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UNITED STATES GOVERNMENT

# Memorandum

DEPARTMENT OF TRANSPORTATION

OFFICE OF THE SECRETARY

DATE: APR 17 1972

In reply  
refer to:

SUBJECT: Civil Rights Report

FROM : Director of Civil Rights

TO : Director, Office of Public Affairs

Attention: Beverly Silverberg

Attached is a report concerning civil rights activities in the Department. The Executive Orders or other authorities have been cited for each segment of the program. The report does not cover minority business enterprise which is under TAD-60. If you have any questions, please let us know.

*James Frazier*  
James Frazier, S-30

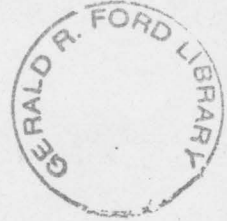
Attachment



DEPARTMENT OF TRANSPORTATION

MAJOR CIVIL RIGHTS PROGRAMS

DEPARTMENTAL EMPLOYMENT PRACTICES



o Authority

- Executive Order 11478
- Civil Service Commission Regulations, Part 713

o Significance

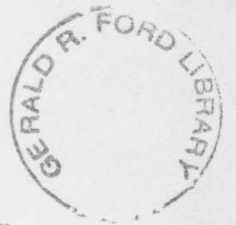
- In January 1969 the record indicated that minorities constituted only 7.2% of DOT employment. (Compared to the then Government-wide average of 18%.)
- There were no Blacks and only one other minority holding supergrade positions--the record for women and minorities among professional level positions and commissioned officers was not much better.

o Achievements

STATISTICAL SUMMARY

- Minority employees increased by 2,802 between June 30, 1969 and November 30, 1971 from 6,786 or 7.2% in 1969 to 9,588 or 9.1% in 1971.
- Twenty (20) minorities and one female held supergrade positions as of November, 1971.
  - o Four (4) are in Civil Rights positions.
  - o Fifteen (15) are in Program positions.

- + One (1) is Deputy Regional Director of FAA Alaska Region
- + One (1) is Director of the Office of the Director, of Technology, Transportation Systems Center, Cambridge, Massachusetts.
- Two minorities hold Executive Level Positions.
  - o One (1) Spanish-Surnamed - Administrator UMTA
  - o One (1) Black-Assistant Secretary for Safety and Consumer Affairs
- Minorities in professional level positions (GS-10 and above) increased by 595 in the period June 1969 to November 1971 from 992 in 1969 to 1,587 in November of 1971.
- Minority representation in USCG military made similar increases.
  - o Minority Commissioned Officers increased by 70 from 60 to 130 between 1969 and 1971.
  - o Minority Enlisted Personnel increased by 1,300 from 2,132 to 3,432 in the same period.
- Female employment in higher graded professional positions increased by 229 between 1969 and July of 1971 - from 602 to 831.
- + Of the 9,752 new civilian hires during the FY '71, 1,818 or 19% were minorities.
  - o 16% of the new civilian hires in the period May 1969 through August 1971 were minorities.
  - o 17.9% of the civilian new hires during the first half of FY '72 were minorities - 368 of 2,051.





- Of the 20,000 promotion actions during FY '71, 1,957 or about 10% were minorities.
  - o 9% of the promotion actions during the period May 1969 through August 1971 affected minorities.
  - o 12.6% of the promotion actions during the first half of FY '72 affected minorities.

#### PROGRAMS

- Five Special Secretarial EEO Conferences were held to maintain high priority emphasis on the EEO goals of Department. Each conference was attended by over 150 key Washington and field officials.
- A Goals and Timetables Program for recruitment, training and promotion for minorities and female employees was initiated in FY '71 and continued in FY '72.
  - o FY '71 results showed an increase in minority employment of 1,620 between May 1970 and May 1971. An accomplishment of the Goals and Timetables Program.
  - o As of November 1971 in three reporting elements, minority employment exceeded the Government-wide average of 19.5%.
    - UMTA -- 32.1%
    - USCG (Civilian) -- 23.5%
    - OST -- 22.4%
  - o Three elements are close to the Government-wide average -- NHTSA, 17.4%, NTSB, 16.4%, and FHWA, 12.1%.
  - o During the period June 1969 to May 1971, FAA increased the percentage of minority employees from 5.4% in 1969 to 6.7% in 1971 - an increase of 1,013 employees in one fiscal year. Between May, 1971 and November, 1971, it added 142 more minorities.



- Department-wide EEO Affirmative Action Plan was initially issued in February 1970 covering the recruitment, training and utilization of applicants for employment. An updated Plan of Action was issued July 8, 1971.

### COMPLAINTS

- 250 EEO Counselors designated throughout the Department and required training was conducted in three sessions in August and October 1969 and July 1970. Additional EEO Counselors have received training through individual operating administrations or the U. S. Civil Service Commission since the July 1970 session.
  - o During FY 1971, 603 employees received counseling.
  - o During the same period of time, 28 of the 603 employees filed formal complaints of discrimination - 4.3%.
  - o During the Fiscal Year, 23 complaints were closed.
  - o Corrective action was ordered in 32% of the cases.



## CONTRACT COMPLIANCE

### Authority:

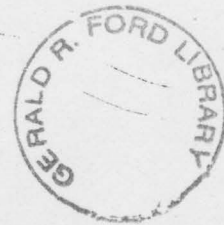
Executive Orders 11246 and 11375  
Federal-Aid Highway Acts of 1968, 1970 and 1972  
Regulations of the Secretary of Labor

### Significance

- DOT's \$8 billion construction activities are the largest in the Federal Government--one of every three Federal dollars spent for construction comes from DOT.
- DOT has compliance responsibility for almost 9,000 projects/establishments (31,000 employers) employing more than 500,000 persons.

### DOT Coverage

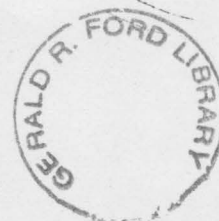
- All construction contractors and subcontractors with contracts exceeding \$100,000 or more. This amounts to the largest construction contract compliance program in the Federal Government (one of every three Federal dollars spent for construction emanates from DOT).
- Air transportation industry -- over 600 establishments. Responsibility assigned to FAA.
- Inland ship and boat building and repair industries and water transportation -- 350 establishments. Responsibility assigned to Coast Guard.
- Employment practices of recipients participating in Federally-involved construction work.





Program Highlights

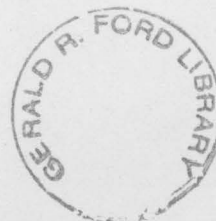
- DOT contract compliance activities average over 600 contract compliance reviews per quarter. Through the operating administrations, 27 percent of the DOT contract compliance work load is being covered.
  - . Compliance reviews include inspection-type checks by DOT non-civil rights personnel and representatives of State governments or other recipients.
  - . Noncompliance was found in less than one percent of FY 1971 reviews.
  - . 39 show cause notices have been issued in the last 18 months (as of January 1, 1972): FHWA-22; UMTA-7; FAA-6; OST-2; USCG-2.
- In March 1969 specific equal opportunity provisions were established for inclusion in the advertised specifications for all Federal-aid highway construction projects--putting all potential bidders on advance notice as to affirmative action requirements that must be met if they become successful bidders.
  - . Coupled with this action was the Secretary's formal announcement that the full range of sanctions and penalties will be brought against any discriminatory practices in Federal-aid highway work.
  - . Annual surveys of total and minority employment on Federal-aid highway construction projects have been conducted as of July, 1969, 1970 and 1971.
  - . The following is a summary compilation of these reports:



3.

|                                                                  | <u>1969</u> | <u>1970</u> | <u>1971</u> |
|------------------------------------------------------------------|-------------|-------------|-------------|
| Total Employment                                                 | 150,000     | 176,000     | 171,000     |
| Total Minority Employment                                        | 27,852      | 34,932      | 33,693      |
| Percent Minority of Total<br>Employment                          | 19%         | 20%         | 20%         |
| Percent Minorities Employed<br>in unskilled or semi-skilled jobs | 59%         | 59%         | 56%         |

- . Survey analysis indicates that 22 States increased percentage of minority employees on highway projects; 9 States remained the same and 20 States show a decrease in the percentage of minority employees.
- In June 1970 DOT released \$38 million new highway construction funds frozen since July 1968 because of lack of equal opportunity on highway projects in the E. St. Louis, Illinois area.
- . Cooperative efforts of DOT, State and other interested parties resulting in the development of a State plan to assure equal opportunity and made release of funds possible.
- On July 21, 1970, the Secretary announced plans for a nation-wide Federal-State program to train 10,000 workers a year for skilled highway construction jobs with special emphasis on minority trainees.
- . FHWA Order 7-2(2) placing the program in effect was issued September 2, 1970.
- . As of October 1, 1971, 3,000 trainees, including 1,785 minorities or 60 percent of the total, were actually receiving training. As of November 1, 1971 over 6,000 training positions had been specified in highway projects -- 61 percent of the 10,000 trainee goal for 1971. As of January 1, 1972, over 3,000 persons, including 1,702 minorities or 56 percent of the total, were actually receiving training.





- . Of 1,257 equipment operator trainees, 611 are minority (48%); of 675 carpenter trainees, 369 are minority (55%).

- OFCC has established specific requirements for construction requirements for construction contractors in Federal direct and assisted construction projects in 39 hometown plan and 6 imposed plan areas. This has increased DOT obligations regarding compliance review and reporting activity.
- On August 2, 1971, the Secretary wrote to the Governor of each State regarding the need for greater utilization of minority personnel in relocation program employment. Quarterly reports indicate that minority employment in State highway relocation programs has increased from 5.3 percent to 7.4 percent as of January 1, 1972. Utilization of minorities by State subcontractors has increased to 45 percent.



Authority

Title VI, Civil Rights Act of 1964  
Executive Order 11247  
DOT Title VI Regulation  
Directives of the Department of Justice

Significance

- In do
- In dollar value, DOT administers the second largest grant-in-aid program in the Federal Government -- exceeded only by HEW.
  - The economic and social benefits of DOT grant-in-aid program affect the everyday life of almost all Americans, highlighting the applicability of Title VI non-discrimination requirements that no person shall be excluded from participating or be denied the benefits of any program or activity receiving Federal financial assistance.

DOT Coverage

- All DOT programs receiving assistance such as Federal aid highway programs, Federal aid to airports, mass transportation grants, Coast Guard auxiliary, are covered.
- DOT compliance responsibility includes over 3,100 direct recipients of such assistance.

Program Highlights

- DOT Title VI regulations were approved by the President and published in the Federal Register June 18, 1970.
  - The DOT regulations now constitute the model for the Executive Branch with broader and more specific coverage than the regulation of other agencies.
  - Standard Title VI assurances containing uniform language for obtaining compliance assurances from recipients of DOT financial assistance were issued August 1971 in DOT Order 1050.2, signed by Secretary Volpe.



# INFORMATION ON MBE PROGRAM

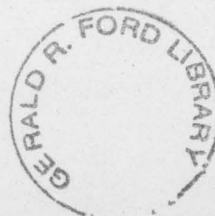
Loans, guarantees and contracts have increased almost three-fold from \$200 million in FY 1969 to \$566 million in FY 1971. Over \$100 million in new deposits have been placed in minority banks. 41 Minority Enterprise Small Business Investment Companies have been licensed with a capitalization aggregating in excess of \$10 million.

In the Section 8(a) contracting program the progress overall and the DOT share by year are as follows:

|                  | Over-All                   |               | DOT                        |               |
|------------------|----------------------------|---------------|----------------------------|---------------|
| <u>Year</u>      | <u>Number of Contracts</u> | <u>Amount</u> | <u>Number of Contracts</u> | <u>Amount</u> |
| 1968             | 8                          | \$10,493,524  | --                         | --            |
| 1969             | 29                         | 8,884,141     | --                         | --            |
| 1970             | 199                        | 22,520,209    | 20                         | \$ 896,514    |
| 1971             | 812                        | 65,131,672    | 106                        | 3,395,909     |
| 1972 (thru 1/72) | 534                        | 40,777,482    | 82                         | 1,871,456     |
| 1971 (thru Jan)  | 250                        | 24,099,820    | 20                         | 592,263       |

While a substantial number of DOT contracts are in the service category such as janitorial, minor construction and maintenance, and groundskeeping, progress is being made in placing MBE contracts in more sophisticated categories. At this time we have 18 contracts with minority consulting firms at a total value of \$2,004,367. Contracts with minority firms have been awarded for the following items:

|                                           |           |
|-------------------------------------------|-----------|
| Fabrication of Steel Towers               | \$508,586 |
| Construct Runway Lighting System          | 299,600   |
| Architect Engineer Services               | 167,000   |
| Architect Engineer Services               | 25,857    |
| Fabrication of Transmitter Control System | 317,107   |
| Fabrication of Cable Assembly Sets        | 78,852    |
| Manufacture Digital Data Logger           | 44,097    |
| Fabricate River Buoys                     | 84,680    |
| Install Instrument Landing Systems (2)    | 44,847    |
| Provide Flying Services                   | 50,532    |
| Construct Ram Wing Models                 | 5,400     |





## HUD EQUAL OPPORTUNITY--THREE YEAR ACCOMPLISHMENTS

Statistical and program activities in the HUD Equal Opportunity Program fall into three areas: Equal Housing Opportunity; Equal Economic Opportunity; and non-discrimination in HUD-Assisted programs. In addition, there are research, education, and training projects, which involve on-going activities.

### GOALS AND STRATEGY

During the past few years there has been established the necessary legal framework and administrative organization for an effective HUD Equal Opportunity Program. But it has been within the past year that the essential policy issues were developed to the point of allowing top administrative decision which would permit the issuance of clear and effective program standards and regulations. These standards and regulations are serving as tools for institutional change to eliminate discrimination in every phase of the marketing of housing in this nation, to expand the choice for minority Americans of housing locations in all price ranges throughout urban, suburban and rural communities, and to increase their participation in the economic benefits that flow from HUD programs.





### HOUSING

In his statement of June 11, 1971, President Nixon set forth Federal policies relative to equal housing opportunity. In his statement, the President said racial discrimination is illegal and will not be tolerated. He called upon HUD and the Department of Justice to develop a program aimed at creating equal housing opportunity.

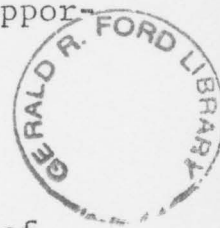
A critical paragraph from the President's Message reads as follows:

"At the outset, we set three basic requirements for our program to achieve equal housing opportunity: It must be aimed at correcting the effects of past discrimination; it must contain safeguards to ensure against future discrimination; and it must be results-oriented so its progress toward the overall goal of increasing housing opportunities can be evaluated."

At a press conference on Monday, June 14, Secretary Romney outlined implementing procedures to meet the requirements of the President's message on equal opportunity in housing.

#### HUD-GSA Agreement

Immediate execution of the HUD-GSA Memorandum of Understanding was announced at the June 14 press conference. The Agreement is intended to provide an effective approach to the implementation of Executive



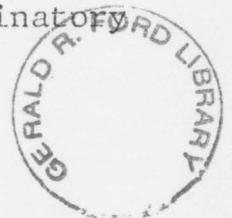
Order 11512 which assures Federal employees of low and moderate-income housing in areas of locating or relocating agency installations. The agreement includes provisions for: Government affirmative fair housing programs according to Title VIII; HUD's awareness of all public building projects; HUD site investigations to assure adequate housing; local community commitment to supply adequate housing; local officials' commitments to remove obstacles to low- and moderate-income housing on a nondiscriminatory basis; counselling and referral services within agencies for personnel needing assistance in finding housing.

#### COMMUNITY DEVELOPMENT PROGRAMS

HUD community development programs, such as urban renewal, open space, new communities and water and sewer must be part of a comprehensive plan which expands low- and moderate income housing on a non-discriminatory basis.

#### WATER AND SEWER GRANTS

Since July 1, 1971, HUD has been guided by a project selection system pursuant to which points are awarded not only for such fundamental factors as health and need, but also on the basis of whether or not housing in the area is accessible on a non-discriminatory basis.



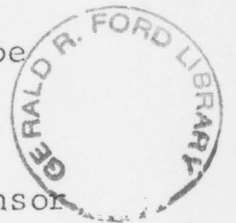
HUD-ASSISTED HOUSING PROGRAMS (Project Selection Criteria)

Project selection criteria, effective February 7, 1972, are being used by HUD Area Offices and HUD-FHA Insuring Offices in evaluating requests for assistance in the construction of Section 235 (homeownership interest subsidy), Section 236 (rental assistance interest subsidy), rent supplement, and low rent public housing.

The criteria favor developments which provide low-income families with options outside areas of low-income or minority concentration; will require that developers of such housing are in compliance with applicable Federal laws and regulations relating to non-discrimination; and will look favorably on proposals which are part of a larger plan to provide training, business and employment opportunities for low-income and minority groups.

AFFIRMATIVE MARKETING CRITERIA

Beginning February 25, 1972, all FHA subsidized and unsubsidized housing, with few exceptions, had to be marketed in accordance with HUD's Affirmative Fair Housing Marketing Regulations. They require a sponsor to carry out affirmative programs to attract buyers or tenants of all races into his projects. Typically, a developer will be required to advertise in minority media, maintain a non-discriminatory hiring policy in



recruiting his sales staff, and use a HUD-approved Equal Housing Opportunity logo or slogan in his advertising. He will also be required to display a Fair Housing Poster in a prominent place on his premises.

#### FAIR HOUSING ADVERTISING GUIDELINES

Currently in final clearance are guidelines covering all real estate advertising. These are intended to discourage the use of words, phrases, maps and other symbols to attract to the unit one race and not another.

The Department is also planning procedures for the holding of fair housing meetings across the country to help resolve problems impeding community-wide practices of non-discrimination in the sale and rental of housing.

#### HOUSING INFORMATION PROGRAMS

In August 1971, HUD launched its second major advertising campaign in three years. The multi-media campaign is intended to inform the American public of individual rights under the U. S. Fair Housing Law. Part of the campaign is a toll-free telephone system permitting complainants to call HUD without charge from any point in the United States where the campaign is in effect.

Information on current laws, court and administrative decisions, regulations and other relevant information in





the field of housing is now available as a result of a two-year development contract awarded by HUD to Prentice Hall Publishing Company.

EQUAL ECONOMIC OPPORTUNITY



For many minority Americans the promise of "equal housing opportunity" is illusory because of their marginal participation in the economic life of the nation. Jobs and business opportunities must go hand and glove with housing rights if there is to be real equality, if there are to be effective options.

HUD's budget last year exceeded four billion dollars. This represented the lifeline for a variety of construction and related activities. This also meant thousands of business opportunities and an additional two million jobs as a consequence of construction starts generated by FHA commitments, and contracts let by funded agencies and HUD directly.

A major goal of the HUD Office of Equal Opportunity is to expand the participation and involvement of minorities and low-income persons in all facets of housing and community development programs.

To institutionalize this process by making it a part of the Department's on-going operation, the Office of Equal Opportunity has spearheaded activities leading to implementation of the following:

NEW EXECUTIVE ORDER 11246 REGULATIONS:

Beginning December 31, 1971, HUD operated under its own regulations implementing Executive Order 11246 relating to equal employment opportunity on HUD procurement contracts and the contracts of HUD-funded local agencies. With these new regulations HUD is now better able to shape an enforcement program suitable for its own particular class of contractors.



HOMETOWN PLANS

Prior to the issuance of 11246 regulations, HUD pioneered in the conduct of city-wide compliance reviews of critical construction crafts. This enabled the Department to identify the union-contractor relationship that bore most heavily against minority groups, rather than trying to deal in isolation with hundreds of contractors and subcontractors. As a result of these reviews, HUD has helped fashion so-called "hometown plans" in 38 cities.



### SECTION 3 REGULATIONS

HUD is about to publish a regulation implementing Section 3 of the Housing Act of 1968, which requires that the Secretary of HUD see that jobs, training and business opportunities are provided, where feasible, to lower income persons and to businesses located in the area of the HUD-assisted projects.

### MINORITY GOALS PROGRAM

Early this year (1972) HUD announced adoption of a Minority Housing Production Goals Program designed to increase minority entrepreneurial activity in Sections 235, 236, and Rent Supplement programs. Each Area and Insuring Office will develop dollar targets for involving minority entrepreneurs in these three programs, after assessing the level of participation in HUD programs by minority business during the previous year.

### THE LOS ANGELES PLAN

Under the Los Angeles Minority Opportunity Plan 1,000 units of HUD-assisted housing is set aside to be build by minority housing producers--Black and Mexican-American. Involving more than \$20 million in mortgage

commitments, this Plan provided 7,000 minority job opportunities on 46 projects, plus 38 opportunities for general contractors and 970 minority subcontractors opportunities in a two year period.

#### INDIAN HOUSING

An approach similar to the L.A. Plan has been successful in gaining more participation by Indian firms in HUD-assisted construction on reservations. These goals call for an annual set-aside of HUD funds for production of up to 6,000 units of public housing. In addition, the Department's regional offices may now waive the competitive bidding requirements on public housing contracts, allowing Indian construction firms to bid directly on these projects. During Fiscal years 1971 and 1972, projects involving over 1800 units of housing worth more than \$21 million have been or will be contracted out to Indian firms.

#### HOUSING FOR THE SPANISH-SPEAKING

HUD has encouraged and assisted in sponsoring Spanish-surnamed organizations to enter the housing field. Currently Close to seventy Spanish-surnamed corporations or organizations are in such roles. In Los Angeles, 20 projects of low-income rental housing are being sponsored by Spanish surnamed groups.





A sizeable number of Spanish surnamed general contractors and sub-contractors are involved in the building of these projects in Los Angeles. And an increasing number of housing projects throughout the nation are sponsored by Spanish-surnamed groups.

SUPPORTIVE ACTIVITIES SPONSORED BY HUD

To help solve the bonding problems encountered by minority contractors, HUD has given local offices the authority to accept personal indemnity agreements in lieu of bonds on FHA projects of \$500,000 or less,

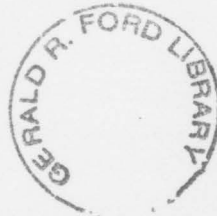
HUD and local funded agencies have deposited more than \$19 million in minority banks.

In terms of technical assistance, HUD signed new contracts with the Urban League and Operation SER, a service group dedicated to increasing economic opportunities for the Spanish-Speaking, to update and expand the six-volume national Registry of Minority Contractors, completed by the NAACP under HUD contract. The new Registry will include engineers, brokers, sponsors, lawyers, architects and other housing specialists. Local HUD offices are encouraged to hold area seminars in order to provide technical assistance to these contractors which will enable them to gain access to the Federal housing production and management system.



NONDISCRIMINATION IN HUD ASSISTED PROGRAMS

The Department is required to assure that all its programs are administered in conformance with Title VI, which prohibits discrimination because of race, color or national origin in connection with Federal Assistance programs. The HUD Secretary has delegated authority to handle most of the complaints filed under Title VI of the 1964 Civil Rights Act to the Assistant Secretary for Equal Opportunity. The Department has held in-dept training sessions for its Area and Regional Office staff on compliance activity and their responsibility with respect to program analysis. In addition, HUD has issued a Title VI Handbook which is an investigator's guide which outlines steps from the beginning of investigation of complaints to complaint processing and sets forth program standards and criteria. A Title VI circular has also been prepared for use by HUD Regional Administrators and their Assistant Administrators for Equal Opportunity.





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

April 18, 1972



MEMORANDUM FOR: Mr. Stanley S. Scott  
Assistant to the Director of  
Communications  
Executive Office Building  
Room 153

SUBJECT: Progress of Minority Employees in  
Treasury since January 1969

Significant progress has been made in the Treasury Department since the Nixon Administration took office in the areas of minority employment and minority banking.

As General Counsel of the Treasury, Samuel R. Pierce, Jr. is the Department's fourth ranking official and the first Black ever to hold so high a post.

Romana Banuelos, is the sixth woman to be named Treasurer of the United States. More significantly, she is the first person of Spanish-American origin to hold this highly visible appointive office.

While these key appointments were major firsts in Treasury, the Department's Minority Bank Deposits Program could well become the most far-reaching development in the minority business world. At present, deposits in minority banks total nearly \$250 million. With this capital as a base, minority banks will be able to underwrite a great many more projects in the nation's inner cities than was possible prior to January 1969.

A look at progress made over the past three and one-half years by Black, Spanish-American, American Indian and Oriental employees is instructive. For example:

While total minority employment in Treasury has risen during the Nixon Administration, gains made in the middle and upper grade levels have been substantial.



*Keep Freedom in Your Future With U.S. Savings Bonds*

Employees, grades 9 to 12, increased from 1,683 at the end of 1968 to 2,150 by the end of 1971, an increase of nearly 28 percent.

More impressive is the increase among minority employees in grades 13 to 18. At the end of 1968 the total was 244. By the end of 1971 the total rose to 455, an increase of 86 percent.

The gains made over the past three and one-half years among minority employees was spread throughout the various Treasury bureaus:

- The Bureau of Customs has promoted two Blacks and one Spanish-American to the post of District Director.
- The Internal Revenue Service has appointed two Black Assistant District Directors (GS-16) and one Black District Director (GS-17).
- U.S. Savings Bonds Division has named a Black Assistant Market Director in their Mid-Atlantic Region.
- The Bureau of the Public Debt has appointed an Oriental Assistant Chief Counsel (GS-15).
- The Secret Service has appointed a Black Special Agent in Charge of its Washington Field Office (GS-15).

Attached is a detailed breakdown of minority employment in the Treasury.

*Jim*  
James A. Parker  
Public Affairs

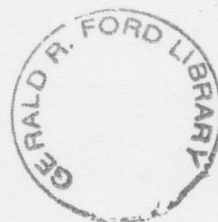




U.S. Department of the Treasury  
Progress Report on Minority Group Statistics

1968 - 1971, Inclusive

|                  | <u>1968</u> | <u>1971</u> | <u>Percentage<br/>Increase</u> |
|------------------|-------------|-------------|--------------------------------|
| GS 1-4           |             |             |                                |
| Total Employees  | 19,120      | 19,493      | 2.0%                           |
| Negroes          | 4,947       | 4,984       | 0.75                           |
| Spanish-American | 255         | 502         | 96.9                           |
| American Indian  | 25          | 36          | 44.0                           |
| Oriental         | 80          | 125         | 56.3                           |
| GS 5-8           |             |             |                                |
| Total Employees  | 19,480      | 26,494      | 36.0                           |
| Negroes          | 2,708       | 3,856       | 42.4                           |
| Spanish-American | 264         | 447         | 69.3                           |
| American Indian  | 26          | 31          | 19.2                           |
| Oriental         | 141         | 189         | 34.0                           |
| GS 9-12          |             |             |                                |
| Total Employees  | 28,893      | 30,436      | 5.3%                           |
| Negroes          | 1,144       | 1,457       | 27.4                           |
| Spanish-American | 332         | 450         | 35.5                           |
| American Indian  | 21          | 30          | 42.9                           |
| Oriental         | 186         | 213         | 14.5                           |
| GS 13-18         |             |             |                                |
| Total Employees  | 9,491       | 11,642      | 22.7                           |
| Negroes          | 151         | 271         | 79.5                           |
| Spanish-American | 35          | 72          | 105.7                          |
| American Indian  | 3           | 5           | 66.7                           |
| Oriental         | 55          | 77          | 40.0                           |



CUSTOMS

District Director, GS-14 - Black-Male (Wash. District)  
" " , GS-14 Woman (Savannah)  
" " , GS-14 Black Male (Virgin Islands)  
" " , GS-14, Spanish Surname (San Juan)  
Assistant District Director - 1 Male - Spanish-Surname (Nogales, Ariz.)  
District Director - 1 Female, GS-14 (Chicago)  
Assistant District Director, 1 - GS-13, Japanese (Chicago)  
Assistant District Director, El Paso, Texas, Spanish Surname

Of the 16 top District positions, DDs & ASST. D.D.s, 25% are minority  
(San Francisco)

Director, Merchandise Control, GS-15, Black-Male (Bur. Hdqtrs.)  
Personnel Officer, GS-12, Female (New Orleans)  
Attorney, GS-13, Black-Female (Bur. Hdqtrs)  
Import Specialist Team Leader, GS-12 (Customs Wide)  
" " " " GS-12 (Chicago)  
" " " " GS-12 (Boston)  
" " " " , Negro (Houston District)  
Customs Inspector, Female (San Ysidro, California)  
Supervisory Customs Inspector, Black - GS-14 (Region II)  
Training Officer, GS-13, Black-Female (New York)  
" " , Region II, Female GS-13  
Operations Officer, GS-14, Black-Male (2) (Bur.)  
" " , GS-13, Black (Chicago)  
" " , Regional Hqtrs, (Houston, Tex.)  
" " , Black, Regional Hqtrs. (Houston, Tex.)  
Import Specialist, GS-12, Black-male (Baltimore)  
Resident Special Mgmt - GS-13, Black-male (Virgin Islands)  
Computer Specialist, GS-13 (2) Black-male (Bur.)  
Area Director Newark - Black - GS-15  
Assistant Area Director, N.Y. Seaport - GS-15 - Spanish  
Administrative Office, Newark Airport, Black - GS-13  
Ass't Deputy Regional Commissioner - Spanish - GS-14  
" " " " , (San Francisco) - Black  
EEO Officer, Black - GS-12, Region II  
PIO - Female, GS-12, Chicago  
Budget Officer - Spanish Surname, GS-13 (Chicago)  
Staff Ass't, GS-12, (Chicago)  
Port Director, Eagle Pass, Tex.  
" " El Paso, Tex.



## CUSTOMS

District Director, GS-14 - Black-Male (Wash. District)  
" " , GS-14 Woman (Savannah)  
" " , GS-14 Black Male (Virgin Islands)  
" " , GS-14, Spanish Surname (San Juan)  
Assistant District Director - 1 Male - Spanish-Surname (Nogales, Ariz.)  
District Director - 1 Female, GS-14 (Chicago)  
Assistant District Director, 1 - GS-13, Japanese (Chicago)  
Assistant District Director, El Paso, Texas, Spanish Surname

Of the 16 top District positions, DDs & ASST. D.D.s, 25% are minority  
(San Francisco)

Director, Merchandise Control, GS-15, Black-Male (Bur. Hdqtrs.)  
Personnel Officer, GS-12, Female (New Orleans)  
Attorney, GS-13, Black-Female (Bur. Hdqtrs)  
Import Specialist Team Leader, GS-12 (Customs Wide)  
" " " " GS-12 (Chicago)  
" " " " GS-12 (Boston)  
" " " " , Negro (Houston District)  
Customs Inspector, Female (San Ysidro, California)  
Supervisory Customs Inspector, Black - GS-14 (Region II)  
Training Officer, GS-13, Black-Female (New York)  
" " , Region II, Female GS-13  
Operations Officer, GS-14, Black-Male (2) (Bur.)  
" " , GS-13, Black (Chicago)  
" " , Regional Hqtrs, (Houston, Tex.)  
" " , Black, Regional Hqtrs. (Houston, Tex.)  
Import Specialist, GS-12, Black-male (Baltimore)  
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Area Director Newark - Black - GS-15  
Assistant Area Director, N.Y. Seaport - GS-15 - Spanish  
Administrative Office, Newark Airport, Black - GS-13  
Ass't Deputy Regional Commissioner - Spanish - GS-14  
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EEO Officer, Black - GS-12, Region II  
PIO - Female, GS-12, Chicago  
Budget Officer - Spanish Surname, GS-13 (Chicago)  
Staff Ass't, GS-12, (Chicago)  
Port Director, Eagle Pass, Tex.  
" " El Paso, Tex.



Engraving & Printing

1. Special Assistant to the Chief , Office of Industrial Relations  
Black-male.
2. Supervisory Research Chemist - Black-male.
3. Superintendent Plant Services Division, Black-male
4. Supervisory Production Manager - Assistant Superintendent - Black-male.





INTERNAL REVENUE SERVICE

Stabilization - IRS National Office - Washington

Section Chief - GS-14 (4)

Chief Counsel - IRS National Office - Washington

Tax Lawyer - GS-14

Central Region - Cincinnati

Black-male, Regional Chief, Personnel Operation Section - IRS-HQ  
GS-13

Group Supervisor Audit - GS-14  
Chief, Audit Branch - GS-13  
Chief, Placement - GS-12  
Audit Review Staff - GS-14  
Division Chief-Data Center - GS-14  
Asst. Director Data Center - GS-15

Southeast Region - IRS Atlanta, Ga.

1. Training Officer - Black Female - Atlanta District - first
2. in the nation in IRS - GS-12.
2. Resident Program Analyst - Memphis Service Center.
3. Employment Development Specialist Atlanta Service Center  
GS-12.
4. Three black ATF inspectors - P \_\_\_\_\_ Branch
5. a) One Special Agent co-op at Greensboro District.  
b) Two white female Special Agents employed at Atlanta and  
Jacksonville District.
6. Five Taxpayer Service Representatives (Black) employed in  
Atlanta, Nashville, and Columbia Districts. These were the first  
in the Region

Southwest Region - IRS - Dallas, Texas

Director, Regional Training Center (Dallas) Oriental  
District Stabilization Manager (Albuquerque) Spanish  
Equal Employment Opportunity Officer (Dallas) Black  
Chief, Audit Division (Cheyenne) Indian  
Chief, Audit Review Staff (Albuquerque) Spanish  
Revenue Officer Group Supervisor (Austin) Spanish  
Supervisor of Tax Collection Force (New Orleans) Black



Mid-Atlantic - IRS Philadelphia, Pa.

Significant jobs held by minorities (Black)

Asst. District Director - Baltimore District - GS-16

Asst. District Director - Newark District - GS-16

North Atlantic Region - IRS New York, N.Y.

Director Manhattan District - E. Gray

Asst. Reg. Comm. Audit - Lem Roberson

Asst. Reg. Comm Coll. Presently Program Mgr. ESP Manuel Jackson

Asst. Audit Division Chief Bklyn - Toomer Carr

Asst. District Director Albany - Ray Sillman - Presently ADD - Newark

Western Region - IRS

1. Chief Audit Division, Los Angeles District - Negro 3 months ago.
2. Chief Collection Division, Los Angeles District - Negro has been selected for IRS Executive Selection & Development Program 3 months ago.  
Attorneys
3. Two Negro ~~XXXXXX~~ GS-13 in Appellate Div., Western Region - 2 months ago.

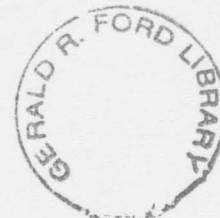
Also --

136 minorities employed at Ogden Service Center during the filing season (previous total 105). Largest increase ever experienced in Mormon country.

130 minorities employed in Fresno Service Center

Midwest Region - IRS - Chicago

37 people promoted to GS-13 and above



Bureau of the Mint

1. San Francisco Assay Office: No. <sup>3</sup><sub>A</sub> man in organization
2. Ass't. Supt. of Coining Division
3. Head of Assay Division (If this facility had the status of a Mint, this position would be filled by a Presidential Appointment).

All positions above named are GS-13's

Phila. Mint

1. Full-time EEO Officer - GS-12

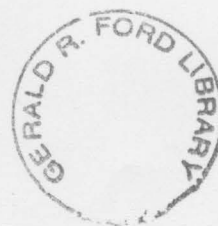


U. S. Savings Bonds Division

Assistant Market Director, Mid-Atlantic Region is a Black - GS-14.  
Appointment made in 1972. (Serves in a dual capacity as Director of  
the Metropolitan Washington, D.C. Market.)

Bureau of the Public Debt

Assistant Chief Counsel GS-15 Oriental



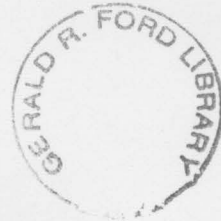


U. S. SECRET SERVICE

Washington Field Office - Special Agent in Charge Charles Gittens  
(Black).

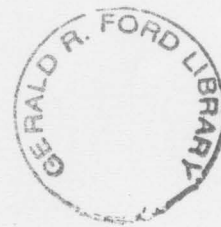
Office of Administration - Staff Assistant (Administration)  
Richard E. Artison (Black).

Assistant Special Agent in Charge Todd W. Dillard (Black).



Treasurer's Office

- |                                                          |                                  |
|----------------------------------------------------------|----------------------------------|
| 1. Treasurer                                             | Female-Spanish Surnamed          |
| 2. Confidential Administrative<br>Asst. to the Treasurer | Female-Spanish Sur-named (GS-12) |
| 3. Asst. Chief, Internal Audit<br>Staff                  | Male-Spanish Surnamed - GS-13    |
| 4. Chief, Securities Division                            | Female - GS-14                   |
| 5. Chief, Adjudication Branch                            | Male - Black - GS-13             |
| 6. Asst. Chief, Cash Division                            | Male - Black - GS-13             |
| 7. Public Information Officer                            | Female - GS-12                   |





# United States Department of the Interior

OFFICE OF THE SECRETARY  
WASHINGTON, D.C. 20240

April 18, 1972

Memorandum for:

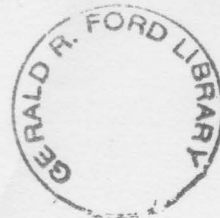
Mr. Stan Scott  
The White House

Herewith is the Department of the Interior report you requested.

*Acting*

Director of Communications

Enclosure



April 1972

DEPARTMENT OF THE INTERIOR

PROGRESS IN CIVIL RIGHTS AND RELATED SOCIAL PROGRAMS

AMERICAN INDIANS

An important part of this Administration's policy is to allow self-determination on the part of Indian tribal groups -- that is, to encourage employment of Indians in the Bureau of Indian Affairs for responsible positions; and to encourage local tribal initiatives wherever the tribal desire is for such. President Nixon's July 1970 Message on Indians to the Congress emphasized policy of self-determination.

To promote acceleration of reservation economies and develop Indian communities, BIA appropriations have increased \$169 million during the period 1969-72, for a total of about a half billion dollars annually.

Local self-determination

The Zuni (New Mexico), Salt River (Arizona) and Miccosukee (Florida) Tribes have assumed full control of the operations of the BIA programs on their reservations in the past year or two.

Several Indian school boards have contracted to run schools in their own local areas.

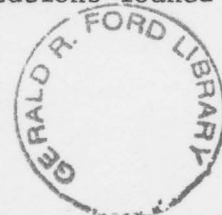
Three tribal consortiums (United Tribes of North Dakota Development Corporation; United Sioux of South Dakota Development Corporation; and Omaha Tribe of Nebraska) are under contract with Interior to conduct the negotiations with States in those areas for disbursement of Federal funds (Johnson-O'Malley Act monies) to public schools serving Indians.

Financing Indian Operations

Contracting with Indians and tribal groups is a significant aspect of the self-determination principle. In FY 1970 the BIA entered into approximately \$8.4 million worth of contracts with Indians; in FY 1971 the contracting had grown to \$32 million; in FY 1972 it is estimated that the dollar value will be \$52 million.

An Indian Small Business Loan Program was started in 1970. Since that time, it has generated 237 Indian-owned small businesses (new or expanded). Indian jobs to be created from these businesses is estimated at 2,900. Estimated annual Indian payroll generated is between \$11 and \$12 million.

Other financing of tribal business operations (such as ranches, forest products industries, tourism enterprises) amounted to \$27.7 million in FY 1971 under a long-standing BIA revolving loan program. Tribal funds for such enterprises amounted to \$117.7 in 1971. Private lending institutions loaned \$372.8 million for Indian-related enterprises in 1971.





Technical as well as financial aid is provided by BIA in helping Indians to obtain financing and to plan new enterprises. The most recent endeavor, and one with which BIA cooperated, has been to take the first step in formation of an Indian National Bank in liaison with the First National Bank of Washington.

#### Surplus Property and Other New Lands to Indians

The land bases of 12 Indian tribes, bands or groups have been increased in the last three years by addition to the tribal trust estate of tracts of varying sizes totaling 51,341 acres.

In addition, the General Services Administration has processed applications for acquisition of the Milwaukee Coast Guard Station and the Nike Base at Grand Island, N.Y. for use by Indian groups.

#### Minerals and Timber Development on Indian Lands 1969-71

. Laguna Pueblo (N.M.) uranium offered Oct. 1971, received \$2,043,413 bids.

. Navajo reservation uranium sale - bids April 27, 1971 resulted in bonus of \$2,875,485; bids May 6 resulted in another \$2,606,919 bonus.

. Crow (Montana) reservation coal offered September 1970 - bonus bids of \$716,000.

. Northern Cheyenne (Montana) reservation coal offered April 1971 - bonus bids received \$2,225,000.

. About 2.3 billion board feet of timber, worth more than \$74 million in gross timber sales receipts, were harvested on Indian lands in the last three years. Indians wages logging and milling activities - about \$13 million annually.

#### Tourism Development

A robust new BIA program has gotten under way during the past three years on a cooperative basis with EDA, DATO, USTS, and the National Tourism Resources Review Commission. Spearheading the new approach is a nation-wide program of promotion and publicity started last year by the BIA. This already has produced interest to the tune of 15,000 inquiries concerning 14 million dollars worth of new hotel, motel and other resort facilities built in Indian areas during the past 2 years.

#### Roads

During FY 1971 the overall reservation roads needs were studied and a total backlog of roads needs were established at \$814 million -- including major arteries, connector roads and local access roads. These are vital to Indian community development. A five-year goal of meeting much of the backlog has been set -- with a projected outlay of \$530 million deemed desirable. Funds are included in the FY 1973 budget request to begin the road acceleration effort.



### Indian Water Rights

The Department has in this Administration recognized the need to protect and defend Indian water rights. In 1971 an Indian Water Rights Office was created, headed by an Indian attorney. Funds for the following projects have already been made available to it:

- (1) Installation of a Black Mesa Water Monitoring Project within the Hopi-Navajo joint ownership area.
- (2) Preparation of a base map as evidence to protect Indian rights in land and water of the Arkansas River.
- (3) Preparation of a complete economic report as it relates to the Muckleshoot Tribe. This report will be used in the tribe's intervention with the Federal Power Commission.
- (4) Assistance in the Truckee-Carson Rivers, Pyramid Lake Task Force Studies.

### Housing

The major accomplishment has been to coordinate the efforts of the Departments of HUD, HEW and Interior in order to build housing for the Indian people. This effort was culminated in a Memorandum of Understanding signed by the three Departments which projected that 8,000 housing units can be constructed and renovated during each of the fiscal years 1970 through 1974.

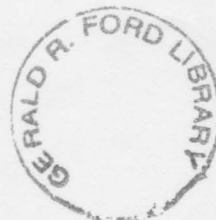
Between 1969 and 1972, the percent of families living in standard houses will have increased to 43%, an approximate 20% increase over 1969.

### Housing Produced with BIA Funding

|                  | <u>1969</u> | <u>1970</u> | <u>1971</u> | <u>Total</u> |
|------------------|-------------|-------------|-------------|--------------|
| New Housing      | 262         | 656         | 574         | 1,492        |
| Repaired Housing | 3,095       | 3,573       | 3,873       | 10,541       |

### Housing Secured for Indians Through the Department of Housing and Urban Development and Other Sources

|             | <u>1969</u> | <u>1970</u> | <u>1971</u> | <u>Total</u> |
|-------------|-------------|-------------|-------------|--------------|
| New Housing | 1,010       | 4,363       | 5,793       | 11,166       |



### Indian Employment in the BIA

The Five Area Directors appointed in the last two years have been Indians or Alaskan Natives.

The table below shows changes in Indian employment in full-time G.S. positions in the BIA.

|                            | <u>November<br/>1969</u> | <u>November<br/>1971</u> |
|----------------------------|--------------------------|--------------------------|
| Total                      | 12,225                   | 16,677                   |
| Indian                     | 5,802                    | 9,413                    |
| Percent Indian             | 47.5%                    | 56.5%                    |
| Total GS-14<br>and higher  | 358                      | 365                      |
| Indian GS-14<br>and higher | 60                       | 78                       |
| Percent Indian             | 16.8%                    | 21.4%                    |

#### Breakdown of Supergrades

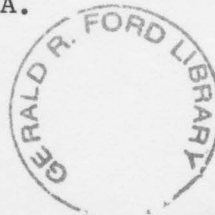
|         |   |                                      |
|---------|---|--------------------------------------|
| Indians | 3 | G.S. 16                              |
| Indians | 1 | G.S. 18                              |
| Indians | 1 | Executive Level (Commissioner Bruce) |

### Indian Education

#### Accomplishments since 1969

##### A. Indian Control of Education Programs

1. Establishment of 200 Advisory School Boards for Bureau operated schools.
2. Contract operations of 8 Federal schools by Indian groups.
3. Transfer of 20 Federal Schools in Alaska to the public school system.
4. Three contracts for operation of higher education grant program by Indian corporations.
5. Contracts in the amount of \$410,385 for operation of summer programs in five areas.
6. Three State-wide contracts with Indian Organizations for operations of Johnson-O'Malley Program.
7. Contracts totaling \$3,534,973 with Indian groups in six areas for operation of Title I programs, ESEA.



B. Higher Education Expansion

1. FY 1969 - - 3,432 students assisted
2. FY 1972 - - 10,500 students assisted -- \$15,248,000 programmed
3. Support of Indian Law Student Program at University of New Mexico.
4. Support of MA in Educational Administration at 4 Universities.

C. Development of Bureau Post-Secondary Program

1. Haskell Indian Junior College in 1970.
2. Establishment of post-secondary program at Institute of American Indian Arts in 1971.
3. Opening of Southwestern Indian Polytechnic Institute as a post-secondary school in 1972.

Land Claims Settlements

Activity under the Indian Claims Commission has considerably speeded up during the past three years. (The Commission was established in 1946 to hear Indian claims against the United States for lands taken in the 19th Century. During the Nixon Administration the life of the Commission was extended to April 1977, and an Indian attorney, Brantley Blue, was appointed to it.

Since 1969, a total of 33 tribal cases have been adjudicated, and a total of \$119.4 million awarded to Indian tribes. This represents nearly 30% of the awards made since the Commission began.

In addition, the Nixon Administration proposed legislation (which was enacted in 1971) to restore to the ownership of the Taos Pueblo Indians of New Mexico some 48,000 acres including their traditional sacred Blue Lake.

OTHER MINORITY AID IN U.S.

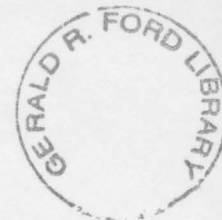
A. Employment

In a Supergrade position G.S. 16 - 18 (As of April 1, 1972)

- 2 Blacks G.S. 16
- 1 Spanish G.S. 17
- 3 Orientals G.S. 16







B. Secretary Rogers C. B. Morton has two women Special Assistants.

Wilma Victor - (Indian) Special Assistant for Indian Affairs

Shirley Kyle - (Black) Special Assistant for DC/Community Affairs

C. Contracts

On March 30, 1972 Commissioner Ellis Armstrong, Bureau of Reclamation announced the awarding of a \$47,900 contract to a minority construction firm for work in the Central Valley Project in California. Bureau of Reclamation was joined by SBA in the awarding of the contract.

In Fiscal 1970 Outdoor Recreation awarded a contract to Morgan State College in Baltimore for a survey of recreation needs.

A grant of more than \$35,000 was made to Howard University for water resources research; and a similar grant was made to Tuskegee Institute for research in the same field.

ACCOMPLISHMENTS IN TERRITORIAL AFFAIRS SINCE 1969...GUAM, V.I. AND TRUST TERRITORY OF PACIFIC ISLANDS

1. Elected Governor Act for Guam and Virgin Islands approved and first election for Governor held in November 1970.
2. Approval by the President of the Guam Economic Development Act.
3. Approval by the President of the non-voting delegate Bill for Guam and Virgin Islands. (March 1972)
4. Approval of the Trust Territory Economic Development Loan Fund
5. Approval of Micronesian War Claims Bill which provides compensation for personal and property losses suffered by Micronesians as result of World War Two and its aftermath. (PL-92-39)
6. Increase of Annual Authorization ceiling for Trust Territory of the Pacific Islands from \$50 million to \$60 million dollars.
7. Opening of new jet airfields in Ponape and Marshall Districts (1970 and 1972)
8. Agreement reached on a new system of compensation for the use of mid-corridor areas of Kwajalein atoll in the Marshalls (December 1970).
9. Presentation of a million dollar Trust Fund to former residents of Eniwetok, now residing on Ujelang in the Marshalls Islands. (July 1969)
10. First round of talks on Future Political Status of Micronesia begun between Congress of Micronesia Delegation and representatives of the U.S. Government. (Oct. 1969) Fourth round took place in Palau in April, 1972.
11. Bikini Atoll was officially returned to Trust Territory Government and rehabilitation and resettlement program for return of the Bikini people to their home islands begun. (March 1970)

UNITED STATES GOVERNMENT

DEPARTMENT OF JUSTICE

# Memorandum

TO : Stanley Scott  
Assistant Director of Communications  
for the Executive Branch

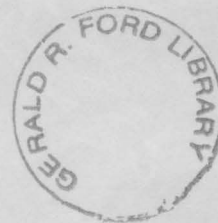
DATE: April 14, 1972

FROM : John W. Hushen *JWH*  
Director of Public Information

SUBJECT: Department of Justice White Paper

Attached is a copy of the Department's report of Initiatives and Accomplishments in Minority Rights, 1969-1972, which was prepared by this Office at your request.

Attachment



UNITED STATES GOVERNMENT

DEPARTMENT OF JUSTICE

# Memorandum

TO : ATTORNEY GENERAL, DEPUTY ATTORNEY  
GENERAL, HEADS OF DIVISIONS,  
BUREAUS, BOARDS AND SERVICES,  
U.S. ATTORNEYS

DATE: April 14, 1972

FROM : John W. Hushen  
Director of Public Information

SUBJECT: Civil Rights Accomplishments - 1969 to 1972

Attached is a summary of the initiatives and accomplishments of the Department of Justice in the area of civil rights and minorities since President Richard Nixon took office.

It is intended for your use in speeches, writing, and other public activities.

Attachment





# Department of Justice

## INITIATIVES AND ACCOMPLISHMENTS IN MINORITY RIGHTS

1969 - 1972



As the government's enforcer of civil rights laws in the courts, the Department of Justice in this Administration has made outstanding progress in expanding equal opportunities for minority groups in all of the important areas of concern -- education, employment, housing, public accommodations, voting, and constitutional protections.

In this comprehensive effort, the Department has also concentrated on providing equal opportunities for employment and advancement of members of minority groups and women.

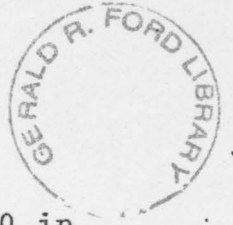
Moreover, the Department has requested and obtained from Congress substantial increases in appropriations for civil rights enforcement and conciliation activities.

The record speaks for itself. Here are the facts:

### BUDGET

Annual appropriations for the Civil Rights Division have more than doubled between Fiscal Years 1969 and 1973. Appropriations for the Community Relations Service have almost tripled during the same period.





The Civil Rights Division received \$3,028,000 in FY 1969 and has requested \$6,656,000 for FY 1973, an increase of 120 percent. Personnel has increased from 242 authorized in FY 1969 to 393 requested for FY 1973.

The Community Relations Service received \$2,252,000 in FY 1969 and has requested \$6,660,000 in FY 1973, an increase of 196 percent. Personnel has increased from 131 in FY 1969 to 341 requested for FY 1973.

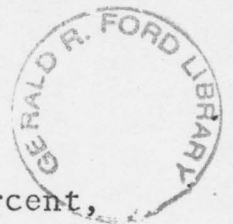
The total requested for FY 1973 for civil rights activities for all elements of the Department is \$42,677,000.

#### MINORITY EMPLOYMENT

The Department had 42,938 employees on November 30, 1971, the date of the annual minority census. Of that number, 3,938 were black (9.2 percent), 1,065 were Spanish surnamed (2.4 percent), 171 were Oriental, and 56 were American Indian.

In November, 1969, there were 35,577 employees. Of that number, 2,912 were black (8.2 percent), 760 were Spanish surnamed (2.1 percent), 132 were Oriental, and 46 were American Indian.

In the two-year period, 1,026 blacks and 305 Spanish surnamed persons were among the 7,361 employees added to the Department's work force.



While the total work force increased 20.6 percent, the number of black employees increased 35.2 percent and the number of Spanish surnamed employees increased 40.1 percent.

The Department is pursuing an equal employment opportunity program, seeking to recruit blacks, women, and other minorities particularly for attorney positions and for middle and super grades.

Of the Department's 2,895 attorneys on November 30, 1971, 71 were black, 14 were Spanish surnamed, five were Oriental, and three were American Indian. Of the total, there were 168 women attorneys.

The highest ranking black man in the Department is Benjamin F. Holman, Director of the Community Relations Service, an Executive Level IV position, comparable to an Assistant Attorney General.

The highest ranking Spanish surnamed officials in the Department are Victor R. Ortega, United States Attorney for the District of New Mexico, and Julio Morales Sanchez, United States Attorney for the District of Puerto Rico.

The highest ranking women in the Department are Mrs. Paula A. Tennant, a member of the Board of Parole, and Miss Mary C. Lawton, a Deputy Assistant Attorney General in the Office of Legal Counsel.

The highest ranking black woman in the Department is Miss Marjorie Jackson, an Assistant Director of the New York District of the Immigration and Naturalization Service.

Minority members and women occupy several other key positions in the Department. (See attachment.)

Of the 93 U.S. Attorneys, one is black and two are Spanish surnamed. Of the 93 U.S. Marshals, three are black and three are Spanish surnamed. (See attachment.)

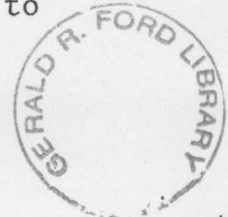
In addition, President Nixon has appointed, following Department processing and recommendation, 16 blacks, four women, and four other minority members to federal judgeships. (See attachment.)

#### SCHOOL DESEGREGATION

Last fall, the process of desegregating southern schools was completed. In a legal sense, the dual school system in the South was abolished.

In the 15 years prior to 1969, 6 percent of all black children in the 11 southern states had been placed in legally desegregated school systems. In the 1971-72 school year, this had risen to 95 percent.

Since 1969, the Department has also filed suit and participated in the trial of several school desegregation cases outside the South.



From 1969 to 1972, the Department filed 61 school desegregation cases involving 224 districts. In the previous three years, 80 cases were filed involving 108 school districts.

The Department is seeking to intervene in selected school desegregation cases pursuant to President Nixon's directive to the Department to participate in cases involving busing.

The Department is supporting legislation before Congress to impose a moratorium on new court orders requiring busing and to establish a uniform, national standard for school desegregation as a permanent solution to the problem of busing.

#### EQUAL EMPLOYMENT

From 1969 to 1972, the Department filed 37 employment discrimination cases and negotiated a number of far-reaching consent decrees to increase job opportunities for women and minority groups. Thirty-six suits were filed in the preceeding three years.

For the first time, the Department established a legal remedy of obtaining back pay for employees who were discriminated against.





Negotiations were conducted with the motion picture and television industries on the West Coast to increase minority employment.

The Department strongly supported the "Philadelphia Plan" to expand job opportunities in craft union programs, and has filed a suit to enforce the Plan. -

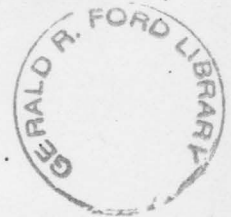
#### FAIR HOUSING

The Department is aggressively enforcing the Fair Housing Act of 1968 to make more and better housing available to minorities.

From 1969 to 1972, the Department filed 94 suits to eliminate racial discrimination in apartment rentals, the sale of homes, multiple listing service operations, and newspaper advertising. Two suits were filed in the preceeding year when the law became effective.

For the first time, as a result of the newly developed housing policy of the Administration, the Department filed suit challenging racial discrimination in zoning and land use practices by local governments.

One of the most significant consent decrees obtained by the Department assured that 21,000 apartment units in the New York City area would be open to rental on a nondiscriminatory basis.



The Department has also obtained agreements to allow black brokers to become members of a metropolitan real estate board and to assure that blacks and other minorities are treated equally in obtaining home improvement loans.

#### PUBLIC ACCOMMODATIONS

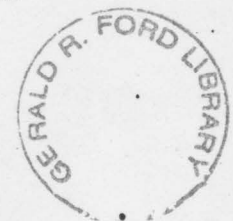
From 1969 to 1972, the Department filed 110 suits to provide blacks and other minorities equal access and service in restaurants, theaters, and other places of public accommodation. One hundred suits were filed in the preceeding three years.

A newly created unit of the Department is focusing on conditions and treatment of inmates in prisons, mental institutions, and other public facilities.

The Department joined private parties in a suit to improve conditions for patients of a state institution for the mentally retarded, obtaining a landmark ruling requiring the immediate hiring of more personnel, medical examinations, and improved treatment programs and facilities.

#### VOTING RIGHTS

To guarantee the right to vote for all citizens, the Department has taken legal actions, sponsored



legislation, and reviewed proposed changes in voting procedures.

From 1969 to 1972, the Department filed 15 voting suits, compared with 12 in the preceeding three years.

The Department sponsored legislation to ban literacy tests and to eliminate residency requirements in Presidential elections.

The Department has objected to several state legislative reapportionment and congressional redistricting plans because of their effect on black voting strength.

#### CONSTITUTIONAL PROTECTIONS

From 1969 to 1972, the Department initiated prosecutions against 205 persons accused of depriving others of their constitutional rights to liberty, due process, and freedom from unreasonable searches. Ninety-four prosecutions were undertaken in the preceeding three years.

#### FEDERALLY FUNDED PROJECTS

The Department's Law Enforcement Assistance Administration has awarded several grants to law enforcement agencies and to private groups to assist minorities in the field of criminal justice.



Grants have been made to improve police-community relations, particularly in ghetto areas, and to attempt to recruit more blacks as policemen.

Grants and loans have been made to assist black students in pursuing careers in law enforcement and correctional work.

In Philadelphia, LEAA funded a juvenile gang control project, staffed largely by gang members themselves, to reduce the rate of violent criminal activity.

Working with the Department's Community Relations Service, LEAA has provided financial assistance to communities to reduce racial tensions.

LEAA has funded projects in the Four Corners area of the Southwest and Minnesota to improve the criminal justice system on Indian reservations.

LEAA financed a study to determine whether a Colorado State Highway Patrol test contained questions that were culturally biased to Mexican Americans.

Another grant was made to upgrade the educational level of Spanish speaking prisoners in a state correctional system.





MINORITY REPRESENTATION AMONG U.S. ATTORNEYS

Of the 93 U.S. Attorneys, one is black and two are Spanish speaking. All were appointed by President Nixon.

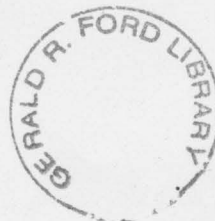
The black U.S. Attorney is Frederick M. Coleman, of the Northern District of Ohio, Cleveland.

The Spanish speaking U.S. Attorneys are Victor R. Ortega, of the District of New Mexico, Albuquerque, and Julio Morales Sanchez, District of Puerto Rico, San Juan.

Of the 1,081 Assistant U.S. Attorneys holding office on November 30, 1971, 34 were black (3.1 percent), five were Spanish speaking (.4 percent), two were of Oriental descent, and two were American Indian.

Of the 1,077 Assistant U.S. Attorneys listed on October 30, 1971, 43 were women (4 percent).

The above dates are the most recent for which minority figures are available.



## MINORITY REPRESENTATION AMONG U.S. MARSHALS



Since 1870, records indicate that seven blacks have been appointed U.S. Marshals. Three of them have been appointed by President Nixon.

They are Benjamin F. Butler, Eastern District of New York, Brooklyn; Alfred E. Francis, District of the Virgin Islands, St. Thomas; and Marvin G. Washington, Western District of Michigan, Grand Rapids.

Three other U.S. Marshals appointed by President Nixon are Spanish surname. They are Doroteo R. Baca, District of New Mexico, Albuquerque; Jose A. Lopez, District of Puerto Rico, San Juan; and J. Pat Madrid, District of Arizona, Phoenix.

In addition, there are 234 blacks among the 1,675 Deputy U.S. Marshals, or 15.1 percent. In 1968, there were 36 blacks among 742 deputies, or 4.8 percent.

In the past year, 97 blacks have been among the 423 deputies appointed, or 22.9 percent.

There are also 40 Spanish surname, three American Indian, and 13 Oriental-descent deputy marshals.

The first woman Deputy U.S. Marshal was appointed in 1913 in Fairbanks, Alaska. There are now 10 women deputy marshals, all of whom were appointed in the Nixon administration.

4-4-72

MINORITY REPRESENTATION AMONG FEDERAL JUDGES



There are 563 authorized positions for federal judgeships -- 506 lifetime appointments, four territorial appointments, and 53 term appointments in the District of Columbia.

There are vacancies in 22 lifetime positions.

Of the 541 sitting judges, 33 are black (6.1 percent), five are of Spanish-speaking descent (.9 percent), and two are of Oriental descent (.3 percent). In addition, 10 are women (1.8 percent).

Of the black judges, President Nixon has appointed 16 during the first three years and two months of his administration -- 8.1 percent of the 196 judges he has appointed.

In the five years and two months of the previous administration, President Johnson added 12 blacks to the federal judiciary and elevated or reappointed five other black judges.

In the two years and 10 months of the Kennedy administration, five black judges were added to the federal judiciary and one was reappointed.

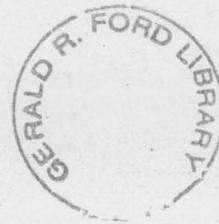
(It should be noted that two of the 12 judges appointed and added to the federal judiciary by President Johnson had been nominated by President Kennedy prior to his death.)



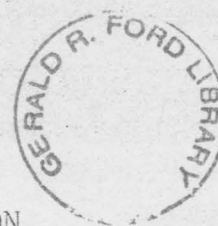
In summary, President Nixon has added more blacks to the federal judiciary than did President Johnson -- and in a shorter time. President Nixon has appointed three times as many black judges as did President Kennedy in a slightly longer period of time.

Of the 10 women in the federal judiciary, four were appointed by President Nixon, four by President Johnson, one by President Kennedy, and one by President Eisenhower.

Four of the 10 are black, two of whom were appointed by President Nixon.







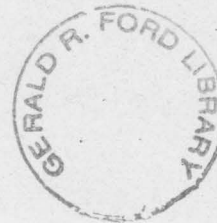
NEGRO JUDGES APPOINTED BY PRESIDENT NIXON

| <u>NAME</u>               | <u>COURT</u>            | <u>APPTD</u>  | <u>LIFETIME</u> | <u>TERM</u> | <u>REAPPT</u> |
|---------------------------|-------------------------|---------------|-----------------|-------------|---------------|
| Parker, Barrington        | Dist. of Col.           | 12-19-69      | X               |             |               |
| Williams, David W.        | Calif., C.              | 6-20-69       | X               |             |               |
| Christian, Almeric        | Vir. Islands            | 8-9-69        |                 | X           |               |
| Thompson, William S.      | D.C.-Gen Sess.          | 8-4-69        |                 | X           |               |
| Pair, Hubert B.           | "-Ct. of Ap.            | 10-26-70 Rec. |                 | X           |               |
| Hamilton, Eugene          | D.C.-Gen Sess.          | 10-15-70      |                 | X           |               |
| Johnson, Normalie H.      | " " "                   | 10-15-70      |                 | X           |               |
| Newman, Theodore R.       | " " "                   | 10-15-70      |                 | X           |               |
| Penn, John G.             | " " "                   | 10-15-70      |                 | X           |               |
| Washington, James A., Jr. | " " "                   | 10-15-70      |                 | X           |               |
| Pierce, Lawrence W.       | New York, S.            | 5-20-71       | X               |             |               |
| Green, Clifford Scott     | Pa., E.                 | 12-9-71       | X               |             |               |
| Draper, George W. II      | Superior Crt<br>of D.C. | 12-15-71      |                 | X           |               |
| Campbell, Robert H.       | Superior Crt<br>of D.C. | 4-3-72        |                 | X           |               |
| Haywood, Margaret A.      | " "                     | 4-3-72        |                 | X           |               |
| Moore, Luke C.            | " "                     | 4-3-72        |                 | X           |               |
| <u>TOTALS</u>             |                         |               | 4               | 12          |               |

NEGRO JUDGES APPOINTED BY PRESIDENT JOHNSON

| <u>NAME</u>                 | <u>COURT</u>               | <u>APPTD</u>      | <u>LIFETIME</u> | <u>TERM</u> | <u>REAPPT</u> |
|-----------------------------|----------------------------|-------------------|-----------------|-------------|---------------|
| Marshall, Thurgood          | Sup. Ct.                   | 8-30-67           | X               |             |               |
| McCree, Wade H., Jr.        | 6th Cir.                   | 9-7-66            | X               |             |               |
| Robinson, Spottswood<br>III | Dist. of Col.<br>D.C. Cir. | 7-2-64<br>11-3-66 | X<br>X          |             |               |
| Waddy, Joseph C.            | Dist. of Col.              | 3-4-67            | X               |             |               |
| Robinson, Aubrey E.,<br>Jr. | Dist. of Col.              | 11-3-66           | X               |             |               |
| Bryant, William B.          | Dist. of Col.              | 8-11-65           | X               |             |               |
| Motley, Constance<br>B.     | New York, S.               | 8-30-66           | X               |             |               |
| Keith, Damon J.             | Mich., E.                  | 10-12-67          | X               |             |               |
| Higginbotham, A. Leon       | Pa., E.                    | 3-17-64           | X               |             |               |
| Watson, James L.            | Customs Ct.                | 3-7-66            | X               |             |               |
| Fickling, Austin L.         | D.C. Ct. of Apls           | 3-11-68           |                 | X           | X             |
| Atkinson, Richard R.        | D.C. Ct. of Gen.<br>Sess.  | 11-3-66           |                 | X           |               |
| Alexander, Harry T.         | " " "                      | 11-3-66           |                 | X           |               |
| Pryor, William C.           | " " "                      | 3-11-68           |                 | X           |               |
| Robinson, Aubrey<br>E., Jr. | Juv. Ct.-D.C.              | 8-6-65            |                 | X           |               |
| Fauntleroy, John D.         | " " "                      | 6-28-67           |                 | X           |               |
| <u>TOTALS</u>               |                            |                   | 11              | 6           | 1             |





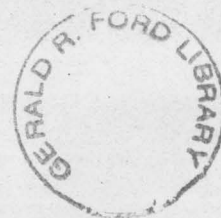
NEGRO JUDGES APPOINTED BY PRESIDENT KENNEDY

| <u>NAME</u>               | <u>COURT</u> | <u>APPTD</u> | <u>LIFETIME</u> | <u>TERM</u> | <u>REAPPT</u> |
|---------------------------|--------------|--------------|-----------------|-------------|---------------|
| Marshall, Thurgood        | 2nd Cir.     | 9-14-52      | X               |             |               |
| McCree, Wade H.,<br>Jr.   | Mich., E.    | 9-29-61      | X               |             |               |
| Parsons, James B.         | Ill., No.    | 8-30-61      | X               |             |               |
| Howard, Andrew J.,<br>Jr. | Mun. Ct-D.C. | 9-29-61      |                 | X           | X             |
| Waddy, Joseph C.          | Mun. Ct-D.C. | 6-11-62      |                 | X           |               |
| Lawson, Marjorie<br>McK.  | Juv. Ct-D.C. | 9-28-62      |                 | X           |               |
| <u>TOTALS</u>             |              |              | 3               | 3           | 1             |



OTHER MINORITY JUDGES APPOINTED BY PRESIDENT NIXON

| <u>NAME</u>          | <u>COURT</u>  | <u>APPTD</u> | <u>ANCESTRY</u> |
|----------------------|---------------|--------------|-----------------|
| Duenas, Cristobal C. | Guam          | 12-11-69     | Spanish         |
| Toledo, Jose V.      | Puerto Rico   | 12-1-70      | Spanish         |
| Choy, Herbert Y.C.   | 9th Circuit   | 4-23-71      | Chinese         |
| Kashiwa, Shiro       | Crt of Claims | 1-3-72       | Japanese        |







WOMEN JUDGES APPOINTED BY PRESIDENT NIXON

| <u>NAME</u>          | <u>COURT</u>            | <u>APPTD</u> |
|----------------------|-------------------------|--------------|
| Kennedy, Cornelia G. | Michigan, E.            | 10-7-70      |
| Bacon, Sylvia        | Superior Crt of<br>D.C. | 10-15-70     |
| Johnson, Normalie H. | D.C. - Gen Sess.        | 10-15-70     |
| Haywood, Margaret A. | Superior Crt of<br>D.C. | 4-3-72       |



# Department of Justice

## ENFORCEMENT OF CIVIL RIGHTS LAWS BY THE DEPARTMENT OF JUSTICE



|                                    | <u>1966-68</u> | <u>1969-71</u> |
|------------------------------------|----------------|----------------|
| Criminal prosecutions              | 94             | 205            |
| School desegregation suits         | 80             | 61             |
| Districts involved                 | 108            | 224            |
| School desegregation interventions | 34             | 8              |
| Districts involved                 | 138            | 12             |
| School desegregation amicus briefs | 16             | 32             |
| Districts involved                 | 18             | 37             |
| Employment suits                   | 36             | 37             |
| Employment interventions, amicus   | 9              | 12             |
| Housing suits                      | 2*             | 94             |
| Housing interventions              | 0              | 1              |
| Housing amicus                     | 1              | 7              |
| Housing consent decrees            | 1              | 66             |
| Public accommodations suits        | 100            | 110            |
| Public accommodations amicus       | 5              | 1              |
| Public facilities suits            | 3              | 6              |
| Public facilities amicus           | 0              | 1              |
| Voting suits                       | 12             | 15             |
| Voting amicus                      | 8              | 11             |

\*Fair Housing Act Enacted in 1968.

## CIVIL RIGHTS DIVISION -- Annual Statistics

(February 17, 1972)



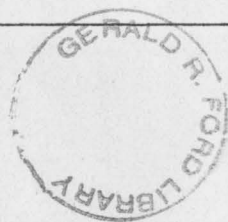
|                | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | Total |
|----------------|------|------|------|------|------|------|------|-------|
| Criminal       |      |      |      |      |      |      |      |       |
| Individuals    | 18   | 7    | 45   | 42   | 48   | 75   | 82   | 317   |
| Indict. /Info. |      |      |      |      |      |      |      |       |
| Education      |      |      |      |      |      |      |      |       |
| Suits          | 8    | 37   | 21   | 22   | 33   | 23   | 5    | 149   |
| Districts      | 8    | 44   | 23   | 41   | 115  | 102  | 7    | 340   |
| Intervention   | 17   | 27   | 5    | 2    | 2    | 4    | 2    | 59    |
| Districts      | 22   | 131  | 5    | 2    | 2    | 8    | 2    | 172   |
| Amicus         | 2    | 10   | 0    | 6    | 20   | 7    | 5    | 50    |
| Districts      | 3    | 11   | 0    | 7    | 22   | 10   | 5    | 58    |
| Defendants     | 1    | 4    | 0    | 9    | 5    | 5    | 3    | 27    |
| Districts      | 1    | 4    | 0    | 9    | 5    | 10   | 3    | 32    |
| Total Cases    | 28   | 78   | 26   | 39   | 60   | 39   | 15   | 285   |
| Districts      | 34   | 190  | 28   | 59   | 144  | 130  | 17   | 602   |

CIVIL RIGHTS DIVISION -- Annual Statistics

|                                 | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | Total |
|---------------------------------|------|------|------|------|------|------|------|-------|
| Employment                      |      |      |      |      |      |      |      |       |
| Suits                           |      | 2    | 8    | 26   | 13   | 8    | 16   | 73    |
| Amicus, inter-<br>vention, dft. |      | 6    | 2    | 1    | 4    | 2    | 6    | 21    |
| Prelim. Inj.                    |      |      |      |      |      | 3    | 2    | 5     |
| Partial Consent                 |      |      |      |      |      |      | 6    | 6     |
| Full Consent                    |      |      |      | 2    | 7    | 7    | 8    | 24    |
| Court Decree                    |      |      | 1    | 2    | 2    | 5    | 7    | 17    |
| Suppl. Decree                   |      |      |      |      | 1    | 2    | 4    | 7     |

Housing

|                 |  |  |  |   |    |    |    |    |
|-----------------|--|--|--|---|----|----|----|----|
| Suits           |  |  |  | 2 | 22 | 37 | 35 | 96 |
| Amicus          |  |  |  | 1 | 3  | 1  | 3  | 8  |
| Intervention    |  |  |  | 0 | 1  | 0  | 0  | 1  |
| Consent decrees |  |  |  | 1 | 2  | 25 | 39 | 67 |





CIVIL RIGHTS DIVISION -- Annual Statistics

|                       | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | Total |
|-----------------------|------|------|------|------|------|------|------|-------|
| Public Accommodations |      |      |      |      |      |      |      |       |
| Suits                 | 16   | 27   | 41   | 32   | 41   | 13   | 56   | 226   |
| Amicus                | 3    | 3    | 2    | 0    | 1    | 0    | 0    | 9     |
| Consent decree        |      |      |      |      |      |      |      |       |

Public Facilities

|                |   |   |   |   |   |   |   |    |
|----------------|---|---|---|---|---|---|---|----|
| Suit           | 2 | 2 | 1 | 0 | 1 | 2 | 3 | 11 |
| Amicus         | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 2  |
| Defendant      | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1  |
| Consent decree |   |   |   |   |   |   |   |    |



CIVIL RIGHTS DIVISION -- Annual Statistics

|                 | 1965 | 1966 | 1967 | 1968 | 1969 | 1970 | 1971 | Total |
|-----------------|------|------|------|------|------|------|------|-------|
| Voting          |      |      |      |      |      |      |      |       |
| Suits           | 14   | 7    | 3    | 2    | 1    | 8    | 6    | 41    |
| Amicus          | 3    | 4    | 1    | 3    | 0    | 5    | 6    | 22    |
| Defendant       | 7    | 5    | 1    | 0    | 0    | 4    | 3    | 20    |
| Intervention    |      |      |      |      |      |      |      |       |
| Consent decree  |      |      |      |      |      |      |      |       |
| Sect. 5 no obj. |      |      |      |      |      |      |      |       |
| Sect. 5 obj.    |      |      |      |      |      |      |      |       |





MINORITIES IN KEY POSITIONS - DEPARTMENT OF JUSTICE

NEGRO

|                                                                                                |                |
|------------------------------------------------------------------------------------------------|----------------|
| Benjamin F. Holman, Director, Community Relations Service                                      | Exec. Level IV |
| Frederick M. Coleman, U.S. Attorney, Ohio, Northern District                                   | Pres. Appt.    |
| Donald W. Jones, Deputy Director, Community Relations Service                                  | GS-18          |
| Curtis C. Crawford, Member, U.S. Board of Parole                                               | GS-17          |
| Gerald Jones, Chief, Voting and Public Accommodations Section, Civil Rights Division           | GS-16          |
| L. Stanley Paige, Chief, Frauds Section, Civil Division                                        | GS-16          |
| Harry T. Martin, Assistant Director, Field Services, Community Relations Service               | GS-16          |
| George Hall, Director, Statistical Resources Center, Law Enforcement Assistance Administration | GS-16.         |

SPANISH SURNAME

|                                                                                                    |             |
|----------------------------------------------------------------------------------------------------|-------------|
| Victor R. Ortega, U.S. Attorney, New Mexico                                                        | Pres. Appt. |
| Julio Morales Sanchez, U.S. Attorney, Puerto Rico                                                  | Pres. Appt. |
| J. F. Santoiana, Jr., Special Agent in Charge, Tampa Field Office, Federal Bureau of Investigation | GS-17       |
| Gilbert G. Pompa, Associate Director National Services, Community Relations Service                | GS-16       |
| Lorenzo Ramirez, Director, Southwest Region, Community Relations Service                           | GS-16       |

AMERICAN INDIAN

|                                                                                            |       |
|--------------------------------------------------------------------------------------------|-------|
| John E. Sarbaugh, Chief, Chicago Office, Antitrust Division                                | GS-16 |
| Jerry Jenson, Associate Director, New York Region, Bureau of Narcotics and Dangerous Drugs | GS-16 |

WOMEN

|                                                                                                     |       |
|-----------------------------------------------------------------------------------------------------|-------|
| Mary C. Lawton, Deputy Assistant Attorney General, Office of Legal Counsel                          | GS-17 |
| Paula A. Tennant, Member, U.S. Board of Parole                                                      | GS-17 |
| Helen W. Gandy, Executive Assistant to the Director, Federal Bureau of Investigation                | GS-17 |
| Beatrice Rosenberg, Chief, Appellate Section, Criminal Division                                     | GS-16 |
| Edna M. Holmes, Administrative Assistant in Director's Office, Federal Bureau of Investigation      | GS-16 |
| Dorothy S. Skillman, Admin. Asst. to Associate Director, Federal Bureau of Investigation            | GS-16 |
| Marianne B. McConaughy, Member, Board of Immigration Appeals                                        | GS-15 |
| Louisa Wilson, Member, Board of Immigration Appeals                                                 | GS-15 |
| Virginia W. McLaughlin, Warden, Federal Reformatory for Women, Alderson, West Virginia              | GS-15 |
| Marjorie Jackson, Asst. Dir. for Citizenship, New York Dist., Immigration & Naturalization Service* | GS-15 |
| Joan E. Clarke, Associate Warden, Federal Correctional Institution, Terminal Island, California     | GS-14 |
| Marjorie L. Curet, Assistant to the Director, Atlanta Region, Community Relations Service           | GS-14 |

\*NEGRO