

EXECUTIVE

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DUPLICATE attachment

Memo to GER:

If President Johnson uses the essence of the remarks prepared for him for the meeting today (Tuesday), you should have a good peg.

It is intended that the President will tell the PCEEO that he has written to the 204 companies who have agreed to join Plans for Progress, asking them to extend their efforts beyond their office doors and plant gates and into their communities.

The letter asks that the presidents of the companies write to the local managers of each of their installations across the country. It will ask them to point out to the local managers that this national equal employment opportunity program will work only through the operation of the free enterprise system at their level; will urge them to continue their efforts; will ask that they commend the Plans for Progress to other employers in their area.

I have asked Betty Wilson to send you down a copy of the letter for your purposes.

There is no accurate way of telling the extent of the chain of letters this could set off. I will tell you that when we had only 110 companies in the program, the Social Security People told us that they had 19,000 reporting units, including 7,500 of 50 or more persons.

It is safe to say that thousands of plants and offices are involved. The companies have more than 7,000,000 employees and have annual sales of more than \$162 billion.

I am attaching a composite study of the work profiles of 86 of the Plans for Progress companies who joined between the time the program was started in May, 1961, and January, 1963.

The study combines the initial self-analysis report of these companies, filed at the time they joined, and the latest progress report received from them -- December, 1963. The companies employed 3,425,980 when they joined and 3,684,833 in December, 1963.

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THE WHITE HOUSE  
WASHINGTON

EXECUTIVE

May 15, 1965 ADI/FG731

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Juanita:

Mr. Taylor wanted to make sure  
that the President had seen a copy  
of this.

Betty Jane Wilson

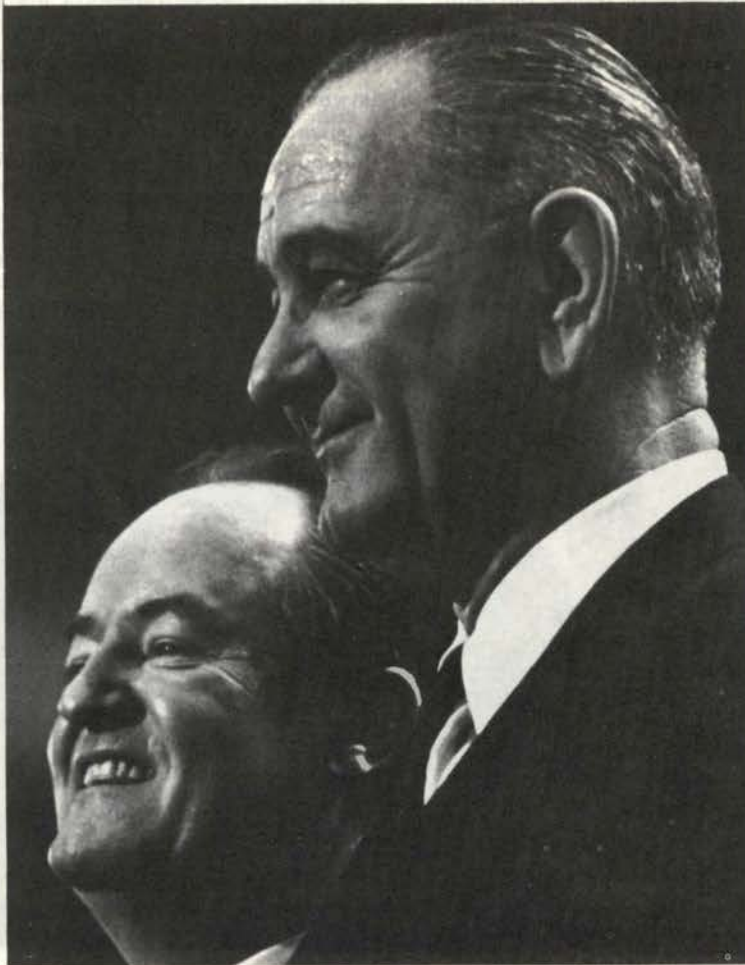
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# THE COMMITTEE REPORTER

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

NUMBER III  
MAY 1965

## ARCHITECTS OF THE GREAT SOCIETY



*"..... Let us now join reason to faith, and action to experience, to transform our unity of interest into a unity of purpose. For the hour and the day and the time are here to achieve progress without strife, to achieve change without hatred; not without difference of opinion but without the deep and abiding divisions which scar the union for generations. ...."*

President Lyndon B. Johnson  
Inaugural Address  
January 20, 1965



## PRESIDENT JOHNSON REVIEWS RECORD OF PCEEO

"There have been other Executive Orders pertaining to equal employment opportunity, and there have been other presidential committees which have worked in the field. None of them, however, have written anything like the substantial record of the President's Committee on Equal Employment Opportunity."

President Lyndon B. Johnson made this statement upon receiving a three-year report outlining the accomplishments of the PCEEO in its work with business, industry, labor educational institutions and communities throughout the nation.

Statistical summaries in the report show the results of the Federal Government's programs to expand employment opportunities in industry and in the Federal service for all Americans, regardless of race, creed, color or national origin.

"The Committee has provided the kind of leadership that has stimulated all areas of American life to greater effort to make sure that each man is given the opportunity to develop his capacities and to find employment that will fit them.

"In this effort we have had the support of a major part of private enterprise--both management and labor. Their efforts are intensified each day and their accomplishments are not all included in this record.

"Despite these efforts and accomplishments, however, this report demonstrates that more will be required of all of us before we reach the goal of full development of our human resources. It is the intent of this administration to move this nation toward that goal. The President's Committee on Equal Employment will play a major role in this effort."



ANNUAL REPORT PRESENTED. President Lyndon B. Johnson, who served as Chairman of the President's Committee on Equal Employment Opportunity from its inception until last December, receives the Committee's annual report from Secretary of Labor W. Willard Wirtz, who also serves as Vice Chairman of the President's Committee. Looking on is Hobart Taylor, Jr., Executive Vice Chairman. The ceremony was held in the rose garden behind the Executive mansion.

President Johnson, in receiving the report, also said:

"The late President Kennedy created the President's Committee on Equal Employment Opportunity on March 6, 1961. I was honored to be named Chairman of the Committee and I said at our first meeting that we meant business. This report demonstrates that we meant what we said.

The report released by the President was submitted by Hobart Taylor, Jr., Executive Vice Chairman of the PCEEO and Associate Counsel to the President, through Secretary of Labor W. Willard Wirtz, who is Committee Vice Chairman. The bound report covers the period from the Committee's creation in March, 1961, to November 1, 1963. Supplemental information given to the President brought the report up to June 1, 1964.



## VICE PRESIDENT HUMPHREY NEW CHAIRMAN OF PCEEEO

The affirmative action activities of the President's Committee on Equal Employment Opportunity will be maintained and accelerated in the coming months, according to Vice President Hubert H. Humphrey.

Speaking at his first meeting as Chairman of the PCEEEO on February 24, the Vice President called the President's Committee a vital force in achieving equality of job opportunity for all Americans and said it must continue its work.

This is true, he said, despite the fact the Civil Rights Act of 1964 established the Equal Employment Opportunity Commission. The five-member commission will have some areas of mutual responsibility with the President's Committee.

The Vice President pointed out that the new Commission will take several months to get established and to adopt rules for its operations.

"Obviously there will have to be some merging of functions and some cooperative activities," he said. "They are going to draw on your experience in this field because the President's Committee has been a tremendously effective body.

"You have been able to get results and you have opened up opportunities for thousand of Americans. Sometimes you get results with the carrot and sometimes you use the stick. But you get things done and your affirmative action program must continue."

During the meeting, he also explained the Committee's relationship with the new President's Council on Equal Opportunity, which has been established as an overall coordinating body for the Federal Government's equal opportunity activities. The PCEEEO is a member of the new Council.

"We do not intend for this to be another super-agency with overall control of the civil rights activities," he said. "We saw no need for a civil rights czar.

"The Vice President (who is also chairman of the new Council) and the Council will not be responsible for enforcement of the laws and the Executive Orders pertaining to equal opportunity.

"That responsibility still rests with the cabinet members and the heads of agencies. We will monitor and coordinate and expedite and occasionally we'll be a gadfly stinging people into action."

He indicated the new Council will work to streamline federal equal opportunity activities and to weed out unnecessary duplication to effort. This may call for some sharing of functions, he said.

Mr. Humphrey, as Senate floor leader, had a major responsibility for guiding the Civil Rights Act through the Congress.

According to the Vice President, the highlight of his legislative career came when he was given one of the pens President Johnson used to sign the historic Civil Rights Act.

The President also gave Mr. Humphrey a copy of the speech he delivered to the Nation upon signing the bill. Inscribed on the speech were these words:

"To Hubert Humphrey --- without whom, it couldn't have happened."



VICE PRESIDENT HUBERT H. HUMPHREY, as the new chairman of the President's Committee on Equal Employment Opportunity, addressed the banquet-meeting of the Plans for Progress annual conference, January 26 at the Park-Sheraton Hotel. The more than 600 business leaders attending the meeting gave the Vice President a standing ovation after his speech.



## CONTRACTORS' ASSOC. PERFORMS VITAL SERVICE IN HUNTSVILLE, ALA.

A voluntary association of Federal contractors in Huntsville, Alabama, has been the vehicle through which industrial leadership has operated to create a progressive climate in that Southern community.

The Association of Huntsville Area Contractors (AHAC) was formed following a meeting of Hobart Taylor, Jr., Executive Vice Chairman of the PCEEO, and major Huntsville contractors in July, 1963. AHAC's membership has grown from 16 original firms to 36. It consists of all NASA and Department of Defense contractors of any significant size in the Huntsville area.

The progress AHAC has made in its first year's program of reorienting attitudes and mobilizing community resources has been attributed to careful planning and diligent leadership.

The first president of AHAC, Milton K. Cummings, president of Brown Engineering Company, last December was presented the Huntsville Chamber of Commerce "Distinguish Citizen Award" in recognition of his leadership in and service to the community.

A. V. Pilling, Vice President of Hayes International Corp, was installed last November as the second president of AHAC. Mr. Pilling formerly served as vice president under Mr. Cummings. Other AHAC officers are: Vice President Ruffin Blaylock of IBM; Treasurer W. T. Brooks of Wyle Laboratories; and Executive Committee members Thomas L. Burkett of Martin Company, and J. O. Schrimsher of J. T. Schrimsher Company, Inc.

As the Keynote speaker at the installation meeting, Mr. Taylor said: "I came here to express gratitude for the leadership that the men here on this stage, and so many of you in the audience, and the fine women who have worked with them, have furnished in this effort. Your sense of dedication and outstanding leadership have made this community one of the first in the country where industry has joined with the community to plan and carry out a program for manpower utilization of minority group persons."

According to Mr. Pilling, AHAC is now moving into its second phase of programming. The Asso-

ciation, he said, has standing committees operating in five "treatment areas" --- education, employment, housing, public and private facilities, and community relations. These committees are comprised of representatives from AHAC member firms.

One of AHAC's main projects is "VIP", which in Huntsville means "Volunteer Instruction Program." With the assistance of its Technical Advisory Committee (TAC), composed of Huntsville citizens, AHAC has designed "VIP" to meet the need for job orientation and remedial and enrichment classes of both youth and adults seeking to upgrade themselves for their present employment, for new employment, or for meeting entrance requirements of training under the Manpower Development Training Act (MDTA). These classes eventually will be fitted into a community action anti-poverty program.

AHAC is working to establish an Education Improvement Center for educationally disadvantaged citizens in Huntsville and Madison County. AHAC has been joined in this effort by city and county school officials, Army and NASA representatives, city officials and civic leaders, and administrators from Alabama A & M College and the University of Alabama's Huntsville Center.



During his two-day visit to Huntsville, Ala., Hobart Taylor (3rd from right) toured the George C. Marshall Flight Center. His tour-guide was Dr. Karl L. Heimborg (3rd from left), director of the Test Laboratory for NASA at the George Marshall Flight Center. Also shown (from left) are Col. Robert Allgier, Milton Cummings, past president of AHAC, Vince Macaluso (2nd from right), a special assistant to Mr. Taylor, and David Newby.



In the area of employment, Mr. Pilling said a high school cooperative program, called "Diversified Occupations," encourages AHAC member firms to hire, on a part-time basis, students who have good grades but are on the verge of dropping out of school due to economic conditions at home. An AHAC summer hiring program gives priority to high school students recommended by their principal, and to teachers who would benefit from such work experience. In addition, MDTA programs are being sponsored by two AHAC member firms, the Huntsville Employment Center, and the new Mackenzie Business College.

Mr. Pilling pointed out that AHAC's Committee on Community Relations has developed several programs to aid and motivate school students, including career clinics and tours, a speakers bureau, special school instruction, and teaching aids.

The Housing Committee has outlined programs to improve housing for the disadvantaged. Proposals for low-cost housing have been submitted to the Federal Housing Administration.

Mr. Pilling commended L. C. McMillan, Executive Director of AHAC, and other officers and member firms for their concerted efforts to make the Huntsville community a better place in which to live for all citizens.

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## CHANGES ANNOUNCED IN COMPLAINT PROCEDURE

The President's Committee on Equal Employment Opportunity has delegated to the Chairman of the U.S. Civil Service Commission authority to administer certain aspects of the processing of discrimination complaints relating to Federal employment.

The delegation of authority was announced by Secretary of Labor W. Willard Wirtz, Committee Vice Chairman, and Hobart Taylor, Jr., Associate Counsel to the President and Committee Executive Vice Chairman.

Under the new system, the President's Committee does not relinquish authority over complaints against the Federal Government. The change in procedure, will, however, expedite the handling, routing, investigation, and processing of complaints.

These functions will continue to be conducted in accordance with the rules and regulations as provided in Executive Order 10925, which established the PCEEO and outlined its responsibility for eliminating discrimination in federal employment and in employment by federal contractors.

Final action on complainants' appeals from agency decisions on their complaints will continue to be taken by the Executive Vice Chairman, who retains all other authority given him by Executive Order 10925.

The Commission's assistance in processing complaints will enable the relatively small committee staff to give increased emphasis to the affirmative action phase of the non-discrimination program in federal employment.

## COMMITTEE STEPS UP BROAD ATTACK ON DISCRIMINATION IN GOVERNMENT FIELD OFFICES AND INSTALLATIONS

The Federal Government Employment Division of the President's Committee on Equal Employment Opportunity is increasing its broad attack on discriminatory employment patterns in field offices and installations and headquarter units of Federal departments and agencies.

John Hope, II, Director of the Federal Employment Program, says the present approach did not spring full blown overnight. Rather, it has been the natural outgrowth of over three years of working and cooperating with Federal departments and agencies.

According to Hope, the cornerstone of the affirmative action program is the Committee's Minority Employment Census taken annually on June 30th. The 1964 census was released in January.

"After an analysis of the June 1963 census," Hope said, "the Division initiated a series of face-to-face discussions with Federal departments and agencies on their past experiences, current unresolved problems and issues, and future programs aimed at achieving full compliance with the spirit and letter of Executive Order 10925."



Since April 9, 1964, the Government Employment Division has held consultations with 19 Federal departments and agencies employing 2,065,896, or 89.9 percent of total federal employment (2,298,808). These departments and agencies employ 264,257 or 87.5 percent of nonwhites employed in the Federal Service (301,889).

In addition to the present consultations in Washington, the Division has established a review procedure to monitor the equal employment opportunity programs of the 146 field offices and installations of agencies in the 14 major cities where the

Division held regional meetings to outline affirmative action programs in 1961-62.

In response to the Division's request, reports have been submitted on the progress made and problems encountered in implementing affirmative action programs.

Hope explained that "these reports highlight a comparison of installation employment patterns for June 1963 and June 1964. On the basis of the analysis of the findings of this report, further contact with the parent agencies of these installations and agencies will be made where appropriate and necessary."

## COMMITTEE NOTES DROP IN COMPLAINTS AGAINST GOVERNMENT CONTRACTORS

The President's Committee received fewer complaints against government contractors last year than it did in 1963.

Late in 1963, complaints were coming in at the rate of about 70 a month. Currently, however, such complaints are running at about 44 per month.

There also has been a considerable drop in group complaints alleging patterns of discrimination. During the period from February 1 to October 1, group complaints accounted for 111 out of 356 complaints, or 31 per cent. Formerly, group complaints accounted for about 70 per cent of the total.

Of the 36,668 complaints received during the Committee's 2½ years of operation, 2,065 have been resolved and the corrective action rate remains at about 6 out of 10 complaints.

Two factors are contributing to the decline in the number of complaints — especially pattern complaints.

The first is the continuing program of "affirmative action" by major contractors, especially those participating in Plans for Progress.

The second is the increasing number of compliance reviews made at contractor facilities across the nation. During the last four months, the contracting agencies have conducted an average of more than 500 such reviews each month.

These reviews involve visits to contract facilities as a normal part of the agency's contract administration procedures. The contract compliance officer assists the contractor in carrying out the obligations spelled out in his contract.

More than 6,000 facilities have been reviewed. Not all of these have been involved in government contract work, since the Executive Orders provide for coverage of all facilities of a contractor, and not just those doing government work.

Most of the reviews have involved major facilities of large contractors and many of them have involved Plans for Progress companies, which are reviewed just as are other government contractors.

## PATTERNED AFTER DETROIT PROJECT

### 14 CITIES TO SPONSOR VOCATIONAL SEMINARS

Equal Employment Opportunity seminars, similar to a pilot project in Detroit last August, are planned for 14 cities throughout the country.

The seminar in Detroit was sponsored by 12 local Plans for Progress firms and the Wayne State

University College of Education. Organized on a three-week, eight-hour-a-day basis, the seminar gave school counselors and administrators a realistic, up-to-day picture of present and future employment opportunities for minority youth in business and industry in the Detroit-area.



Representing 15 junior and senior high schools in Metropolitan Detroit, the 50 participants attended workshops, field trips to industrial offices and plants, talked with personnel managers, interviewed unemployed out-of-school youth, and consulted with educational specialists on vocational education, curriculum improvement and distributive education.

Dr. George Leonard, of Wayne State College of Education and seminar director, said a post-seminar attitude survey revealed definite changes in the perception of the participants. "They seemed to realize the shortcomings of their school offerings and services in adequately preparing minority youth with marketable skills," Dr. Leonard said, "The participants also indicated greater awareness of specific needs of industry and the results of local

and national efforts to bring about equal employment opportunities."

Firms subsidizing the Detroit seminar were: Aluminum Company of America, American Motors, Bendix Corporation, Burroughs, Chrysler, Continental Motors, Federal Mogul-Bower Bearing, Ford Motor, General Motors, Michigan Bell Telephone, Michigan Consolidated Gas, and the Budd Company.

Plans have been developed for similar projects to be held in the following cities beginning in June: Chicago, Cincinnati, Cleveland, Hartford, Houston, Los Angeles, New York, Philadelphia, Pittsburgh, San Francisco, Washington (D.C.), Milwaukee, Atlanta and St. Louis.



**PLANNING WAYNE STATE PROJECT.** Meeting in Detroit to finalize plans for the pilot Vocational Education Seminar at Wayne State University were (from left): A. M. Doty, Manager, Personnel Relations, Aluminum Company of America, and Chairman of the Scholarship and Training Committee of Plans for Progress; Dr. J. Frank Campbell, director of the summer session for the Wayne State College of Education, Howard C. Lockwood, Administrative Coordinator of Plans for Progress; (standing) Harry Baker, Manager, Employee Relations Department, International Harvester Company; and P. Bert Lewis, E. I. du Pont de Nemours & Company and new Administrative Director of Plans for Progress.



**COUNSELORS RETURN TO SCHOOL.** Fifty public school counselors from schools in the Metropolitan Detroit area participated in the three-week Vocational Education Seminar. Dr. George Leonard, seminar director and Assistant Professor of Education at Wayne, briefs the counselors at the opening session.

## STEEL INDUSTRY, UNION JOIN PLANS FOR PROGRESS

All major steel firms and a national steelworkers' union recently reaffirmed their long-established policies of non-discrimination by executing unique Plans for Progress with the President's Committee

on Equal Employment Opportunity.

This is the first industry-wide participation in the Plans for Progress program.



Signing the Plans for Progress agreement were the presidents of the following companies:

Armco Steel Corporation  
Bethlehem Steel Company  
Colorado Fuel & Iron Corporation  
Inland Steel Company  
Jones & Laughlin Steel Corporation  
National Steel Corporation  
Pittsburgh Steel Company  
Republic Steel Corporation  
United States Steel Corporation  
Wheeling Steel Corporation  
Youngstown Sheet and Tube Company  
Shenango Incorporated  
Sharon Steel Corporation  
Northwestern Steel and Wire Company &  
Parrish-Alford Fence and Machine Company, Inc.  
Lukens Steel Company  
Laclede Steel Company  
Keystone Steel & Wire Company  
Interlake Iron Corporation  
Granite City Steel Company  
Detroit Steel Corporation  
Allegheny Ludlum Steel Corporation  
Acme Steel Company  
Kaiser Industries Corporation  
Great Lakes Steel

Another unique aspect of the industry-wide joining of Plans for Progress was that a major union, United Steelworkers of America, agreed to join the steel companies in signing the Plans. David J. McDonald, President of the United Steelworkers of America, signed for the union.

The steel companies and the Union, through the Human Relations Committee established under their labor agreements, currently are intensively examining problems of training and motivation to determine what additional programs may be desired to enable employees of all races to benefit from employment and promotional opportunities in the steel industry.

## **PRESIDENT JOHNSON APPOINTS NEW MEMBERS TO COMMITTEE**

Postmaster General John A. Gronouski and J. J. Rodriguez, of Monterey Park, California, are new members of the President's Committee on Equal Employment Opportunity.

The appointments were made by President Lyndon B. Johnson.

Postmaster General Gronouski, who took office September 30, 1963, is the only known member of a President's cabinet ever to hold an earned PhD. A native of Dunbar, Wisconsin, Mr. Gronouski attended St. Peter's elementary and high school in Oshkosh, Wisconsin, and Oshkosh State Teacher's College.

He holds three degrees from the University of Wisconsin in the field of economics, with a major in public finance. He was awarded his Bachelor's Degree in 1942; his Master's Degree in 1947 and his Doctorate in 1955.



Postmaster General John A. Gronouski

Mr. Gronouski taught public finance, money and banking and related subjects at the University of Maine and Wayne State University in Detroit, and statistics at Roosevelt College Evening School in Chicago.

He was research associate for the Federation of Tax Administrators, was on the research staff of the Michigan tax study and directed a study of Wisconsin income tax administration as a research associate.

In February 1959 he became research director for the Wisconsin Department of Taxation and in the following year was appointed State Commissioner of Taxation by then Governor Gaylord Nelson.

Mr. Rodriguez is Executive Secretary of Local 563 of the Butchers Union, AFL-CIO, which covers Los Angeles County and has more than 3,000 members. He was president of the local from 1948 to 1961, when he resigned to become Executive Secretary.

A native of Los Angeles, Mr. Rodriguez has been very active in labor and civic affairs, especially in the large Mexican-American community in



Southern California. He currently is treasurer of the Community Services Organization, a major Mexican-American civic organization, and he has served several times as president of that body.



J. J. Rodriguez

The President said at the time of Mr. Rodriguez's appointment that he will be of invaluable assistance to the Committee because of his extensive knowledge of the employment problems of Mexican-Americans.

## NEW LABOR DEPARTMENT CHANGES

Secretary of Labor W. Willard Wirtz, who also serves as Vice Chairman of the President's Committee on Equal Employment Opportunity, has made two appointments of special interest to the Committee.

N. Thompson Powers, Special Counsel to the President's Committee on Equal Employment Opportunity, was named Executive Assistant to Secretary Wirtz. Although his area of responsibility has been greatly expanded, Mr. Powers continues to work closely with the President's Committee on Equal Employment Opportunity on legal matters.

After joining the Department of Labor in March, 1961, Mr. Powers served for a year as Assistant to Mr. Wirtz, who was then Under Secretary of Labor. Early in 1962, Mr. Powers became Deputy Solicitor of Labor, the second ranking legal post in the Department. The following year, he was assigned as

Executive Secretary to the President's Advisory Committee on Labor-Management Policy, a post he also still retains.

Before entering government service in the Department of Labor, Mr. Powers was with a Washington law firm. He joined the firm after graduating from Duke University and the Harvard University School of Law and three years in the Navy (1954 to 1957). At the time he completed his service, he was Staff Legal Officer to the Commander of the Atlantic Reserve Fleet.



N. Thompson Powers

In 1962, Mr. Powers was chosen as one of the top ten young men in government. He is a member of Phi Beta Kappa, the Maryland and District of Columbia Bars and the American and District of Columbia Bar Associations.

The other appointment of interest to the Committee was the naming of Roger F. Lewis as Deputy Special Counsel to the President's Committee on Equal Employment Opportunity.



Roger F. Lewis



Mr. Lewis, who recently became Special Assistant to the Secretary, handles legal work for the Government Employment and Government Contract divisions of the PCEEO.

Mr. Lewis is a graduate of the University of Illinois and the Northwestern University School of Law. He came to Washington under the Attorney General's program for honor law graduates and was a trial attorney in the anti-trust division of the Justice Department for a year. He joined the staff of the Department of Labor in 1961 as confidential assistant to then Under Secretary Wirtz and was later named as an assistant in the Office of the Secretary.

### ADVERTISING COUNCIL TO PROMOTE EQUAL EMPLOYMENT OPPORTUNITY IN TWO-YEAR CAMPAIGN

The Advertising Council is undertaking a two-year campaign to promote the concept of equal employment opportunity and to encourage minority citizens to prepare for rapidly expanding job opportunities.

The proposal for the campaign was submitted by the Plans for Progress program of the President's Committee on Equal Employment Opportunity.

It was given broad support by Plans for Progress companies, all of whom are major factors in the American advertising industry.

The Advertising Council is composed of representatives of the major advertising agencies. Each year they select projects for which they develop public service advertising programs using all media.

One advertising agency is selected to conceive a campaign for each project. The equal employment opportunity campaign will be handled by McCann-Marschall, one of the largest agencies in the nation.

Harry Schroeter, Vice President of Advertising for the National Biscuit Company (Nabisco), has been named as adviser for the program. Nabisco is a Plans for Progress company.

The Ford Foundation has donated \$250,000 to subsidize the Advertising project.

### NEW PLANS FOR PROGRESS STAFF

Plans for Progress welcomes the addition of five executives from private industry to its staff. The new staff members replaced four other business executives who returned to their companies after being on loan to the Committee on a dollar-a-year basis.

The recent appointees are: Edward P. Curtis, Jr., Manager of the Wage Administration Department at Eastman Kodak, Rochester, New York; Charles D. Redding, Director of Employment at Chesapeake & Potomac Telephone Company, Washington, D.C.; Bruce L. Roberts, Assistant to Vice President of Public Relations and Personnel at Equitable Life Assurance Society, New York City; Don M. Thomas, a legal counsel for American Airlines, New York City, and Rea Helm, Superintendent of Industrial Relations for the American Steel and Wire Division, U.S. Steel Corp.



NEW PLANS FOR PROGRESS STAFF. Comprising the new Plans for Progress team of executives from industry are (from left) Don M. Thomas, Attorney, American Airlines; P. B. Lewis, Manager of the Personnel Division at E. I. du Pont de Nemours & Company and Administrative Director of Plans for Progress; Charles D. Redding, Director of Employment, Chesapeake and Potomac Telephone Company; Edward P. Curtis, Jr., Manager, Wage Administration Department, Eastman Kodak Company; and Bruce L. Roberts, Assistant to Vice President—Public Relations, Equitable Life Assurance Society.

Mr. Curtis, who is a graduate of Williams College with a degree in Political Science, joined Eastman Kodak in 1955 as an Industrial Engineer. He later served as staff assistant in the Surveys and Statistics Division of Kodak's Wage Administration Department, before being promoted to manager of the department in 1962.



A native of Worcester, Mass., Helm was graduated from Lehigh University in 1939 with a bachelor's degree in electrical engineering. In 1950 he received his law degree from Northeastern University in Boston. Following his graduation, he joined U.S. Steel at its Worcester electrical cable works as a technical apprentice.



Rea Helm

Mr. Redding joined C & P Telephone in 1951 after graduating from William and Mary College with a degree in Personnel Administration. He held various line management positions with the company before being elevated to Director of Employment.

A Yale University graduate with a degree in Sociology, Mr. Roberts worked as a wire editor, copy editor, and foreign news writer for United Press International before joining Equitable Life Assurance in 1950 as a sales representative. He served as assistant editor, then editor of Equitable Life's bi-weekly magazine, and as coordinator of Community Relations and Special Events. He was promoted to the job of Assistant to the Vice President of Public Relations and Personnel in 1962.

Mr. Thomas, a graduate of Hamilton College, did graduate work in Education at Oberlin College in Ohio. He taught in the Cleveland public school system for three years, prior to joining American Airlines as an Employment Analyst in 1957. Mr. Thomas was graduated from the New York School of Law in 1961 and in that same year became Administrator of Personnel Relations at American. He joined the Airlines' legal staff in 1963.

#### **FIVE EXECUTIVES NAMED TO PLANS FOR PROGRESS ADVISORY COUNCIL**

Five business executives have been named to the Plans for Progress Advisory Council to succeed members retiring after the Council's first year of existence.

Appointed to three-year terms were:

William G. Caples, Vice President of Inland Steel.

Ernest G. de la Ossa, Vice President of Management Planning for Federated Department Stores, Inc.

Everett M. Goulard, Vice President of Industrial Relations for Pan American World Airways.

D. R. Zook, Corporate Director of Personnel Services for North American Aviation, Inc.

Also named to the Advisory Council was G. A. McLellan, who has served as Administrative Director of the Plans for Progress staff for the past year. Mr. McLellan is Director of Public Affairs for Olin Mathieson Chemical Corporation.

G. William Miller, President of Textron, Inc., and Chairman of the Plans for Progress Advisory Council, expressed appreciation at the August 5 meeting for the "outstanding service" of the following retiring members of the Advisory Council: Harry Baker, Manager of Employee Relations for International Harvester; David A. Bowdoin, Manager of Personnel Administration for Hughes Aircraft; W. S. Coursey, Vice President of Personnel for Geophysical Service, Inc. (subsidiary of Texas Instruments, Inc.); P. B. Lewis, Manager of Personnel Division for E. I. duPont de Nemours; George A. Spater, Executive Vice President of American Airlines; and H. W. Wittenborn, Vice President of Cook Electric.

#### **NEW PUBLICATION**

The American Council on Education is now publishing a newsletter entitled "Expanding Opportunities," which is concerned with the Negro and higher education. The newsletter is published eight times a year from the ACE's headquarters at 1785 Massachusetts Avenue, N.W., Washington, D. C. It focuses attention on activities of colleges and universities across the nation to enhance educational opportunities available to American minorities, particularly the Negro.



## 1964 MINORITY CENSUS SHOWS NON-WHITE EMPLOYMENT GAINS

For the third successive year, the annual minority census taken in June by the Civil Service Commission for the President's Committee on Equal Employment Opportunity showed major increases in the number of Negroes and other non-whites in the middle and upper grade jobs.

The advances were made despite a drop in overall minority employment that was in line with the general cutback in Government employment.

In grades GS-5 through GS-8 (\$5,000 - \$8,610) Negroes gained 1,806 jobs, a 6.8 per cent increase, compared with a decrease of 1.9 per cent in these grades for the total work force.

In grades GS-9 through GS-11 (\$7,220 - \$11,305) the Negro increase was 1,109, or 15.8 per cent, and in grades GS-12 through GS-18 (\$10,250 - \$24,500) it was 382, or 19.5 per cent. Percentage increases in these grade groupings for the total work force were 6.3 and 7.5, respectively.

Similar gains in Negro employment occurred in upper levels of the blue collar, postal and other pay categories.

A three-year comparison, 1961 to 1964, revealed a dramatic increase in Negro employment in the highest pay categories—up 1,300, or 125.4 per cent in grades GS-12 through GS-18. And despite an overall decrease of 72 in such categories in the postal service, PFS-12 through PFS-20 (\$9,570 - \$24,445), Negro employment increased 29, or 263.6 per cent.

Total Negro employment worldwide was 299,430 or 13.2 per cent of the total—a reduction of 2,566 jobs since June 1963. During this period the overall civilian work force declined 29,949 to 2,270,469 as a result of the President's drive for cost reduction and increased efficiency.

The decrease in Negro employment was principally in lower-paid blue collar jobs and in the GS-1 through GS-4 grades of the classified service.

President Lyndon B. Johnson, who served as Chairman of the PCEE while Vice President, ex-

pressed great personal satisfaction with the pattern of progress of minorities in Government employment.

"This progress is the result of affirmative and persistent efforts by the Federal agencies to hire, train and promote on the basis of merit alone, without consideration of irrelevancies such as race or ancestry," he said. "It shows that it is possible to sweep away the customs and practices that have denied productive lives to many minority Americans. It demonstrates that there are, in truth, qualified persons from all races and religions who are available to fill posts of responsibility with dignity and competence. Our continued strength depends on our redoubled efforts to insure that the skills and potential of all our people are utilized effectively in the pursuit of our national goals."

The President emphasized that the progress in equal employment opportunity is not based on replacing a group of people who now have jobs with another group that does not.

"That would merely be sharing the misery—a concept unworthy of America. What we wish to do instead is to share the benefits of our economy—and spur it to new heights by adding to it productive workers whose services we have previously denied ourselves," he said.

The annual minority census also contained year-to-year comparisons for Mexican-Americans, Puerto Ricans, American Indians and Oriental-Americans in selected geographic areas of their highest concentration.

Mexican-Americans and Puerto Ricans fared well at all levels and both groups had sizeable net increases in employment. Mexican-American employees in the Southwest totaled 36,749, a gain of 8.3 per cent. Puerto Rican employees in New York City totaled 4,440, up 657, or 17.4 per cent.

The pattern of progress for the Indian and Oriental-American minorities showed good gains in the upper pay levels with some loss in overall employment due to reduction in lower-paid jobs.



**IN DALLAS, TEXAS**  
**525 BUSINESS EXECUTIVES**  
**ATTEND SOUTHWEST SEMINAR**

More than 500 business executives were told in Dallas, Texas, recently that discrimination in employment is bad for business.

This was the major theme of speakers at the Southwest Regional Seminar sponsored by Plans for Progress companies in the Southwest and Southern Methodist University February 11, in cooperation with the President's Committee on Equal Employment Opportunity.

Business executives from Dallas serving on the seminar planning committee had expected 300 business representatives from the five regional states to attend the one-day meeting. However, according to George H. Scott, Director of Corporate Industrial Relations for Ling-Temco-Vought, Inc., and chairman of the seminar, registered participants totaled 525, representing 180 firms and 14 states.

Clyde Skeen, President of Ling-Temco-Vought, Inc., keynote speaker at the opening session, declared: "Lip service to the principles of equal opportunity in employment is no longer enough; a passive attitude toward law will not suffice. Equal opportunity, as pledged in the Plans for Progress, and soon to be required by (Title VII of the Civil Rights) law, is not assured unless management institutes and vigorously implements programs for achieving real consideration for minority group members; programs that will yield tangible and measurable results."

Hobart Taylor, Jr., Executive Vice Chairman of the PCEEO, told the business executives that the economic loss caused by problems of discrimination is a national one --- affecting not only their plants in the Southwest, but also their home offices of other branches in the East, West or Midwest.

Mr. Taylor said that the Department of Commerce recently reported that in failing to utilize non-whites at their present level of training and education, the nation is wasting a substantial portion of their potential productivity and contribution to the national economy.

"The report also indicated," Mr. Taylor said, "That if Negroes and other non-whites could achieve the same educational levels obtained by the white population, and if discrimination did not hamper their full participation in the economy --- the Gross National Product might be expanded by 3.5 percent or \$20.1 billion.



LeRoy Collins

G. William Miller, president of Textron, Inc., and chairman of the Plans for Progress Advisory Council, emphasized that in years ahead, there will be increasing needs for higher and higher employment skills. There will be little need for the unskilled American.

Mr. Miller stated, "Under these circumstances, neither the Southwest region nor the nation can afford the burden of discrimination. It is a double drain on the American economy. It adds to the cost of every business, in such forms as higher unemployment payments, higher taxes for welfare and social services, and greater losses through crime and delinquency. It also reduces the market for goods and services, for those who do not earn do not spend.

"Disadvantaged Negroes, Mexican-Americans and other minorities can be constructive contributors to their communities, or they can remain, in the main, as very expensive dependents."

In addressing the seminar banquet, former Florida Governor LeRoy Collins, Director of the Community Relations Service of the Department of Commerce, pointed out that "tourists shun a town like a plague which is in the throes of racial turmoil."

Mr. Collins said that no large business considers seriously opening a branch in a town or city with a reputation for having what is referred to as a high TQ (or tension quotient).

"So, as businessmen, you are deeply anxious for understandable reasons to offset these negative factors with positive programs designed to promote good human relations and thus good business," Mr. Collins said.



## WITH THE DIVISIONS

The Education and Community Relations Division has been engaged in follow-up work on the Committee's Regional Community Leaders' Conferences held in Chicago on May 22 and in Philadelphia on June 10.

Reports on both conferences have been sent to more than 4,000 persons. Approximately 1,200 leaders attended the Chicago conference, and an overflow crowd of 1,400-plus participated in the Philadelphia meeting. Over a 12-month period, from July 1963 through June, 1964, the PCEEEO's Regional Conference program involved directly some 7,000 leaders from all segments of the community, coming from 21 states, and representing the largest population centers in the nation.

As a result of the five regional conferences, state and local government agencies have held local meetings on specific subjects and recommendations emanating from workshop discussions. For example, Governor Otto Kerner of Illinois held follow-up conferences for the Peoria and East St. Louis areas, with about 400 persons attending each meeting.

Following the Los Angeles conference, the Choate Foundation stimulated three leadership conferences in the Southwest. Each of these meetings has embraced participation from the five-state area from which conferees attended the PCEEEO's conference in Los Angeles. States included in this area are Arizona, New Mexico, Texas, Colorado and California.

The first follow-up meeting was held April 10 in Phoenix, Arizona, where 100 leaders decided that at least two additional regional meetings would be beneficial. They emphasized that attention should

be focused on improved employment opportunities for minority group youth as a principal factor in curbing delinquency.

On August 7-9, the Choate Foundation and the Center for Law and Behavioral Sciences of the University of Texas co-sponsored a meeting in El Paso, Texas, which was attended by 95 persons. Subsequently, on September 11-13 in Denver, Colorado, more than 100 leaders met under the sponsorship of the Training Center for Delinquency Control of the University of Colorado and the Choate Foundation.

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The President's Committee on Equal Employment Opportunity has now formally executed a Memorandum of Understanding with 27 state and local human relations and fair employment practice commissions across the country.

The Memorandums call for cooperative efforts toward the local and national achievement of equal employment opportunity. The agreement has been in the making for more than three years.

In signing the Memorandums on behalf of the Committee, Hobart Taylor, Jr., Associate Counsel to the President and Executive Vice Chairman of the PCEEEO, said: "The intent of these Memorandums is to cultivate a friendly and cooperative relationship between the Federal Government and other local agencies, both private and public with the same objectives. I would like to emphasize the fact that these agreements of understanding preserve, unimpaired, the respective powers and jurisdiction of these agencies."

Future meetings with the executors of the Memorandums will be planned when the program becomes operational.

## WITH THE COMMITTEE STAFF



John Hope II

John Hope II, director of the Federal Employment Program for the President's Committee on Equal Employment Opportunity, is president-elect of the National Association of Inter-Group Relations Officials (NAIRO).

Mr. Hope, who had served as vice president of NAIRO for the past year, was unanimously elevated to the presidency at the Association's national convention in New York October 5.

Another President's Committee staffer, Edward Shelton, assistant director of the Committee's Federal Employment Program, is chairman of the Washington Chapter of NAIRO.

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Hobart Taylor, Jr., Executive Vice Chairman of the President's Committee on Equal Employment Opportunity, was the recipient of two awards in August for outstanding contributions in the field of human relations and betterment. Mr. Taylor was cited by the National Association of Colored Women's Clubs at their annual convention in Denver. He was also honored by the National Business League during its convention in Washington.

At the 11th annual conference of the National Association of Market Developers, Mr. Taylor received the NAMD's National Emphasis Award for Plans for Progress. The award was given to Plans for Progress for its successful voluntary program of providing leadership in business and industry in achieving equal employment opportunity.

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Alice Dunnigan, of the Education and Community Relations Department, was also presented an award by the National Association of Colored Women's Clubs.

\* \* \* \* \*

Still another award winner was Ofield Dukes, of the Information Division. The National Association of Negro Publishers, at their convention in San Francisco, awarded Mr. Dukes a first-place plaque for the "Best Original Column" and a certificate for "Second Best Editorial Writer." The articles were written by Mr. Dukes while he was on the staff at the Michigan Chronicle, which, for the second straight year, was named the best Negro weekly in the country.

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## SOUTHERN EDUCATORS LAUD COLLEGE PLACEMENT MEETING



**C.P.C. PANELISTS.** Participating in the highly successful College Placement Conference in Washington was the above panel of executives from business. They were (from left) George A. Spater, Executive Vice President of American Airlines; R.A. Whitehorne, Manager of Personnel Research and Services, IBM; Ramon S. Scruggs, Public Relations Manager of A.T. & T; G. A. McLellan, of Plans for Progress who served as moderator; Robert M. Greene, Manager of Employment & Placement for J. C. Penney Company; Harold S. McFarland, Director of Personnel Services for General Motors, and Clarence E. Lynn, of Plans for Progress.

The College Placement Conference of last July has generated so much interest, enthusiasm, and favorable comment that plans are being formulated for a follow-up meeting this summer.

Plans for Progress and the College Placement Council co-sponsored the three-day meeting in Washington last July 22-24. The conference was

unique in that it brought together administrators and placement officers from 70 predominantly Negro colleges and representatives from 250 business firms.

In order to make it possible for the Negro college officials to attend, transportation and conference charges were paid by industry participants. Attendees agreed that the candid exchange of viewpoints between educators and businessmen could only lead to improvement in the number and quality of Negro college graduates who would be available in the future for employment in industry.



**DR. SAMUEL PROCTOR**, former Associate Director of the Peace Corps, was the principal speaker at the College Placement Conference luncheon. More than 25 copies of the tape recording of his speech have been sent to firms and government agencies upon request.



Here are some of the comments on the Conference received by Plans for Progress:

*Philip J. Winkfield, Director of Student Employment at Fisk University, Nashville, Tennessee:* "The President's Committee On Equal Employment Opportunity and the College Placement Council should feel greatly rewarded by the demonstration of interest and participation shown by those persons present. The conference was packed full of meaningful information and provided all of us with an opportunity to communicate face-to-face with our co-workers on the problems dealing with the tapping of the ever-increasing resources of college-trained minority group workers.

"We are convinced that because of this very fine effort more of these students will prepare for the mainstream opportunities within business and industry. The planning and execution of this program represents enlightened thinking and imposes a responsibility on the part of those of us in college placement to move in unison with such efforts."

*Dr. L. B. Allen, President of Bluefield State College, Bluefield, West Virginia:* "The College Placement Conference was a complete success. This meeting was almost unbelievable for the new opportunities and challenges it presented. College placement is now viewed in an entirely new light with new and different meanings to our predominantly Negro colleges. A new chapter has been written."

*William M. Nix, Director of Placement at Morehouse College, Atlanta, Georgia:* "I enjoyed the conference in its every detail. It was good for the people from business and industry, just as it was especially good for the college participants."

*Dr. Felton G. Clark, President of Southern University, Baton Rouge, Louisiana:* "The recently-held College Placement Conference was most significant and a giant step."



Atty. Theodore W. Kheel, former consultant to the President's Committee on Equal Employment Opportunity, discussed Title VII of the 1964 Civil Rights Act at the Washington Plans for Progress conference January 26. Mr. Kheel's speech is available upon request.

## ANNUAL PLANS FOR PROGRESS CONFERENCE WELL-ATTENDED

Vice President Hubert H. Humphrey was the keynote speaker at the Third Annual Plans for Progress National Conference on January 26, at the Sheraton-Park Hotel in Washington.

Other Major participants in the conference included: LeRoy Collins, Director, Community Relations Service; Dr. Otis A. Singletary, Director of the Job Corps, Office of Economic Opportunity; Atty. Theodore W. Kheel, former consultant to the President's Committee on Equal Employment Opportunity; Whitney M. Young, Jr., Executive Director, National Urban League, and Roy Wilkins, Executive Director, NAACP.

More than 600 executives from business and industry attended the conference.

H. I. Romnes, president, A.T. & T. Company, was honorary chairman of the conference. H. W. Wittenborn, vice president of Personnel and Industrial Relations for Cook Electric Company, served as chairman.



H. I. Romnes

Mr. Romnes, says, candidly, "Equal employment opportunity makes good business sense.

"But the motives that have yielded the most heartening progress toward equal opportunity in industry haven't been--strictly speaking--business motives. Rather they have been the growing conviction in the hearts and minds of countless people at all levels of companies like my own that expanding opportunities for all and not just for some Americans is not only right for their company, right for their community, right for their country, but just plain right."



## CLEVELAND FIRMS PROMOTE EEO AS GROUP

Cleveland businessmen were saluted in January by the President's Committee on Equal Employment opportunity for their community-wide effort to further equal employment opportunity for all.

In an unprecedented action, 14 Cleveland-headquartered firms, comprising a majority of the large employers of that city, joined the national Plans for Progress program as a group. Hobart Taylor, Jr., Executive Vice Chairman of the PCEEO, presented the formal Plans for Progress agreements, signed by President Johnson, at a January 27 luncheon at the Sheraton-Cleveland Hotel.

In commending the group of Cleveland industrialists for their voluntary group action, Mr. Taylor said, "Your undertaking is particularly impressive because it is the first community-wide endeavor to formally extend the Plans for Progress program of equal employment opportunity to all leading employers of an area. Generally, companies have joined the program on an individual basis."

Mr. Taylor paid special tribute to Charles E. Spahr, President of the Standard Oil Company (Ohio), and to H. Stuart Harrison, President of the Cleveland-Cliffs Iron Company, for their "initiative and leadership in connection with this project."

Mr. Spahr, who conceived the idea for the group action to promote equal employment opportunity, was presented a letter of commendation from President Johnson for his outstanding work.



Charles E. Spahr

In discussing the voluntary actions of the 14 firms to join the Plans for Progress program, Mr. Spahr said: "Our actions set the standards for our neighbors. This means that more and more employers in our community will take steps to eliminate discrimination where it does exist, whether or not they officially join the Plans for Progress."

The new Cleveland participants in the Plans for Progress program are: Carling Brewing; Cleveland-Cliffs Iron; Cleveland Twist Drill; Clevite Corp; East Ohio Gas; Hanna Mining; Harris-Intertype Corp; Harshaw Chemical; Midland-Ross Corp.; Oglebay Norton; Park Drop Forge; Pickands Mather & Company; Warner & Swasey, and White Motor Company.

## ANNUAL REPORTING SYSTEM COORDINATED

The President's Committee on Equal Employment Opportunity is moving to bring into exact coordination all of the manpower profile reports received from companies under its programs.

This is being done by making identical the reporting dates of the Committee's two major annual reporting systems -- the Form 40 for government contractors covered by Executive Order 10925, and the Form EEO-10 for companies in the Plans for Progress program.

The employment statistics gathered in the two forms currently are identical, but are for different periods.

Form 40s are due on March 31 and cover employment for the payroll period ending closest to the previous February 15.

Form EEO-10 figures are due March 1 and cover employment as of the end of the previous December.

The committee is amending the system so that all reports will be due on March 1 and all will report employment as of the end of the previous December.

Hobart Taylor, Jr., Associate Counsel to the President and Executive Vice Chairman of the PCEEO, said the change will create a more usable pool of information for the Committee's work.

"Because of the different reporting dates, we currently are unable to compile an overall profile of the employment of all the companies with whom we deal," Mr. Taylor said. "With the growth of the Plans for Progress program to include some 300 companies, a change was necessary and we have made it."



## GENERAL NEWS BRIEFS

The Duke University School of Law has published a two-part series in its Law Journal on the Federal Government's equal employment opportunity program.

The article was written by N. Thompson Powers, Special Counsel to the President's Committee on Equal Employment Opportunity. In this article, Mr. Powers covers all aspects of the program being conducted by the PCEEO under Executive Orders 10925 and 11114.

A limited number of reprints of this 20-page article are available from the Information Office, President's Committee on Equal Employment Opportunity, Washington 25, D.C.

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A sharp increase of non-whites in the labor force in the next five years is predicted in the annual Manpower Report prepared by Secretary of Labor W. Willard Wirtz and presented to the President.

President Johnson commented on this matter in his message accompanying the report as he forwarded it to Congress: "Negroes presently constitute only 10 percent of the work-age population, but they may account for 18 percent of the coming manpower increase. In the next five years, almost a million and a half non-whites will be added to the work force; less than 800,000 were added during the last five years. The marked increase of non-whites in the labor force will intensify the need for eliminating discrimination in employment, training and education opportunities."

The 280 page report, replete with charts and tables, devotes a summary chapter to non-white workers and in addition, in more detailed fashion, discusses in separate chapters: Non-white teenagers in the Work Force, Utilization Gains of Non-white workers, Unemployment Differentials by Race, Equal Opportunity Programs, Growth in the Nonwhite Labor Force, the Non-white Worker and Manpower Development, the Professional Education of Negroes, Migration by Race, and Probabilities of the Future.

The Report may be secured in limited numbers from the Department of Labor and may be purchased at the U.S. Government Printing Office, Washington, D.C., 20402, at \$1.75 per copy.

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Howard B. Woods, who has been a public member of the PCEEO, was recently appointed Associate Director of the United States Information Agency by President Johnson.

Mr. Woods has served as executive Editor of the St. Louis Argus since 1954. In addition, he has been active in urban affairs in St. Louis, as chairman of the Board of Commissioners of the St. Louis Housing Authority, as vice chairman of the Board of Commissioners of the St. Louis Clearance Authority, and as

## NEW EEO PROGRAM ANNOUNCED FOR CONSTRUCTION INDUSTRY

A new program to coordinate the Federal Government's efforts to bring about conditions of equal employment opportunity in the construction industry was announced in March.

In an address before the 46th annual convention of the Associated General Contractors, Hobart Taylor, Jr., Executive Vice Chairman of the PCEEO, said 20 area coordinators are being appointed in cities in which direct federal and federally assisted construction will top the \$3 billion mark this season.

The coordinators will be responsible for making sure that all federal agencies in each of the 20 cities act as one in regard to equal employment opportunity.

Intent of the program is to obtain compliance this construction season with presidential executive orders banning discrimination because of race, creed, color or national origin in employment by all government contractors --- including those in construction work --- and on all federally assisted construction.

All of the federal agencies involved in construction are participating in this effort, which will be coordinated by the PCEEO, according to Mr. Taylor.

The coordinators will be appointed in Cleveland, St. Louis, Washington, Baltimore, Detroit, Cincinnati, Houston, New York City, Pittsburgh, Kansas City (Mo.), Memphis, Atlanta, Philadelphia, Los Angeles, San Francisco, Milwaukee, Chicago, Boston, New Orleans and Nashville.

The major part of the program will be carried by the agencies involved in the largest dollar volume of construction--the Housing and Home Finance Agency; the Bureau of Public Roads; the General Services Administration; the Department of Health, Education, and Welfare; the Department of the Army; the Department of the Interior, and the National Aeronautics and Space Administration. Also participating will be the Department of the Navy; the Veterans Administration; the Atomic Energy Commission; the Federal Aviation Agency; the Department of the Treasury and the Post Office.

Mr. Taylor told the contractors:

"The area coordinators will not bear the primary responsibility for contractor compliance. That responsibility will remain with the predominant interest agency designated by the Committee. The coordinators will be responsible, however, for making sure that all federal agencies act as one in regard to equal employment opportunity. They will make regular reports to the Committee."

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a member of the St. Louis and St. Louis County Transit Committee and the St. Louis Bicentennial Corporation.



## COMMITTEE IN SESSION



At the periodic meetings of the full Committee in Washington, policies and programs are reviewed and recommendations made for future activities of the PCEEO. The Committee consists of both public members and Federal Government representatives.



JOHN Y. YOSHINO, Deputy Director of Field Services for the President's Committee on Equal Employment Opportunity, is shown with Kumeo Yoshinari, president of the Japanese American Citizens League, during the JALC's 18th Biennial National Convention at the Sheraton-Cadillac Hotel in Detroit. Mr. Yoshinari is Vice President of Turtle Wax Corporation in Chicago.



MRS. LYNDON B. JOHNSON (center) meets members of the domestic Peace Corps-like Volunteers In Service to America (VISTA) during a recent visit to St. Petersburg, Fla., where she addressed VISTA's first graduation class and inspected some of the anti-poverty projects undertaken by VISTA.

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GENERAL MEMO DATES

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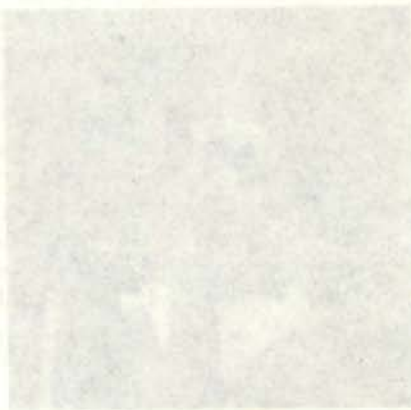
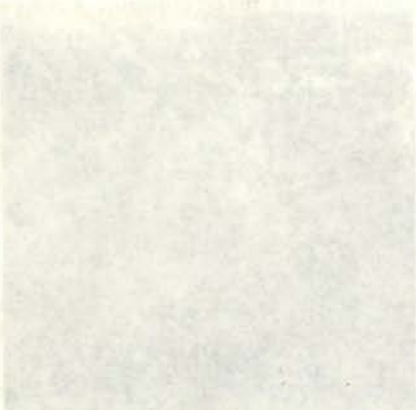
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FOR CONSTRUCTION INDUSTRY

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