monthly report on our minority programs as requested in your memorandum of February 15.

The Office for Equal Opportunity will make the report by the 15th of each month and the Director, Mr. Edward E. Shelton, will serve as the liaison between your office and this Department.

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THE SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

March 9, 1973

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

Dear Mr. Scott:

This is to acknowledge your memorandum of February 15, 1973.

We are pleased to learn of your appointment as Special Assistant to the President and look forward to a close working relationship with you.

The Department of Transportation's Departmental Office of Civil Rights has been submitting monthly reports to the White House, which highlight the civil rights activities of the Department. We shall continue to submit these reports.

In accordance with your request, I have asked Mr. James Frazier, Departmental Director of Civil Rights, to serve as primary liaison between your office and the Department of Transportation.

Sincerely,

Claude S. Brinegar

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U.S. DEPT OF TRANSPORTATION '73 FEB 22 AM 10:31

THE WHITE HOUSE

WASHINGTON

OFFICE OF SECRETARY
OF TRANSPORTATION
EXECUTIVE SECRETARIAT

FEB 15 1973

MEMORANDUM FOR

Honorable Claude S. Brinegar
Secretary of Transportation
Department of Transportation

FROM: STANLEY S. SCOTT

Recently I was named by the President to serve as his Special Assistant with the responsibility of maintaining liaison with the minority community. In general, I will be attempting to fill the gap left by the departure of Robert J. Brown from the White House staff.

In order for me to adequately fulfill my functions, it is of course essential that I have at all times a clear picture of the activities and programs of all departments and agencies which directly relate to the minority community. Therefore, I would greatly appreciate it if a report could be forwarded (preferably on a monthly basis) detailing your department's efforts in the above area. I am interested in receiving reports on both the status of your "in-house" equal opportunity program and those departmental programs affecting the minority community at large.

I look forward to having the opportunity to work with your office in the exciting days ahead and I shall be most willing to offer to you or your staff whatever assistance of which I might be capable.

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In order that a clear line of communication exist between us, I would ask you to apprise me of the name of the individual on your immediate staff who might serve as the primary liaison between your department and my office.

Thank you for your consideration and please do not hesitate to contact me, if I might ever be of help.

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THE SECRETARY OF TRANSPORTATION

WASHINGTON, D. C. 20590

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

Mail Receptionist Desk
Old Executive Off. Bldg.

17

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

March 12, 1973.

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

Dear Mr. Scott:

I have your memorandum of February 15 regarding your new responsibilities on the White House staff as liaison to the minority community and asking for a periodic report of the Department's activities in this area.

I have asked Jerome Shuman, the Director of my Office of Equal Opportunity, to represent me in matters relating to your work. Of course, please feel free to call me or any member of my staff on any particular matter at any time.

I have advised my staff of your work and of my pledge of this Department's full and complete cooperation.

Sincerely,

Earl L. Butz

EARL L. BUTZ
Secretary

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THE SECRETARY OF HEALTH, EDUCATION, AND WELFARE
WASHINGTON, D. C. 20201

March 19, 1973

MEMORANDUM FOR HONORABLE STANLEY S. SCOTT

Many thanks for your memorandum of February 15. Since many of the programs of this Department meet the special needs of minority groups, I am looking forward to working closely with you and to receiving your advice on how best to meet these needs.

I am asking Donald T. Bliss, Executive Secretary to the Department, to serve as a liaison to your office. He will be able to identify the various officials in the Department who will respond more completely to requests you have for information or action. I have asked him to coordinate the development of periodic reports about the efforts of HEW that are related to the minority community, which I will forward to you.

Enclosed is a copy of a report that was transmitted to Robert Brown during my predecessor's term here at HEW. It sets forth in some detail the Department's activities on behalf of minorities during the first four years. Although some of the issues raised are out of date because of new directions in the 1974 budget, it may serve as a useful starting point. I will forward a report on current activities in the near future.

Caspar Weinberger
Secretary

Enclosure

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DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

OFFICE OF THE SECRETARY

WASHINGTON, D.C. 20201

MEMORANDUM FOR HONORABLE ROBERT J. BROWN

As the Federal Department whose mission is human resources, everything HEW does should benefit directly or indirectly America's minority populations.

Most of the broad objectives of this Department--reforming the welfare system, providing equal educational opportunity, realizing the right to medical care, and making more effective and efficient the institutions that deliver services--focus limited Federal resources on the disadvantaged, many of whom are members of minority groups. However, HEW is also committed to specific programs which directly benefit minorities.

During the past three years, substantial progress has been made in these programs. New initiatives have been developed. Existing programs have been improved and expanded. New policies and regulations have been established providing greater opportunities for participation and insuring equality of opportunity. Successful demonstration and research projects have been undertaken which advance the state of knowledge about what most effectively serves the needs of minorities.

This report sets forth some of these specific achievements as evidence of a general commitment to focus Federal resources on those most in need and to recognize and respond effectively to the special concerns of those people who, because they are members of minority populations, have had fewer opportunities in the past. This report will concentrate on HEW efforts to meet the needs of Blacks, Spanish-surnamed Americans, American Indians, and Asian Americans.

Health

1. New Programs or Initiatives

a. National Institutes of Health Minority Schools Biomedical Support Program (MSBS): Initiated in FY 1972 at a funding level of $2 million, this program is designed to strengthen the health-related

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research and training capabilities of four-year academic institutions in which enrollments are drawn mainly from minority groups. Of the 130 institutions identified in this category, 38 programs were approved in 17 States and the District of Columbia in FY 1972. The President's budget for FY 1973 is $5 million for this program.

b. NIH Minority Access to Research Careers (MARC): Announced in March 1972, this program provides fellowships for Ph.D. and post doctoral studies to further the research and teaching roles of biomedical science educators at colleges and universities serving predominantly minority students. Since announcement of the program, 13 fellowships and awards have been approved representing a commitment of approximately $350,000.

c. NIH Neural Science Program for Minority Groups at the Marine Biological Laboratory, Woods Hole, Massachusetts: Initiated in June 1971, seven scientists have participated in a summer program of Neural Science at the Marine Biological Laboratory for well qualified minority scientists. Funding levels, $55,000 in FY 1972, $80,000 in FY 1973.

d. Assistance to Black Business: NIH, in cooperation with the Interracial Council for Business Opportunity, initiated a study in June 1972 on the feasibility of developing a Black business organization in the field of biomedical research. The study will be completed this fall.

e. Health Manpower: In his Message to Congress on Health, the President emphasized attracting minority and low income students into the health professions and encouraging the location of health manpower in shortage areas. In implementing the President's program, the Bureau of Health Manpower Education operates under three principal legislative authorities, each of which has special provisions to assist minorities.

(1) The Comprehensive Health Manpower Training Act, signed into law by President Nixon on November 18, 1971, authorizes projects to: a) increase the enrollment in health professions schools of minority or low income students; and b) increase

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the enrollment in such schools of persons likely to practice in a shortage area. The law authorizes repayment of a loan if a student from a low income family fails to complete his program. Other provisions allow repayment of up to 85 percent of a loan if the graduate agrees to practice in a shortage area. The legislation also modifies the grant formula for scholarship aid to encourage schools to admit more students with low income backgrounds.

In FY 1972 more than $2 million will be spent on special projects and more than $5 million will be spent on Special Health Career Opportunity grants.

(2) The Nurse Training Act of 1971 authorizes projects to increase educational opportunities in nursing for disadvantaged students. Under the Full Utilization of Educational Talent Section, contracts and grants are awarded to public or nonprofit health or education entities to identify disadvantaged students with nursing potential and help them enroll in school and complete training. The Division of Nursing has awarded 21 contracts amounting to $2,432,800, 7 grants of $1,261,278 for Full Utilization of Educational Talent and 37 grants of $6,320,554 for special projects to attract minorities and disadvantaged people into nursing.

(3) The Health Training Improvement Act of 1970 authorizes project grants for developing allied health training programs to reach economically or culturally deprived persons.

Funding for 1972-73 to traditionally black institutions amounts to $951,000 under contracts, $33,000 for traineeships, and $271,014 under special improvement grants. Funding for 1972-73 to minority-oriented institutions amounts to $1,032,171 in traineeships and special improvement grants.

f. Mental Health: In November 1970, the Center for Minority Group Mental Health Programs was established within the National Institute of Mental Health to coordinate NIMH efforts in meeting the mental health needs of minority groups. Staff of the Center was recruited from among minority groups and has funded

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18 research projects for $1,218,374, 10 training projects for $2,612,374, and 2 fellowships for $10,000. NIMH is sponsoring conferences of minority group mental health professionals, paraprofessionals and laymen to establish research and training priorities for the next ten years. A Minority Mental Health Advisory Committee has been established to examine the Institute's policies and programs affecting minorities.

g. Lead-Based Paint Poisoning: The Bureau of Community Environmental Management has initiated a lead-based paint poisoning control program in 40 communities. This program will reduce clinically diagnosed cases of childhood lead poisoning in minority children living in the high risk areas of these cities by about 35 percent in 1973. The program will also emphasize public information, model local ordinances on the deleading of dwellings, and use of volunteers. A number of minority workers will be employed in each of these cities to work on the control programs. On August 10, 1972, FDA promulgated final regulations barring in interstate commerce by December 31, 1972, paint containing over .5 percent lead.

h. Alaska Minorities: The Bureau of Community Environmental Management is working to find solutions for the problems of assimilation and acculturation of minority groups in Alaska (Indians and Eskimos) and to assist these groups in planning for the effects on health and health delivery systems of the Native Land Claims Settlement.

i. Regional Medical Program Service: The RMPS has established review criteria to assess projects in terms of minority involvement on the staff and in the decisionmaking process. RMPS has let twelve contracts for more than $800,000 to minority firms for studies dealing with health issues that are particularly relevant to minorities.

j. Sickle Cell Disease: A national sickle cell disease program was initiated by direction of the President's 1971 Health Message to Congress. A National Sickle Cell Disease Advisory Committee has been established and ten comprehensive research and community centers, 34 research contracts, and 8 research project grants have been funded at a total level of $9 million. In addition, the President signed into law the National Sickle Cell Anemia Control Act in May 1972. The President requested $15 million in his FY 1973 budget for this program.

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The National Center for Family Planning Services has established 19 screening and education clinics to provide information to the population at risk and to health personnel, screening and diagnosis of sickle cell disease, and referral of patients to appropriate source to therapy and followup care.

k. Hypertension: HEW recently announced a National Program for Hypertension. A Hypertension Information and Education Advisory Committee has been established to advise the HEW health agencies and the Veterans Administration about how to inform the public and the professionals about hypertension and how to treat it. Compared to the population as a whole, the rate of hypertension as a contributor to mortality is significantly higher in the non-white population. Over the past several years, funding for research in hypertensive diseases has increased to a FY 1972 level of approximately $19 million. To coordinate this program an interagency working group has been established under the chairmanship of the Director of the National Heart and Lung Institute.

l. National Health Service Corps: The National Health Service Corps has approved 144 communities for placement of health teams. All communities have been designated by the Secretary as health manpower shortage areas and include 49 communities with significant black populations and 11 with significant migrant and Chicano populations. Four hundred and nine professionals, 244 of whom are physicians, have been authorized for these communities.

m. Migrant Health: Migrant health program regulations promulgated in May 1972 require 51 percent of policy board members in each project be chosen by democratic process by the population to be served.

2. Progress in Existing Programs

a. Health Manpower:

(1) During the period 1969-1972, the Bureau of Health Manpower Education awarded to minority health professions schools $12,537,610 in special project grants and $12,098,110 in basic improvement and capitation grants. About $1,686,600 has been awarded to 23 nonminority medical schools for minority programs. More than $5 million was

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awarded to minority health professions schools for construction. Under the health professions student assistance program, a total of $3,631,289 in loans and scholarships was awarded to health professions minority schools during this period.

(2) The Bureau of Health Manpower Education's Division of Nursing is supporting "Breakthrough to Nursing," a National Student Nurses' Association project in which student nurse volunteers help minority students become registered nurses. "Breakthrough" activities are conducted in 17 areas throughout the country with Blacks, Spanish-Americans and American Indians.

(3) The Division of Allied Health Manpower has awarded a $113,000 contract to the National Urban League of New York City to study the potential of Black colleges and universities to establish allied health manpower programs. In addition, the Association of Schools of Allied Health Professions in Washington, D.C. has received a $61,000 contract to study barriers which limit entry of minorities into allied health professions.

b. Research of Concern to Minorities: In addition to genetic disorders such as sickle cell anemia, which are found almost exclusively among Blacks, there are several diseases which take an unusually heavy toll among the non-white population. Among these are hypertension, certain types of cancer, stroke, kidney disease, cirrhosis and other liver diseases, diabetes, gallbladder disease, tuberculosis, venereal disease, and certain respiratory diseases. In addition, such conditions as mental retardation, learning disability, and toxemia of pregnancy occur more often in the non-white than in the white population.

Several of these have been designated as special emphasis areas and have been singled out for priority attention by the National Institutes of Health.

(1) Cancer: The incidence of cancer in Blacks is substantially higher than in whites, with the difference particularly great between Black and white men. For example, Black men have markedly

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higher rates of cancer of the prostate and esophagus. The President requested $430 million for cancer research for fiscal year 1973, more than double the amount that was available for this purpose in 1971.

The National Cancer Institute has provided support to Black universities and medical schools (principally Howard University and Meharry Medical College) to study the feasibility of establishing cancer centers and to improve the quality of cancer clinical training. It is also funding epidemiology studies that have significant impact on non-white populations.

(2) Kidney Diseases: Kidney diseases, many of which are associated with hypertension, occur more often among non-whites than among whites. Some kidney diseases, such as acute glomerulonephritis, seem to be caused or aggravated by ghetto or poor living conditions. People living in crowded home conditions appear to be highly susceptible to outbreaks of streptococcal infections which trigger this disease. In fiscal year 1972, NIH allocated $18 million for research in kidney diseases and related conditions.

(3) Infant and Maternal Mortality: Research studies into the causes of infant and maternal mortality are important to the minority population because of the significantly higher incidence rates for minority infants and mothers. The budget for research grants and contracts for these studies has increased from $8,365,000 in FY 1969 to $11,212,000 in FY 1972.

(4) Special Emphasis Program on Venereal Disease Research: This special emphasis program was established in 1971. It has special significance to non-white populations because of the substantially higher incidence rates for those populations. The number and dollar amounts of research grants increased from 3 grants for $78,700 in FY 1969 to 11 grants for $434,000 in FY 1972.

(5) Pneumococcal Pneumonia Vaccine Development Program:

This program has increased from two contracts totaling $225,000 in FY 1969 to nine contracts totaling $643,000 in FY 1972. The aim of the program is to assure the availability of a safe, efficacious vaccine for the prevention of pneumococcal pneumonia.

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Among the high-risk groups for this disease are the American Indian and possibly Blacks with sickle cell anemia. An experimental polyvalent vaccine has been produced and safety tested. Field studies among the Navajos are scheduled to begin in 1973.

(6) Gallstone Disease: The prevalence of gallstones is higher among American Indians than any other population group in the United States. In addition to supporting a considerable extramural research program on gallstone disease, the NIH is engaged directly in epidemiologic and clinical studies among the Pima Indians in Arizona. This direct research effort has increased from $100,000 in FY 1970 to $367,000 in FY 1972, and to an estimated $477,000 in FY 1973.

(7) Diabetes: The prevalence of this disease is extremely high among American Indians; in the Pima tribe of Arizona it is about 15 times that of the United States population as a whole. Prevalence is also especially high among non-white women. The NIH research effort among the Pima Indians has increased from $217,000 in FY 1970 to $260,000 in FY 1973.

(8) Mental Health: The Center for Minority Group Mental Health Programs is funding research projects on the social and legal needs of urban Indians, a group profile of the Asian-Americans, adoption of the Spanish-speaking, and the mental health of Blacks.

(9) Nutrition: The Center for Disease Control is funding demonstration projects aimed at minority populations to reduce infant mortality, to reduce complications from pregnancy, to develop surveillance and nutritional referral systems, and to improve food assistance programs. The nutrition program has been provided $2.6 million. CDC has upgraded its immunization, tuberculosis, and venereal disease control efforts, each of which has a special impact on minorities.

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Education

1. New Programs or Initiatives

a. Emergency School Aid: Emergency school aid has been expanded from civil rights education ($19 million base) to a two-year $2 billion level. This program provides project grants to school districts and community groups to assist minority students academically and socially in adjusting to integrated schooling by supporting group relations workshops, teacher in-service training, curriculum revision, and compensatory education.

b. Manpower Training: OE has established two special institutional training programs targeted for Indians ($5 million) and migrants ($20 million).

c. Special Services for Disadvantaged Students in Institutions of Higher Education: This program provides remedial services for college students of deprived education, cultural or economic background, or physical handicap to assist them in their postsecondary education.

Of the 26,767 students served in the first year of operation (academic year 1970-71) there were 120 Orientals, 691 Indians, 18,324 Blacks, and 3,307 Spanish-surnamed participants.

d. Education Amendments of 1972: On June 23 President Nixon signed into law the Education Amendments of 1972, which included a number of Administration-supported proposals designed to benefit minorities.

(1) Basic Opportunity Grants: A new program of student financial aid, basic grants create an entitlement for each needy student which will provide resources for postsecondary education to every low income student. Many of these low income students will be members of minority groups.

(2) The Special Program for Students from Disadvantaged Backgrounds consolidates the trio program and provides a comprehensive program to assist students from disadvantaged backgrounds in postsecondary education.

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(3) An Indian Education title authorizes financial assistance to local education agencies to meet the special educational needs of Indian children. Special evaluations and training programs are provided and a Bureau of Indian Education is established.

(4) An Ethnic Heritage program authorizes grants for ethnic heritage studies curriculum development. A National Advisory Council on Ethnic Heritage Studies has been established.

(5) Other provisions in the Education Amendments that will be implemented in a way which provides a special focus on the educational needs of minorities include: College-Work Study, Graduate Fellowships, Innovation in Higher Education, National Institute of Education, Migratory Children Study, and Community Service and Continuing Education programs.

e. Teacher Training in Developing Institutions: This program began in 1970. It has two primary objectives: (1) improve the training of minority teachers at developing (Black) colleges, and (2) retain minority educators deprived of their jobs in the desegregation process. The program has expanded from $3 million in FY 1970 with 7,292 participants to an estimated $10 million in FY 1973 with 20,000 participants.

f. Sesame Street and Electric Company: The objectives of these programs are to raise the educational achievement of pre-school and early elementary children particularly those from minority and low income families.

Over 8 million children are reached by these programs at a cost of $7 million in 1973.

g. Career Opportunities: This program which began in 1969 is designed to restructure the teaching profession into a career "lattice" where there are a series of intermediate jobs between untrained aides and master teachers. The program trains individuals, primarily from minority backgrounds, to progress along this series of teaching jobs. The program both improves career opportunities for minorities and improves education by increased minority community involvement in education.

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h. Bilingual Children's Television: This program, which began in 1972 with an $800,000 planning grant, is designed as a bilingual/bicultural "Sesame Street" for Spanish-speaking children and all other interested children. An operational grant of $3 million will be provided in 1973.

i. Teacher Education for Bilingual and Indian Children: This program is designed to train teachers to meet the special needs of bilingual and Indian children and to increase minority representation in the educational profession.

In 1973, about $7 million will reach about 1,000 teachers.

j. New Program to Support Black Colleges: In addition to the $52 million requested for developing institutions in FY 1973, the President has asked for $48 million for a new program to support colleges serving predominately minority students. These funds will support accelerated institutional development, and preprofessional and paraprofessional training. In addition to this program, students in Black colleges have been increasingly benefited by educational opportunity grants, college work study, and National Defense Student loans.

k. Equal Education Opportunity: The President has recommended enactment of the Equal Education Opportunity Act which would further concentrate educational resources on improving the quality of education for disadvantaged children, many of whom are minority children. Approximately $300 of compensatory services would be provided for each poor pupil, which is the concentrated level of services which has produced results in existing compensatory education programs.

l. Right to Read, Career Education: Although not designed exclusively for minorities, new initiatives in Right to Read and Career Education include efforts to meet the special needs of minority children.

m. Minority Business: The Commissioner of Education has established a Task Force on Education and Training for Minority Business Enterprise to recommend ways in which the Federal Government might better assist minority enterprises through improved education and training.

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2. Progress in Existing Programs

a. Library Services

(1) Public Library Services: Beginning in FY 1972, amendments to the Library Services and Construction Act, in addition to other changes, focused priority on services to the disadvantaged in both urban and rural areas.

(2) College Library Resources Program: In FY 1971, this program was redirected to concentrate support on institutions of direct need. Benefits to Black Colleges increased from 2.6 percent of the total Federal funds expended in FY 1969 to an estimated 18 percent in FY 1972.

(3) Librarian Training: In FY 1971, this program was redirected to retain librarians to be more responsive to the informational needs of the disadvantaged and to train members of minority and disadvantaged groups as professionals or para-professionals.

(4) Library and Information Research Program: The program has been increasingly focused on improved information services to minorities through projects such as:

National Educational Research Institute	Analysis of Spanish-Speaking Users of Library Services $150,000
North Carolina Central University	African-American Materials in Six States $53,265
National Indian Education Association	Informational Needs of American Indian Community $198,000

b. Public Affairs: Since the beginning of 1969, OE's Office of Public Affairs has processed 145 publications dealing with minority group problems. Since January 1970, OE's monthly magazine, American Education, has published 24 articles dealing with programs for Black Americans, 12 with programs for Spanish-speaking Americans, and 9 for Indians and other minority groups.

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c. Elementary and Secondary Education, Title I: Since 1969, Title I has been significantly strengthened. In 1970, parental involvement, comparability, public information and performance criteria requirements were established. An estimated 45 percent of the 8 million children served by Title I are members of minority groups. These include 2.5 million Blacks, 12,000 Asian Americans, and 76,000 Indians. An additional 50,000 children in Bureau of Indian Affairs Schools are also served. By increased Federal monitoring and technical assistance, significant improvement in the targeting of services to eligible minority children has taken place. Comparability requirements have also brought about greater equalization of State and local expenditures among schools. OE has undertaken a comprehensive review of audits and has sought to recover funds used for improper services (usually to schools serving children who are not poor and not educationally disadvantaged.) Minority parents in most school systems are, for the first time, involved in the planning, implementation and evaluation of programs affecting their children.

d. Bilingual Education: The Bilingual Education Program has been expanded and is providing services to 240,000 members of minority groups. This program is emphasizing the development of successful demonstrations which can be applied in the future to provide services to all children needing bilingual education services.

e. Followthrough: The 117,000 minority Followthrough Program participants are 48 percent black, 13 percent Spanish-surnamed, and 6 percent Indians. Plans call for successful demonstrations to be incorporated into ESEA Title I projects.

f. Upward Bound and Talent Search: Upward Bound is a $30 million program designed to generate skills and motivation necessary for success in education beyond high school for enrollees from low-income backgrounds with inadequate secondary school preparation. In the academic year 1971-1972, there were 26,426 students who had benefitted, including 15,627 Blacks, 166 Orientals, 1,432 American Indians, and 2,690 Spanish-surnamed.

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Talent Search is a $5 million program serving the poor and educationally disadvantaged. It serves the demonstrably-talented youngster, aids in preventing dropouts, encourages dropouts to return to school, and assists with postsecondary

education placement. In FY 1970, 145,700 youngsters were served, including 13,212 Indians, 1,671 Orientals, 65,771 Blacks, and 25,313 Spanish-surnamed.

g. Adult Education: Adult Basic Education demonstration resources ($5 million) have been targeted on the special needs of minorities. In July 1972, OE announced the funding of 42 experimental demonstration projects to help undereducated minorities to upgrade their capabilities and become more employable. Eighteen projects are for Blacks, 15 are for Spanish-surnamed Americans, and 9 are for American Indians.

Social Services

1. New Initiatives

a. Minority Contracts: SRS has awarded twenty-six contracts totaling $2,232,291 through the Small Business Administration (SBA) 8(a) program. Through normal competitive procedures an additional $401,497 was awarded to minority firms. Total awards to minority contractors amounted to $2,633,788 this year compared to approximately $400,000 the previous year.

b. Research and Demonstration: SRS has provided funds to support research planning efforts on both a national and multi-regional basis. In FY 1972 approximately $2,200,000 in grants was made to Asian Americans, American Indians, Blacks, Chicanos, Cubans, Puerto Ricans, and Gypsies.

c. Aging: Programs under Titles III, IV, and V of the Older Americans Act have, since 1969, increasingly expanded their activities directed toward minority individuals. Planning and program initiatives under the new Title VII Nutrition program have incorporated explicit provisions for serving minority individuals and insuring their inclusion in the planning and operational phases of programs.

d. Head Start: During the period 1969-1972, more than 54 percent of the paid full-time staff in local Head Start programs have been minorities. Minority employees participate in supplemental training and career development programs designed to advance their skills through enrollment in college programs at the BA or MA level. Each participating enrollee is provided financial assistance.

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Civil Rights

1. New Initiatives

a. Equal Educational Services Program: On May 25, 1970, the Director of the Office for Civil Rights issued a memorandum to school districts setting forth specific civil rights policies to insure equal educational opportunity for national origin minority children in public elementary and secondary schools. This memorandum requires the elimination of cultural and linguistic barriers which are preventing millions of minority students from gaining the full benefits of the educational programs offered in their local school districts. This policy has been expanded earlier this year to include Black students, as well as the Chicano, Puerto Rican, Native American, and Asian students for whom it was originally designed.

This new nationwide enforcement effort has recently been highlighted by the acceptance from the El Paso Independent School District of a comprehensive bilingual/bicultural educational program encompassing early childhood education, bilingual/bicultural curriculum design, staff development and training, and community involvement. Technical assistance was provided by members of a task group of 30 outstanding Chicano educators, psychologists, and community leaders who have worked with the office since the summer of 1970 in the development of comprehensive educational models. Early last year, a major legal precedent was established in U.S. v. Texas, involving the development of a comprehensive educational program for the San Felipe/Del Rio Independent School District, Texas.

Earlier this summer, the office announced plans to conduct a full-scale equal education services review of the New York City school system. This review will center on the delivery of educational services to minority children, the allocation of financial resources to racially identifiable schools and the segregation of children within schools. The office has already announced plans for similar reviews in Boston, Massachusetts, and Rochester, New York, this fall.

This program represents the first civil rights initiative by any Administration aimed at non-Black as well as

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Black minority groups and targeted on discrimination within the schools. The President has recommended legislation prohibiting discrimination against minority children by the maintenance of language barriers in public schools as part of his Equal Educational Opportunities Act of 1972.

b. Discrimination in School Staffing Practices: By memorandum dated January 14, 1971, the Office for Civil Rights, working with the Office of Education, issued policy guidelines on nondiscrimination in school staffing practices. This policy represented a new and aggressive step by the Administration to protect the rights of thousands of Black teachers in the 17 Southern and Border States for whom a threat of displacement and discriminatory dismissals existed.

c. Cultural and Linguistic Barriers in Welfare Services: Earlier this year, the Office for Civil Rights announced the development of a new Title VI compliance program designed to eliminate cultural and linguistic barriers which exclude potential minority clients from services or substantially reduce the delivery of services to minority clients. This program is the precursor for a new nationwide health and social services compliance program in nursing homes, public health institutions, and comprehensive mental health programs.

2. Progress under Existing Programs

a. Desegregation in the South: On January 13, 1972, OCR announced that the 11-State South for the first time has a smaller number and percentage of Negro students isolated in 100-percent minority schools than has the North. In 1968, 2,000,486 Negro pupils were in 100 percent minority schools in the 11-State South, representing 68 percent of the total Negro pupils in the region. For the last school year, the projection shows that only 290,390 Negro students, representing 9.2 percent of the total in the region, were in all-minority schools. An estimated 35.6 percent Negro pupils in the United States are in majority white schools, 27.8 percent in the North and West, 43.9 percent in the 11-State South, and 30.5 percent in the six border States and the District of Columbia. In the South, this figure rose from 18.4 percent in 1968 to 39.1 percent in 1970 and to an estimated 43.9 percent in the last school year.

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Social Security

1. New Initiatives

a. Minority Banking Deposits: On March 5, 1969, the President issued Executive Order 11458 establishing a national program to stimulate minority business enterprise. Federal agencies were called upon to deposit Federal funds in minority-owned banks and a Government-wide goal was established to maintain an average daily balance of $35 million. HEW's share was set at $10 million.

In the Social Security Administration, Medicare was the principal participant because of its fiscal structure. SSA encouraged intermediaries and carriers to utilize minority banks for Medicare funds entrusted to their care. By the end of fiscal year 1972, Medicare carriers and intermediaries had signed 17 bank agreements with 13 minority banks across the country, amounting to an average daily balance of $9.065 million. There is the potential for an additional $2.1 million. By the end of this quarter, it is expected that the HEW goal of $10 million will have been met through these efforts alone.

b. Minority Construction Projects: SSA has proposed to the Baltimore Federal Executive Board that Federal agencies set aside a portion of their small construction contracts (those of $350,000 or less) for negotiation with minority contractors.

Because of its large field structure, SSA constructs a number of small offices throughout the country. Under this program, as of July 1, 1972, three minority construction projects had been completed, 11 had either been awarded or were under construction, and several others were under consideration.

c. Service to the Public: SSA has recently signed a $200,000 contract with the National Urban League to evaluate the service provided the public by metropolitan branch offices across the country.

The SSA New York Regional Staff held a training program for the NUL evaluators in May 1972. Their onsite visits to SSA metropolitan branch offices began in July and should be completed this month. The NUL will submit a final report to SSA by March 31, 1973, as well as quarterly status reports on the project.

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Welfare Reform

1. New Initiatives

Legislative proposals for Federal administration of a reformed welfare system were first submitted by the President in 1969. Potential benefits, from Federal welfare reform for minorities, are most apparent in the assumptions that: (1) a great percentage of the eligible families are from the minority groups in our population; (2) a multiplier effect will produce increased demands for goods and services which can be provided by minority enterprises; (3) DHEW staffing needs for welfare reform implementation will provide employment for more minority persons through affirmative Equal Employment Opportunity actions; and (4) Federal administration will provide greater assurance against possible local discrimination against minorities.

Organizational and Management Initiatives

1. New Initiatives

a. Office of Special Concerns: Established in April 1970, this office is located within the Office of the Assistant Secretary for Planning and Evaluation. OSC is responsible for: 1) coordinating and providing leadership in the development and implementation of Department policies affecting special groups (e.g., Spanish-surnamed Americans, Asian Americans, American Indians, women, migrant and seasonal farmworkers, etc.); 2) providing field evaluations of HEW programs; and 3) performing special evaluation and analysis projects.

The Director, OSC, has Department-wide responsibility for the coordination and development of long-range plans and objectives in areas of concern to minorities and other groups of special concerns. Its location in the planning office for the Department enables it to play an effective advocacy role in the targeting of resources to meet the special needs of minorities in the development of HEW plans and budget.

OSC has five major components. Those components and their accomplishments and initiatives are as follows:

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(1) Women's Action Program. The Women's Action Program was created by the Secretary in 1971 to study the problems of women in the Department and how the Department's programs affect women in society. The WAP Report, published in January 1972, makes recommendations for the elimination of discrimination on the basis of sex. Since that time the WAP has been divided into two programs: The Federal Women's Program which deals with the concerns of women employees of the Department and the WAP which is concerned with external matters.

Women presently constitute 14 percent of membership on advisory committees, as compared with 10 percent one year ago. Affirmative action plans for women have been written and are being implemented in each agency.

(2) Division of Analysis and Evaluation (Office of Field Evaluation). This office is managing a Migrant and Seasonal Farmworkers Study, an Ethnic Minorities Study, an Office of Neighborhood Government consumer evaluation project, and a Field Study of Drug Use in the Youth Culture. It is working with our Regional Directors' offices on two consumer evaluation projects, in Atlanta with the Urban League, and in Denver on the Study for Human Services for American Indians.

(3) Asian American Affairs. This staff's responsibility is to ensure that the special needs of the Asian American minorities, including Japanese, Chinese, Koreans, and Samoans, are properly addressed by the Department.

Accomplishments of the Asian American staff include the following:

(a) The commitment of $250,000 to conduct an Asian American project by the U.S. Commission on Civil Rights. The project will consist of: 1) meetings between Commission Field Office staff, State advisory committee members, and community leaders in Honolulu, Los Angeles, New York, San Francisco, and Seattle to identify major problems; 2) meetings between Commission Field

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Office staff and State and local human relations commissions; 3) commission analysis of all available data on Asian Americans; 4). State advisory committee open hearings in each of the four mainland cities and Honolulu; 5) publication of a report of findings and recommendations; 6) follow-up action with Federal, State, and local agencies.

(b) The establishment of a special session on the problems of Asian American elderly at the White House Conference on Aging.

(c) An assessment of the Filipino Migrant situation in Stockton, California, in a recently contracted Migrant and Seasonal Farmworkers Study, jointly funded by HEW and OEO.

(d) Asian American representation on advisory committees--e.g., Secretary's Advisory Committee on Women's Rights and Responsibilities, the U. S. Commission on Civil Rights State Advisory Committees.

(e) Increased number of project grants to Asian American organizations--e.g., SRS research and demonstration grants, OE Drug Education Mini-grants.

(4) Office for Spanish-Surnamed Americans. The mission of this office is to develop departmental goals and policy; to collect and disseminate information; to review legislation; and to coordinate DHEW research, demonstration, and action programs affecting Spanish-surnamed Americans.

Significant activities in which OSSA is involved include:

(a) A 16-Point Program established by the President to bring more Spanish-speaking people into policy positions in the Federal Government. HEW has appointed its first Spanish-speaking Regional Director. Other key positions filled by Spanish-speaking persons include: Deputy Regional Director, Region VIII; Assistant Commissioner for Administration, FDA; Deputy Chief Actuary, SSA; and Regional Health Director, Region VIII. In addition, the Department has allocated $4.75 million to fund 73 projects in Spanish-speaking communities.

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(b) Development of Civil Rights policy on the rights of non-English speaking students.

(c) A Cuban Minority Planning Study (SRS--$56,995) to conduct research in four major urban areas with the heaviest concentration of Cubans.

(d) La Causa Comun (SRS--$75,000) to identify unmet needs of young Puerto Ricans and to design and test alternative consumer focused systems for delivery of services and program models.

(e) Chicano Planning Project in SRS. (Presently funded at $220,000.)

(5) Office of Indian Affairs. This office coordinated the joint funding (DHEW/DOL/HUD/OEO--$880,000) of the Model Urban Indian Center Project. Four urban Indian centers in Minneapolis; Los Angeles; Gallup, New Mexico; and Fairbanks, Alaska, received financial assistance to increase their capacities to deal with problems in health, housing, welfare, education, and employment among the Indian populations.

Examples of other accomplishments include:

(a) Two Social and Rehabilitation Service State Letters have been issued clearly opening or reaffirming Indians' access to specific programs.

(b) Several multi-agency funded, innovative projects have been approved, such as the Mount Lemmon Youth Camp which is for Indians and operated by Indians.

(c) Contributed to the development of Presidential initiatives on Indian education and Urban Indians.

(d) Establishment of a National Indian Training and Research Center under the control of an incorporated, all-Indian board of directors.

b. Minority Business Assistance: In September 1971, an Office of Minority Business Assistance was established. The number of contracts let to minority businesses under the Small Business Administration Act, Section 8 (a), have increased from 3 in FY 1970 to 126 in FY 1972 and

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the value of these contracts has increased from $124,595 to $12,979,563. All contract awards to minorities have increased from $6,168,817 to $23,940,976. Grants in support of minorities' enterprises have increased from $200,000 in FY 1970 to $2,873,133 in FY 1972.

c. Minority Employment: The Secretary has established goals to increase minority employment, particularly in the middle- and upper-level positions. Minority employment in white collar positions increased by 4,318 during the period July 1970 (22,806) through April 1972 (27,124); whereas total employment increased by 4,896 for the same period. In grades GS-13/15 minorities held 1,470 (9.7 percent) jobs in 1970 and 1,867 (11.9 percent) in 1972, resulting in a net gain of 397 positions, or 23 percent of the 1,286 total increase for the period (10,714 in 1970; 12,000 in 1972). GS-16/18 minorities increased by 20 positions from 14 in 1970 (4.3 percent) to 34 in 1972 (8.3 percent). This represented 43 percent of the total increase of 78 for these grades (329 in 1970; 407 in 1972).

d. Upward Mobility. On June 7, 1971, the Secretary established the Upward Mobility Program to assist minorities in achieving equal employment opportunities and provide mobility to lower grade employees. The program was funded at a $3.2 million level of FY 1972 and consists of the following components:

(1) The Upward Mobility College is an educational development program designed to provide college level training according to departmental needs to 2,500 employees annually.

(2) Project Stride offers on-the-job and academic training in pursuit of a college degree and a related professional job to 500 employees (interns) annually.

(3) Project Start is a program designed to give 50 ex-offenders a new lease on life each year through on-the-job training and educational development.

(4) Career Counseling is designed to assist employees in the development of their career plans; one counselor is to be assigned per 400 target groups employees.

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(5) Job Restructuring will create bridge jobs and career ladders for lower grade employees in the Department to advance in accordance with their potential; 45 personnel specialists were reassigned to this effort.

(6) Access is a work study program focusing on minorities, assisting them in the completion of their college careers and, afterwards, recruiting them into professional positions in DHEW.

(7) A Skills Utilization Survey will identify dead-ended and underutilized employees who have skills and potentials which can be beneficial to the Department.

In FY 1972 over 2,500 employees were enrolled in college level training programs, 5,500 employees have received career counseling services, 218 employees have been placed in restructured jobs, and 550 minorities have been recruited.

e. HEW Grantees: The Office of Grant Administration Policy issued on March 18, 1972, a manual chapter encouraging the use of small businesses and minority-owned businesses by HEW grantees. The purpose of the policy is to encourage grantees to be aware of, solicit, and make use of such enterprises in the acquisition of services or products. This should result in the stimulation of small business enterprises and minority business enterprises and enable them to exercise a more effective role in the commercial life of the Nation.

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UNITED STATES OF AMERICA
GENERAL SERVICES ADMINISTRATION

Public Buildings Service
Washington, DC 20405

May 24, 1973

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

Dear Mr. Scott:

Just a short note to let you know how much I appreciated the opportunity of meeting you this morning. Your position obviously leads you into many challenging situations and I am certain that you will do a tremendous job.

Thanks for your help and, again, it was a pleasure meeting you.

Looking forward to hearing from you soon.

Sincerely yours,

Mick

Mick Blackistone
Special Assistant to
the Commissioner
Public Buildings Service

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