

The original documents are located in Box 14, folder “National Aeronautics and Space Administration - Equal Opportunity Program, 1974” of the Stanley Scott Papers at the Gerald R. Ford Presidential Library.

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NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
WASHINGTON, D.C. 20546

REPLY TO
ATTN OF: U

February 19, 1974

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

Subject: Brief Summary of the NASA Equal
Opportunity Program

Dear Mr. Scott:

Here is the brief summary you asked for during our meeting
on Wednesday, February 13, 1974.

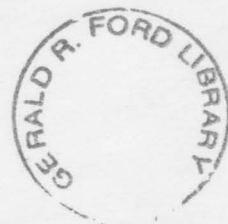
Since that time, I have met with John Donnelly, our Assistant
Administrator for Public Affairs, to develop a public in-
formation plan for EEO and for NASA's broader interaction
with minority communities.

Thank you very much for the sound advice you gave me. I
hope we can stay in very close touch.

Sincerely,

Dudley G. McConnell
Assistant Administrator for
Equal Opportunity Programs

Enclosure



THE NASA EQUAL OPPORTUNITY PROGRAM

The goals of the Equal Opportunity Program are:

- o The removal of discrimination in fact and appearance; and
- o The implementation of affirmative action programs to ensure the broadest possible participation of women and members of minority groups in NASA programs.

These goals apply to the two principal Equal Employment Opportunity (EEO) functions within NASA:

1. The internal program for civil service employees; and
2. The Contract Compliance Program for NASA contractor employees working on or near NASA installations.

Because of a sense of urgency in the need to speed EEO progress in NASA, the Equal Opportunity Program has been adopted as a Presidential Level Objective. The specific milestones for 1974 are:

- o To achieve 6.1% minority employment
- o To fill 80 professional positions with minorities
- o To fill 80 professional positions with women
- o To develop an affirmative action hiring plan (contractor employees) for Shuttle construction of facilities for FY75 and beyond
- o To present a technology transfer seminar to minority businesses

Reaching the stated employment goals calls for about 20% each of our professional and nonprofessional placements to be minority and about 20% of professional placements to be women.



The hiring plan for Shuttle construction will be included in the bid conditions so that prospective contractors will have to accept the developed goals for minority hiring on the project.

The technology transfer seminar will be a concerted effort to expose technology developed under NASA programs to minority business persons. Our aim is to offer NASA as a broad community resource.

NASA is currently well behind other government agencies in the employment of minorities and women. There are reasons for this, such as our large and continuing reductions in force with little opportunity to hire (over the last six-year period NASA's work force has been reduced by nearly 1/3) and the low availability of minority and female engineers and scientists which comprise nearly 50% of our work force. But now, as our work force is becoming more stable, we must and will do better.

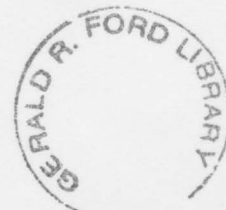
In addition to the MBO milestones, NASA is conducting the following programs:

1. Coordinated Recruitment:

NASA has developed and is implementing an Agency-wide coordinated recruitment program specifically aimed at identifying minority and female employment candidates. The program will be coordinated in Headquarters by a full-time recruitment staff. Six NASA Centers have been given regional responsibilities. Information of candidates will be shared among all NASA installations.

2. Cooperative Education (Co-op) Program:

Under this program, students spend alternate semesters at schools and working at a NASA installation. The work experience augments their formal study. NASA has the largest Co-op Program in government. The Co-op Program has been a prime source of highly qualified employment candidates and will aid in increasing the flow of technically trained minorities and women. Our statistics have been as follows:



	<u>June, 1972</u>	<u>June, 1974</u> (projected)
Minorities enrolled	12.2%	24.3%
Women enrolled	9.4%	16.9%

In addition, we have increased the participation of predominantly minority schools from 16 in 1971 to 44 in 1973.

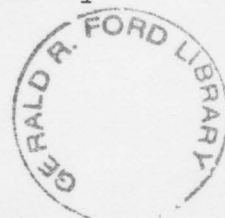
3. Upward Mobility:

Under this program, employees in dead-end positions or those who have abilities beyond their current work level are identified and placed in bridging positions. In these positions they may gain greater career mobility through combinations of on-the-job and formal training. NASA has successfully conducted this program in Headquarters (about 10% of the professional vacancies in 1973 were filled through Upward Mobility) and is implementing similar programs in our field installations.

4. Identification of Minorities and Women for Management Development:

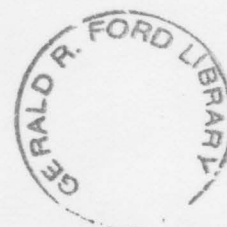
A special effort is underway to identify persons for management development training. Lists of women and members of minority groups will be maintained by our Management Development Education Panel. The Panel and the Office of Equal Opportunity Programs will seek training programs and opportunities for persons identified.

There are other NASA programs which contribute to the opportunities offered minority community. Under the Program for Research at Predominantly Minority Universities, NASA has \$1,378,000 in grants with 25 universities. Our goal is to place \$2,000,000 in research grants with 45 universities by the close of FY74.



On the Minority Business Program, NASA ranks fifth among all federal agencies in dollar amount of contract awards set aside for minority firms. NASA's stated goal for 1974 is to award \$11 million in 8(a) set asides -- an increase of 30% over the 1973 amount.

In summary, NASA recognizes its responsibility, both moral and legal, to provide truly equal opportunity to all segments of our national society. NASA managers will be held accountable for success in EEO just as they are in our other mission areas. NASA has a record of success and we mean business in EEO.



UNITED STATES
CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

3-1-74

Stan:

I picked up the attached in error when I was
at your office yesterday.

IK

FROM —

Irving Kator
Assistant Executive Director

From the Desk of

DAVID A. BRODY

February 25, 1974

TO: Stanley Scott

Here is the statement I submitted
to Senator Moss' Aeronautical and
Space Sciences Committee on the
Ruth Bates Harris case.



A handwritten signature in dark ink, appearing to be "D. Brody". The signature is fluid and cursive, written over the library stamp.

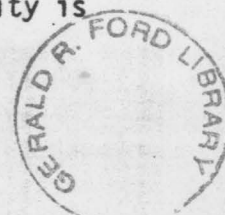
STATEMENT OF THE TASK FORCE ON EMPLOYMENT
OF THE COMPLIANCE AND ENFORCEMENT COMMITTEE
OF THE LEADERSHIP CONFERENCE ON CIVIL RIGHTS
SUBMITTED TO THE SENATE COMMITTEE ON AERONAUTICAL
AND SPACE SCIENCES IN CONNECTION WITH HEARINGS ON
NASA'S EQUAL EMPLOYMENT OPPORTUNITIES PROGRAM,
JANUARY 24, 1974

This statement is presented on behalf of the Employment Task Force of the Compliance and Enforcement Committee of the Leadership Conference on Civil Rights by David A. Brody, chairman of the task force.

The Leadership Conference is a coalition of over 125 national organizations united in support of the enactment and enforcement of civil rights legislation. This year marks the 25th that the Conference has been working to advance the cause of equality. The Conference performs much of its work through two committees, legislative and compliance and enforcement. Within the latter committee there have been set up task forces to deal with specific issues, such as employment, housing, education, health, etc. As previously indicated, this statement is presented on behalf of the employment task force.

Members of the task force are greatly concerned about the dismissal from office of Ms. Ruth Bates Harris, former deputy assistant administrator for equal opportunity of the National Aeronautics and Space Agency and the treatment afforded her associates in the agency who joined her in a report critical of the agency's EEO posture.

Part of our concern arises from the fact that many members of our task force have known Ms. Harris over the years as a skilled, competent and professional administrator in the area of equal rights, one who has maintained a well-balanced view of the problems involved in this complicated area of governmental action. Her dismissal as a divisive force comes as a shock, a shock that is somewhat tempered by our knowledge that in many places in bureaucracy the concept of equality is



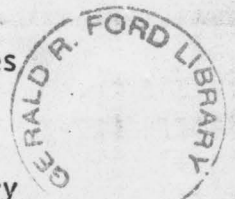
itself considered divisive. On the basis of the information available to us, we have concluded that she would not have been considered divisive and would not have been separated from her position "but for" the report to which her name was attached.

While we are deeply interested in the situation of Mr. Harris and her colleagues, there are other aspects of their case that go much beyond the effects on them personally.

The first of these is the chilling effect the dismissal of a high ranking EEO official must have government-wide on the enforcement efforts of others engaged in the work. Regardless of whether or not the Administrator acted legally (a matter that will be determined by the Civil Service Commission or in the courts), we feel his precipitous action was unwise, not only from the standpoint of the persons adversely affected, but from that of the agency. A full hearing prior to his action would probably have avoided many of the problems that have arisen.

Probably the most important issue raised by the report and the reaction to it is the EEO record of NASA. The report indicates, and the agency does not deny, that it has the worst record on the employment of minorities and females of any major Federal department or agency. To us this is an incredible admission. Had it come from an old-line established agency, rooted in past practices and policies, it would be understandable, if not acceptable. But from an agency that was born at the time the efforts were well under way that brought about the present national policy of equality of opportunity, it is a confession of failure to adhere to that policy and of a retreat into reaction.

While we cannot blame the present Administrator and his present associates for a condition they inherited, we do not feel that they have taken adequate corrective action. At the present rate of progress, well into the next century NASA's rate of employment of minorities would still lag behind the present government-wide average, according to the report submitted to Dr. Fletcher. So far as we are aware, no serious effort has been made by NASA to substantially increase its EEO



staff in proportion to the problem it has. It is our understanding that Senator Proxmire, as chairman of the subcommittee handling NASA's appropriations, has suggested that the staff be doubled. We would have hoped that the initiative for this would have come from the agency, rather than from a Congressional source.

It is our hope that having acknowledged shortcomings in its EEO program, NASA will approach the solution of these problems with the same imagination and determination it demonstrated when confronted with Sputnik.

