



DEPARTMENT OF THE NAVY  
OFFICE OF THE SECRETARY  
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[1965?]

The Department of Navy - Equal Employment Opportunity Program has been a source of great interest and pride to me as Contract Compliance Officer and the entire operation has had my wholehearted support.

At a time when our nation is engaged in serious conflict abroad, the concept of this program becomes particularly vital, both in terms of national purpose and the total utilization of the nation's human resources.

The steady and often dramatic progress being made by the Navy team in pursuit of this ideal is described in this report.

I particularly commend the tireless and resourceful field specialists and the hard working staff in my own office that have registered this record of achievement. I am confident that they will make an outstanding contribution to the success of the Consolidated Program at the Department of Defense.

*Graeme C. Bannerman*  
Graeme C. Bannerman



DEPARTMENT OF THE NAVY  
OFFICE OF THE ASSISTANT SECRETARY  
(INSTALLATIONS AND LOGISTICS)  
WASHINGTON, D.C. 20360

The year 1965 was one of high success and significant change for the Department of Navy - EEO Program.

The basic compliance program was strengthened both in quality and in personnel. Approximately 1,200 special compliance reviews and formal revisits were conducted at Navy contractor facilities. A total of 178 corporate-level reviews, formal revisits, and special visits are also listed and described in this report.

During 1965, the program achieved increasing sophistication with productive results. Special programs for Puerto Ricans and American Indians were initiated and the Spanish American Program made dramatic progress. A special program was established to cope with the problems peculiar to construction contractors.

Meanwhile, the Equal Employment Opportunity Programs, government-wide, developed a new direction and thrust, not dissimilar from long-standing Navy - EEO policy. A prime example of the new militancy was the Low Utilization Survey in which Navy - EEO registered particular success.

The prosecution of the program was met with resistance and occasional violence, but progress was impressive and many of the lessons learned will be utilized in the Consolidated Department of Defense - EEO Program in 1966.

*Girard P. Clark*  
Girard P. Clark

## INDEX

### I. THE NAVY - EEO PROGRAM

- A. Corporate Reviews
- B. Complaints
- C. Specialist Training Program
- D. Program Improvement
- E. Consolidation

### II. RELATED ACTIVITIES

- A. Inter-Agency Relations
- B. Civil Rights Act
  - (1) Title VI
  - (2) Title VII
- C. Public Relations

### III. SPECIAL PROGRAMS

- A. Spanish American Program
- B. American Indian Program
- C. Puerto Rican Program

### IV. CONSTRUCTION

### V. SITUATION REPORTS

- A. Low Utilization Survey
- B. New Orleans - Coastal Mississippi
- C. Delta Mississippi-Aftermath

### VI. BREAKTHROUGHS

- Enclosure (1) - Corporate Level Reviews Conducted
- Enclosure (2) - Corporate Level Revisits Conducted
- Enclosure (3) - Corporate Level Special Visits Conducted

I.

THE NAVY - EQUAL EMPLOYMENT OPPORTUNITY  
PROGRAM



## CORPORATE REVIEWS

The Department of Navy - EEO continued its successful corporate-wide approach to the Contract Compliance Program in dealing with multi-establishment contractors.

Newly identified contractors and others not previously scheduled were reviewed on a sampling basis (30% to 50% of facilities). This was followed by a review of the corporate office and a corporate level conference on overall findings and recommendations.

Despite the massive field work load generated by the Low Utilization Survey, described elsewhere in this report, and the manpower drain occasioned by the assistance rendered the Equal Employment Opportunity Commission, Navy - EEO conducted 58 initial corporate-wide reviews. (See enclosure (1)).

The practice in the case of corporate-wide revisits by Navy - EEO is to schedule formal revisits of all facilities previously reviewed and special compliance reviews of all other facilities not remote from any significant minority group labor market prior to the return to the corporate headquarters. Navy - EEO conducted 52 corporate level formal revisits during 1965. (See enclosure (2)).

The Low Utilization Survey necessitated 68 special visits to headquarters of corporations by representatives of the headquarters of Navy - EEO outside the pattern of corporate-wide reviews and revisits. (See enclosure (3)).

## COMPLAINTS

The resolving of complaints alleging discrimination remains the top priority of the Navy field specialists. They are instructed to initiate investigations of complaints within 30 days and spend whatever time is necessary to ensure a complete and objective determination of the merits of the case.

The findings of the specialist are reviewed by the Senior Industrial Employment Policy Specialist in his region and then by the Navy - EEO headquarters. If it is determined at either level that some key elements have been overlooked or that some findings need further verification or documentation, the report is returned. This procedure has steadily decreased the number of complaint cases returned by the Office of Federal Contract Compliance for more information or reinvestigation.

### STATUS OF COMPLAINT CASES - 1965

New cases received in 1965	56
Cases submitted by Navy - EEO in 1965	75
Cases returned by OFCC in 1965	6 *
Cases closed by the OFCC in 1965	42

\* Four of these six were resolved to the satisfaction of the complainants but the cases were kept open because of the overall noncompliance posture of the contractor. Appropriate sanctions against the contractor have since been recommended by Navy - EEO against the contractor.

## TRAINING PROGRAM FOR INDUSTRIAL EMPLOYMENT POLICY SPECIALISTS

Turnover and expansion of the Navy - EEO Program necessitated the hiring of six new Industrial Employment Policy Specialists in the Spring of 1965 and eight more in the Fall. The headquarters continued its policy of conducting intensive 2-1/2 week training programs in Washington, D. C., for all new field specialists.

The first two days of the first week are spent in an intensive briefing on policies and procedures of the program. The new specialists are then assigned in pairs to accompany experienced field specialists in nearby locations on actual special compliance reviews during the balance of the week. During the weekend, each new specialist drafts a report of the review in which he participated. These reports are reviewed by the headquarters staff on the following Monday, while the new specialists visit and receive briefings from the President's Committee on Equal Employment Opportunity (now Office of Federal Contract Compliance), Department of Defense, and Plans for Progress. Tuesday is spent on a critique of the reports and the new specialists are then assigned individually to the review of small nearby contractors. The second weekend is spent preparing reports which in turn are reviewed on Monday and criticized on Tuesday. Then, after a final briefing, the new specialists report to their respective regional directors for additional "on-the-job" training where they continue to be teamed up with experienced personnel until the regional directors are satisfied that they are ready to operate alone.

## PROGRAM IMPROVEMENT

Navy - EEO continued its policy of constantly strengthening its operation, both quantitatively and qualitatively, during 1965. Major actions designed to meet this objective follow:

a. A vacant field specialist space in Los Angeles was transferred to New York City based on work load requirements.

b. A field specialist in New York City was upgraded from GS-12 to GS-13 with the full-time responsibility of conducting corporate level reviews and maintaining corporate level relations as a direct representative of the Washington headquarters.

c. A field specialist was added to the staff with the specific assignment of dealing with building trades unions (see section on Construction). This raised the number of professional field spaces to 28.

d. To permit greater attention to the critical problems of the Southeast and for practical administrative purposes, the Eastern Region of Navy - EEO, responsible for more than half of all Navy contractor facilities in the program, was divided into a Northeast Region and Southeast Region, the latter headquartered in Atlanta, therefore, increasing the number of Regions, Regional Directors and Deputy Regional Directors to four.

e. The basic grade of Navy field specialists was increased from GS-12 to GS-13.

f. Three new field spaces were added (at Tampa, Florida; New Orleans, Louisiana; and Washington, D. C.) to strengthen the new Southeast Region. This raised the number of professional field spaces to 31.

g. The second annual May Conference of Navy - EEO devoted a week to improving the quality of reviews and reports, and to greater utilization of and cooperation with other government agencies (see section on Inter-Agency Relations) as well as non-government agencies (see Public Relations).

h. During the summer, the Director participated in regional conferences of Navy field specialists which were, in effect, work shops on quality control.

## CONSOLIDATION OF DOD - EEO

The long-time issue of whether to consolidate the EEO Contracts Compliance operations of the four Department of Defense Agencies was resolved on 5 October 1965 when Assistant Secretary of Defense (Manpower) signed a memorandum announcing that the Secretary of Defense had approved and directed such action.

The Director of Navy - EEO was selected as the Director of Department of Defense - Equal Employment Opportunity (Contracts) on 3 December 1965 and the selection was confirmed by the Under Secretary of Defense on the same day. Two weeks of regional conferences in Los Angeles, New York, Chicago, and Atlanta to brief the field specialists on the consolidation began on 6 December 1965.

The initial memorandum providing for the consolidation specified that the program would be funded by DOD and all policy, control and direction would flow from the Office of Assistant Secretary of Defense (Manpower); that logistical support would be provided by the Defense Supply Agency; and that the consolidation would absorb all existing field and headquarters spaces of the four operations except for three spaces which had been occupied by military personnel.

An overall plan fitting the framework of these specifications was in preparation at year's end with a goal of final submission for approval to ASD (Manpower) in the last week of January 1966.

## II

### RELATED ACTIVITIES

## INTER-AGENCY COOPERATION

The Department of Navy - EEO recognized in early 1964 that effective liaison with other government agencies whose activities paralleled or affected or could enhance the Equal Employment Opportunity Program was essential to the realization of optimum results in the program. Because of this, several such agencies participated in the first May Conference of Navy Industrial Employment Policy Specialists held that year.

During 1965, Navy - EEO established new and continuing relationships with several agencies. The following are some of the more pertinent examples:

Office of Economic Opportunity - The first meeting between officials of this agency and Navy - EEO occurred on 10 February 1965. Since that time, Navy - EEO has enjoyed a productive and almost constant relationship with the various divisions and offices of this agency. This liaison is largely responsible for the Jobs for Progress Program in the Southwest discussed elsewhere in this report, a closer relationship between contractors and Job Corps camps and a greater utilization by contractors of Community Action Programs oriented toward training and talent development. Navy - EEO was the first such office to initiate a relationship with this agency.

Bureau of Indian Affairs - The first meeting between officials of this agency and Navy - EEO took place on 10 March 1965 and involved the field specialist assigned to the American Indian Program. While this activity is discussed at greater length elsewhere in the report, it is significant to note that, again, Navy was the first agency to contact this agency in relationship to its effect on Equal Employment Opportunity.

Labor Department - Navy - EEO participated in a government-wide conference with the United States Employment Service regarding cooperation in the Equal Employment Opportunity field on 18 March 1965. Navy - EEO followed up by establishing a meaningful relationship with U. S. E. S. which resulted in the prompt resolution of difficulties and a new policy of cooperation between state employment services and Navy

field specialists during the balance of 1965. Subsequent direct liaison with the On-the Job-Training Program, Manpower Development and Training Administration and Office of Manpower, Automation and Training were established and have already produced some beneficial results for the program.

U. S. Civil Rights Commission - Effective liaison and exchange of pertinent information, initiated in early 1964, was continued throughout 1965.

Health, Education and Welfare - This agency, with its primary responsibility for educational institutions under Title VI of the Civil Rights Act of 1964, has particular interest for contracting agencies who have responsibility for educational facilities because of contract obligations. Navy - EEO, recognizing this fact, met with HEW officials on 23 April 1965 and established a working relationship envisioning joint reviews of schools for which Navy was responsible under the Executive Orders. A change in the administration of the HEW overall Civil Rights effort, however, will necessitate a re-establishment of these ties.

Department of Justice - The Director of Navy - EEO and the Southeast Regional Director of Navy - EEO conferred with the head of the Civil Rights Division of the Department of Justice during the Summer of 1965 regarding the problems of intimidation and violence attending implementation of the program in certain areas and communities. Direct lines of communication and procedures of cooperation were established at that time.

Conciliation Service - Meaningful cooperation between Navy - EEO and this agency was explored at a meeting in early 1965 and certain general guidelines and avenues of communication were developed. Subsequent changes in administrative personnel and, later, in departmental responsibility, however, require an early re-approachment by Navy - EEO.

Equal Employment Opportunity Commission - The continuing relationship between Navy - EEO and this agency is detailed elsewhere in this report.



## CIVIL RIGHTS ACT - TITLE VI

This section of the Civil Rights Act of 1964 guarantees equality of treatment as well as opportunity in institutions, organizations, facilities, etc., that are the recipients of federal grants or property. Implementation of this section of the law as it applied to the Department of the Navy was delegated to Navy - EEO.

It was determined that the primary application of the law insofar as the Department of Navy was concerned, was in the Navy Cruiser Program, which is associated with the science fairs for youth in various communities, and in the dispersal of surplus property. In the case of the former, a review by field specialists of the student and school participation in the several science fairs in the spring of 1966, was contemplated. In the case of the latter, assurances signed by those requesting surplus property are reviewed by the Navy - EEO headquarters and, where adequate compliance with the law is open to question, field specialists are assigned to conduct on-site reviews in advance of approval.

## CIVIL RIGHTS ACT - TITLE VII

This section of the law provided for the establishment of an Equal Employment Opportunity Commission to deal with complaints of discrimination by employers based on size of employment rather than on contractual obligations.

This provision became effective on 1 July 1965, applying for the first year to all employers of 100 or more persons. Because of budgetary problems and the statutory requirement of investigating perfected complaints within 60 days, the Commission turned for assistance on a reimbursable basis to other agencies.

Four of the senior and most experienced Navy Industrial Employment Policy Specialists participated in a one-week orientation session during July 1965. Subsequent to that session six Navy IEPS conducted investigations of numerous complaints against 35 employers.

## PUBLIC RELATIONS

Increasing rapport and cooperation with what the Secretary of Labor refers to as the Equal Employment Opportunity Program's constituency (i. e. minority group and civil rights leadership at the local and national level) was achieved during 1965 by Navy - EEO.

The close relationship developed between the two primary Spanish-speaking American organizations and American Indian leaders by Navy - EEO is detailed in other sections of this report. Close and continuous communication and cooperation with the National Urban League and Urban Leagues at the local level were also expanded. The Navy - EEO also dealt frequently and openly with any and all other organizations and operations that might in any way lend themselves to enhancing the EEO program. Some of the highlights of these activities follow:

January 1965. A Navy EEO field specialist, in the Atlanta Region, participated as a panelist at the annual meeting of the Tennessee Council on Human Relations, and at the annual meeting of the Florida Council on Human Relations.

6 January 1965. A Navy EEO field specialist participated in the Los Angeles County Human Relations Committee Conference.

20 January 1965. A Navy EEO field specialist participated in the California State Employment Service Conference in Los Angeles.

25 - 26 January 1965. Two Navy EEO field specialists participated in the War on Poverty Conference in Tucson, Arizona.

27 - 29 January 1965. A Navy EEO field specialist participated in the three-day Merit Promotion seminar sponsored by the Bay Area Urban League and the National Conference of Christians and Jews.

4 February 1965. A Navy EEO field specialist participated in the Oakland Human Relations Round Table Luncheon. The Oakland Round Table meets monthly and attracts professionals concerned with housing and employment problems.

20 February 1965. A Navy EEO field specialist participated in the midyear National Conference of the American G.I. Forum to again discuss the Spanish-American Job Placement Service.

3 March 1965. A Navy EEO field specialist participated in the planning session for a conference with employers sponsored by the Pittsburgh Human Relations Commission.

11 March 1965. A Navy EEO senior field specialist met with leaders of the United Latin American Council of Santa Clara County (representing 100,000 Latin Americans).

18 March 1965. A Staff Assistant addressed Southeast Regional Conference of University Personnel Officers at Jacksonville, Florida.

22 - 23 March 1965. A Navy EEO field specialist participated in an "Equal Opportunities in Industry" Conference at the Management Institute, University of Wisconsin Extension Division, Madison, Wisconsin.

April 1965. A Navy EEO field specialist met with Mr. Floyd McKissick, National Chairman of CORE and Mr. D. S. Coltiane, Director of North Carolina Good Neighbor Council, in an attempt to get more effective assistance from minority group sources.

14 April 1965. The Director addressed Governor's Good Neighbor Council, Raleigh, North Carolina.

8 - 9 May 1965. Three Navy EEO field specialists participated in the LULAC State Convention at Lubbock, Texas.

13 May 1965. A Staff Assistant addressed an Equal Employment Opportunity Conference sponsored by the National Association of Manufacturers in Tampa, Florida.

June 1965. A Navy EEO field specialist conferred with 16 labor officials in Anchorage for the purpose of pledging them to strong EEO policy.

July 1965. A Navy EEO field specialist spoke at the American Brake Shoe conference in Birmingham, Alabama.

July 1965. A Navy EEO field specialist participated in the Urban Realty Conference in Los Angeles.

3 July 1965. The Director addressed the National Convention of the League of United Latin American Citizens in Chicago, Illinois.

28 July 1965. The Director addressed Bay Area Minorities Affirmative Action Conference in San Francisco, California.

2 August 1965. The Director and four field specialists participated in the National Convention of the Urban League in Miami, Florida.

8 August 1965. Navy EEO field specialists addressed and participated in the 17th National Convention of the American G.I. Forum in Corpus Christi, Texas.

11 August 1965. The Director gave the keynote address at the Governor's Conference on Human Relations at Albuquerque, New Mexico.

18 September 1965. A Navy EEO field specialist led a discussion on EEO with the Bureau of Naval Weapons Training Unit in St. Louis, Missouri.

28 September 1965. A staff assistant addressed a conference of employee relations personnel of Electric Storage Battery Company at Ocean City, New Jersey.

### III

#### SPECIAL PROGRAMS

## SPANISH-SPEAKING AMERICAN PROGRAM

During 1964, the Department of Navy - EEO launched a concentrated effort to insure that the some 5 million Spanish-speaking Americans received the full protection and benefit of the Equal Employment Opportunity Program. Close relations were established with the two national Spanish-speaking American organizations -- The League of United Latin American Citizens and the American G. I. Forum. The needs of the Spanish-speaking American community were called to the attention of the field specialists. It soon became obvious that the greatest handicap to bringing the benefits of the EEO Program to the nation's second largest minority was the lack of job placement centers or effective recruitment sources serving these people.

In order to strengthen the program in 1965, the Deputy Senior Industrial Employment Specialist for the Central Region, Navy - EEO, headquartered in Dallas, was assigned full time to the Spanish American Program with the right to call for support from other field specialists wherever necessary and appropriate. His primary assignment was to attack the recruitment source problem.

On 10 April 1965, in Houston, Texas, the first Spanish-speaking Americans job placement center, in what came to be known as the Jobs for Progress Program, was opened under the auspices of LULAC and Navy - EEO. A second such operation opened in Corpus Christi, Texas on 19 June 1965. This second operation was broadened to include an industrial relations-job development function prompted by lessons learned in Houston.

The operations at Houston and Corpus Christi were carefully monitored during the summer by LULAC and Navy - EEO. It soon became apparent that optimum results would only be obtained if training geared to the needs of local employers became a part of the operations. Meanwhile, discussions were continuing with LULAC and the G. I. Forum regarding the development of other centers and both organizations endorsed the overall program in principle at their national conventions.

These developments resulted in an unprecedented joint meeting of the top officials of the two organizations in El Paso, Texas, on 24 - 25 September 1965. There they met with representatives of Navy - EEO, the Office of Economic Opportunity and the Labor Department, to consider a comprehensive plan for job placement-training centers throughout the Southwest sponsored by a nonprofit corporation composed primarily of the two Spanish-American organizations and funded to a large extent by the appropriate Federal programs.

This plan was formally approved at that time by the LULAC Supreme Council then in session and the following month by the Executive Board of the G. I. Forum in session in Albuquerque, New Mexico. Heads of the LULAC and representatives of Navy - EEO, OEO and Labor Department were again in attendance. Corporate papers were then signed by leaders of the two organizations and the first board meeting of the new corporation was held in Phoenix, Arizona, with the Navy - EEO Director of the Spanish-American Program in attendance.

The Phoenix meeting resulted in the formal submission of a plan for establishment of 11 job placement centers in the five states of the Southwest, with the heaviest Spanish-American concentrations, (Arizona, California, Colorado, New Mexico and Texas) and with a headquarters and regional skills bank at Albuquerque. This proposal was pending before the OEO and Labor Department at year's end.

## AMERICAN INDIAN PROGRAM

The Department of Navy - EEO initiated a special program for the American Indians in early 1965 in cooperation with the Bureau of Indian Affairs and the National Congress of American Indians.

The Navy Industrial Employment Policy Specialist at Salt Lake City, Utah was assigned the development of this program as his primary responsibility and began his task in early March by conferring at length with officials of the BIA responsible for job development. He then began a tour of the Bureau's field offices which took him on a circuit of the entire country. Information regarding the number of Indian trainees enrolled in Adult Vocational Training courses as well as a list of Indians enrolled in on-the-job training was developed through each of the field offices. Statistical information regarding available manpower was then made known to appropriate contractors in the vicinity of each area and field office and many trainees were subsequently placed with Navy contractors.

This program was then developed as a two-pronged approach:

a. For those Indians falling under the protection and support of the Bureau of Indian Affairs, it was a matter of interest and directing Navy contractors to make maximum use of the training and relocation programs available.

b. For those Indians not under the jurisdiction of the Bureau, it was a matter of seeking out job placement and training programs which could best serve the purposes and needs of the Indians. Numerous conferences were held with Indian groups throughout the country to explain the concepts of the Equal Employment Opportunity Program and to encourage greater participation of job development and employment assistance by these groups. As a result of these conferences, the White Buffalo Council of Denver, Colorado; the Cook Inlet Native Association of Anchorage, Alaska; the Bay Area Indian Association of San Francisco, California; and others, have undertaken job placement activities for their membership.



Similar conferences on EEO have been held with various tribal councils of reservations located in Utah, Colorado, New Mexico, Arizona, Oklahoma, Montana, Washington, and Alaska. In November 1965, the Director, American Indian Program, Navy - EEO attended the National Congress of American Indian's annual convention in Scottsdale, Arizona as a panelist and information resource specialist. In December, he appeared as a speaker before the Washington State All-Tribal Indian Conference in Olympia, Washington. He has also been called upon as a resource specialist by the Utah State Governors Committee on Indian Affairs. The Director, American Indian Program, Navy - EEO further appeared before the students and faculty of Haskell's Institute, Lawrence, Kansas and the Sherman Institute of Riverside, California regarding the EEO Program. Both campuses are all Indian schools operated by the Bureau of Indian Affairs.

In July 1965, the Bay Area Minority Affirmative Action Committee with support of Navy's Equal Employment Opportunity staff, conducted an EEO Conference in San Francisco, California (to emphasize the problems of the so-called "silent minorities"). Through liaison with Navy's Indian Specialist, the Bay Area Indian Association was included in and cooperated fully with the conference. The similarity of problems between Mexican-Americans and American Indians was brought out at this conference and the specialist then became closely involved in the development of the Jobs for Progress Centers discussed in the Spanish-American section of this report.

## THE PUERTO RICAN PROGRAM

The well over one million Puerto Ricans are found in many locations in the eastern half of the nation, but the great majority live in New York City and in other industrial centers in the States of New York, New Jersey, Pennsylvania, and Connecticut. Statistically, they are the most underprivileged of any significant majority in the areas in which they reside. Their problems otherwise similar to those of the Spanish-Americans in the Southwest, are further complicated by the lack of stable organizations.

The Department of Navy has encouraged the League of United Latin-American Citizens to interest itself in organizing this group as a first step toward the establishment of job placement and training centers patterned after the program in the Southwest. Moreover, the National Urban League and other major Negro organizations with which the Department of Navy - EEO has enjoyed continuing and productive relations are interesting themselves in the economic plight of the Puerto Ricans.

In order to coordinate these efforts, the Director of the Northeast Region, Navy - EEO has been assigned to the program on a part-time basis and has also been appointed LULAC Director for New York State. In the latter capacity, he has organized the first LULAC Councils in the metropolitan New York area as a first step toward the development of specialized job placement centers patterned after the Jobs for Progress Centers established under the Spanish-American Program described elsewhere in this report.

IV

CONSTRUCTION

## CONSTRUCTION

The problems of effective implementation of Equal Employment Opportunity in the construction industry have plagued the President's Committee on Equal Employment Opportunity and the several contracting agencies since the inception of the program. The situation prompted the Committee, in early 1965, to ask each agency to submit program plans for meaningful activity in this area.

The Department of Navy proposal, submitted and approved, recognized that the greatest obstacle to equal opportunity in the industry was the exclusionary policies of the craft unions involved and that the greatest handicap to effective monitoring of a construction project was the ebb and flow of employment peculiar to this industry.

The Navy program, stated briefly, was as follows:

A position of Industrial Employment Policy Specialist (Construction) would be created in the Navy program with the assignment of working with problem unions at the local level at all major Navy construction sites and with State Building Trades Councils and International Unions as well as local and state vocational school systems wherever appropriate.

The man chosen for this position had the unique qualifications of being a Negro Building Trades Union leader who had successfully integrated the building trades local unions in his area of Upstate New York and had played a leading role in New York's state-wide program for upgrading vocational training with emphasis on disadvantaged minority group youth. The specialist entered the Navy program on 26 April 1965. Highlights of his activities since that time include the following:

a. A Voluntary Nondiscrimination Pledge was obtained from the Cook County (Chicago) Building Trades Crafts in June 1965. A Skills Bank of Negro Craftsmen for the Building Trades (now in use by Chicago Urban League) was developed by the Industrial Employment Policy Specialist in September 1965.

b. A Voluntary Nondiscrimination Pledge was obtained from the Detroit Building Trades Council (Wayne, Macomb, and Oakland Counties). This resulted in a joint nondiscrimination resolution with the Joint Apprenticeship Council. The Navy specialist then initiated a movement to change school curricula to include instruction in all skilled trades and apprenticeship prep courses and is currently acting as advisor to Michigan State Legislators on the preparation of legislation to implement this action.

c. The Navy specialist met with St. Louis, Missouri labor leaders on a new approach to nondiscriminatory practices in all craft unions as they affect journeymen and apprentices. Followup on this effort has been turned over to the Office of Federal Contract Compliance Area Coordinator in the area. Labor leaders there are still interested.

d. Anchorage Alaska - Conference with all Building Trades representatives. Complete agreement was reached on the philosophy of including all groups in union membership in all craft trades.

e. Indianapolis, Indiana - The Navy specialist, in conference with officers of the Marion County Building Trades Council, secured complete agreement on inclusion of Negroes into all craft union membership. Plans were made to work out new, realistic standards to facilitate inclusion of all groups into apprenticeship programs and to include new technical vocational education in the school system to give underprivileged minority youth an opportunity to overcome the educational lag. The Navy specialist also helped to form a new Community Action Program with the Southern Baptist Leadership Conference to establish educational and vocational training centers.

f. The Navy specialist secured the signing of a State-wide Building Trades Nondiscrimination pledge applying to all building trades affiliated with the California Building Trades Council and initiated consideration of a program for new educational training for minority groups.

g. The Navy specialist attended the California Joint Apprenticeship Council Conference in Long Beach, California, to consult with State officers on a new approach to more realistic apprenticeship standards.

h. A Nondiscrimination Pledge was signed by the Milwaukee Building Trades at the instigation of the Navy specialist and the unions publicly invited Negroes into the various unions as craftsmen as well as apprentices. The Navy specialist then worked with the Urban League and the Negro Labor Congress to get Negro applicants into unions.

i. The Navy specialist attended the two-day Midwest Joint Apprenticeship Conference (Illinois, Wisconsin, and Indiana) and made contact with all important contractors, educators, union leaders, and State and Federal Government officials there to set a pattern for a prompt and realistic approach to conformance with the intent of Title VII of the Civil Rights Act. All active participants pledged themselves to do all within their power to work out an acceptable solution within a six-month period.

j. The Navy specialist attended the National Building and Construction Trades Department Convention in San Francisco on 1 - 6 December 1965. There were indications there of a new national approach on the part of the building and construction trades to the elimination of discrimination in the Building Trades Unions. The top national officers, President Neil Haggerty included, pledged their complete support.

V

SITUATION REPORTS

## LOW UTILIZATION SURVEY

The President's Committee on Equal Employment Opportunity issued a printout in March of 1965 indicating those known government contractor facilities which had: (1) no Negro employees; (2) no Negro white-collar employees; (3) three percent or less Negro employees; and (4) one percent or less Negro white-collar employees.

The President's Committee on Equal Employment Opportunity directed that initial emphasis be concentrated on the first category and that each facility with no Negro employee be contacted preliminary to the institution of prompt corrective action.

The Department of Navy - EEO, recognizing that the figures on the printout were based on contractor submissions of compliance reports in early 1964 covering employment profiles as of December 1963, began with a nationwide field screening of the 333 Navy contractors facilities falling in the first category. In the case of facilities of multi-establishment corporations, members of the headquarters staff of Navy - EEO made special visits to the corporate headquarters to discuss the situation preliminary to the review or revisit of the individual facilities by field specialists.

This large-scale effort produced significant results--reducing the original figure of 333 to less than 20 by the end of 1965. While some of the decrease was effected by correcting errors in the listings, verified breakthroughs were responsible in the great majority of cases.

The Navy - EEO reaction to the Low Utilization listings went considerably beyond the initial PCEEO guidelines. The process described above was also applied to all facilities falling in the second category (no Negro white-collar employees) and the Navy - EEO headquarters staff, based on compliance reports in its own file, extended the survey to cover Spanish-Americans in the Southwest, Puerto Ricans in the Northeast and American Indians in the Mountain States.



## NEW ORLEANS - COASTAL MISSISSIPPI

The impending development of a NASA Test Center in Coastal Mississippi focused the attention of the Federal Government on that area in the Winter of 1964 - 65. All agencies were asked to cooperate in a concerted effort to insure that all government contractor facilities, as well as all federal offices and installations, were making progress in the Gulf Coast area from New Orleans to Pascagoula, Mississippi.

In response to that request, a Department of Navy task force of seven field specialists gathered in New Orleans on 5 April 1965 to review or revisit some dozen Navy contractor facilities in and near that city. While the level of equal opportunity achieved by the several facilities varied widely, many had been reviewed before and all were moving. The largest shipyard in the area clearly ranked ahead of any Eastern shipyard south of Baltimore and the second largest shipyard had begun the introduction of Negroes into the crafts. The desegregation of previously all white departments and lines of progression were occurring or were scheduled all along the line.

The largest employer in Coastal Mississippi, a Navy contractor, was visited by the Director of Navy - EEO, a Staff Assistant and a DOD - EEO Staff Assistant on 30 April 1965 to receive assurances of cooperation. This session has been followed up by several reviews and revisits by teams of Navy specialists. Another sizeable Navy contractor facility in the vicinity that, under Navy direction, had become the first plant in Mississippi to introduce Negro females into a production force, was continuing to progress. These two largest Navy contractor facilities in Coastal Mississippi both had Negro white-collar employees prior to the 1965 visits.

## DELTA - MISSISSIPPI

The Delta Area of the State of Mississippi has traditionally suppressed the employment of Negroes in any but traditional jobs and has barred the hiring of Negro women by industry. To cope with this problem, the Department of Navy - EEO held a meeting of its contractors in the area (specifically those in Greenwood, Cleveland, and Greenville, Mississippi) in the last week of 1964 and directed them to act in unison to destroy the traditional hiring patterns of the area.

The Navy - EEO approach worked well. All three contractors involved have now:

- a. Begun hiring Negro women for production jobs on a routine basis (nearly 100 are now so employed).
- b. Hired Negro women in white-collar positions.
- c. Desegregated departments and lines of progression by hiring and upgrading Negro males.
- d. Desegregated facilities.

These actions have prompted only one incident of actual violence despite the high level of Ku Klux Klan activity in the area. A firebomb was hurled at the home of the personnel director of one factory. He responded by accelerating the Equal Employment Opportunity Program at that plant. The "bombers" were apprehended and grand jury action is pending.

VI

BREAKTHROUGHS

## BREAKTHROUGHS

Breakthroughs are the disruptions of previously exclusionary patterns of employment in work categories or departments by the introduction of minority group personnel. As such, breakthroughs are not ends in themselves -- but only beginnings. Their impact is more dramatic than substantive in terms of the overall program. Nevertheless, at this point in time, breakthroughs are still an important measure of progress. The number of breakthroughs effected by Navy contractor facilities during 1965 literally defy tabulation -- but for purposes of this report, a listing of some typical actions in this area follow:

### January 1965

#### Thiokol Chemical Corporation, Karnack, Texas

The first Negro was employed in the professional job category as a graduate mechanical engineer. The first Negro was employed in the technician job category.

#### Worthington Corporation, Mueller Climatrol Division, Milwaukee, Wisconsin

Eight more minority group members were employed from the time of the review in January 1964 to the time of revisit on 15 January 1965.

#### American Brake Shoe Company, Denver, Colorado

Eighty new hires in 1964. 33 were Negroes, 37 were Spanish American.

Hired Negro female secretary; first nonwhite employee in white-collar position.

Promoted Negro shop clerk to cost clerk (white-collar). Second nonwhite in history of office.

Spanish American promoted; one to leadman, one to supervisory position, for the first time.

A Negro promoted to leadman for the first time.

February 1965

American Standard Corporation, Plumbing and Heating Division,  
Louisville, Kentucky

Employed six Negroes in salaried positions where there were none a year ago.

American Brake Shoe Corporation, American Manganese Steel  
Division, Chicago Heights, Illinois

Promoted a Negro employee to foreman over an integrated group.

March 1965

Beaunit Corporation, Beaunit Fibers Division, Elizabethton, Tenn.

Hired two additional Negro males, one a chemist and one a trainee. These were the fifth and sixth Negroes in a company that did not hire Negroes until six months ago.

Aluminum Company of America, Maryville, Tennessee

Hired two Negro males into professional positions and promoted two Negro males into supervisory positions since previous review.

Edo Corporation, College Point, New York

Added one Negro professional, two Negroes technical, and one Negro operative to its work force.

April 1965

United Fruit Company, New Orleans, Louisiana

Has promoted a Negro to a foreman. He is the first Negro foreman to supervise both white and Negro employees.

Gretna Machine and Iron Works, Harvey, Louisiana

Has upgraded seven Negroes into the shipyard crafts for the first time.

Texas A and M University, Research Foundation, College Station, Texas

Has hired two Negro secretaries, the first in this category.

Beaunit Company, Childersburg, Alabama

Hired its first Negro female for a clerk's position in the Personnel Department. A Negro chemist was hired and several other Negro males were placed in nontraditional positions.

May 1965

Harris-Intertype Corporation, Harris Seybold Company, Dayton, Ohio

Hired a Negro as a mechanical engineer and a Negro female secretary, both firsts.

Cameron Iron Works, Houston, Texas

Promoted a Negro to second-class inspector. He is the first Negro to hold this position.

June 1965

Avondale Shipyards, New Orleans, Louisiana

Has hired a Negro male as a field superintendent of a skeleton crew of approximately 15 men, all white.

Flintkote, Hankins Container Company, Little Rock, Arkansas

Hired two Negro males in unskilled positions. These are the first Negroes to be hired by this facility.

Harbor Boat Building Company, Terminal Island, California

Hired two Negro technicians and one female American Indian in the office and clerical category.

July 1965

Texas Instruments, Houston, Texas

Hired a Negro college graduate as an inspector of test equipment. Hired a Negro male as an engineering technician. Hired the first Negro male draftsman.

August 1965

Cerro Corporation, Rockbestos Wire and Cable Company,  
New Haven, Connecticut

Has hired for the first time two Negro office workers - secretary (female) and a management trainee (male). The blue-collar employment profile has improved to the point where nearly every occupational level has minority group representation.

Stearns-Rogers Corporation, Denver, Colorado

Hired their first Negro employees as a draftsman, service worker and clerk.

Pennsalt Chemical Corporation and Air Reduction, Pittsburgh  
Metallurgical, Calvert City, Kentucky

These facilities had no Negro employees at the time of their reviews in 1964 and 1965 and were located in an all white city which was in effect a "sundown town". Several other industrial employers, most of them government contractors, are located in this city and none had any Negro employees. Pennsalt now employs two Negro technicians and Air Reduction has three Negro blue-collar employees.

American Potash Corporation, Rare Earth Division, West  
Chicago, Illinois

Hired four Negroes, the first at this location.

September 1965

General Iron Works, Denver, Colorado

Negro employment went up from three to six. Gave three significant promotions to Negro employees; one made welder trainee, another made crane operator. Have promoted a number of their 37 Spanish American employees.

October 1965

Borg Warner, York Division, Decatur, Illinois

Has increased their minority group employment over a period of one year by nine and now have Negro skilled workers who were promoted via on-the-job training encouraged by management officials.

American Brake Shoe Company, Amtorge Division, Chicago, Illinois

Now employs its first Negro (male) office and clerical employee and has its first Negro skilled employee who was promoted through on-the-job training.

Bethlehem Steel, San Francisco, California

Has hired four Negroes and five Orientals in white-collar positions.

Cushman Motors, Lincoln, Nebraska

Doubled its Negro employment to ten.



Borg-Warner Corporation, Calumet Steel Division, Chicago Heights, Illinois

Through affirmative recruitment action, has increased the minority group employment by 15.

November 1965

Electrosolids Corporation, Sylmar, California

Has hired two Negro males, one Negro female and two Spanish American females in the white-collar category.

Rapids - Standard Company, Grand Rapids, Michigan

Promoted a Negro male from junior clerk to timekeeper in the Accounting Department. Promoted a Negro male from order processing clerk to designer. Has hired four additional Spanish Americans as semi-skilled operatives and one as a draftsman.

American Bakeries Company, Fort Worth, Texas

Has promoted two Negroes to the Sales Department

December 1965

Benson Manufacturing Company, Kansas City, Missouri

Had four breakthroughs in the white-collar category, including the plant nurse and two Negro females in the office and clerical category as well as one female American Indian in the office and clerical category. There has been a major upgrading among Negro blue-collar workers and an increase in employment from four Negroes to 33 Negroes at this facility.

## CORPORATE LEVEL SPECIAL COMPLIANCE REVIEWS

<u>Company</u>	<u>Location</u>
Amphenol Borg	Broadview, Ill.
Pabst Brewing	Milwaukee, Wisc.
Superior Coach	Lima, Ohio
McLouth Steel	Detroit, Mich.
U. S. Industries	New York, N. Y.
J. Seagram & Sons, Inc.	New York, N. Y.
Chromalloy Corp.	New York, N. Y.
McDonnell Aircraft	St. Louis, Mo.
Foster-Wheeler	Livingston, N. J.
McLean Industries	Elizabeth, N. J.
Chicago Printed String	Chicago, Ill.
Continental Communications	New York, N. Y.
Metal Goods	St. Louis, Mo.
Horn & Smith	Lawton, Okla.
Donaldson Co.	Minneapolis, Minn.
General Bronze	Garden City, N. Y.
Eugene Kardon Enterprises	Philadelphia, Pa.
Hurletron	Chicago, Ill.
Data Products	Culver City, Calif.
Farrell Corp.	Ansonia, Conn.
Consolidated Electric	New York, N. Y.
Allstate Design	Trenton, N. J.
International Latex	New York, N. Y.
Gulf & Western	Houston, Texas
DeLaval	Trenton, N. J.
Frank Ix & Co.	New York, N. Y.
Comprehensive Design	Philadelphia, Pa.
Zero Manufacturing	Burbank, Calif.
Struthers Wells	Titusville, Pa.
Standard Screw	Bellwood, N. J.
J. Walter Thompson	New York, N. Y.
Allied Radio	Chicago, Ill.
Fostoria Corp.	Fostoria, Ohio
McKay Co.	Pittsburgh, Pa.
Walworth Corp.	New York, N. Y.
Automatic Retailers	Philadelphia, Pa.

ENCLOSURE (1)

Company

Harris Intertype  
Flintkote  
Beaunit  
Anaconda Wire & Cable  
Arthur Anderson  
Armstrong Cork  
Continental Copper  
American Smelting & Refining  
Hewlett-Packard  
Treadwell Corp.  
R. G. LeTourneau  
Reynolds & Reynolds  
Victory Carriers  
Sunbeam  
Kanarr Corp.  
Purex Corp.  
Sawhill Tubular Products  
Valeron Corp.  
Washington Aluminum  
American Smelting and Refining  
Computer Control  
Deutsch Company  
Engelhard Hanovia, Inc.  
Hess Oil and Chemical

Location

Cleveland, Ohio  
New York, N. Y.  
New York, N. Y.  
New York, N. Y.  
Chicago, Ill.  
Lancaster, Pa.  
New York, N. Y.  
New York, N. Y.  
Palo Alto, Calif.  
New York, N. Y.  
Longview, Texas  
Dayton, Ohio  
New York, N. Y.  
Chicago, Ill.  
Philadelphia, Pa.  
Lakewood, Calif.  
Sharon, Pa.  
Detroit, Mich.  
Baltimore, Md.  
New York, N. Y.  
Framingham, Mass.  
Los Angeles, Calif.  
Newark, N. J.  
Perth Amboy, N. J.

CORPORATE LEVEL FORMAL REVISITS

<u>Company</u>	<u>Location</u>
Arvin Industries, Inc.	Columbus, Ind.
Pennsalt Chemical Corp.	Philadelphia, Pa.
Giannini Controls	Los Angeles, Calif.
International Nickel	New York, N. Y.
Moore Drop Forging	Springfield, Mass.
Otis Elevator	New York, N. Y.
Scovill Manufacturing Co.	Waterbury, Conn.
Control Data Corp.	Minneapolis, Minn.
Hoover Ball & Bearing Co.	Ann Arbor, Mich.
Ingersoll-Rand	New York, N. Y.
New York Air Brake	New York, N. Y.
Cerro Aluminum Corp.	New York, N. Y.
Chicago Bridge & Iron	Chicago, Ill.
B. V. D.	New York, N. Y.
Anaconda American Brass	Waterbury, Conn.
Todd Shipbuilding	New York, N. Y.
Mueller Co.	Decatur, Ill.
Litton Industries	Beverly Hills, Calif.
Phelps Dodge	New York, N. Y.
Air Reduction	New York, N. Y.
E. W. Bliss	Canton, Ohio
Alcoa	Pittsburgh, Pa.
Crane Co.	New York, N. Y.
Owens-Corning-Fiberglas	Toledo, Ohio
Allis-Chalmers	Milwaukee, Wisc.
American Brake Shoe	New York, N. Y.
Western Gear	Los Angeles, Calif.
Westinghouse Electric	Pittsburgh, Pa.
American Radiator & Standard	New York, N. Y.
Worthington Corp.	Harrison, N. J.
National Distillers	New York, N. Y.
Thiokol Co.	Philadelphia, Pa.
Collins Radio	Cedar Rapids, Iowa
Merritt-Chapman & Scott	New York, N. Y.
Grumman Aircraft Engineering	Bethpage, N. Y.
Howe Sound	New York, N. Y.
Lone Star Cement	New York, N. Y.
United Aircraft	E. Hartford, Conn.
Electric Storage Battery	Philadelphia, Pa.

Company

Leesona Corp.  
Ling-Temco-Vought  
Mine Safety Appliances  
Avondale Shipyards  
Reliance Electric  
Sperry-Rand  
Walworth Corp.  
Edwin L. Wiegand Co.  
Williamette Iron and Steel  
American Chain and Cable  
Eaton Mfg. Co.

Location

Warwick, R. I.  
Dallas, Tex.  
Pittsburgh, Pa.  
New Orleans, La.  
Cleveland, Ohio  
New York, N. Y.  
New York, N. Y.  
Pittsburgh, Pa.  
Portland, Ore.  
New York, N. Y.  
Cleveland, Ohio

CORPORATE LEVEL SPECIAL VISITS RE LOW UTILIZATION SURVEY

<u>Company</u>	<u>Location</u>
Aerovox Corp.	New Bedford, Mass.
Air Reduction	New York, N. Y.
American Radiator & Standard	New York, N. Y.
Alco Products	Schenectady, N. Y.
Allstates Design	Trenton, N. J.
American Bakeries	Chicago, Ill.
American Brake Shoe	New York, N. Y.
American Chain & Cable	New York, N. Y.
Amphenol Borg	Broadview, Ill.
American Potash & Chemical	West Chicago, Ill.
Anaconda American Brass	Waterbury, Conn.
Anaconda Wire & Cable	New York, N. Y.
Armstrong Cork Co.	Lancaster, Pa.
Arvin Industries	Greenwood, Ind.
Atlantic Research	Alexandria, Va.
Aluminum Co. of America	Pittsburgh, Pa.
Baxter Labs.	Morton Grove, Ill.
Bertea	Pasadena, Calif.
Beaunit Corp.	Fort Plain, N. Y.
Bethlehem Steel	Bethlehem, Pa.
Borg-Warner	Chicago, Ill.
Buffalo Forge	Buffalo, N. Y.
B. V. D. Co.	New York, N. Y.
Butler Manufacturing	Kansas City, Mo.
Cerro Corp.	New York, N. Y.
Chicago Bridge & Iron	Oak Brook, Ill.
Clevite Corp.	Cleveland, Ohio
Crane Co.	New York, N. Y.
DeLaval Turbine	Trenton, N. J.
E. W. Bliss	Canton, Ohio
Eaton Manufacturing	Cleveland, Ohio
Electric Storage Battery	Philadelphia, Pa.
Electro-Tec Corp.	W. Caldwell, N. J.
Flintkote	New York, N. Y.
Federal Pacific Electric	Newark, N. J.
Foster-Wheeler	Livingston, N. J.

Company

Gardner-Denver  
Giannini Corp.  
J. J. Henry Co.  
Hurletron  
Huyck Corp.  
Hewlett-Packard  
Illinois Tool Works  
Ingersoll-Rand  
Ling-Temco-Vought  
Litton Industries  
McKay Co.  
McLouth Steel Corp.  
Mine Safety  
National Distillers & Chemical Corp.  
National Geophysical  
National Steel  
Okonite Co.  
Owens-Corning-Fiberglas  
Outboard Marine Corp.  
Reliance Electric & Engineering  
Rex Chainbelt  
Ruberoid Co.  
Sanders Associates, Inc.  
Superior Coach  
Texas Instruments  
Todd Shipyards  
Washington Aluminum Co.  
Western Gear Corp.  
Westinghouse Electric  
Weston  
Worthington Corp.  
Zero Manufacturing

Location

Quincy, Ill.  
Duarte, Calif.  
New York, N. Y.  
Chicago, Ill.  
Stamford, Conn.  
Palo Alto, Calif.  
Chicago, Ill.  
New York, N. Y.  
Dallas, Texas  
Salt Lake City, Utah  
Pittsburgh, Pa.  
Detroit, Mich.  
Pittsburgh, Pa.  
New York, N. Y.  
Dallas, Texas  
Pittsburgh, Pa.  
Passaic, N. J.  
Toledo, Ohio  
Waukegan, Ill.  
Cleveland, Ohio  
Milwaukee, Wisc.  
New York, N. Y.  
Nashua, N. H.  
Lima, Ohio  
Dallas, Texas  
New York, N. Y.  
Baltimore, Md.  
Lynwood, Calif.  
Pittsburgh, Pa.  
Newark, N. J.  
Harrison, N. J.  
Monson, Mass.

William S. Harms  
4-20-12

Executive Vice President  
Precoat Metals, Inc.  
4301 South Spring Street  
St Louis 16, Missouri

1965  
JW  
EEUC  
Staff

Description of work:

Initiated idea of business, helped to raise and provided part of \$750,000 of capital required. Helped purchase physical facility (125,000 square foot building).

Supervised maintenance and capital equipment committee in constant additions required, approved purchase of small items, budgeted and recommended purchases of large items of capital equipment. Budgeted maintenance and capital equipment expenses.

Hired and trained personnel required and helped supervisors with their training program. Set up special test with Missouri State Employment Service to screen and secure labor competent to train as coater operators - a highly skilled field with no experienced personnel available. Initiated and negotiated three year contract with machinists union.

Hired and trained quality control chemists; metal sales engineers; inventory and record clerks; mill production supervisors.

Set up advertising and public relation program.

Set up sales program including securing, training and supervising manufacturers' agents.

Personally called on top executives of major manufacturers of pre-fabricated metal buildings who are major users of coated galvanized steel and aluminum coils. Set prices and executed sale contracts.

Personally called on top executives of major steel and aluminum mills who are suppliers to the industry and also users of percoated metal for their own products.

Set up steel and metal inventory controls, purchasing and follow up systems and controls. Did all major metal, paint and plastic purchasing.

Set up complete office filing and correspondence system and hired and trained and supervised clerks to handle.

Set up annual operating budgets.

Supervised credit and accounting department.

Acted as claims and adjustment manager; follow up on quality control

Supervised traffic and shipping; established fabrication in transit allowance with major railroads. Negotiated and made contracts with private carrier (truck). Established delivered price policy.

Supervised cost controls. Negotiated and executed sales and purchasing contracts. Established prices.



William S. Harms  
4-20-12

General Manager  
Caine Steel Company  
5501 West Grand Avenue  
Chicago 39, Illinois

As a member of board of directors, reviewed capital and operating budgets for and advised managers of:

Atlanta, Ga. - warehouse  
Los Angeles, Calif.- warehouse  
Los Angeles, Calif.- Calcor manufacturing plant; roll forming products for building, industry and government.  
Granite City, Ill. - Metal Decorating Division; metal coating and lithographing containers, metal trays, signs, etc.  
St. Paul, Minn. - warehouse  
St. Louis, Mo. - warehouse  
Oakland, Calif. - warehouse  
Chicago, Ill. - warehouse and flat wire mill.

As general manager of Chicago warehouse, supervised hiring and firing of all employees. Supervised and directed Shop Superintendent and fifty foremen and laborers. Negotiated union contracts.

Traffic and Shipping Department.

Cost control and accounting.

Annual operations budget and financial planning and helped with procurement of loans and credits.

Budget and purchase of large items. Capital equipment including a McCay cut to length machine \$125,000.

Credit department and collections.

District Sales Managers in Michigan, Wisconsin, Minnesota, Iowa, Kansas City and City Sales Managers and seven salesmen in Chicago, Ill.

Office Manager and ten clerks.

Steel Purchasing Agent and personally contacting and making steel purchase contracts for Chicago warehouse and assisting branch warehouses.

William S. Harms  
4-20-12

Date of employment	Position	No. of employees
1955 to 1959	Vice Pres. & General Manager	20

Salary - 10% of profits	Classification	Employment
\$6 to 12,000 a year	N. A.	Granite City, Ill.

Kind of Business: Manufacturing

Grainite City Metal Decorating Div. of Caine Steel Co. 1100 Neidringhaus Avenue Granite City, Illinois	L. J. Caine, President Caine Steel Co. 5501 West Grand Avenue Chicago 39, Illinois
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Reason for leaving: Transferred to Chicago headquarters

Description of work:

Surveyed facility which was offered for sale by Louis Wolfson in liquidation of Nesco Co. Recommended purchase by Caine Steel Company after having lined up skilled employees necessary to the operation. Purchase arranged.

Hired skilled personnel necessary. Purchased necessary inventories of metal, paints and inks.

Set up contract to manufacture Television trays. Purchased \$100,000 worth of stamping presses and dies.

Arranged for art work, initiated and planned and secured approval of new designs and lithographic plates to make.

Made contracts for stamping, transportation and sale of trays.

Supervised purchasing, manufacturing, quality control and sales of product.

Set up operating budgets and supervised a profitable operation.

Devoted 25% of time to this operation; 75% to steel warehouse.

Starting from nothing built business to a peak of \$750,000 annual sales.

William S. Harms  
4-20-12

Date of Employment	Position	No. of employees
Dec. 1955 to Aug. 1959	Manager	40
Salary	Classification	Employment
\$25,000	GS15	St. Louis, Mo.
		Kind of business
		Distributing and Manufacturing

Caine Steel Co.  
400 S. Edwin Street  
St. Louis, Missouri

L. J. Caine, President  
Caine Steel Company  
5501 W. Grand Avenue,  
Chicago, Illinois

Description of Work:

General Manager of St. Louis Warehouse. Member Board of Directors.

Planned annual budget. Capital equipment and inventory required.  
Working capital required. Labor budget. Overhead budget. Sales budget.

Supervised Shop Superintendent; negotiated union contracts, decided on better and more efficient modern methods. Doubled size of warehouse, placed and supervised building contracts, new cranes, shears, slitters, etc., a \$300,000 program.

Supervised and guided Traffic Manager in fabrication in transit rail shipments, common carrier truck shipments, made and executed contracts for private small carrier truck shipments.

Supervised cost accounting and invoicing and credit.

Hired, trained and fired all office and sales personnel.

Personally did all steel purchasing from all steel mills; 12,000 tons or \$1,500,000 annually.

Supervised expediting of purchase orders and sales orders.

Supervised and helped sales manager and salesmen in securing business.

Helped our customers who were small manufacturers in planning their budgets and marketing problems.



William S. Harms  
4-20-12

Date of employment	Position	No. of employees	
April 1953 to 1955	Manager	30	
Salary	Classification	Employment	Kind of business
\$25,000	GS15	St. Louis, Mo.	Distributing and Manufacturing
Caine Steel Company 400 S. Edwin Avenue St Louis, Missouri		L. J. Caine, President Caine Steel Company 5501 W. Grand Avenue Chicago, Illinois	

Description of Work:

Did all steel purchasing from ten different mills.

Supervised traffic and shipping clerk and negotiated contracts.

Supervised shop and made capital equipment purchases.

Planned and built and supervised building, contracted a 20,000 square foot addition to plant.

Hired and trained salesmen and office personnel.

Negotiated union contracts and handled labor relations.

Planned sales and advertising promotions.

Supervised salesmen; handled executives' sales large accounts.

William S. Harms  
4-20-12

Date of Employment	Position	No. of employees
April 1951 to April 1953	Sales Manager	7
Salary	Classification	Employment
\$25,000	GS15	St. Louis, Mo.
		Kind of business
		Distributing and Manufacturing

Caine Steel Company  
400 S. Edwin Avenue  
St. Louis, Missouri

L. J. Caine, President  
Caine Steel Company  
5501 W. Grand Avenue  
Chicago, Illinois

Reason for leaving: Job promotion

Description of work:

Supervised salesmen in quota distribution of sales with a short commodity in a tight market. Built good will with customers.

William S. Harms  
4-20-12

Date of Employment	Position	No of employees
Dec. 1948 to April 1951	Salesman	none
Salary - starting \$600 per month end \$30,000 per year commissions	Classification GS15	Employment Milwaukee, Wis.

Kind of business: Distribution

Caine Steel Co.  
5501 W. Grand Avenue  
Chicago 39, Illinois

Graham Marks, V. Pres. of Sales  
Los Angeles, California

Reason for leaving: transferred to St. Louis branch to be manager.

Description of work:

Called on industrial steel purchasing agents and owners of small manufacturing establishments.

Sold them steel flat rooled material in slit coils, round edged strip, sheets, etc. Also sold large quantities of imported steel plates. Built up whole new set of accounts and increased sales from \$200,000 to \$1,000,000 a year in State of Wisconsin.



William S. Harms  
4-20-12

Date of Employment	Position	No. of employees
Jan. 1948 to Dec. 1948	Real Estate Broker	none
Salary	Classification	Employment
\$10,000	N. A.	Port Washington, Wis.
Biehls and Company		
Port Washington, Wisconsin		

Reason for leaving: Did not like Sunday or evening work.

Description of work:

Built and sold three houses. Largest sale an \$80,000 garage.

Handled sale of house mortgages between small banks.

William S. Harms  
4-20-12

Date of Employment	Position	No. of employees
April 1946 to Jan. 1948	Sales Manager	Supervised 2 salesmen, 2 secretaries and 25 dealers

Salary	Classification	Employment	Kind of business
\$7,200 per year	Gsl5	Port Washington, Wis.	Manufacturing

Harnischfeger Corp.  
House Division  
Port Washington, Wis.

Robert Ott  
Harnishfeger Corp.  
Port Washington, Wis.

Reason for leaving: Tried to resign in August - discharged in December  
because of policy disagreement.

Description of work:

Starting with a new plant and organization handled all publicity,  
advertising, sales promotion of prefabricated houses.

Built a network of dealer builders. Planned and sold large pro-  
jects of houses. Built a sales from 0 to several million a year.

During this period, I was on National Housing Committee of the  
American Legion - and opposed Senator Joe McCarthy in his efforts to  
take off rent and price ceilings and veterans' priority. Mr. Walter  
Harnischfeger sided with Senator McCarthy.



William S. Harms  
4-20-12

Special Summary of Community and Civic Activities and Experience

- 1936-1944 Active and a member of Board of Directors of Consumer Cooperative of Milwaukee, Wis. Also corporator of Guardian Mutual Savings Bank, Milwaukee, Wis.
- 1946-1948 Active in American Legion. Commander Post 82; raised \$20,000 and built \$60,000 Memorial Club building. Delegate to Department and National Conventions; member Wisconsin Department Americanism Committee.
- Appointed by Mayor to City Planning Commission, City of Port Washington, Wis.
- Was main sparkplug of 50 house project - starting with raw farm land and sold to veterans at no profit. Financed by City of Port Washington - to relieve housing shortage.
- 1949-1950 Was Organizer and Executive Secretary of Joint Council of all Wis. Veterans Organizations for Veterans housing. Raised money and managed campaign to get people of Wisconsin to pass in a state-wide referendum and amendment to the State Constitution for Veterans housing.
- 1951 Member St. Louis Chamber of Commerce and Missouri State Chamber of Commerce.
- 1954-1958 Member and President of School Board, Le Pere School, Stooky Township, St Clair Co., Illinois.
- Chairman Town of Stooky township meeting. Appeared at legislative committees on utility rate increases and school affairs.
- Member Farm Bureau and St. Clair Co. Farmers Cooperative.
- Farmed 80 acres in residence -cattle and wheat farm. Still own and rent acreage but ceased active farming in 1958
- 1959 Moved to Chicago, Illinois.
- 1962 Moved to St. Louis, Missouri.

Publications: "Steel Magazine", "The Nation", "Common Sense"

Memberships: American Legion 1946 - present  
A. V. C. - 1947 - 1951  
Port Washington Country Club 1948-1951  
Milwaukee Athletic Club 1950-1952  
St. Louis Athletic Club 1952 - present  
Chicago Athletic Club 1952-1960  
St. Clair Country Club 1954-1959 (Belleville, Ill.)  
Skokie Country Club 1959-1960 (Glencoe, Ill. )  
Belleville Elks Lodge 1954-1959  
St. Louis Chamber of Commerce 1951 - present  
Consumers Union 1935 - present

William S. Harms  
4-20-12

#### Summary of early work and activity experience

Sold newspapers. Age 12  
Usher in movie theatre. Age 15  
Sold advertising for High School Annual.  
Small town correspondent for metropolitan newspaper  
Worked as laborer in food canning plants. Age 16 - 20  
Managed a small restaurant. Age 17  
Managed a congressional political campaign. Age 20  
State Chairman of Young Political group. Age 21  
Helped to organize labor unions. Age 20 - 21  
Elected at age 20 to County Board of Supervisors, Ozaukee Co., Wis.  
Employed as clerk in State Legislature.

Entered employ of U. S. Steel district sales office as clerk. Ended as assistant chief clerk after six years.

Author of article in magazine "Steel" on "Steel Priorities" published August 1941.

Entered employ Bucyrus Erie Co., South Milwaukee, Wis. in 1942. Complete charge of all steel purchasing and government priorities; dealt with War Production Board.

Bought all steel for 240 m.m. Howitzers and 8" guns - as well as all Engineer Corps contracts for earthmoving equipment.

Volunteered for service even though permanently deferred because of "frozen personnel situation."

Assigned, because of my experience, to Army Air Force Procurement Division, Wright Field - Post War Planning Division.

Helped as a private to set up plan for the division, and wrote "History of Aircraft Production for World War II". Spent six week in each of the following plants:

G. M. Chevrolet, Tonawanda, N. Y. Engine Facility  
Studebaker Engine Facility, South Bend and Chicago  
Ford Willow Run B52 plant, Detroit, Mich.  
Boeing Aircraft B52, Wichita, Kansas  
Republic Aviation P47, Evansville, Ind.

Received "Army Commendation" Medal for my work, refused all promotions.

Received discharge with 15 points in December, 1945. Was Given a P-6 Civil Service Appointment to return to do the same work I had done as a private.

Result and purpose of this study was the Armed Forces recommendation adopted in Truman Administration to have a 75 group air force in order to keep our aircraft industry at read iness.

Resume William S. Harms

23 Trevillian, St Louis 22, Mo.

Phone: 314 Wo 1 7875

### Social & Community Activities

- 1925-29 Fort Washington, Wis. High School  
Manager Football and Basketball teams  
Manager High School Annual  
Winner Regional Forensic Events.  
Finished 5th in class
- 1930 Census Enumerator, Bureau of Census, U.S.A.
- 1930 University of Wisconsin, Milwaukee and Madison Ex '34
- 1931 Member and Captain of Debating teams Univ. of Wis.
- 1932 Active in campus political clubs - Pre Law Course, Univ. of Wis.
- 1933 Active in unemployed and union groups.
- 1934 Elected Supervisor, Ozaukee County Board  
Elected first State Chairman, Young Progressive of Wisconsin  
Ran for State Legislature - defeated by 400 votes
- 1935 Employed in State Legislature as clerical employee
- 1936 Went to work for U. S. Steel
- 1937-44 Active in co-operative movement in Milwaukee, Wis. Served on  
Board of directors. Also cooperator of Guardian Mutual Savings Bank.
- 1944-45 U. S. Army Air Corp - Procurement Division, Wright Field  
Post War Industrial Planning for 75 Group Air Force. Given a Civil  
Service appointment P6 to continue but decided to go into "Housing".
- 1945-50 Active in Dept. of Wis. American Legion. Commander of Port Wash-  
ington Post 82. Member of Department Americanism Committee.  
Member National Housing Committee.
- Secretary and organized State Joint Veterans groups and amended Wis.  
Constitution to provide for Veterans housing.
- Served on City Planning Commission, Port Washington. Set up city  
owned and promoted 50 house building projects. Sold to veterans at  
no profit. All houses now individually owned.
- Active in Democratic Organizing Committee of Wis. and 1946, 1948,  
1950 campaigns.
- 1951-60 Resident and present owner of farm, St Clair Co., Ill.  
President Le Pere School Board, St Clair County, Ill.  
Chairman at Town of Stookey annual meeting, St Clair Co., Ill.  
Active in St Clair County Farm Bureau
- 1960-62 Moved to Glencoe, Ill.
- 1962-64 Moved to St Louis, Mo.



Resume William S. Harms  
23 Trevillian, St Louis 22, Mo.  
Phone: 314 Wo.1 7875

### Business Activities

- 1936-42 U. S. Steel Corp., Milwaukee, Wis. ending as assistant chief clerk
- 1942-44 Bucyrus Erie Co., South Milwaukee, Wis. Steel Purchasing Agent.  
Bought all steel for 240 m.m. o 8" guns.
- 1944-45 U. S. Army Air Corp Procurement-Planning Post War Production.  
Received Commendation Medal.
- 1946-48 Harnischfeger Corp. Houses Division, Port Washington, Wis.  
Sales Manager.
- 1948-51 Caine Steel Co., Chicago, Ill.  
Wisconsin Sales Manager earning \$25,000 a year.
- 1951-61 Caine Steel Co., St Louis, Mo.  
Manager - directed activities 20 men in shop, 4 salesmen, 4 office  
Sales \$7,000,000 - earning \$30,000 a year.
- 1954-61 Granite City Metal Decorating Division of Caine Steel Co.
- 1961-62 Caine Steel Co., Chicago, Ill. General Manager, Vice Pres., Member  
of Board of Directors.
- 1962- Precoat Metals Inc., St Louis, Mo. Exec. Vice Pres. and Manager.  
New company, sales \$1,000,000 a year - salary \$18,000 plus percent  
of profits.

Personal Net Worth \$100,000.00

### Personal Business References

L. E. Worthington, Pres., U. S. Steel Corp., Pittsburgh, Pa.  
Vic Veeder, Pres., Granite City Steel Co., Granite City, Ill.  
Cliff Hammel, Vice Pres., Peerless Enamel Co., Belleville, Ill.

Resume William S. Harms  
23 Trevilliam, St Louis 22, Mo.

Social & Community Activities  
Page 2

Memberships

American Legion  
Milwaukee Athletic Club 1949-51  
St Louis Athletic Club 1952- present  
Chicago Athletic Club 1961-62  
St Clair Country Club 1953-60  
Belleville Elks Club 1953-60  
Skokie Country Club 1961-62  
Greenbrair Country Club 1963-  
St Louis Chamber of Commerce

References

Senator Gaylord Nelson of Wis.  
Frank Zeidler, former Mayor of Milwaukee, Wis.  
Henry Reuss, M. C. Milwaukee, Wis.  
Melvin Price, M. C. East St Louis, Ill.  
State Sen. Allen Dixon of Belleville, Ill.  
Wilbur Cohen, Asst. Sec. Health, Education & Welfare.

Publications

Steel Magazine 1941 "Steel Priorities"  
Nation Magazine 1961 "Steel Prices"

FOR: JOHN STEWART  
FROM: BOB RONKA

[1965?]  
RESUME OF CIVIL SERVICE COMMISSION'S MEMORANDUM TO THE  
VICE PRESIDENT ON EQUAL EMPLOYMENT OPPORTUNITIES

In his memorandum to the Vice President, Chairman John Macy emphasizes the Civil Service Commission's determination to achieve full equal employment opportunity in the Federal service and outlines a program by which this goal can be attained. A proposed Executive Order which would transfer certain functions and responsibilities from the President's Committee on Equal Employment Opportunity to the Civil Service Commission (CSC) prompted the new plans and the resulting memorandum.

Synopsis of the memorandum:

I. MAJOR GOALS

The CSC pledges not only to erase every vestige of discrimination from Federal employment procedures, but to affirmatively ensure equal opportunity through positive programs of special recruitment, training, job design, promotions and incentives.

II. IMMEDIATE ACTIONS

The CSC plans to hold conferences with leaders in the field of equal employment opportunity as well as with officials of professional societies, employee unions, and other organizations concerned with Federal employment. These conferences will be complemented by the creation of a Citizens Advisory Committee. These measures aim at co-ordinating the efforts of all essential groups so that problems may effectively be tackled and rapid progress toward extending employment opportunities to minority groups be quickly realized.

### III. FUNCTIONS AND TASKS

#### A. Policy, Communication and Organization

The CSC intends to phrase its policy statements and directives (i.e., regarding elimination of discrimination in the Federal civil service) clearly and forcefully, so there will be no possibility for equivocation by Federal supervisory or managerial personnel. The moral underpinnings of the Equal Employment Opportunity (EEO) program will be heavily stressed.

What Chairman Macy refers to as an "indoctrination program" will assure / that pamphlets, brochures and a first-rate movie explaining EEO are circulated to managers and supervisors throughout the Federal agencies.

The CSC will establish close and meaningful liaison with civil rights, church and other groups concerned with non-discrimination. Responsible officials within every Agency will be designated to assure that the EEO policies are understood and practiced at every level.

#### B. Positive and Aggressive Measures to Extend Equal Employment Opportunities

Job designs will be reviewed and altered (where feasible) to create Federal job openings that demand less in terms of initial preparation and rely more heavily on subsequent in-service training to develop skills.

The CSC will aggressively strengthen recruitment efforts by working closely with minority group schools and organizations, and by making it clear that the EEO program is not simply a public relations maneuver. Negroes, Spanish-Americans and other deprived groups must receive the message that our government earnestly seeks

minority race employees and that investments in education and training will be rewarded with jobs.

Written tests will be reviewed for unintended cultural bias and for validity. It must be remembered that certain types of employment may well not require success on written tests. Rigidity in employment procedures should be avoided.

#### C. Advancement--Training and Promotion

A long-overdue and greatly needed effort will be made to qualify minority group personnel for advancement. Encouragement will be given to training courses at which current government employees can acquire the skills necessary for jobs at higher levels.

#### D. Compliance and Enforcement

The CSC will establish a system for securing adequate information on Equal Employment Opportunity activities throughout the Federal agencies. Continuing analysis and review of problems and progress in agency programs will enable the CSC to move in where discrimination is suspected and nip it in the bud.

A model EEO program will be developed to serve as a guideline for Federal agencies in the areas of job design, recruitment, training, employment and advancement.

Penalties for non-compliance will range from suspension to removal. Appeals to the Civil Service Commission will be handled promptly and equitably.



# United Steelworkers of America



I. W. ABEL  
SECRETARY-TREASURER

DAVID J. McDONALD  
PRESIDENT

HOWARD R. HAGUE  
VICE-PRESIDENT

## Committee on Civil Rights

1500 COMMONWEALTH BUILDING • PITTSBURGH 22, PA.



January 6, 1965

471-5254

Mr. John Stewart  
Office of the Vice President  
Washington, D. C.

Dear Mr. Stewart:

We write you at the suggestion of Mr. John Sheehan, a member of our Committee and International Legislative Representative, made after his attending the December 23rd meeting with Vice President-elect Humphrey.

Our purpose is dual -- informational and the documenting of our recent and continuing program. This program is designed, primarily, to enlighten and inform our staff and membership concerning the 1964 Civil Rights Act and the role of international unions, union members, as well as that of the governmental agency people under the Act.

Our committee has met (see enclosures) on September 18 and November 23, 1964 with representatives of the following:

The U. S. Commission on Civil Rights  
U. S. Army Materiel Command  
National Labor Relations Board  
President's Committee on Equal Employment Opportunity  
Civil Rights Division - Department of Justice  
AFL-CIO Civil Rights Department

Discussed at this meeting were ways of coordinating the efforts of these agencies with our own. As a result of this meeting we began to explore administrative techniques that would establish a maximum of communication between all parties concerned with compliance. It is felt that these and continued similar efforts will result not only in smooth cooperation between the local unions and the federal government, but also in greater compliance with the provisions of the law in our particular sphere of influence.

In addition to the meetings, we have programmed and partially completed a series of conferences for enlightening and training our paid district staff personnel. To date, these have been held in Pittsburgh, Philadelphia and Donora, Pennsylvania and Cleveland and Columbus, Ohio. Additional staff training is scheduled for Milwaukee, Wisconsin; Indianapolis, Indiana; Chicago, Illinois; Atlanta, Georgia; Houston, Texas; Tampa, Florida and several other cities. Training sessions for local union committees on civil rights and selected local union officers have been held or are scheduled in many of these same cities. Enclosed is a copy of one of the typical program schedules.

- continued -

Mr. John Stewart  
January 6, 1965  
Page Two

Our principal interests, from a governmental agency point of view, are:

1. When a complaint is lodged against our union we desire to be informed of the charge as early as possible. In addition, when a complaint is lodged against a company with which we have signed a collective bargaining agreement, we would like to be similarly informed as soon as possible.

2. When there is a situation or the probability of a situation arising in a region where we have members we would like to be informed of the details so that we can involve our district and/or international representatives in assisting to ameliorate it.

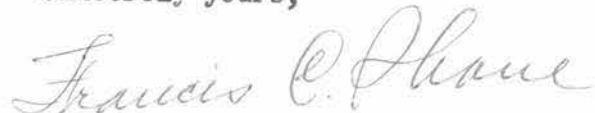
3. In any action under Title VII, when it becomes effective, we would like to be involved, if any of our companies are implicated, at the earliest possible time. This is our mutual objective. In this respect we can possibly furnish information where companies are dragging their feet or shying away from compliance.

4. The union will provide a channel through our Committee on Civil Rights for distributing educational material of the U. S. Government Agencies to all echelons of our union and to maintain a good communication liaison. In addition, the union will make available any resource material which is apropos to each agency's programming.

In addition we are interested in: (1) increased coordination with the President's Committee on Equal Employment Opportunity, (2) working for stepped-up labor participation on Steel Advisory Committees to the U. S. Commission on Civil Rights, (3) affording maximum participation by steelworkers in regional informational meetings and conferences of the various governmental agencies, and (4) continuing our program for staff representatives and local union officials utilizing representatives of the agencies where possible.

As a national organization with existing district and local organizations we are ready, will and, we feel, able to be of assistance in making the 1964 Civil Rights Act really do what was intended by those who worked so arduously for its enactment.

Sincerely yours,



Francis C. Shane  
Executive Secretary

FCS:as

Enclosures

cc: John Sheehan

C I V I L   R I G H T S   C O N F E R E N C E

DISTRICT 28  
UNITED STEELWORKERS OF AMERICA

DECEMBER 10, 1964

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- 12:00 - 1:00 p.m.      Registration
- 1:00 - 1:15 p.m.      The Conference, Purpose, Plan and Personnel  
Paul E. Schremp, Director, District 28  
Francis C. Shane, Executive Secretary  
Committee on Civil Rights  
United Steelworkers of America  
Pittsburgh, Pennsylvania
- 1:15 - 2:15 p.m.      Analysis of the 1964 Civil Rights Act  
John Sheehan, Legislative Representative  
United Steelworkers of America  
Washington, D. C.
- 2:15 - 2:30 p.m.      COFFEE BREAK
- 2:30 - 3:15 p.m.      The U.S.W.A. Policy, Program and The Act  
J. Edward White, Staff Representative  
Committee on Civil Rights  
United Steelworkers of America  
Pittsburgh, Pennsylvania
- 3:15 - 4:00 p.m.      Question and Answer Session
- 4:00 - 4:15 p.m.      Wrap-Up  
Director Paul E. Schremp

MINUTES - REGULAR MEETING

COMMITTEE ON CIVIL RIGHTS

Traymore Hotel  
10:00 a.m. - Friday  
September 18, 1964

MEMBERS PRESENT: Thomas Shane, Chairman  
Francis C. Shane, Executive Secretary  
James Jones  
Emery Bacon  
John Howard  
Roland M. Sawyer  
Jack Sheehan  
Boyd L. Wilson

MEMBERS ABSENT: John W. Grajciar  
Joseph Germano  
Joseph H. Neal  
Thomas Murray

ALSO ATTENDED: Ernest L. Clifford and J. Edward White, Staff  
Representatives, Committee on Civil Rights  
David Feller, General Counsel, USA  
and various guests

The meeting was called to order at 10:20 a.m.

The agenda was distributed and minutes of the previous meeting, April 3, 1964, were distributed.

The committee membership was discussed (dropping of Gil Anaya). New members, Jack Sheehan and John Howard, were introduced.

Thomas Shane appointed Emery Bacon and Boyd L. Wilson to proceed through channels in investigation of the absence of J. Neal.

The minutes were approved (Emery Bacon and Boyd Wilson) with comments from J. Jones that those listed as absent should show excused instead of absent due to the fact that the absentees did not receive notice of the meeting.

Staff Representative J. E. White reported on Education Activities including Committee cooperation with the International Education and Legislative Departments, several district summer schools and one state AFL-CIO body.

- a) J. Jones suggested we (E. Bacon) contact Pennsylvania AFL-CIO regarding programming through the State AFL-CIO.
- b) Emery Bacon suggested that Indiana University (June, 1960) or a similar one be programmed.
- c) F. C. Shane made mention of four staff conferences planned for:  
October 16, 1964 - Columbus, Ohio Districts  
October 20, 1964 - District 13, Donora, Pennsylvania  
October 23, 1964 - Western Penna. and Pittsburgh Districts  
October 30, 1964 - Districts 7 and 9, Philadelphia, Pennsylvania

Thomas Shane stated that he had proposed to the Constitution Committee that Constitutional status be given local unions' Committees on Civil Rights. Francis Shane stated that six efforts had been made to get local union committees' names to the International office with a maximum result of 560 out of 3,193.

Boyd Wilson commented that giving Constitutional status to the committees was a step forward but suggested that it is more important to get recognition of the local union committees by Industry since the committee is not contractually established.

Thomas Shane stressed that the local union civil rights committees must work through the grievance committees and the local union executive board as the established pattern. A wage policy committee consideration and recommendation is needed for effecting any basic change in the traditional pattern.

Boyd Wilson - "I bring this up because I have heard often that there is little or no interest in establishing local union committees on civil rights. These remarks are directed at the need to give some status to local union committees."

J. Jones - "I'm equally interested in obtaining the status for local union committees on civil rights, but not at the expense of weakening the grievance committees or taking over the responsibility of that committee. Any change in basic procedure must be clearly spelled out."

Roland Sawyer - "First things must come first. Constitutional status will need to be followed by implementation procedures for the newly established committee."

John Howard - "The subject of civil rights does not fit in the Industrial rights patterns which exist. We have contract clauses and human relations commissions to handle these situations. In my area, in-plant problems are handled by the grievance committee. The civil rights committee, in my view, exists to exert its influence in the community and should be community oriented."

Ernest Clifford - "Consider the difference between appointed and elected committees. The local union president usually appoints his Negroes. Our real work lies in getting elected officials to implement the union policy. We work on the wrong people. We must stress the basic policy of implementation of the elected officers."

Emery Bacon expresses concern for John Howard's statement. The committee's primary function is inequality in the plant and secondarily in the community.

John Howard acknowledged and agreed but stated that this is covered adequately by the contract, but it needs policing.

Thomas Shane - "There is no misunderstanding of J. Howard's statement. This work has to be done by the establishment apparatus."

Jack Sheehan - "The new act gives rise to the new period of adjustment with the blending of civil rights and industrial rights. Some new procedures will be needed to deal with this blending."

Thomas Shane - "This will be worked out."

Thomas Shane introduced governmental and agency guests:

Percy Williams, Special Assistant to Vice Chairman, President's Committee on Equal Employment Opportunity  
Emile Bourg, Labor Liaison, President's Committee on Equal Employment Opportunity  
Walter Lewis, U. S. Commission on Civil Rights  
David Sawyer, U. S. Army Materiel Command  
William C. Evans, N.L.R.B.  
Donald Slaiman, Director, AFL-CIO Department on Civil Rights

David Feller read proposed convention resolution and it was approved.

Francis Shane explained the purpose of this meeting with the committee and governmental personnel.

David Feller - "There are three major problems to be considered:

- a) Education - our people need enlightenment regarding the Act and the role of the various federal agencies.
- b) The new mixture in the collective bargaining area with Title VII. President's Committee and N.L.R.B. calling for new methods of handling these types of complaints to our best advantage. These procedures must be worked out.
- c) Cooperation with federal agencies as we implement the ideas of Title VII."

Thomas Shane - "Well stated but we must focus on our primary function - making the contract work."

Donald Slaiman - "Your resolution is good and fits well in with the AFL-CIO policy and program. The following are available:

- a) Civil Rights - Five Points Statement of August 4, 1964.
- b) Equal Rights for All (small pamphlet).
- c) Civil Rights: Facts vs. Fiction (one page).
- d) Legal analysis of the Civil Rights Act (being prepared).
- e) Manual on "How to Establish and the Function of the Civil Rights Committee" (being prepared)."

J. Jones - "Are you adequately staffed to do your expanded job?"

Donald Slaiman - "No, but we are getting around this by considering asking for task force personnel from various Internationals to augment the staff and by asking each International to assign a National Staff Officer to do the job within the individual International."

J. E. White - "Regarding Dave Feller's remarks, Education is needed for our members to use their support for or against congressmen on the basis of their civil rights voting."



Walter Lewis - "Clearing house service is a two-way street. Please keep us informed."

Francis Shane - "How about the role of the State Advisory Commissions? These are the eyes and ears of the U. S. Commission."

Donald Slaiman - "There has been too little labor participation but I propose to meet with Mr. Sims to go over these."

Thomas Shane - "The need for labor representation on the State Advisory Commission should be brought to the attention of the State AFL-CIO."

Percy Williams, President's Committee on Equal Employment Opportunity:

- a) "We await appointment of New Employment Opportunity Commission under Title VII.
- b) "We have a Memo of Agreement with thirty state F.E.P. agencies.
- c) "We have good labor liaison through Emile Bourg.
- d) "Plans for Progress (Management) and Program for Fair Practices (Labor). The staff people for both programs are loaned to the committee to implement the programs. Here is the place and the apparatus to raise many of the questions you would like to ask.
- e) "Complaints. The President's Committee is not to be a complaint oriented area agency, we are moving to the affirmative action area. We must change patterns. The atmosphere in communities is ripe for total community cooperation in this area."

David Feller - "Complaint orientation is not desired but it is in that area that we have now two agencies (President's Committee and N.L.R.B.) and will soon have a third (Employment Opportunity Commission). How about hiring where we are not involved? We do not want to be on one side and find the government on the other."

Percy Williams - "Example: A person complains about lines of progression on race. The complaint must be handled by changing basic patterns. The contractor is the first party to set the climate if it needs to be changed. He must deal with the employees representatives."

David Feller - "In this case it would be good for you to get to the union early. The earlier the better."

Percy Williams - "Remember the contractor has the responsibility."

David Feller - "We do not hold that we are a party in the beginning. We want to be involved."

David Sawyer - "We are complaint oriented. Our reports treat of compliance, U.S.S. and others are working on programs to change patterns. These companies are beginning to come around."

David Feller - "We need formalization of operational procedures with these types of agencies. We ought to set up formalized procedures for all who handle relations with unions."

Percy Williams - "With our staff it is impossible to do this with each complaint."

David Sawyer - "We would like to be involved with you anywhere."

David Feller - "How do you (Percy Williams) handle complaints?"

Percy Williams -

1. Establish race or religious basis.
2. Establish fact that company has a contract.
3. Which governmental agency will handle the situation on dollar volume basis.
4. Visit complainer.

Boyd Wilson - "How long does this take on an average?"

Percy Williams - "It varies."

David Feller - "When does the union (if there be one) get involved?"

Percy Williams - "The investigation reveals who represents the worker."

David Feller - "What can we tell the union's staff representative?"

David Sawyer - "Can the union have a 7-day period like in the "Plans for Progrsss?"

David Feller discussed N.L.R.B. procedures and stated that this is what he would like to see set up with E.O.C. The union, if there is one, should have a crack at compliance.

Boyd Wilson to David Feller - "Meeting a legal requirement can still result in defeat of justice."

David Feller - "The union has to be an equal participant in these affairs."

Walter Lewis - "Do you deny that a man has a right to use the law until he has exhausted union procedure?"

David Feller - "It is reasonable to suggest using union apparatus."

Percy Williams and Walter Lewis - "The law so permits."

David Feller - "What we ask is that if a union has apparatus we can have an administrative agreement that we get a crack at solving the problem. Basically, we tell individual members to use the procedures available. Let us get involved early -- we will eventually anyhow."



Percy Williams - Compliance people have the monkey on their back and cannot delegate this responsibility under EO to the state though Title VII allows this. A man may file under all of the regulations.

David Feller - We suggest no illegal delegation of authority, only an administrative operation.

Thomas Shane - We want involved soon.

David Feller - We can't work this out here but we should work on this so that when you do your job you will:

1. Notify us (if involved).
2. Suspend action for a period of 30 days or 2 weeks till we get to work.

David Sawyer - We would like this arrangement.

Percy Williams - Let's face the facts -- it took three years to work out Memo of Agreement. However, your idea is worth thinking about and worthy of discussion.

David Feller - This is O.K. -- we don't want to be on the opposite side from the act.

Thomas Shane - We should have a top-level pow-wow.

Percy Williams - The Labor Liaison is an example of the government's good faith. Our problem is really that we don't have enough arms and legs to do this job. Also, there are other dimensions to the problem. We must be concerned with compliance rather than complaints.

Don Slaiman - The suggested utilization of top-level liaison will save staff.

Percy Williams - This is the purpose of the Fair Practices Advisory Committee and these problems should be dealt with and brought up by them.

Thomas Shane - Appoints committee with David Feller to meet Percy Williams to discuss this matter. Make up. James Jones, Roland M. Sawyer and Francis C. Shane.

Emile Bourg - We (labor liaison) should be involved since we do this informally now.

William Evans - N.L.R.B. - When we get a complaint on race we check with the President's Committee. We will inform union involved.

David Feller - There is no problem here, we have good direct liaison with N.L.R.B.

William Evans - Mentions publication available: The Civil Rights Digest and others to follow.

Boyd Wilson - Do these agencies give any protection to the person complaining?

David Feller - The N.L.R.B. gives no secrecy, just protection.

Jack Sheehan - So does the Civil Rights Law. All parties are informed of the complaint.

David Feller - Is the union considered a party?

Percy Williams - Only if cited by the complainant.

David Feller - We are actually a party and I anticipate an increase in problems.

Jack Sheehan - The route to guide one through employment problem solution is not easy. The route to the EOC operation is not even laid out.

Ernest Clifford, assigned by request of Vice President Howard Hague,  
to:

- a) Non-Ferrous organizing operation in Baltimore, Maryland because of civil rights implications. Election lost by 24 votes.
- b) Philadelphia area for IUD organizing where there is a real problem of discrimination and using illiterates to keep Negroes out.
- c) Voters registration and "Get Out the Vote" campaigns of Pennsylvania AFL-CIO and Allegheny County Labor Council. It is suggested that this be an on-going program.

Each member present received a copy of the booklet "The Price we Pay for Discrimination".

The meeting adjourned at 3:10 p.m.

Respectfully submitted,



Francis C. Shane  
Executive Secretary

Founders  
DR. STEPHEN S. WISE  
National President  
DR. JOACHIM PRINZ

**COUNCIL OF  
GREATER CHICAGO**

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Vice Presidents  
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IRVING L. WEIN  
DR. IRVING WHITE  
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MRS. LESTER RICE  
MRS. SAM FIELD  
MRS. SAM ROCHLIN  
MRS. MARTIN A. NARODICK  
MRS. HARRY S. OBERMAN  
\*Deceased

**CHAPTER PRESIDENTS**

Albany Park  
MRS. MAJOR ISAACSON  
Austin  
MRS. BENJAMIN SHAPIRO  
Business & Professional Associates  
BENJAMIN WEINTROUB  
Business & Professional Women  
MISS MOLLIE DAVIDSON  
Golda Meir  
MRS. FRANK DEITCH  
Israel Goldstein  
ABRAHAM DIAMOND  
Justine Wise Polier  
MRS. PHILIP HYAMS  
Louise Waterman Wise  
MRS. MORRIS GLICKIN  
North Side  
JAMES ARKIN  
Maurice B. Pekarsky  
SIDNEY N. BLACK  
Skokie  
MRS. MAX SUSSMAN  
South Side  
PRESIDIUM  
Stephen S. Wise  
BERNHARD EBSTEIN

**DIVISION OF AFFILIATED  
ORGANIZATIONS**

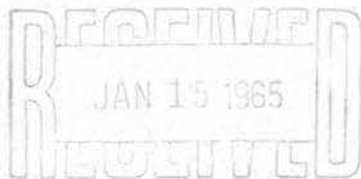
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President  
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# American Jewish Congress

SUITE 2102 • 22 WEST MONROE STREET • CHICAGO 3, ILLINOIS

DEarborn 2-7355

*PAT / Klinger*  
January 13, 1965



Hon. Hubert H. Humphrey  
U. S. Senate Office Building  
Washington, D. C.

Dear Mr. Vice President:

I have received your letter of January 6th and wish to thank you for having taken time out from your very busy schedule to respond so graciously to my inquiry.

I look forward to hearing from you or from those associated with you in your Civil Rights responsibilities.

I join with the multitude of your long time admirers and supporters in wishing you every success in your new position, which I know will be made memorable by your accomplishments for the benefit of our country and the world.

A long, healthy and happy life to you and your family.

Respectfully yours,

*Maurice Klinger*  
Maurice Klinger

MK:pr

Gen  
Pat: Klinger, Mauricd

c

January 22, 1965

Dear Milton:

Forgive me for the delay in replying to your letter concerning Maurice Klinger. You will be pleased to know that we have called his qualifications and experience to the attention of those people responsible for the Civil Rights program.

I am so pleased that I was able to be in Chicago with you in December for the Jacob Arvey dinner.

With all best wishes.

Sincerely,

Hubert H. Humphrey

Mr. Milton J. Silberman  
Vice President  
The Exchange National Bank of Chicago  
LaSalle and Adams  
Chicago, Illinois

# THE EXCHANGE NATIONAL BANK OF CHICAGO

MILTON J. SILBERMAN  
Vice President

LaSalle and Adams  
332-5000



December 21, 1964

Hon. Hubert H. Humphrey  
U.S. Senate Office Building  
Washington, D.C.

My dear Mr. Vice President:

Believe me, it feels very very good to address you as "Mr. Vice President" and it was wonderful to see you last night at the dinner in honor of our mutual friend Jacob Arvey with the same useful vitality and vigor you had all these many years. May the Almighty continue to bless us with your presence and with the same "vigor and vitality" as you showed last night.

As I mentioned to you in the opportunity we had for a few words, my good friend, Maurice Klinger of Chicago has forwarded a letter to you regarding the possibility of his employment with one of the agencies of our Government that deals with many of the social problems that he is well qualified to handle.

I greatly would appreciate, and I know it would be a valuable asset to any of our Government administrative bodies, that Mr. Klinger were to become associated with them.

I know that in the rush of things during the next few weeks you will have many items before you. However, I hope that his letter will be forwarded through the proper channels and given immediate attention.

With kind personal regards, a Merry Christmas and a very Healthy New Year, G-d bless!



Milton J. Silberman

MJS:mso



COPY

Pat: Klinger  
Hon

January 6, 1965

Mr. Maurice Klinger  
American Jewish Congress  
Suite 2102  
22 West Monroe Street  
Chicago 3, Illinois

Dear Mr. Klinger:

Thank you very much for your letter of December 16th. I am pleased to know that we enjoyed a mutual friend in Milton Silberman. I am pleased to have the information about your qualifications and your background and am calling it to the attention of my associates in my Civil Rights responsibilities.

Sincerely,

Hubert H. Humphrey

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National President  
DR. JOACHIM PRINZ

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**American Jewish Congress**

SUITE 2102 • 22 WEST MONROE STREET • CHICAGO 3, ILLINOIS

DEarborn 2-7355

December 16, 1964

Airmail, Special Delivery!

Hon. Hubert H. Humphrey  
Senate Office Building  
Washington, D.C.



Dear Mr. Vice President:

A mutual friend, Milton J. Silberman of Chicago, has suggested that I write to you about my interest in offering my services to the Federal Government either in one of the agencies being established under the Federal Civil Rights Act or in any of the related federal activities in the area of civil rights.

Mr. Silberman looks forward to seeing you in Chicago this Sunday and will discuss the matter further with you.

As you can see from the enclosed resume, I can offer an educational background and a combination of experience and skills in social work, community organization and community relations which could be most useful.

I hope that you will channel my communication to one of your assistants who might then refer this to the proper parties.

I will sincerely appreciate any interest you show in this matter.

May I wish you a long, continued, fruitful service in behalf of our country and the dignity of mankind.

Respectfully yours,

*Maurice Klinger*  
Maurice Klinger

MK:mso

COPY

January 25, 1965

Professor Jerre S. Williams  
Professor of Law  
The University of Texas  
2500 Red River  
Austin, Texas 78705

Dear Professor Williams:

Thank you for your letter and your list of members of the Special Committee on Equal Employment Opportunity of the Labor Law Section of the American Bar Association.

I look forward to working with you and other members of the Committee in seeking the full implementation of Title VII of the Civil Rights Act.

Best wishes.

Sincerely,

Hubert H. Humphrey



THE UNIVERSITY OF TEXAS  
SCHOOL OF LAW  
2500 RED RIVER  
AUSTIN, TEXAS 78705

January 20, 1965



AIR MAIL

The Honorable Hubert H. Humphrey  
Vice President of the United States  
Washington, D. C.

Dear Mr. Vice President:

The Co-Chairmen of the Special Committee on Equal Employment Opportunity of the Labor Law Section of the American Bar Association have authorized me to answer your very kind letter of December 28.

We were most gratified to have your letter with its offer to aid us in our mutual endeavors in implementing Title VII of the Civil Rights Act of 1964.

In response to your request, I am pleased to send you a complete list of the membership of our Committee.

Sincerely yours,

Jerre S. Williams  
Professor of Law

JSW:sg  
Encl.

EQUAL EMPLOYMENT OPPORTUNITY  
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Louis Sherman  
1200 15th Street, N. W.  
Washington, D. C. 20005

# COPY

January 11, 1965

Mr. J. Arnold Feldman  
Executive Director  
American Veterans Committee  
1830 Jefferson Place, N. W.  
Washington, D. C. 20036

Dear Mr. Feldman:

Thank you for a copy of your letter to Secretary McNamara, concerning the merging of the Army Reserves and the Army National Guard.

These are problems which have my concern and will have my continued attention.

Best wishes.

Sincerely,

Hubert H. Humphrey



# AMERICAN VETERANS COMMITTEE

"CITIZENS FIRST, VETERANS SECOND"

NATIONAL OFFICE

1830 JEFFERSON PLACE, N. W., WASHINGTON, D. C. 20036

FEderal 8-1455

January 4, 1965

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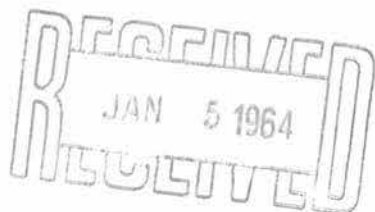
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Honorable Hubert H. Humphrey  
Vice President Elect of the United States  
Executive Office Building  
Washington, D.C.

Dear Mr. Vice President:

Please find enclosed herewith a copy of a letter we have sent  
to Secretary McNamara on December 31, 1964.

Yours very truly,

*J. Arnold Feldman*

J. Arnold Feldman  
Executive Director

*John -  
You may be interested  
in the attached copy of a  
letter.*

*Norman*

To achieve a more democratic and prosperous America and a more stable World

AMERICAN VETERANS COMMITTEE  
1830 Jefferson Place, N.W.  
Washington, D.C. 20036

COPY

December 31, 1964

Honorable Robert S. McNamara  
Secretary of Defense  
Pentagon  
Washington, D. C. 20301

Dear Mr. Secretary:

We refer to our letter of December 15, 1964 concerning the proposed merger of the Army Reserves and the Army National Guard under National Guard auspices. We thank you for the reply dated December 29, 1964 over the signature of Lt. Gen. W. H. S. Wright, Chief, Office of Reserve Components, Department of the Army.

This letter is prompted by Gen. Wright's reply and by the Final Report of the President's Committee on Equality of Opportunity in the Armed Forces (the Gesell Committee).

Addressing ourselves first to Gen. Wright's reply, we have the following comments: AVC has proposed in an editorial in the current issue of our publication, the AVC BULLETIN, that the units required for war purposes -- in the same strength and composition as proposed by the Department of the Army -- be administered as the Army Reserve is now administered. The Editorial goes on to propose that the Governors be permitted to retain a National Guard consisting of Military Police and similar units, armed with sidearms and transported in ordinary trucks or buses, of a strength sufficient to deal with internal security, disaster assistance or similar purposes.

The use of the National Guard for riot control, such as at Little Rock, Arkansas, at Oxford, Mississippi and Cambridge Maryland, and its use for disaster assistance as in Alaska and Oregon could, in AVC's view, have been handled by a National Guard as constituted in AVC's proposals. On the other hand, the situation on the Mexican Border in 1916, since this required the use of combat troops, could have been handled by calling out the Reserves, with Congressional sanction if necessary.

AVC regrets that it cannot concur with Gen. Wright's conclusion that the events of 1964 have proved the wisdom of a course of action limited to example and persuasion. After all, the example had been set in the regular army in 1949 or thereabouts and fifteen years is a long time to apply persuasion. On the contrary, AVC believes that because the means used were so limited, the enlistment of Negroes into the ten southern states mentioned in Gen. Wright's letter did not occur until 1963-64 rather than coming shortly after the integration of the Regular Army.



AVC is aware of the progress made in New York and of the letter written by Lothar E. Nachman, Esq., quoted by Gen. Wright. The fact that New York has, to some degree, swung into line with national policy since 1962 should surprise no one - on the contrary it was that state's failure to do so before 1962 which surprised AVC, particularly in view of the history of progress in other areas of equal opportunities in that state.

AVC must further take exception to the implication of the last paragraph of Gen. Wright's letter. A point-blank refusal to enlist qualified Negroes solely for racial reasons would be, in this day and age, too crass a violation of national policy and of the Civil Rights Act, and AVC does not expect any Governor to put himself so clearly in violation. There is, however, a difference of kind and not of degree between not refusing to enlist Negroes in principle on one hand, and guaranteeing equal opportunity and standards in enlistment, physical and mental standards, promotion, assignment, command and all other concomitants of service on the other. The fact that the states have conceded the former on a token basis says nothing whatever about the accomplishment of the latter.

AVC also notes that Gen. Wright, in two instances, speaks of the "enlistment" of Negro personnel. If AVC is correct about the usage of military terms in this instance, it is only enlisted personnel who are "enlisted" and the term as used necessarily excludes officers. AVC is concerned with the Negro officer as well as with the Negro enlisted man, and the touchstone of successful integration is the use of an integrated officer corps to command integrated troops.

The Gesell report sets out, quite dramatically, how far behind the National Guard is in the achievement of equality of opportunity. The clear implication of the report is that, even if the suggestions contained therein are followed, full integration in the National Guard will take a considerable amount of time to achieve. The Gesell Committee was apparently unaware of the merger plans when the report was written, but AVC feels reasonably certain that the Committee, had it been apprised of the plans, would have indicated that the National Guard at this time, was not ready to serve as the backbone and nucleus of a merged force.

AVC maintains the view that the surviving structure after the merger should be the Army Reserve, leaving the governors with reduced National Guard strength composed of sufficient military police and similar units to perform state and internal security functions.

In this connection, the report of the Committee headed by the then Assistant Secretary of the Army Gordon Gray, issued in 1948 appears to be still relevant. The following excerpts are quoted:

"the committee is convinced the same force can no longer be expected to perform both local and national functions and that a modern federal striking force cannot be prepared adequately under state control."

"Questions of high import in regard to control, organization and training are resolved by informal agreement and tacit understanding between federal and state officials, the report went on. But these have no validity in law and could be abrogated by any one of the governors at will... In peacetime officers of one state can command troops of another state only through indulgence, courtesy or comity, even though organizations may overlap state lines ... States have objected to joint maneuvers of organic units."

"The present organization of the National Guard does not repose authority where basic responsibility exists. None of the governors has any direct responsibility for the national security and none is answerable to the national government.

"The Army and Air Force have no positive means of control over the state National Guards. They have negative control only. If an officer is unsatisfactory, they can withhold or withdraw his federal recognition, but cannot exercise initiative to supply a satisfactory one. If a unit does not comply with required standards they can withdraw federal recognition but they have no authority to correct a deficiency or to organize one in its place. They are supplicants to the states ...

"An officer in the National Guard must first have a state commission; he must then have a federal commission. When the state commission is vacated it automatically vacates the federal commission...

"Of more damaging effect is the tendency in some states over a period of various administrations to impose incompetent officers upon the organization. Constructive appointments under one state administration may be voided by a successor.

"Under present law the federal government is without power to take the initiative to restore the damage. While many of these powers have not been of great concern in the past, with political fluctuations and trends such situations could develop in the future and cause serious difficulties..."

If, despite the above, the decision to have the National Guard remain as the surviving structure is irreversible, the American Veterans Committee strongly urges the following:

(1) Not a single member of the Reserves should be transferred to the National Guard in pursuance of the reorganization until the provisions of Title VI of the Civil Rights Act of 1964 have been fully and completely implemented. This should include the promulgation of the applicable regulations, the examination of each and every unit of the National Guard of every state as to the degree of compliance with national policy as expressed in the Civil Rights Act, the initiation of procedures to withhold federal funds from each unit not found in compliance until compliance is assured and implemented, and the completion of all of the judicial appeal procedures provided for affected states and units.

(2) The extent to which integration is maintained, and the extent to which enlistment, transfer, promotion, assignment, and all other factors are observed on a wholly non-racial basis should be as much a part of the federal standard of recognition of a National Guard unit as the state of training, the marksmanship or the readiness of equipment.

The American Veterans Committee believes it to be a necessary part of any merger decision that we be assured that an integrated officer corps will be commanding an integrated body of enlisted men in the same manner, in every unit drawn from areas populated by more than one race in every state of the union.

Yours very sincerely,

s/Paul Cooke  
National Chairman



File

UNITED STATES COMMISSION ON CIVIL RIGHTS

WASHINGTON, D.C. 20425

MEMORANDUM

January 11, 1965

To: Mr. John G. Stewart,  
Assistant to the Vice President-elect.

From: F. Peter Libassi, Director, Federal  
Programs Division.

Subject: Equal Opportunity in Federally-assisted Programs;  
a National Conference on Title VI,  
Civil Rights Act of 1964.

Purpose

In response to requests for clarifying information, the Commission has arranged a conference for representatives of Federal agencies, State governments, and national organizations on Title VI regulations and Federal programs. The conference will provide Federal agencies with the opportunity to interpret their regulations and to call upon the private organizations for cooperation and assistance in implementation of Federal civil rights policies. Since the conference follows closely upon the effective date of the regulations of most of the agencies and prior to that of some others, the conference will provide an opportunity for the private groups to offer constructive suggestions for implementation activities.

The program is not designed to provide specific detailed information on applications of the regulations to specific fact situations.

Participants

1. The attached program lists the participating Federal agencies.
2. The fifty governors have been invited to send representatives.
3. Invitations have been sent to approximately five hundred and fifty national private organizations. They fall into the following categories:
  - a. Professional, trade, and labor organizations whose constituents are affected by Title VI regulations (e.g., American Bar Association, National Medical Association, National Association of Social Workers, National Education Association, American Teachers

Association, Association of State Universities and Land Grant Colleges, Council of State Governments, National Association of Counties, United States Conference of Mayors, International Association of Personnel in Employment Security, National Association of County Agricultural Agents, American Hospital Association, National Association of Manufacturers, United States Chamber of Commerce, AFL-CIO, etc.)

b. Activist civil rights agencies (e.g., NAACP, SNCC, CORE, etc.).

c. Human relations-intergroup relations organizations (e.g., National Catholic Conference on Inter-racial Justice, ADL, AJC, National Conference on Religion and Race, etc.).

d. Religious agencies' race relations or social action commissions (e.g., the National Council of Churches, National Catholic Welfare Conference, Union of American Hebrew Congregations).

e. Men's and women's organizations having on-going race relations programs (e.g., National Council of Catholic Women, United Church Women, National Council of Jewish Women, various sororities and fraternities).

cc: Mrs. Patricia Gray

UNITED STATES COMMISSION ON CIVIL RIGHTS

Equal Opportunity in Federally-Assisted Programs

A National Conference On

Title VI - Civil Rights Act of 1964

Tentative Program

Thursday, January 28, 1965  
10 a.m. to 3:30 p.m.

Departmental Auditorium  
Constitution Avenue  
(adjoining Labor Department  
between 12th and 14th Streets NW)  
Washington, D.C.

\* 10:00 Registration

Introductory Statement: Hon. John A. Hannah  
Chairman, U. S. Commission on Civil Rights

Hon. Hubert H. Humphrey  
Vice President of the United States

12:00 Lunch

1:15 Concurrent Panels (While final arrangements have not been  
completed, conference participants may be  
able to attend two panels.)

A. Health and Welfare

Opening Statement: Hon. Anthony J. Celebrezze  
Secretary, Health, Education, and Welfare

Panelists: Surgeon-General, Public Health Service  
Commissioner, Welfare Administration

Other Agencies Represented: Vocational Rehabilitation Administration  
VISTA, Office of Economic Opportunity  
Department of Justice  
Surplus Property, Utilization Division, HEW

\* Please note that the time for registration has been changed from 9 a.m. to 10 a.m.

## B. Elementary and Secondary Education

Opening Statement: Hon. James M. Quigley, Assistant Secretary,  
Health, Education and Welfare

Panelists: Assistant Secretary Quigley  
Administrator, Agricultural Marketing Service  
Assistant Director, Community Action Programs, Office of  
Economic Opportunity

Other Agencies Represented: Department of Defense  
Department of Justice  
Surplus Property, Utilization Division, HEW

## C. Agriculture and Rural Area Development

Opening Statement: Hon. Orville L. Freeman  
Secretary of Agriculture

Panelists: Administrator, Federal Extension Service  
Administrator, Farmers Home Administration  
Director, Office of Rural Areas Development

Other Agencies Represented: Area Redevelopment Administration  
Office of Economic Opportunity  
Agricultural Stabilization and Conservation  
Service  
Soil Conservation Service

## D. Higher Education

Opening Statement: Hon. Francis Keppel  
Commissioner of Education

Panelists: Commissioner Keppel  
Director, National Science Foundation  
Commissioner, Community Facilities Administration, HHFA

Other Agencies Represented: National Aeronautics and Space Administration  
Department of Defense  
Atomic Energy Commission  
Department of Justice  
National Institutes of Health

E. Manpower Services (Vocational Training and Placement)

Opening Statement: Hon. W. Willard Wirtz  
Secretary of Labor

Panelists: Administrator, Bureau of Employment Security  
Assistant-Commissioner and Director, Division of  
Vocational and Technical Education  
Assistant Director, Job Corps, Office of Economic Opportunity

Other Agencies Represented: Neighborhood Youth Corps  
Bureau of Apprenticeship and Training  
Job Training Centers  
National Aeronautics and Space Administration

F. Housing and Community Development

Opening Statement: Hon. Robert C. Weaver, Administrator  
Housing and Home Finance Agency

Panelists: Commissioner, Public Housing Administration  
Commissioner, Urban Renewal Administration  
Commissioner, Community Facilities Administration, HHFA

Other Agencies Represented: Federal Housing Administration  
Office of Emergency Planning  
Bureau of Public Roads

*File - Civil Rights  
Commission*

FOR FURTHER INFORMATION CONTACT

M. Carl Holman  
Information Office  
U.S. Commission on Civil Rights  
Washington, D.C. 20425

Phone: 382-1228

FOR RELEASE - A.M. THURSDAY  
JANUARY 7, 1965

WASHINGTON, D.C. --The U.S. Commission on Civil Rights announced today that it will hold a hearing in Jackson, Mississippi, beginning February 10, 1965. The Commission will hear testimony concerning denials of voting rights to the State's Negro citizens and discrimination in the administration of justice.

In accordance with the statute governing the Commission's hearings, the hearing in Jackson will begin with an executive session during which persons who may be defamed, degraded or incriminated by testimony to be presented at the public session will have an opportunity to be heard. The public session of the hearing, which will follow the executive session, is expected to begin February 16, 1965.

In 1960 and 1961 the Commission staff conducted field investigations in Mississippi. The 1961 Commission Report brought to the attention of the President and the Congress serious questions concerning the civil rights status of Mississippi's Negro citizens. A hearing scheduled in Mississippi in 1962 was postponed at the request of the U.S. Attorney General. In 1963 the Commission, in a special report, found that there had been "open and flagrant violation of constitutional rights in Mississippi."



Since that time the Commission has conducted further field investigations and has continued to receive reports of voting denials, and of serious and unredressed incidents of violence principally against Negroes. More recently, some indications of progress, particularly in the area of law enforcement, have come to the attention of the Commission.

In conducting the hearing, the Commission will avoid interference with any criminal or civil proceeding in the State.

Today, Dr. John A. Hannah, Chairman of the Commission, issued the following statement:

"The Commission's purpose in holding this hearing is to obtain a balanced picture of the status of civil rights in Mississippi. The Commission is not a prosecuting agency; it cannot and does not seek to punish anyone. Our job is to find the facts and to report them to the President and Congress, with recommendations for any corrective action which seems necessary. To this end, the Commission intends to call a broad range of witnesses, so that all the facts pertaining to civil rights problems in the State may be appraised objectively and in context. Information collected at the hearing will be evaluated in the Commission's report to the President and Congress in accordance with the Commission's responsibilities. The Commission also hopes that a hearing conducted in ~~this~~ manner will assist responsible Mississippians in finding solutions to the problems in their State."

Since its establishment in 1957, the Commission has held hearings in Georgia, Alabama, Louisiana, Illinois, Michigan, California, Arizona, New Jersey, Tennessee, Indiana and Washington, D.C.

Members of the Commission are: John A. Hannah, President of Michigan State University, Chairman; Eugene C. Patterson, Editor, The Atlanta Constitution, Vice-Chairman; Mrs. Frankie Muse Freeman, Associate General Counsel, St. Louis Housing and Land Clearance Authorities; Erwin N. Griswold, Dean, Harvard University School of Law; Reverend Theodore M. Hesburgh, C.S.C., President, Notre Dame University; and Robert S. Rankin, Department of Political Science, Duke University.

COPY

February 23, 1965

Dear Mr. Attorney General:

On February 5, 1965, the President signed Executive Order 11197 establishing the President's Council on Equal Opportunity and designating you a member of this Council. The first meeting of the Council has been scheduled for Wednesday, March 3, 1965, 9:30 a.m. in the Indian Treaty Room of the Executive Office Building.

At this initial meeting, I believe it would be helpful if the Council considered its general functions and responsibilities as set forth by the President in the Executive Order, various problems in the area of civil rights which require our attention, and the proposed staffing and administrative operations of the Council.

I will be sending to you under separate cover a copy of the Report which I submitted to the President recommending establishment of the Council. This Report sets forth in some detail the structure and functions envisioned for the Council.

I look forward to seeing you next Wednesday.

Best wishes.

Sincerely,

Hubert H. Humphrey  
Chairman, President's Council  
on Equal Opportunity

The Honorable Nicholas deB. Katzenbach  
Attorney General  
Washington, D.C.

COPY

February 23, 1965

Dear Mr. Shriver:

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Sincerely,

Hubert H. Humphrey  
Chairman, President's Council  
on Equal Opportunity

The Honorable R. Sargent Shriver  
Director  
Office of Economic Opportunity  
Washington, D. C.

Agency: Office of Economic Opportunity (Anti-poverty)

Description of functions:

OEO is the newly created office in the Executive Office of the President charged with the over-all responsibility for the "war on poverty." Its authority is contained in Title VI of the Economic Opportunity Act of 1964.

There are three major components of the OEO program:

1) Programs administered by OEO itself

Job corps  
Community Action program  
VISTA Volunteers

2) Programs delegated to other Agencies

Neighborhood Youth Corps (Work-training)--Labor Dept.  
Work-study program for college youth --H.E.W.  
Adult Literacy Program -- H.E.W.  
Loans to rural families -- Agriculture  
Loans to small business -- SBA  
Work-experience program -- H.E.W.

3) Coordination of all poverty-related activities

Relationship to Civil Rights Program:

OEO does not have any explicit civil rights functions -- except to carry out the non-discrimination policies of the Government as required under Title VI of the Civil Rights Act and by the several Executive orders -- but the important relationship between the anti-poverty and the civil rights programs is rather self-evident.

The President's letter to Senator Humphrey contains the following specific charge:

"I think it of great importance ... that all of the



programs aimed at relieving poverty and disadvantage be as available to our Negro citizens, and members of other minority groups, as to anyone else. They must be administered with this in mind."

More and more, Negro spokesmen are looking to programs like the war on poverty for lasting improvements in the lot of their people. While 3 out of 4 poverty families in the nation are white, the poverty program has very special meaning for Negroes and other minority groups. More than 50% of these families are in the poverty category -- and their poverty is associated with some of the nation's most difficult problems: discrimination, inferior education, health, housing, family deterioration, juvenile delinquency.

The poverty program should probably not be publicly described as a "civil rights" program -- for obvious political and psychological reasons-- but there are many ways in which its effective implementation can contribute substantially to civil rights objectives. These are summarized below:

1. Strict enforcement of non-discrimination policies

Everything points to strict enforcement: the legislative history of the Economic Opportunity Act itself; the strong public statements made by OEO Director Sargent Shriver; and the regulations issued under Title VI of the Civil Rights Act. Thus, it can be assumed that the benefits of the anti-poverty program will in fact reach many Negroes.

(In this connection it should be noted that Mr. Shriver



has gone beyond the requirements of Title VI. He has insisted upon non-discrimination assurances even in the employment policies affecting the staffs of communities and states receiving grants, including the poverty staffs of Governors.)

## 2. Minority representation in Community Action Committees

The poverty Act and the OEO regulations encourage (but do not actually compel) the creation of community-action organizations that are broadly based, representing every important sector of community life. The first months of the program have already seen the formation of scores of such committees. OEO intends to see to it that there shall be appropriate minority representation on such committees. Negroes and other minority members can either come from other sectors of community life (social work, labor, etc.) or they can represent Negro organizations.

While the goal is clear, and the determination firm, it will not always be easy to get the correct representation. There have already been some complaints regarding insufficient Negro representation, inappropriate ("Uncle Tom") representation, and of white racist participation. To avoid any or all of these problems, OEO has requested help from the Community Relations Service and of the Civil Rights Commission in evaluating the individuals proposed for membership on poverty commissions.

In many communities, a properly balanced "economic opportunity" commission can either supplement the work of, or be a substitute for, the traditional bi-racial commission.

### 3. Involvement of the Poor and Indigenous Leadership

Both the law and the OEO regulations lay great stress on the maximum <sup>feasible</sup> participation by the poor themselves in the programs funded by the OEO. Special attention should be given to Negro poor in this connection. This includes representation off CAP committees, on the paid staffs, and in the volunteer program. This will expand contacts with Negro rank-and-file, and will help develop "indigenous leaders" among the minority groups, with positive results for the community at large.

A related issue is the use of recognized Negro groups on a contractual basis. Already, a number of CAP grants involve such groups.

In his recommendations for the National Advisory Council, Mr. Shriver has included two Negroes: Philip Randolph and Whitney Young.

### 4. Priority consideration for Target Areas

Judicious and timely use of the poverty program -- within the limits prescribed by law -- can be most helpful in resolving tense community situations. Its effectiveness has already been demonstrated in some areas through the use of MDTA grants.

"Early warning" intelligence reports should come to the attention of OEO so that it could quickly evaluate the possibility of priority attention to the particular community's needs. Not only should OEO programs <sup>as</sup> such be considered ~~for~~ special attention, but the whole range of government assistance programs.

Special problems:

1. The right granted in the Act to governors to veto Job Corps sites and community action programs has led to much apprehension on the part of civil rights groups. This will have to be watched carefully to see whether governors in the Southern states will not permit CAP programs that are truly non-segregated and which will give Negroes an effective voice.

2. The Job Corps will contain potentials for explosive situations. The mingling of Negro and white youth could create tensions. Off-site infractions of laws or customs by Negro youth could arouse community citizens. Mistreatment of Negro youth in the community could similarly lead to troubles. (Job Corps has a Community Relations unit to work on this problem.)

3. Consistency in the conducting of all poverty-related programs by all of the agencies involved will be important. Programs delegated by OEO will be administered by the respective agencies under their own Title VI regulations and interpretations.

Questions for Senator Humphrey:

1. What steps can be taken to assure adequate Negro representation in community action programs?
2. Are special steps being taken to recruit Negro VISTA volunteers?
3. What plans do you have for regular liaison with major Negro organizations?
4. How can OEO and related programs best be used to help



meet crisis civil rights situations?

5. Is any special research work being done now about the special problems of poverty among Negroes?

6. Are there any new legislative proposals in the poverty area which have civil rights implications?

COPY<sup>ss/CRAgencies-CCR</sup>

February 23, 1965

Dear Dr. Hannah:

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Best wishes.

Sincerely,

Hubert H. Humphrey  
Chairman, President's Council  
on Equal Opportunity

Dr. John A. Hannah  
Chairman  
Commission on Civil Rights  
Washington, D.C.

COPY

SS/JGS CR Agencies

February 23, 1965

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Hubert H. Humphrey  
Chairman, President's Council  
on Equal Opportunity

The Honorable Robert S. McNamara  
Secretary of Defense  
Washington, D.C.



COPY

February 23, 1965

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Best wishes.

Sincerely,

Hubert H. Humphrey  
Chairman, President's Council  
on Equal Opportunity

The Honorable W. Willard Wirtz  
Secretary of Labor  
Washington, D.C.

COPY

February 23, 1965

Dear Mr. Keppel:

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Best wishes.

Sincerely,

Hubert H. Humphrey  
Chairman, President's Council  
on Equal Opportunity

The Honorable Francis Keppel  
Commissioner  
Office of Education  
Department of Health, Education and Welfare  
Washington, D.C.

COPY

February 23, 1965

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Sincerely,

Hubert H. Humphrey  
Chairman, President's Council  
on Equal Opportunity

The Honorable Anthony J. Celebrezze  
Secretary of Health, Education and  
Welfare  
Washington, D.C.



February 5, 1965

Memorandum to the Vice President

From John Stewart

This memorandum relates to your conversation and subsequent letter from the Governor of South Carolina on his attempts to secure voluntary desegregation of elementary and secondary schools.

The Governor indicates, in his memorandum, that 5 of South Carolina's 108 school districts are operating under Federal Court Desegregation decrees. He indicates further: "A large number of school districts in (his) State without awaiting Court action, have adopted procedures for nondiscriminatory operations as prescribed in the Court cases and will follow such procedure in their acceptance of assignmentsof pupils."

The Governor goes on to note his concern that the U. S. Commissioner of Education, in implementing his responsibilities under Title VI, might not find these voluntary actions sufficient and instead require more stringent desegregation plans. The Governor is requesting your assistance in getting the Office of Education to agree that if a school district of this State will adopt and follow in good faith the terms of outstanding Court decrees as such decrees are amended, it would be in compliance with the rules issued under Title VI.

This matter has been discussed both with the Department of Justice and the Office of Education. They discussed informally the following points which seem relevant to your response to the Governor.

1. The Justice Department reports that only 11 additional districts out of the total of 108 have adopted voluntary desegregation procedures. Out of 23,000 Negro students in South Carolina only 260 are attending integrated schools.

2. The Court Order which the Governor sent to you relates to the Darlington School District. It provides only for right of transfer from one school to another and does not provide any further requirements of desegregation. That is, each Negro child must on his own initiative seek to attend a white school or remain in the segregated Negro school. Many school districts in the South have been subject to far more stringent requirements than these and the Darlington case is considered to be a very lenient, perhaps the minimum, requirement that could be placed on a Southern school district.

2-

3. Conditions vary from district to district and what might be considered progress in one district would not be sufficient in another. To provide a single standard for the entire state might raise problems along this line.

4. On the other hand, if all the school districts in the State agreed simultaneously to implement this arrangement without violence or commotion, this might represent a major step forward at this time.

5. In short, it appears desirable for the Governor to come to Washington and discuss the matter informally and on an off-the-record basis with Commissioner Keppel and his assistants. You might be present at the beginning of the meeting and indicate your hope that some informal arrangement could be arrived at and then permit them to explore a range of possibilities.

6. The Office of Education has authority under Title IV of the Civil Rights Act to provide consultants to work with the State of South Carolina in seeking some acceptable voluntary desegregation plans. It seems these consultants should be made available once the initial ground has been broken between the Office of Education and the Governor.

7. Do you want to go ahead and arrange such a meeting?

February 18, 1965

Memo to Howard Bennett

From John Stewart

The Vice President is willing to send the attached letter to a number of liberal pro-civil rights Senators-- Douglas, Hart, Clark, etc. Would such a letter be of assistance to you and is the wording appropriate? Please feel free to make whatever suggested language changes you feel necessary.



# COPY

February 18, 1965

Dear :

In recent conversations with officials of the Department of Defense concerning that Department's activities in the area of civil rights, I discovered a situation which I respectfully bring to your attention.

The number of Negro officers at the upper levels of our military service is shamefully low. The problem stems fundamentally from a serious shortage of qualified officer candidates, particularly those who have graduated from our Service Academies.

To help remedy this situation, the Department of Defense has been conducting a campaign to acquaint qualified Negro candidates with the benefits and opportunities accruing from an education at our Service Academies. As a result of these efforts the number of Negro enrollees has been increasing.

The purpose of this letter is to call this situation to your attention and suggest that you might wish to cooperate with the Department of Defense in these efforts to broaden minority group enrollment in our Service Academies. If you wish to explore this matter further, you might communicate with Mr.

-2-

Howard Bennett who is in charge of these activities for the Department. His phone number is Code 11, extension 50110.

I am sure Mr. Bennett would appreciate whatever assistance you would find it possible to provide.

Sincerely,

Hubert H. Humphrey

OFFICE OF THE VICE PRESIDENT  
WASHINGTON

File

Senator Clinton P. Anderson

Senator Birch Bayh

Senator Daniel Brewster

~~Senator Clifford Case~~

Senator Joseph Clark

Senator Thomas Dodd

Senator Paul Douglas

Senator Philip A. Hart

Senator Vance Hartke

~~Senator Jacob Javits~~

Senator Robert Kennedy

Senator Edward Kennedy

~~Senator Thomas Kuchel~~

~~Senator Frank Lausche~~

Senator Pat McNamara

~~Senator Wayne Morse~~

keep on

Senator Walter F. Mondale

Senator Gaylord Nelson

Senator Maurine Neuberger (Oregon has lots of  
well qualified Negroes)

Senator John Pastore

Senator Claiborne Pell

Senator Abraham Ribicoff

~~Senator Leverett Saltonstall~~

Senator Harrison A. Williams

~~Senator Ralph Yarborough~~

Senator Stephen M. Young

Senator Eugene J. McCarthy

~~Senator Dirksen (?)~~



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE  
WASHINGTON, D. C. 20301

MANPOWER

February 26, 1965

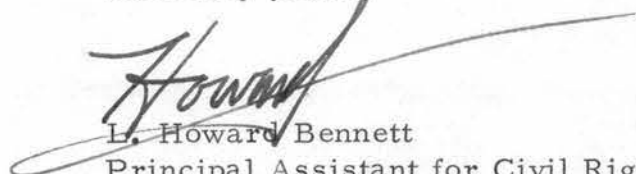
Mr. John Stewart  
Office of the Vice President  
New Senate Office Building  
Washington, D. C.

Dear John:

I have added two or three new sentences which I hope do not interfere with the letter the Vice President wishes to send out. I would think also that in addition to sending a letter to the pro-civil rights Senators we should give consideration to sending it to pro-civil rights members of the House because there are quite a number of such Congressmen in sections of the country where Negroes constitute more than 10% of the population. I have asked Louis Martin to compile for me a list of such Congressmen and their Districts and will send it over to you as soon as I have heard from Louis.

I appreciate very much the leadership, help and assistance the Vice President is giving us in this facet of our program.

Sincerely yours,

  
L. Howard Bennett  
Principal Assistant for Civil Rights  
Deputy Assistant Secretary  
(CP, IR & CR)

OFFICE OF THE VICE PRESIDENT

Washington

March , 1965

Personal - Confidential

Dear :

In recent conversations with officials of the Department of Defense concerning that Department's activities in the area of civil rights, I discovered a situation which I respectfully bring to your attention.

The number of Negro officers at the upper levels of our military service is shamefully low. The problem stems fundamentally from a two-fold shortage in Negro officer input: Few Negroes coming in from the ROTC programs of the Services, and an even smaller number matriculating at and graduating from our Service Academies. ~~It is about the latter that I wish to enlist your cooperation.~~

To help remedy this situation, the Department of Defense has been making efforts to assure that qualified Negro candidates are not failing to seek admission to the Service Academies because of lack of awareness of the benefits and opportunities accruing from an education there and from pursuing careers as officers in the Armed Forces. As a result of these efforts the number of Negro enrollees has been increasing. In 1963-64 out of approximately 9,700 cadets and midshipmen at West Point, Annapolis and the Air Force Academy, there were

only 31 Negroes. At the present time there are 49 Negroes out of 11,334 in the three Service Academies.

The purpose of this letter is to call this situation to your attention and suggest that you might *wish to help in this effort* ~~wish along with the Department~~ ~~of Defense~~ to broaden minority group enrollment in our Service Academies. We have found that several *Members of Congress* ~~Congressmen~~ when queried about this, stated that they were hesitant to appoint Negroes to the Academies believing that they were denied full participation in the activities of the Academy. This is not true. I learn that they are accepted as an integral part of the Corps and are encouraged to participate in any activity in which they are interested. Several have achieved leadership positions in the Corps of Cadets and Midshipmen. If you wish to explore this matter further, you might communicate with L. Howard Bennett who is in charge of these activities for the Department. His phone number is Code 11, extension 50110.

I would appreciate whatever assistance you would find it possible to lend in furthering this effort.

Sincerely,

Hubert H. Humphrey



COPY <sup>s: S/CR Agencies-CRS</sup>

February 23, 1965

Dear Governor Collins:

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Best wishes.

Sincerely,

Hubert H. Humphrey  
Chairman, President's Council  
on Equal Opportunity

The Honorable LeRoy Collins  
Director  
Community Relations Service  
Department of Commerce  
Washington, D.C.

COPY

February 23, 1965

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Sincerely,

Hubert H. Humphrey  
Chairman, President's Council  
on Equal Opportunity

The Honorable John T. Connor  
Secretary of Commerce  
Washington, D.C.

February 15, 1965

Memo to the Vice President

From John Stewart

I talked with Secretary Freeman as you requested about the appointment of negroes to State ASCS Committees.

It was our general conclusion that he would issue a general statement of policy somewhat along these lines: that the Department of Agriculture was taking steps to see that negroes were represented on all State committees wherever there was an appreciable number of negro farmers within a State. This would be issued through the normal channels of the Department. The Secretary would then follow up this policy within a week to ten days by visiting with the affected Senators in Southern States and indicate to them his intention to secure negro representation.

The Secretary told me that the President had some question about issuing any policy statement since this supposedly had been the Department's policy right along, particularly since 1961, and the promulgation of Executive Order 10925. On the other hand, the political and practical liabilities of acting without some prior notification would seem to be substantial.

We agreed that the Secretary would confirm these arrangements with you sometime next week and that you might send a joint memorandum to the President outlining this plan of action subject, of course, to his final veto. I will be following up with the Secretary and yourself.



COPY SS/CR Agencies-Ag

February 23, 1965

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Sincerely,

Hubert H. Humphrey  
Chairman, President's Council  
on Equal Opportunity

The Honorable Orville L. Freeman  
Secretary of Agriculture  
Washington, D.C.

February 10, 1965

Memorandum to Lee White

From John Stewart

cc: The Vice President

The Vice President has brought to my attention a copy of the memorandum which the Secretary of Agriculture sent to the President on January 15, 1965. Secretary Freeman's memorandum relates to the forthcoming report by the Commission on Civil Rights relating to the many civil rights problems within that department.

Secretary Freeman is proposing that he announce sometime in the near future appointments of certain negroes to the ASCS State Committees. He also notes the political difficulty that can be expected from such appointments due to the tradition of accepting Senatorial recommendations for these State Committee posts.

The Vice President has asked me to explore with you ways and means whereby we can assist the Secretary of Agriculture to make these appointments and still not find himself in a hopelessly snarled political situation with Southern members of Congress. For example, the Secretary could make a general policy statement about the need to enforce non-discriminatory standards in the programs of the Department of Agriculture and, as a step toward this objective, announce his intention to appoint qualified negroes to certain of the State Committees wherever negroes are involved in the expenditure of Federal monies. In making this announcement the Secretary could indicate it had the support of the President or the Vice President or both, whichever is more appropriate.

The Secretary is also moving ahead to appoint an Advisory Committee on Civil Rights for the Department and this announcement might be made at the same time.

Memorandum to Lee White  
From John Stewart

In any event, publication of the Civil Rights Commission report, scheduled for March 1, 1965, will mean considerable embarrassment to the Department of Agriculture and to the Administration itself. Any steps which might be taken to mitigate this embarrassment should be evaluated thoroughly before that date.

I am attaching a copy of the Secretary's memorandum to the President bearing on this subject. The Vice President wants to assist in any way he can and asked me to get in touch with you.



UNITED STATES COMMISSION ON CIVIL RIGHTS

WASHINGTON, D.C. 20425

February 12, 1965

*File*  
*Civil Rights Commission*

M E M O R A N D U M

TO: John Stewart  
Special Assistant  
to the Vice President

FROM: F. Peter Libassi  
Director, Federal Programs Division

SUBJECT: Opening Session and Executive Session Mississippi  
Hearing - U.S. Commission on Civil Rights

February 9 : Governor Paul Johnson made public statement indicating the willingness of the State and its officials to co-operate with Commission. This statement reflects a radical shift in policy and posture for the State.

February 10: Mississippi Attorney General Joe Patterson contacted the Commission indicating his willingness to appear before the session. A special brief public session was held after the Commission went into its executive session at which Patterson said that he felt it was important that the Commission know what the good people of the State are doing. Patterson did admit that the State had racial problems, and that something would have to be done about them. As a lawyer and a son of a lawyer, he said that he had never doubted that the law of the land had to be obeyed.

February 10: Synopsis of executive sessions:  
and 11:

Although the Commission had not expected law enforcement officials to respond to the opportunity to appear before the executive session, a number of sheriffs did appear. On balance, it was considered that the officials thought the Commission was understanding toward their problems, and they were apologetic rather than belligerent in their attitude. The appearance and manner of testimony of the respondents in the executive session seemed to be in the spirit of Governor Johnson's statement. The Commission members, however, were firm in their belief that abuses of law had occurred.

Officials from Greenwood asked that they not be required to appear before the open session because of the pending McGee court case. The Commission agreed to go along with this request.

Jackson Mayor Thompson was interviewed on television on the evening of the 10th - he indicated that he would like an opportunity to appear during the open session. The Commission will attempt to give him such an opportunity.

The fears of the moderates and the business community that a special session of the State legislature would be called in response to the hearing seem to have been dispelled. Commission staff members now find that moderates want to use the hearing as a forum for positive statements.

## Mississippi Aide to Testify On Rights

JACKSON, Miss. (AP)—State Atty. Gen. Joe T. Patterson has told the U.S. Civil Rights Commission he'll gladly testify at the commission's convenience.

The commission continues its closed hearings here today.

Witnesses from two Mississippi racial hot spots were among the first persons to go before the commission, which opened its long-delayed Mississippi hearings yesterday.

The six-member panel heard officials from the Greenwood area and from McComb shortly after opening its inquiry.

Patterson said he would be glad to give testimony on state voting laws and law enforcement matters. His surprise appearance came after Gov. Paul B. Johnson called on the leadership of the state to volunteer to appear before the fact-finding agency to tell the Mississippi side of the story.

### Probing Voter Laws

The commission, created by Congress in 1957, is directing its opening work to voter registration laws and administration of justice.

Chairman John Hannah, president of Michigan State University, told Patterson he hoped many distinguished white Mississippians would appear. He said the commission was interested in facts but even more interested in obtaining compliance with the law.

The commission held a brief open session at the start of its hearings and reopened them to newsmen when Patterson appeared.

The commission will continue closed-door sessions through Monday. Beginning Feb. 16 public hearings will be held in an auditorium at the Veterans Hospital here.

"Those in responsible position want an opportunity to answer any and all charges that may be made, particularly those that smack of dereliction of duty," Patterson said.

"We have nothing to hide. We are trying to cope with the situation . . . free of demagoguery, free from publicity . . ."

Greenwood Police Chief Curtis Lary and attorney Stanny Sanders went before the investigative body during the afternoon session. Lary told the commission of the racial situation in the delta city. He said a recent Justice Department suit against city officials provided a helpful picture of racial conditions at Greenwood.

The Justice Department brought suit against Greenwood officials charging them with failure to protect the rights of Negroes seeking to attend a movie shortly after passage of the Civil Rights Act.

The commission also heard from Claiborne County officials. Civil rights workers have lodged protests in the past and charged harassment.

## Miss. Aides Testify to Rights Unit

JACKSON, Miss., Feb. 10 (UPI) — The United States Commission on Civil Rights heard testimony today concerning alleged racial discrimination in voting and law enforcement in Mississippi.

It was the first time the Commission had met in Mississippi. A session had been scheduled in 1962, but it was postponed at the request of the Justice Department because of the crisis that developed from the integration of the University of Mississippi.

Today's closed session was opened briefly to give newsmen the opportunity to hear State Attorney General Joe Patterson, who told the Federal group that Mississippi "has nothing to hide" and is making an effort to settle its racial problems.

Patterson offered the assistance of his office to the Federal body and urged the commission to give "those of us in responsible positions the opportunity to answer any, and all charges made against the State."

The Federal fact-finding body said the current executive session was expected to last three days, followed by a public hearing starting next Tuesday.

Dr. John A. Hannah, chairman of the Commission, said the closed session was primarily for hearing law-enforcement officers and other persons who might be "defamed or degraded" by testimony at the public session next week, Hannah said.

Hannah noted that no one was subpoenaed. Among those invited to appear were nine McComb men under suspended sentences in connection with racial bombings and burnings last summer. Pike County District Attorney Joseph Piggott appeared with a Pike County delegation which included Sheriff R. R. Warren, County Attorney Robert Reeves and McComb City Attorney William Wiltshire. Present from Greenwood were Police Chief Curtis Lary, District Attorney George Everitt, and Circuit Judge Arthur B. Clark Jr.



# Rights Hearings Begin in Mississippi

Special to The New York Times

JACKSON, Miss., Feb. 10—Mississippi's attorney general gave the United States Civil Rights Commission assurances here today that state leaders were trying to cope with the civil rights issue, "free from demagoguery."

Attorney General Joe T. Patterson told the opening of a 10-day Mississippi investigation by the Civil Rights Commission that he had "nothing to hide, nothing to cover up."

Mr. Patterson was the only witness to be heard today by the commission in open session. He came before the body to volunteer his testimony and said he would not have to be subpoenaed to make an appearance.

The commission is holding closed hearings this week and will begin full-scale open hearings next Tuesday.

Dr. John Hannah, president of Michigan State University, chairman of the six-member Federal Commission, called Mr. Patterson's remarks "heartening" and earlier had complimented Gov. Paul R. Johnson Jr. for his statement urging Mississippi's white leaders to cooperate with the hearings.

About a dozen white officials from several parts of the state

where civil rights violence has flared were here today to make voluntary appearances before the commission.

Among them were Sheriff R. R. Warren of Pike County, who had headed the investigations into bombings and terroristic acts in McComb last summer, and Chief of Police Curtis Lary of Greenwood, center of the explosive racial disorders in the state's Delta country.

A handful of Negroes was also present in the witness room but the nature of their testimony was not known.

All six members of the Civil Rights Commission were here to open the long-proposed Mississippi civil rights inquiry. The investigation will look into alleged denial of voting rights to Negroes and the administration of justices to Negroes in Mississippi courts.

In 1963, the commission, in a special report based on field investigations, found "open and flagrant violation of constitutional rights in Mississippi."

At one point in his brief testimony Mr. Patterson called attention to the fact that a case was pending before the United States Supreme Court placing all of Mississippi's voter registration and voting laws up for review.

Dr. Hannah remarked that "We hope problems of civil rights can be solved within the state." He said the commission appreciated the "interest shown by outstanding white citizens."

Dr. Hannah said in a statement as the commission convened in the Federal Court-house here that in preparing the Mississippi hearing "We have been in touch with Mississippians of varied background and experience in an effort to secure a rounded picture of the status of civil rights in this state."

He said the commission had "always sought to secure the widest possible range of relevant information in carrying out its studies."

Members of the civil rights commission besides Dr. Hannah are Eugene Patterson, editor of The Atlantic Constitution and vice chairman of the commission; Mrs. Frankie Muse Freeman, associate general counsel of the St. Louis Housing and Land Clearance Authorities; Erwin N. Griswold, dean of Harvard University's School of Law; the Rev. Theodore M. Hesbrough, president of the University of Notre Dame; and Robert S. Rankin of the department of political science at Duke University.



MEMORANDUM

February 15, 1965

To: John G. Stewart,  
Special Assistant to the Vice President

From: F. Peter Libassi,  
Director, Federal Programs Division

**CONFIDENTIAL**

Subject: President's Committee on Equal Employment Opportunity

You asked for an inventory of problems facing the contract compliance program of the President's Committee and of the agencies. Here are my impressions and thoughts on what seem to be the basic problems. This is not a balanced picture since I have talked only with agency officials and not also with Committee staff.

- (1) The views expressed by the agencies about the Committee were uniformly negative. Whether justified or not, this is itself a significant fact. Attitudes ranged from contemptuous hostility to indifferent annoyance. There is certainly no sense of team work between the agencies and the Committee.
- (2) The agencies have looked to the Committee for program objectives and goals and for over-all direction which have not been forthcoming. There is no plan or grand strategy which would provide a sense of team work or common purpose.
- (3) The agencies have looked to the Committee for operating standards and criteria, for review and criticism which would enable them to strengthen the program within the agencies. However, the Committee has not developed the quality controls necessary for systematic evaluation of agency operations.
- (4) There is some confusion as to the respective roles of the Committee and of the agencies. At times the Committee becomes operational (investigating complaints) while the agencies proceed without goals and without any evaluation of their effectiveness. Agencies are not certain as to who is to do what and how.
- (5) Efforts by the Committee to improve the compliance reviews and complaint investigations have focused on a case-by-case approach. The cases are not taken as a whole, as a basis for evaluating agency capability and as the basis for suggesting changes in staffing and procedures. As a result, the Committee becomes

**CONFIDENTIAL**

overly concerned with the minutiae of a particular case and fails in its role as an evaluator, innovator, and planner.

(6) Without an over-all program, without established priorities, the Committee is susceptible to pressures for crash programs which the agencies believe are of low priority. Activities and programs are selected haphazardly and without consistency. Whatever the Committee's rationale may be for special projects, it is not communicated to the agencies.

(7) In requesting information from the agencies, the Committee imposes unreasonable time limitations and gathers information which the agencies believe it cannot effectively use.

(8) General administration is also criticized. The routine transmittal of complaints from the Committee to the agencies can take 3 to 6 months. Lines of communication from the Committee to the agencies are not single, resulting in duplication and confusion. Policy questions are not answered and decisions are delayed. The preparation of forms may take 12 to 18 months. Several agencies believe that the staff of the Committee lack the technical skills and competence which would assist the agencies in improving their operations.

(9) While the views of the agencies about the Committee undoubtedly have some foundation, this is not to say that the agencies' operations are all adequate to their task. No effort was made to assess the strength or weakness of the activities of the agencies. The point is that the Committee should be doing this job but apparently has not developed the approach, the tools, or the techniques to do so.

# CONFIDENTIAL

## MEMORANDUM

February 15, 1965

TO: John G. Stewart,  
Special Assistant to the Vice President

FROM: F. Peter Libassi  
Director, Federal Programs Division

SUBJECT: Mississippi Hearing - weekend, February 13, 14.

Mayor Thompson announced to the press that he had accepted the Commission's invitation to appear at the open session.

The Commission received its first piece of hate mail: the letter said that the Commission should not tell people that things are good ... because we don't want any more outsiders coming down ...

Some Commission staff members attended a meeting at the Freedom School in Canton (Madison County, where ASCS election resulted in some violence). There is some indication that COFO is thinking of issuing a statement criticizing the HUAC investigation of KKK -- criticism based on civil libertarian argument. Plans for mounting an offensive on Canton in the wind; COFO workers promised to keep Commission alerted to program.

John Satterfield, former President of the American Bar Association, had dinner with Commissioner Erwin Griswold of Harvard. Griswold reported that Satterfield seems to be a little sheepish about the situation in the state. He admits that some people should have taken a stronger position in support of law and order. Satterfield said he had drafted a letter congratulating Katzenbach upon his nomination by the President but did not send it when both Mississippi Senators voted against the confirmation. Satterfield has been busy trying to keep the Mississippi Methodist church from splitting with the national body. His position seems to be that he will not give up segregation but feels it is more effective to fight from within.

Attachment:  
partial listing, Feb. 16 opening session.

# CONFIDENTIAL



**CONFIDENTIAL**

Attachment to Feb. 15 memorandum, Mr. Libassi to Mr. Stewart

PARTIAL LIST, PARTICIPANTS ---  
CCR OPENING SESSION, JACKSON, MISSISSIPPI, FEB. 16, 1965

Dr. Hannah                      Commission statement.

Mrs. Freeman                  Rules of procedure

Dr. Albert Britton          Statement for Mississippi State Advisory  
   Committee

Governor Johnson

Mayor Thompson

Mrs. Jeremiah Blackwell        )  
Mr. and Mrs. Clarence Hall    ) Issaquena County

T. V. Johnson                    )  
Miss Mary Thomas                )  
Circuit Clerk T. T. Hood       ) Humphries County  
Sheriff Jack Purvis              )

William Eskridge      Carroll County

**CONFIDENTIAL**

**CONFIDENTIAL**

February 12, 1965

MEMORANDUM

TO: John Stewart, Special Assistant  
to the Vice President

FROM: F. Peter Libassi, Director,  
Director, Federal Programs Division

SUBJECT: Mississippi Hearing - U.S. Commission on Civil Rights

February 11: Executive Session concluded in mid-afternoon.  
Open hearing to begin Tuesday morning, February 16.

February 12: Staff spent most of day making final determinations  
of witnesses who will appear during the open sessions.

Acting on information unofficially received,  
Commission Chairman John Hannah met with Governor  
Paul Johnson. Although the meeting was expected  
to last only a few minutes, the men met in an  
off-the-record session for about an hour. They  
agreed that the Governor will appear immediately  
following the opening Commission statement  
at the Tuesday session.

THIS WILL NOT BE ANNOUNCED PUBLICLY UNTIL HE APPEARS.

The Governor is slated to appear on Meet the Press  
Sunday evening. He expects to return from  
New York before Tuesday.

NOTE: The Jackson daily papers have some difficulty in dealing with  
the presence of Mrs. Frankie Muse Freeman, Commissioner from St. Louis.  
The Jackson Daily News, particularly, refers to her as Frankie  
Freeman or "that Freeman woman." In a signed column which appeared in  
the Thursday night paper, the columnist made reference to Mrs. Freeman  
-- though not by name. The writer noted that this lady Negro lawyer  
came down to Mississippi while her home town - St. Louis -  
was full of problems.

**CONFIDENTIAL**



COPY

February 22, 1965

Dear Mr. Reynolds:

Thank you for your letter suggesting that the Conference of Commissions for Human Rights meet with the appropriate officials of the Equal Employment Opportunity Commission to develop procedures and practical working relationships in the area of equal employment opportunity.

As you know, the President has not yet nominated the members of the Equal Employment Opportunity Commission. When this has been accomplished, and a staff appointed, I can assure you that the Conference will be involved in working out sound and constructive relationships in this vital area of public policy. I appreciate some of the difficulties which have existed in the past, and we hope to do everything in our power to avoid them in the future.

Best wishes.

Sincerely,

Hubert H. Humphrey

Mr. James F. Reynolds  
Director  
Anti-Discrimination Commission  
306 State Services Building  
1525 Sherman Street  
Denver, Colorado 80203

# State of Colorado

## COMMISSIONERS

MRS. DORA PICCOLI, CHAIRMAN  
DURANGO

MRS. TOR HYLBOOM  
COLORADO SPRINGS

GERALD M. QUIAT  
MRS. ARMANDO J. SISNEROS  
FRANKLIN M. THOMAS  
DENVER

GEORGE J. WHITE  
PUEBLO

MAX TORRES  
TRINIDAD

JOHN A. LOVE, GOVERNOR



## ANTI-DISCRIMINATION COMMISSION

306 STATE SERVICES BUILDING, 1525 SHERMAN STREET

DENVER, COLORADO 80203

PHONE 222-9911, EXT. 2621

## STAFF

JAMES F. REYNOLDS  
DIRECTOR

SAMUEL R. MARTINEZ  
ASSISTANT DIRECTOR

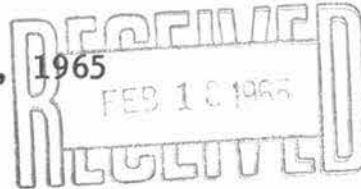
J. DAVID PENWELL  
ASSISTANT ATTORNEY GENERAL

GALLOWAY H. DENNY  
MARY V. MCLUCAS  
BRUCE PATRICK  
AUGUST G. ROYBAL, JR.  
RUTH STEINER  
JAMES F. WARREN

SOCIAL RELATIONS SPECIALISTS

SYLVIA PROFFIT  
OFFICE MANAGER

February 11, 1965



Honorable Hubert H. Humphrey  
Vice-President of the United States  
Washington 25, D.C.

Dear Mr. Humphrey:

The Colorado Anti-Discrimination Commission is concerned, both as a state agency enforcing Colorado's Fair Employment Practices Law and as a member of the National Executive Committee of the Conference of Commissions for Human Rights which has been given the responsibility for liaison with the future Equal Employment Opportunity Commission, about necessary advance cooperation and planning needed to make sure that working agreements and rules for procedure relating thereto be more practicable and realistic than the agreements with the President's Committee on Equal Employment Opportunity have been.

If I did not believe that it would impose upon your time unduly, I could document at some length the difficulties we have encountered in trying to gain the cooperation of the President's Committee. Suffice it to say that it has proved to be a burial ground for complaints referred. Were this to become the case with the E.E.O.C. agreements it would doom us to failure in referring complaints or in hoping to have complaints promptly referred to the Colorado Commission whenever our law covers the case. Delayed referral makes complaints very difficult to handle effectively.

From our difficulties with the matters referred to the President's Committee we know that the only practical approach is to have representatives of the Conference of Commissions for Human Rights

Vice-President H. Humphrey  
February 11, 1965  
Page Two

sit down with the members of the new E.E.O.C. as soon as they are appointed and work out together the practical working agreements and necessary machinery cooperatively so that title VII of the Civil Rights Act of 1964 will be effectively implemented.

To the extent that cooperation between state and federal agencies is suggested or required in the Civil Rights Act it is desirable that similar meetings with other government agencies be arranged. We urgently request your good services in making certain that meetings, for the purposes stated above, be arranged between federal agencies and the representatives of the C.C.H.R.

Sincerely yours,

  
James F. Reynolds  
Director

MMcL:pc

cc: Gov. John A. Love  
Chairman Dora Piccoli  
Executive Committee, C.C.H.R. (New York, Minnesota, Colorado)

COPY

February 22, 1965

Dear Mr. Levintow:

Mrs. Gray has forwarded to me your recent letter.

The President has not yet nominated the members of the Equal Employment Opportunity Commission. When this has been accomplished, I will bring your proposal to their attention. I might, however, note that Title VII of the Civil Rights Act of 1964 does not provide authority for the Commission to concern itself with foreign impact of our racial difficulties. The EEOC is charged only with administering the equal employment opportunity legislation enacted by the Congress. It seems to me that the type of operation you suggest would be more appropriately located in the United States Information Agency.

Best wishes.

Sincerely,

John G. Stewart  
Assistant to the  
Vice President

Mr. David Levintow  
US AID/Labor  
US Mission to Iran  
APO NEW YORK 09205

UNITED STATES  
AGENCY FOR INTERNATIONAL DEVELOPMENT  
MISSION TO IRAN



هیئت عمران بین المللی آمریکا در ایران

February 8, 1965

Mrs. Patricia Neal Grey  
Appointments Secretary  
Office of the Vice-President  
of the United States  
Washington 25, D.C.

Dear Mrs. Grey:

I am taking the liberty of addressing to you a copy of a letter I have written to Mr. Hobart Taylor, with enclosures, in connection with the Equal Employment Opportunity Commission.

I noticed your name in a recent Antioch Alumni News Letter, and with our common background I presumed you might share with me the conviction that the foreign policy aspects of the Civil Rights Program deserve special consideration.

After seven years overseas, of seeing U.S. race riots, fire hoses and police dogs, and lately - manhandling of voter registrants - being given prominent graphic and editorial display in foreign newspapers, I feel strongly about the validity and merit of my proposal.

Mindful of the Vice-President's executive responsibility for the entire Civil Rights area, I should appreciate very much if you could bring my proposal and application to the attention of whoever may be concerned with the foreign policy implications of the new Fair Employment Practice statute.

Your interest is greatly appreciated.

Sincerely,

David Levintow  
US AID/Labor  
APO New York 09205

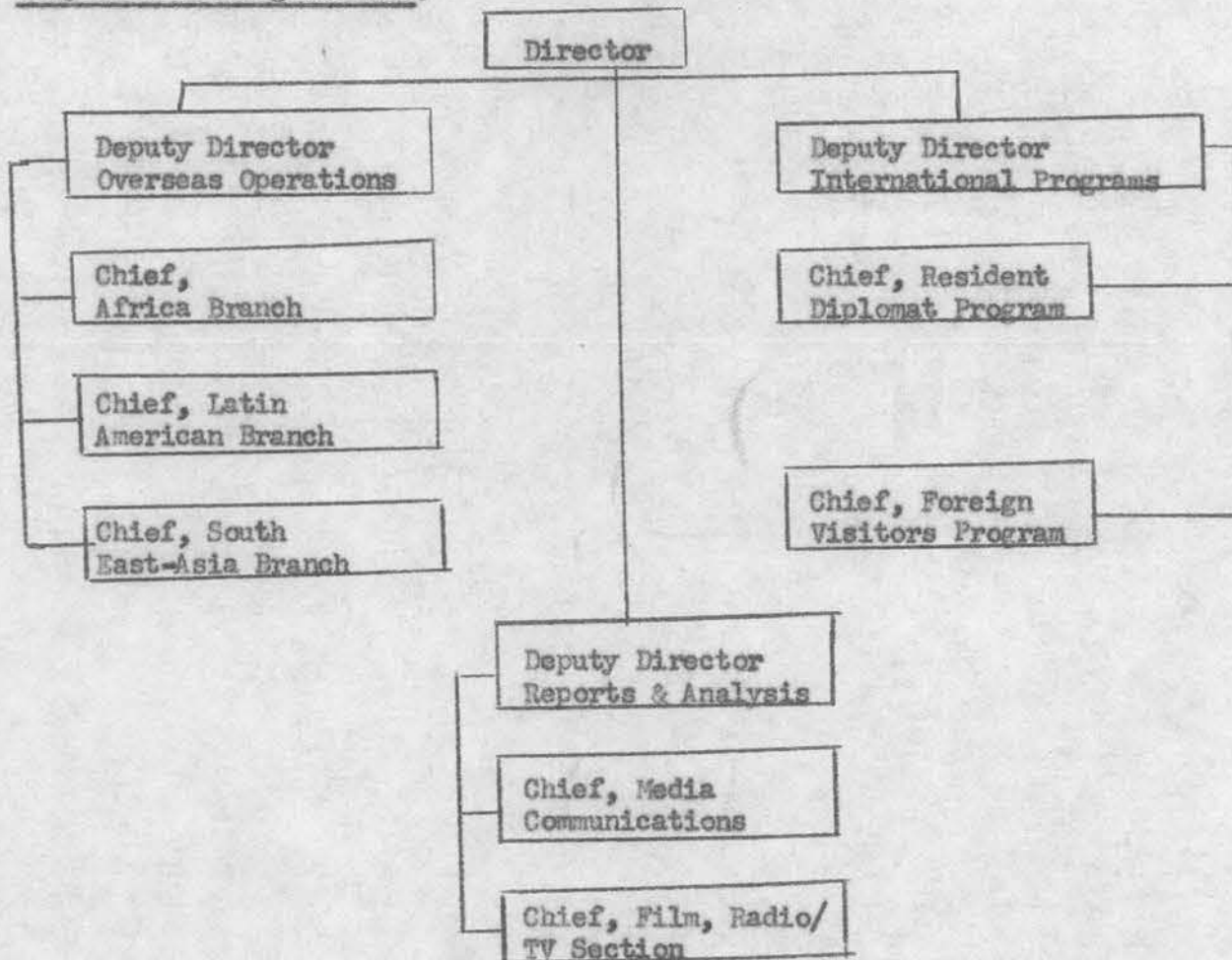
Enclosures

*John Stewart*



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Division of International Affairs

Proposed Staffing Pattern:



The proposed division envisages 10 principal Officers and a Director, with responsibility for monitoring, analyzing and interpreting significant events in the administration of the statute which have an implication for U.S. Foreign Policy.

PROPOSED PLAN OF OPERATION:

(1) This division would prepare and transmit through the Department of State to selected Labor Attache's, labor information officers, AID Labor Division technicians and Branch Public Affairs and Consular Officers assigned overseas; publications, charts, exhibits, films and displays designed to tell the constructive consequences - social and economic - of the equal opportunity phase of the Civil Rights Law.

(2) In coordination with the Office of Protocol, and Cultural Exchange Branch of the Department of State and the AID Office and Participant Training; the division would program observation/study tours for selected foreign diplomats accredited to the U.S. and the U.N.; recipients of cultural exchange and foreign leader grants; AID participants; Fulbright Fellows and other important visitors from abroad, to observe operation and function of the Agency and its impact on American Society.

February, 1965

Biographical Data Sheet  
of David Levintow

**Personal:** Age 38, married, 4 children. Health: Good, 165 lbs., 5'9"

**Academic:** BA, Antioch College, 1949  
Graduate study: Wharton School, Univ. of Penna.  
Labor Relations (under Dr. George W. Taylor)  
Temple Univ. - Sociology

**Employment:**  
Since 1963 Chief, Labor Division, USAID/Iran. Duties: Advisor to Ministry of Labor and in charge of labor technical assistance program. Also, Post Labor Reporting Officer, Embassy/Tehran. Supervisor: Michael H.B. Adler, Acting Mission Director  
Counterpart: Hon. A. Khosrovani, Minister of Labor

1961-1963 Acting Chief Labor Advisor, USAID/Ceylon  
Duties: Advisor to Ministry and in charge of labor technical assistance program.  
Supervisor: Jack Bennett, Mission Director  
Counterpart: Hon. M.P. Siriwardene, Minister of Labor  
H.L. Abeywira, Commissioner of Labor

1958-1961 Advisor, Asian Labor Education Center, Univ. of the Philippines.  
Duties: Design, develop and advise operation of an institution for training Asian labor leaders.  
Supervisor: John McGonagle, Chief, Labor Division  
USAID/Philippines (USOM)  
Counterpart: Dr. Cicero D. Calderon, ALEC Director  
(now President, Silliman Univ. Dumaguete City)

1960 TDY  
(60 days) Labor Education Advisor, USAID/Indonesia (USOM)  
Duties: Advise establishment of workers' education program.  
Supervisor: Dr. Raymond Allen, Mission Director  
Mr. Robert Kinney, Labor Attache', Embassy  
(now FE Labor Advisor, Dept. of State)  
Counterpart: Dr. Aham Erningpradja, Minister of Labor

1952-1957 Education Director, Phila. Joint Board, Amalgamated Clothing Workers of America. Also: Business Agent, Locals 165 & 255 (Shirt & Neckwear Workers); lecturer, Int'l Labor Center, St. John's College, Annapolis, Md.  
Supervisor: Chas. Weinstein, Manager.

**Prior Employment:** Labor Economist, BLS, U.S. Department of Labor; Field Examiner, National Labor Relations Board (Phila. & New Orleans offices); Organizer, Dallas Joint Board International Ladies Garment Workers Union.



February 8, 1965

The Honorable Hobart Taylor  
Special Assistant to the President  
The White House  
Washington 25, D.C.

Dear Sir:

I should like to propose the creation of a Division of International Affairs and be considered for a position with the Equal Employment Opportunity Commission.

For the past seven years I have been serving overseas in a variety of labor assignments, currently as Chief of the Labor Division, US AID Mission to Iran, and as Post Labor Reporting Officer for the Embassy.

Some years ago, in a competitive examination conducted by the City of Philadelphia Civil Service Commission, I was rated No. 1 for the position of Deputy Director, Human Relations Commission.

Prior to my appointment as a Foreign Service Officer, I had been an Education Director and business agent for a labor union for five years, and have also served the Federal Government in the United States as a Labor Economist (BLS) and as an examiner for the National Labor Relations Board. A summary of my bio-data is enclosed.

There is a specific way in which I believe I could make a significant contribution:

In the event it is determined to establish an International Affairs Division in the new Agency, I should like to be given the opportunity to coordinate this phase of the President's "Great Society" with the State Department, U.S. Information Agency, AID, and other agencies such as the Departments of Labor and Commerce, who are concerned with analyzing and interpreting the American Labor and Industrial Scene abroad. The establishment of a Federal Fair Employment Practice Agency certainly adds a new dimension to that scene, one that seemingly would be best interpreted by the Agency itself, particularly with respect to such sensitive areas as Latin America, Southeast Asia, and Africa.

-2-

If desired, I would be pleased to prepare a detailed submission within appropriate budgetary guidelines, i.e. staffing, organization and program proposals, indicating how U.S. Foreign Policy implications of the new statute could be realized. An illustrative summary outline is enclosed.

My current tour of duty is scheduled to conclude at the end of May, after which I expect to proceed to the United States on home leave.

Your considerate attention to my proposal and application is earnestly requested.

Sincerely,

David Levintow  
US AID/Labor  
APO New York 09205

Enclosures  
a/s

cc: A. Leon Higginbotham, Jr.  
U.S. District Court  
✓Mrs. Patricia Neal Grey  
Office of the Vice-President



February 19, 1965

MEMORANDUM

*File*  
*EEOC*

TO: John Stewart  
FROM: John G. Feild  
SUBJECT: Local Resources for the Equal Employment Opportunity Commission

Section 709 of the Civil Rights Act of 1964 provides for cooperative agreements between state and local agencies and the Equal Employment Opportunities Commission to achieve the objectives of Title VII.

There are approximately 250 local human relations commissions and 22 states have Fair Employment Practices laws and agencies to enforce them. The local human relations commissions vary in scope from advisory commissions of volunteers meeting once a month to a commission employing 70 full time staff people and <sup>an</sup> annual budget of over half a million dollars.

Twenty-six of these cities have local FEP laws. With only two exceptions (Baltimore and Washington, D.C.) these cities are located in states with FEP laws. In some cases states and local communities have concurrent jurisdiction. In others the task of processing applications and resolving complaints has been divided between state and local enforcement agencies.

There are 60 local commissions with full time staffs. Some of these are regulatory agencies. Others are engaged in educational and community relations activities but do not have any laws to enforce.

There are over 3000 people involved in these state and local human relations activities. These people represent a great resource which the new EEO Commission should use in every way possible.

There are a variety of different functions that the state and local commissions can perform depending on their legal status and on their capabilities in terms of staff and funds. The legislation and the appropriations hearings are quite clear on the state agencies with power to enforce state FEP laws. Funds have been provided and procedures written into the law for initial handling of complaints by state FEP Commissions.

In Washington, D.C. and Baltimore where there are local laws but where there is no state law, cooperative agreements between the EEO Commission and the cities would be in order. These agreements would involve processing of complaints.

Cities with FEP laws in states with FEP laws should have a role in carrying out the provisions of Title VII. Whether states sub-contract a portion of their responsibilities or whether agreements between these cities and the EEO Commission are made directly, their resources should be mobilized. In particular

those cities in this category with full time staffs are potentially of great value in insuring that Title VII is effective.

Cities without FEP laws and that do not have staffs but do have human relations commissions can also be of great assistance. These commissions can be very helpful in the disseminating of information about the new EEO Commission. Their role has traditionally been that of educating and helping to improve community relations through education and persuasion. The machinery these commissions have created can be used to aid in launching the new EEO Commission and in its continuing program of educational and promotional activities.

The success of the Cooperative agreements with local and state agencies may make the difference between a mediocre and highly successful Title VII program. By joining the knowledge, experience, and expertise of the thousands of citizens involved in human relations activities throughout the country with the resources of the Federal government, the effectiveness of the EEO Commission can be multiplied many fold.

(Attached is detailed data on the local commissions based on a survey of cities over 30,000 in population completed in June, 1964. The U.S. Civil Rights Commission is currently in the process of tabulating a more recent study of commissions. It should be published around mid-March).

CITIES WITH FEPC LAWS AND/OR HUMAN RELATIONS COMMISSIONS WITH FULL TIME STAFF

	<u>STATE FEPC LAW</u>	<u>LOCAL FEPC LAW</u>	<u>FULL TIME STAFF</u>
<u>*Arizona</u>	X		
Tucson			X
<u>California</u>	X		
Berkeley			X
San Francisco			X
Los Angeles			X
San Jose			X
SAN FRANCISCO			X
<u>Colorado</u>	X		
Denver		X	X
<u>Connecticut</u>	X		
Hartford			X
New Haven			X
<u>District of Columbia</u>			
Washington		X	X
<u>Florida</u>			
Dade County			X
TAMPA			X
<u>Illinois</u>	X		
Alton		X	
Chicago			X
E. St. Louis			X
<u>Indiana</u>	X		
E. Chicago		X	X
Evansville			X
Gary		X	X
Indianapolis			X

	<u>STATE</u> <u>FEPC</u> <u>LAW</u>	<u>LOCAL</u> <u>FEPC</u> <u>LAW</u>	<u>FULL</u> <u>TIME</u> <u>STAFF</u>
<u>*Iowa</u>	X		
Davenport		X	
Des Moines		X	X
Sioux City		X	
<u>Kansas</u>	X		
Topeka			X
Wichita			X
<u>Kentucky</u>			
Lexington			X
Louisville			X
<u>Maryland</u>			
Baltimore		X	X
<u>Massachusetts</u>	X		
Boston			X
SPRINGFIELD			X
<u>Michigan</u>	X		
Ann Arbor			X
Battle Creek		X	
Detroit			X
Grand Rapids		X	X
Kalamazoo			X
Saginaw		X	X
<u>Minnesota</u>	X		
Duluth		X	
Minneapolis		X	X
St. Paul		X	X
<u>Missouri</u>	X		
Kansas City			X
St. Louis		X	X
UNIVERSITY CITY		X	



	<u>STATE FEPC LAW</u>	<u>LOCAL FEPC LAW</u>	<u>FULL TIME STAFF</u>
<u>Nebraska</u>			
Omaha			X
<u>New Jersey</u>	X		
Newark			X
Paterson			X
Plainfield			X
<u>New York</u>	X		
Buffalo			X
Chemung County (Elmira)			X
Monroe County (Rochester)			X
Mount Vernon			X
New York City		X	X
Yonkers			X
<u>North Carolina</u>			
Raleigh			X
<u>Ohio</u>	X		
Akron			X
Canton		X	X
Cincinnati			X
Cleveland		X	X
Columbus			X
Dayton			X
Toledo		X	X
Yellow Springs		X	
Youngstown			X
<u>Pennsylvania</u>	X		
Erie		X	X
Philadelphia		X	X
Pittsburgh		X	X
<u>Rhode Island</u>	X		
Providence		X	X

	<u>STATE FEPC LAW</u>	<u>LOCAL FEPC LAW</u>	<u>FULL TIME STAFF</u>
<u>Washington</u>	X		
Seattle			X
<u>Wisconsin</u>	X		
Milwaukee			X

The following states have FEPC laws, but there are no cities in these states with either FEPC laws or human relations commissions with full time staffs.

Delaware	New Mexico
Hawaii	Oregon
*Idaho	*Vermont
Kansas	Virgin Islands
Navada (Public employment only)	

\* No enforcement agency

February 11, 1965

MEMORANDUM TO THE PRESIDENT

FROM THE VICE PRESIDENT

I thought I should bring to your attention the strong desirability of nominating as soon as possible the Chairman and members of the Equal Employment Opportunity Commission, established by Title VII of the Civil Rights Act of 1964.

Knowing of your desire to eliminate overlapping authority in the Civil Rights field, I am preparing recommendations to transfer from the President's Committee on Equal Employment Opportunity to the Equal Employment Opportunity Commission a variety of functions which, in my opinion, could be performed more effectively and appropriately by the Commission. These transfers of functions could take place in the very near future.

The absence of members of the Equal Employment Opportunity Commission, however, raises two principal difficulties in this regard:

- 1) There are no representatives of the Commission with whom to carry on negotiations on such transfers;
- 2) There are no constituted authorities to authorize expenditures of Commission funds--on deposit at the Department of the Treasury--for the activities now carried on by the President's Committee.

A meeting of the full President's Committee on Equal Employment Opportunity is scheduled for February 24, and it is my hope to outline these transfers of functions at that time.



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