

INFORMATION

FROM THE
PRESIDENT'S COMMITTEE
-ON-
EQUAL EMPLOYMENT OPPORTUNITY
Washington 25, D. C.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

WASHINGTON, D.C.

GENERAL

PU. / 76731
Box 33

FOR IMMEDIATE RELEASE

JUNE 23, 1965

Appointment of four Task Forces to develop policies, plans, and programs for the new Equal Employment Opportunity Commission (EEOC) was announced today by Commission Chairman Franklin D. Roosevelt, Jr.

Mr. Roosevelt said these task forces will help the EEOC prepare for the full assumption of its responsibilities on July 2, 1965, when Title VII of the Civil Rights Act of 1964 goes into effect. Title VII prohibits discrimination in employment based on race, color, religion, sex, or national origin, among employers, labor unions and employment agencies.

Mr. Roosevelt has appointed each of the four other Commissioners to be in charge of a Task Force.

The Commissioners are: Mrs. Aileen Hernandez, former Assistant Director of the Fair Employment Practices Commission of the State of California; Richard Graham, a former business executive who was Deputy Associate Director of Public Affairs for the Peace Corps since 1961; Reverend Luther Holcomb, who held positions as Executive Director of the Greater Dallas (Texas) Council of Churches and Chairman of the Texas Advisory Committee to the U.S. Civil Rights Commission, and Samuel C. Jackson, a former institutional attorney for the State of Kansas and regional legal counsel for the NAACP.

Commissioner Jackson will direct a task force to draft procedural rules and regulations and substantive interpretations. He will be assisted by a staff of consultants, headed by

Richard K. Berg, an attorney in the Office of Legal Counsel, Department of Justice, and including Frank Reeves, a Washington attorney, and Bruce Hunt, a trial examiner for the National Labor Relations Board.

Commissioner Hernandez will supervise a task force on relations with state and local fair employment practices commissions. Among the staff of consultants who will be assisting her are Professor Alfred Blumrosen, of Rutgers Law School, and Percy Williams, of the President's Committee on Equal Employment Opportunity.

A Task Force on notices, record-keeping and reporting requirements will be directed by Commissioner Holcomb. Assisting him will be Charles Markham, an associate in the (law) firm of Battle, Fowler, Stokes & Kheel, who is serving as a consultant to the Commission, and Vincent Macaluso and David Mann, both of the President's Committee on Equal Employment Opportunity.

The fourth Task Force, on conferences and publications, is under the supervision of Commissioner Graham. Working on this Task Force are Robert Gale, of the Peace Corps, William Kendrick, Miss Katherine Ellickson, George O. Butler, and Ofield Dukes, of the President's Committee on Equal Employment Opportunity.

Activities of these task forces will be coordinated by N. Thompson Powers, who was recently appointed acting Executive Director of the EEOC.

GENERAL

P411/FG 731

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①

May 14, 1965

Dear Mr. Ramos:

Jack Valenti has relayed to me your letter of May 7 commenting on a release of the President's Committee on Equal Employment Opportunity.

I have discussed this with Hobart Taylor who informs me that you had sent him a similar message.

I want you to know we appreciate the suggestion and your continuing interest.

Sincerely,

Lee C. White
Special Counsel to the President

Mr. Rudy L. Ramos
Director, Washington, D. C. Office
American GI Forum of the U. S.
921 17th Street, N. W.
Washington, D. C.

Thru: Mr. Valenti ✓

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RECEIVED
MAY 15 1965
CENTRAL FILES

American GI Forum of the U. S.

Veterans Family Organization

921 17th Street, N. W., Suite 301, Washington, D. C.

To be
White

1964-1965 National Officers

FORUM

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Riverside, Calif.
Richard Ayala, Vice-Chairman
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Louis P. Tellez, Executive Secy. Treas.
Albuquerque, New Mexico
Rev. Fr. Erwin Juraschek, Chaplain
San Antonio, Tex.
Hiram Diaz, Sgt. at Arms
San Bernardino, Calif.
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Chris Alderete, Legal Adviser
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WASHINGTON, D. C. OFFICE

Rudy L. Ramos, Director
Washington, D. C.



Washington D. C. Office

May 7, 1965

Jack Valenti
Assistant to the President
White House
Washington, D.C.

Dear Mr. Valenti,

It has been my privilege for a number of years to bring to the attention of responsible officials matters concerning the operation of the President's Committee on Equal Employment Opportunity.

Enclosed please find a release from said Presidential Committee concerning its "Plans for Progress" program. I have made additions to the text which brings said news release much closer to the President's publicly announced Equal Employment Opportunity program.

We want to help in the effective and full implementation of our President's programs. I have volunteered my services to help edit future news releases without cost to the Government to Mr. Hobart Taylor.

It is our hope that the task force of 70 executives mentioned in said news release will be appraised of the additions made to the text by our office. This office would gladly inform said executives but I know that this is a job for the President's Committee on Equal Employment Opportunity.

Sincerely yours,

Rudy L. Ramos
RUDY L. RAMOS, ESQUIRE

DIRECTOR, WASHINGTON D.C. OFFICE

Education is Our Freedom and Freedom Should Be Everybody's Business

cc:

National Officers

INFORMATION

FROM THE
PRESIDENT'S COMMITTEE
-ON-
EQUAL EMPLOYMENT OPPORTUNITY
Washington 25, D. C.

Malcolm F. Wise, Director of Information
961-3854

EEO 242 (4-29-65)

FOR IMMEDIATE DISTRIBUTION

Washington, D.C. --- A task force of 70 executives of major national corporations will ~~spread out across the nation May 12 to urge young Negroes to prepare themselves for the~~ ^{young minority group members - Mexican-American, Negro, Puerto Ricans, American Indians, etc.} ~~spread out across the nation May 12 to urge young Negroes to prepare themselves for the~~ new economic opportunities now open to them.

The executives were chosen for the job by Vice President Hubert H. Humphrey, who is Chairman of the President's Committee on Equal Employment Opportunity. At a briefing in Washington April 28, the Vice President told them:

"We have arrived at a time in the history of our country when we realize that it is absolutely essential that we encourage the best in everybody. There is more emphasis on competence and skill today than at any time in our national life, and we must ask each American for his best -- and for him to get into the act."

^{colleges with concentrations of minority group members - incl. supra}
Starting May 12, the task force members will visit predominantly Negro ~~colleges and~~ high schools with two goals in mind:

- 1 -- To point out that job opportunities are open to qualified persons of any race, creed, or national origin at many levels in American business.
^{young minority group members - Mexican-Americans, Negroes, Puerto Ricans, American Indians, etc.}
- 2 -- To spark the ambitions of young Negroes ~~by exposing them to members of their~~ own race who hold responsible positions in large corporations.

Vice President Humphrey told the group:

"Each of you has earned your way...now it is our responsibility to encourage others.

The word was out for so long that you didn't have a chance. Now that the word is out that **minority group members are** you do, the ~~Negro~~^A is suspicious. But there is a new day and we need everyone we have to carry the message of equal opportunity to all parts of the country... (and) there's nothing better than a living witness."

Secretary of Labor W. Willard Wirtz, who is Vice Chairman of the PCEEO, also addressed the group. He said the time is now for perspiration instead of inspiration. He pointed out that proper education and training are the keys to employment opportunity. The Secretary also gave the task force some startling statistics on teenage unemployment.

He pointed out that while overall unemployment was only 4.7 per cent in March, the unemployment rate for white male teenagers was 11.5 per cent; for white female teenagers, 14.8 per cent; for non-white male teenagers, 22.4 per cent, and for non-white female teenagers, 32.6 per cent.

These statistics are a very real representation of the job we face now and in the immediate future, the Secretary said.

Travel and other expenses involved in the visits to the colleges and high schools will be borne by the companies for which the task force members work. Most of the companies are participants in the Plans for Progress program of the PCEEO.

THE COMMITTEE REPORTER

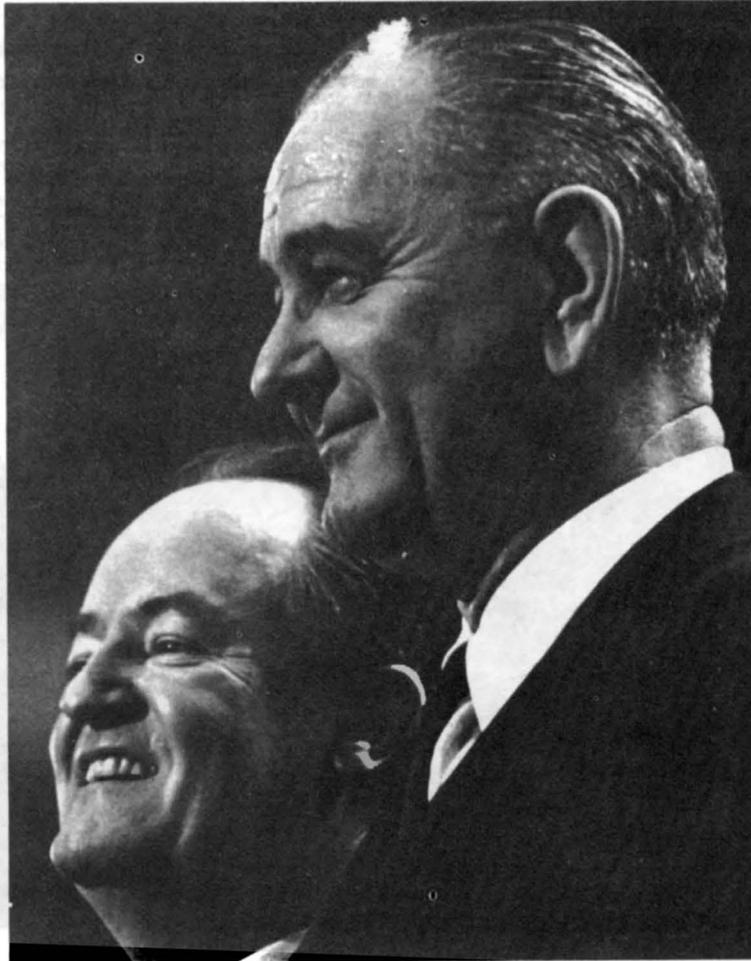
THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

NUMBER III
MAY 1965

ARCHITECTS OF THE GREAT SOCIETY

GENERAL

PU 1/76731
Box 33



"..... 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 PCEEO

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 PCEEO 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 PCEEO 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 PCEE, 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.

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 PCEEEO.

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-Marschalk, 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 Marti 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 PCEEEO 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 PCEEO'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 PCEEO'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.

* * * * *

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 PCEEO, 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.

* * * * *

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.

* * * * *

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.

* * * * *

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. Whitehorn, 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-Cliff 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 PCEEEO 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.

* * * * *

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.

* * * * *

Howard B. Woods, who has been a public member of the PCEEEO, 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 PCEEEO, 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 PCEEEO, 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."

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 PCEE. 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 NEWS BRIEFS

DEPARTMENTAL COMMITTEE IN SESSION

THE PRESIDENT'S COMMITTEE ON
EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON, D. C. 20210

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U.S. DEPARTMENT OF LABOR

OFFICIAL BUSINESS

LEE WHITE
ASST SPEC COUNSEL TO PRES
THE WHITE HOUSE
WASHINGTON 20500 791-6



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Advisory Council on Plans for Progress

INFORMATION

NEWS LETTER

No. 13, May 15, 1964

PLANS FOR PROGRESS ACTIVITIES

The President's Committee Report

On May 12 a meeting of the Members of The President's Committee on Equal Employment Opportunity was convened by the Chairman, President Lyndon B. Johnson. After President Johnson made some brief remarks commending the Committee on their past efforts and encouraging them to continue to expand their participation in the future, the various programs of the Committee were reviewed for the Members.

Mr. Geo. Wm. Miller, Chairman of the Advisory Council on Plans for Progress, introduced the Plans for Progress full-time industry Staff members, on loan from their companies, and summarized the Plans for Progress activities since the last meeting of the full committee.

Attached is a report prepared by the Plans for Progress Staff which was distributed at this meeting to all Members of the President's Committee.

PERTINENT INFORMATION

Civil Rights Bill TV Documentary

The following is a quotation from the ABC News of April 23, 1964 reproduced here for your information.

The impact of the pending civil rights bill--on people and on the nation's over-all civil rights struggle--will be explored by ABC News in a special documentary, "The Great Divide: Civil Rights and the Bill," Friday, May 22 (ABC-TV, 7:30-8:30 p.m., EDT).

The Program will present an incisive examination of the major provisions of the bill viewing what significance the bill's passage, defeat or amendment would have on the rights movement generally. It will also report on the status of civil rights in key areas throughout the country.

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CENTRAL FILE

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
Address Inquiries to: Advisory Council on Plans for Progress - Telephone:
700 Jackson Place, N. W. A-302 Area Code 202
Washington, D. C. (20006) 961-3945

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Plans for Progress to Receive an Award

The National Association of Market Developers, which is primarily a Negro marketing organization, will present an award to the Plans for Progress Program. President Avery of NAMD said the award is being given as much to inspire the continuance of the efforts of the awardees as for the recognition of their accomplishments to date.

The awards will be presented during the NAMD annual conference and clinic in Houston, Texas on May 13-16. Mr. Herman Brown, President of Brown and Root, Inc., a Plans for Progress company, will accept the award for Hobart Taylor, Jr., Executive Vice Chairman of The President's Committee and for the Plans for Progress Program.

MISCELLANEOUS

Comments on Information Newsletter

Please address any comments, suggestions or news items to James H. Burg, Plans for Progress, Federal Bar Building, 1815 H Street, NW., Washington, D. C. 20006.

THE PLANS FOR PROGRESS PROGRAM

August 1963 - May 1964

Since the last meeting of the President's Committee, the Advisory Council to the President's Committee on Equal Employment Opportunity was organized at a White House meeting on Tuesday, August 6. At that time, G. William Miller, President of Textron, Inc., was named Chairman of the Advisory Council and the following representatives from the corporations designated were named as members:

AMERICAN AIRLINES George A. Spater Executive Vice President	GENERAL ELECTRIC COMPANY Roy Fugal, Manager Personnel Practices
ALUMINUM COMPANY OF AMERICA Arthur M. Doty Manager of Personnel Relations	HUGHES AIRCRAFT COMPANY Sherman Gillespie Manager, Employment & Manpower
AMERICAN TELEPHONE & TELEGRAPH CO. Harold H. Schroeder Assistant Vice President	INTERNATIONAL BUSINESS MACHINES CORPORATION R. A. Whitehorne, Manager Personnel Research & Services
BURROUGHS CORPORATION C. E. Scholl, Director Industrial Relations	INTERNATIONAL HARVESTER COMPANY Harry Baker, Manager Employee Relations Department
CHRYSLER CORPORATION Edward P. Franks, Manager Corporate Employment	INTERNATIONAL TELEPHONE & TELEGRAPH CORPORATION Frank Metzger, Director Executive Planning & Development
COLGATE-PALMOLIVE COMPANY R. H. Berquist, Director Compensation Administration & Employee Services	LOCKHEED AIRCRAFT CORPORATION E. G. Mattison, Director Industrial Relations Lockheed-Georgia Company
COOK ELECTRIC COMPANY H. W. Wittenborn Vice President	OWENS-ILLINOIS GLASS COMPANY Harold Mayfield Director of Personnel
THE CUDAHY PACKING COMPANY Edward Cudahy, Jr. President	RADIO CORPORATION OF AMERICA A. H. Evans, Manager Employment
E. I. DuPONT DE NEMOURS & CO., INC. P. B. Lewis, Manager Personnel Division	TEXAS INSTRUMENTS, INC. W. D. Coursey Vice President

Companies and their representatives were named on a one, two and three year tenure basis in order to provide for an annual introduction of six new companies to the Council.

This meeting marked the beginning of a radical change in the overall Plans for Progress Program. It placed the administration of the program in the hands of full-time volunteer executives from industry, working directly under the Executive Vice Chairman, and set up an advisory group. The objective was to advance the program in terms of accelerated participation by major industrial and business concerns and to expand its scope and effect along a much broader base. The principle that the American free enterprise system is the most logical segment of society on which to place the major responsibility for advancing the equal employment opportunity program was the basis of the new organization. The Advisory Council was organized into six basic committees, headed by major executives as follows:

DEVELOPMENT COMMITTEE

Dr. C. E. Scholl
Burroughs Corporation

COMMUNITY RELATIONS COMMITTEE

E. G. Mattison
Lockheed-Georgia Company

EMPLOYMENT RESOURCES COMMITTEE

R. A. Whitehorne
International Business Machines Corp.

RESEARCH AND INFORMATION
COMMITTEE

Dr. Frank Metzger
International Telephone & Telegraph
Corporation

COMMUNICATIONS COMMITTEE

A. H. Evans
Radio Corporation of America

SCHOLARSHIPS AND TRAINING

Arthur M. Doty
Aluminum Company of America

Each of these committees was charged with the responsibility for developing positive programs which would implement the employment of minority groups as a basic principle of good business.

Also at the White House meeting on August 6, Mr. G. A. McLellan, Director of Personnel Services of Olin Mathieson Chemical Corporation, New York City, was named Administrative Director of Plans for Progress. The administrative staff, headed by Mr. McLellan, was augmented by the addition of:

Mr. James H. Burg, Manager
Professional Recruitment
IBM Corporation
Federal Systems Division

Mr. Howard C. Lockwood, Manager
Management Personnel Department
Lockheed-California Company
Lockheed Aircraft Corporation

Mr. Clarence E. Lynn
Staff Assistant to the President
Townsend Company
Division of Textron, Inc.

Mr. Harold M. F. Rush
Assistant to the Corporate
Secretary
Thiokol Chemical Corporation

These five men have been loaned to the Government on a "dollar-a-year" basis as further acknowledgment by industry that it has a responsibility to the Federal Government to help the equal employment opportunity program succeed.

The first regular meeting of the Advisory Council was held in New York on September 9th and 10th. Certain basic principles to guide the activities of the Council and staff were determined at this meeting. An overall goal of 250 companies enrolled in the program by September, 1964, was set. As of May 5, 203 companies with about seven million employees and with annual sales exceeding \$149 billion have signed or submitted Plans.

In order to increase the effectiveness of the program, it was agreed that special efforts should be made to attract companies who did not have Government contracts, and, therefore, were not subject to compliance regulations and/or which represented industries not previously participating in the Plans for Progress program. Since August, the 92 new companies who have agreed to participate include several retail chains with major outlets in southern states, a major hotel chain, the first steel company, several consumer product firms, banks and insurance institutions, food product organizations, the first motion picture company, the first brewer and the first distiller.

New companies were exposed to the benefits of participation in Plans for Progress at three White House meetings. President Johnson, Secretary Wirtz, Hobart Taylor, Jr., and presidents of major companies explained why they feel that Plans for Progress can help answer the pressing problems created by inequality of opportunity for large segments of our population. On December 12, 65 new companies attended; on January 16, 58 companies; on April 9, 61 companies. In many instances, the companies were represented by their presidents or board chairmen.

On January 22, representatives of 37 companies who had recently joined the program attended a White House meeting at which the President thanked the corporate representatives for their participation in Plans for Progress. A similar meeting was held on April 9, at which 54 companies were welcomed into the program.

During the period between the September Advisory Council meeting and the first of May, additional meetings of the Advisory Council were held in Pittsburgh, Washington, Atlanta and New York. Local business and community leaders were invited to three of these meetings so that they could hear of industry's efforts in cooperation with the President's Committee on Equal Employment Opportunity.

In addition to the Advisory Council meetings, each of the six committees has held from 3 to 10 meetings with an aim toward implementation of the overall objectives established in the initial meetings. Each committee has members from companies not represented on the Advisory Council in order to achieve wider involvement of Plans for Progress companies in the Council's activities.

On January 22 and 23, 1964, a Plans for Progress seminar was held at the Mayflower Hotel in Washington, D. C. This seminar was intended to develop a greater understanding of the Government's program on equal employment, an analysis of the

program, its current effectiveness and its future goals. It provided an exchange of ideas, principles, and policies between participating companies and companies who had been exposed to the program but had not joined. Almost 400 people attended this seminar, at which Secretary Wirtz, Secretary Hodges, Mr. Taylor, Whitney Young, and G. William Miller spoke in addition to Lynn Townsend, President of Chrysler Corporation, who gave the principal address. Special guests included members of the President's Committee on Equal Employment Opportunity, key minority group leaders, government compliance officers, and the press. More than 50 corporate executives led panels and discussion groups.

The Advisory Council also sponsored a seminar in conjunction with Brown University on January 28, 1964. This meeting was designed primarily for industry in the New England States and was attended by more than 300 executives. Adlai Stevenson, United States Ambassador to the United Nations, was the keynote speaker. Mr. Taylor, G. William Miller and executives from Plans for Progress companies acted as speakers, panel members, and discussion leaders.

Plans for Progress company executives, members of the Advisory Council and the administrative staff also have participated in many other major seminars and meetings, including:

1. The joint Urban League-Public Relations Association meeting, New York City, September 1963.
2. The National Industrial Conference Board's Committee on Company Contributions meeting, Dearborn, Michigan, September 1963.
3. Meetings of the National Metal Trade Association in New York City, October 1963 and January 1964.
4. The Machinery and Allied Products Institute meeting, Washington, D. C., November 1963.
5. The Annual American Management Association Personnel Conference, Chicago, February 1964.
6. A Harvard Business School Alumni meeting, New Haven, Connecticut, February 1964.
7. The New York Industrial Relations Association meeting, New York, April 1964.
8. The Merchants and Manufacturers Association meetings, Los Angeles, February 1964.
9. The Minneapolis Career Day, Minneapolis, March 1964.
10. Joint Springfield College (Mass) - Urban League Conference, February 1964.

11. Meetings with a group of Midwestern Universities, October 1963 and February 1964.
12. Pittsburgh Personnel Association Conference, February 1964.

In addition to those meetings, dozens of individual speeches have been made by representatives of Plans for Progress companies before community meetings, service organization sessions, church groups, etc.

An objective of all of the committees of the Council was to achieve wider understanding and appreciation of the work of the President's Committee on Equal Employment Opportunity and the Plans for Progress program. The Communications Committee decided that one way of achieving more general knowledge of what companies were doing and how the program was being developed and advanced was to publish a News Letter to be distributed to almost 1000 recipients, including all Plans for Progress companies and prospects, leaders of minority groups, government agencies, and members of the President's Committee. In the last six months, 12 issues of the News Letter have been published and favorable reaction has been received to the type of information it contains. It was also decided to get exposure on television and radio. The Communications Committee arranged for three television appearances for Mr. G. A. McLellan on programs dealing with civil rights, the work of the President's Committee and Plans for Progress. Writers of feature articles in Look Magazine and the Reader's Digest were assisted by this committee. Plans for Progress companies aided in the preparation of a film based on the Reader's Digest article.

THE SCHOLARSHIP AND TRAINING COMMITTEE set up as its primary objective a plan to train junior high and high school guidance counselors in modern guidance methods and at the same time to acquaint them with the needs of industry and the willingness of industry to hire trained high school graduates, as well as college graduates. The first program to advance this principle will be launched at Wayne State University in August, 1964. From 40 to 50 guidance counselors and school administrators will be exposed to a college credit program of three weeks duration. This pilot project has been underwritten and financed entirely by Plans for Progress companies in the Detroit area. It is the first of several similar programs expected to be established at colleges in major urban centers throughout the country.

In Washington, D. C., Plans for Progress companies are assisting the Board of Trade in developing a program to work with high school counselors throughout the school year, keeping them abreast of opening and changing employment opportunities and training needs.

THE COMMUNITY RELATIONS COMMITTEE is publishing a booklet containing descriptions of actual experiences corporations have had in implementing their equal employment opportunity programs as related to community situations. This will be a source of reference for companies who are yet to experience problems already encountered by some of the companies who have been in the program for some time.

The administrative staff, members of the Advisory Council and individual executives of Plans for Progress companies have been instrumental in the initiation and development of community programs in many areas throughout the nation. Many of these programs are community adaptations of the basic principles and objectives of the Plans for Progress Program. Included are programs for the States of Massachusetts, New Jersey, Rhode Island and Connecticut and the urban centers of Washington, D. C., Toledo, Milwaukee, Wilmington, Columbus, St. Louis, Akron, Baltimore City and Baltimore County, Philadelphia, and Waterbury. A basic ingredient of the programs will be the widespread participation of local companies in an equal employment opportunity program on a voluntary and aggressive basis. In many of these communities, Plans for Progress companies have served as the nucleus for the organization.

THE RESEARCH AND INFORMATION COMMITTEE has made surveys of activities of Plans for Progress companies. It has distributed a survey of all Negro colleges which gives particulars concerning the college, its faculty, accreditation, types of courses offered, and expected graduates by categories for the next few years. It has studied the best use of employment statistics of member companies and is working on a presentation of 1963 data.

THE EMPLOYMENT RESOURCES COMMITTEE has participated actively with the Urban League in its plan to establish a skills bank; has completed some initial evaluations of pre-employment testing techniques; has investigated possible sources of qualified minority personnel for future employment, and has reviewed pre-employment training programs.

In an effort to achieve better understanding between the compliance efforts of the Committee and the Plans for Progress Program, a series of meetings with compliance officers was scheduled. At these meetings, held over the last six months, Mr. McLellan explained the aims and objectives of Plans for Progress to all of those who make compliance reviews and complaint investigations under the Executive Orders. A greater degree of cooperation between the compliance and Plans for Progress programs is now evident on a daily basis.

PLANS FOR PROGRESS AND THE FUTURE

The first eight months of the revised Plans for Progress effort has been marked by significant expansion in terms of companies and segments of the economy involved. It will serve as a sound base on which further achievement can be attained in the months to come.

At the April 28, 1964, meeting of the Advisory Council, it was agreed that the responsibility for implementation of major projects should be placed on the Administrative Director and the full-time staff. It was recognized that the expertise of members of the Advisory Council should be used to generate ideas and as a guide to advanced achievement, but that it was unrealistic to expect that business executives could expend the time required to bring all projects to fruition. On this basis, the staff has established a list of projects to be accomplished within the next few months. They are as follows:

<u>PROJECT</u>	<u>EXPECTED COMPLETION DATE</u>
1. Los Angeles seminar	June 1964
2. Preparation of 1963 statistical presentation--June 1, 1964	June 1964
3. Advertising Council Project--to secure services of the Council to communicate the equal employment program to the public through public service advertisements on radio and television and other media.	June 1964
4. Plans for Progress--College Placement Council, Inc. seminar	July 1964
5. National Conference of Christians and Jews, Inc. Action research project on in-plant implementation of Plans for Progress and equal employment opportunity programs.	July 1964
6. Analysis of EEO-10 Form as a valid statistical form--rewrite of instructions and guide lines.	August 1964
7. Baltimore City and County project (Community Plan for Progress).	August 1964
8. Dallas seminar.	September 1964
9. Plans for Progress film project--equal employment film for high school motivation.	September 1964
10. San Francisco seminar.	October 1964
11. University of Michigan research project on adjustment by employers, unions and workers to the employment of Negro workers.	October 1964
12. Planning for the 1964 summer college credit guidance counselor programs.	November 1964

<u>PROJECT</u>	<u>EXPECTED COMPLETION DATE</u>
13. Planning for the Annual Seminar of all Plans for Progress companies-- Washington, D. C. (January 1965).	November 1964
14. Gas and Electric Utility Industry Project--recruitment for Plans for Progress.	November 1964
15. Pre-employment tests and their relationship to corporate equal employment policies and practices.	November 1964
16. Publicizing - Staff and Advisory Council Plans for Progress activities.	Continuing

Plans are now being made for recruitment of a new administrative director and at least four additional members of the full-time staff to replace those whose year with the program will expire on or about September 1, 1964. Also replacements for six of the Advisory Council members are to be named within the next 30 to 60 days.

BIOGRAPHICAL SKETCHES

George William (Bill) Miller, Chairman of the Advisory Council on Plans for Progress, is a graduate of the Coast Guard Academy and the University of California School of Law. He served with the amphibious forces in the Pacific Theater and Japan in 1945-46, practiced law in New York City, then joined Textron, Inc., of Providence, Rhode Island, in 1956 as assistant secretary. He became vice president in 1957, vice president and treasurer in 1959, and president in 1960. His home is in Providence.

G. A. McLellan, Administrative Director of Plans for Progress, is on loan from his position as director of personnel services for the Olin Mathieson Chemical Corporation to work with the companies in the program. He was born in Minnesota, lived most of his life in Wisconsin, and is a graduate of Wisconsin State College and a five-year veteran of the Air Force in World War II. He joined American Airlines after his discharge as a major and moved to Olin Mathieson about twelve and a half years ago. His home is in Chappaqua, New York.

James H. Burg, Administrative Coordinator for Plans for Progress, is on loan from the International Business Machines Corporation where he was Manager of Professional Recruitment for the Federal Systems Division in Bethesda, Maryland. A native of Chicago, he received his B. S. in Economics from the University of Illinois in 1956. He attended the University of Minnesota where he completed one year of post-graduate work in industrial relations. Married to the former Janet L. Moorhead and the father of four children, he resides in Silver Spring, Maryland.

Howard C. Lockwood, Administrative Coordinator for Plans for Progress, was born in Nashville, Tennessee, and graduated from high school in Paducah, Kentucky. He

received his B. A. and M. A. degrees in psychology from Occidental College in Los Angeles. He is on loan from the Lockheed Aircraft Corporation in Burbank, California, where he is Manager of the Management Personnel Department. He has been with Lockheed since 1951.

C. E. Lynn, Administrative Coordinator for Plans for Progress, is on loan from his position as Staff Assistant to the President of Townsend Company, a subsidiary of Textron, Inc. A Navy veteran (1945-47), he holds a Bachelors Degree from Geneva College, Beaver Falls, Pa., and a Masters Degree from Indiana University. Mr. Lynn, a native of Pennsylvania, has moved his wife and two children to Washington to be with him during his assignment to this program.

Harold M. F. Rush, Administrative Coordinator for Plans for Progress, is on loan from Thiokol Chemical Corporation. As Assistant to the Corporate Secretary of Thiokol, he assists in all matters under the cognizance of the Secretary, including personnel, public relations, patents, and stockholder relations. Previously with Thiokol, Mr. Rush held the positions of training director, and subsequently corporate employment manager. A psychologist, he studied at the Universities of Cincinnati, Chattanooga, and Kansas. Before joining Thiokol seven years ago, he worked in a rehabilitation home for disturbed juvenile delinquents and later in a state hospital with a pilot project on vocational rehabilitation of the mentally and emotionally disabled.

PLANS FOR PROGRESS PROGRAM

Preliminary
(Revised May 11, 1964)

President's Committee on Equal Employment Opportunity
Plans for Progress Report for 86 Companies¹

Self-Analysis (Initial) Report²
(Dates vary from January 1961
to January 1963)

Latest Progress Report
(December 1963)³

Change

Occupational Group	Self-Analysis (Initial) Report ² (Dates vary from January 1961 to January 1963)			Latest Progress Report (December 1963) ³			Change			
	All Employees	Non-White Employees ⁴ Number	%	All Employees ⁵	Non-White Employees ⁴ Number	%	All Employees Actual Total	% Change	Non-White Actual Total	% Change
Salaried Employees	1,634,429	24,822	1.5	1,727,567	36,486	2.1	93,138	5.7	11,664	47.0
Hourly Employees	1,791,551	151,804	8.5	1,957,266	180,953	9.2	165,715	9.2	29,149	19.2
GRAND TOTAL	3,425,980	176,626	5.2	3,684,833	217,439	5.9	258,853	7.6	40,813	23.1

¹Includes 86 companies which submitted their "Self-Analysis" reports between January 1961 and January 1963 and also submitted reports for December 1963.

²"Self-Analysis" report is the initial report submitted by a company after it joined the Plans for Progress Program. Following is a summary of the month of reference of the 86 reports:

<u>Month of "Self-Analysis" report</u>	<u>Number of company reports</u>
January 1961 through January 1963	86
January through June 1961	7
July through December 1961	28
January through June 1962	36
July through December 1962	14
January 1963	1

³Reports as of December 1963 were requested by the Committee. A few companies used reference dates later than December. One report was partly for June 1963.

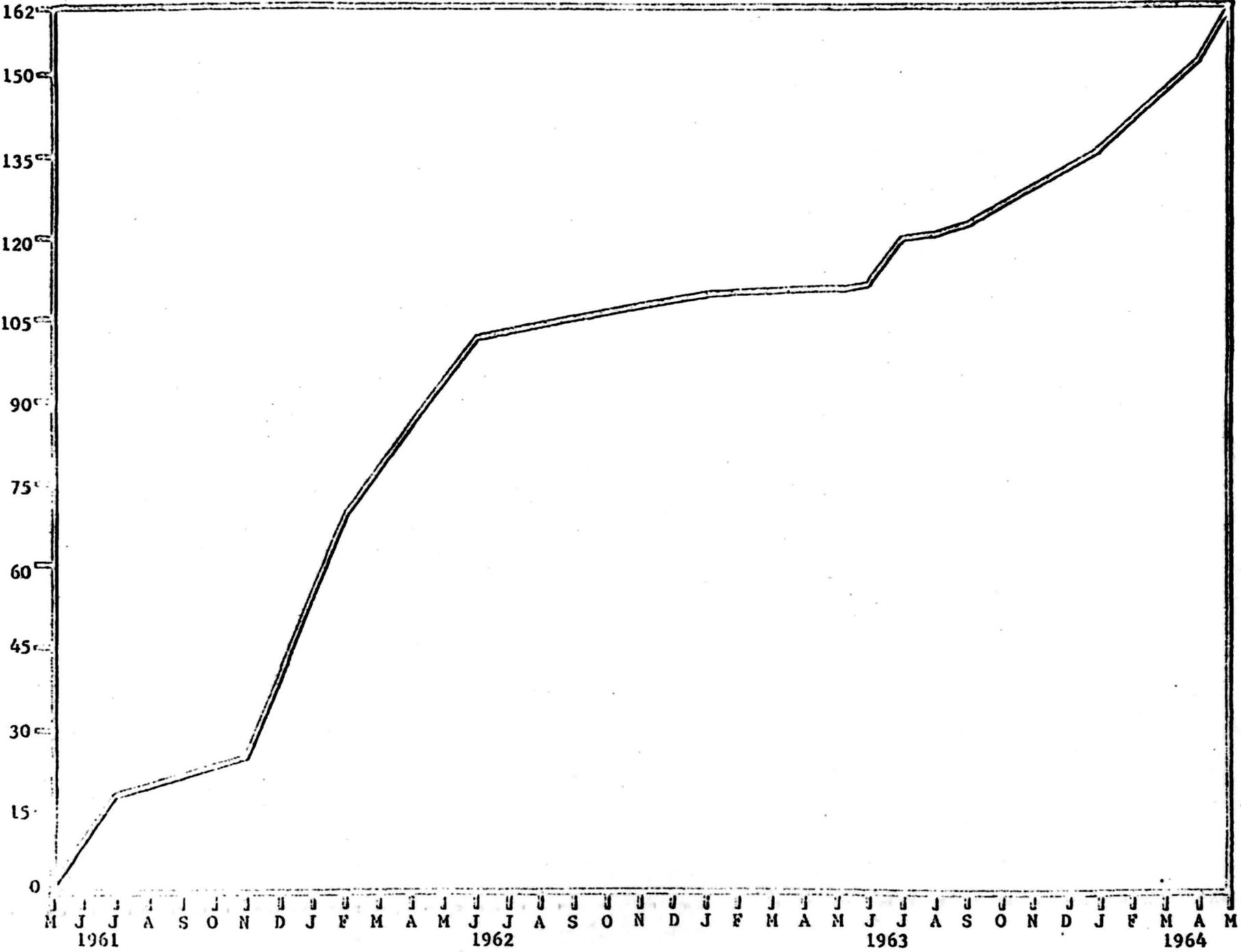
⁴Non-white includes Negro, Oriental, and American Indian employees.

⁵Part of the increase in employment over the previous period resulted from more complete reporting by some of the companies.

PLANS FOR PROGRESS PROGRAM

Sales \$
(billions)

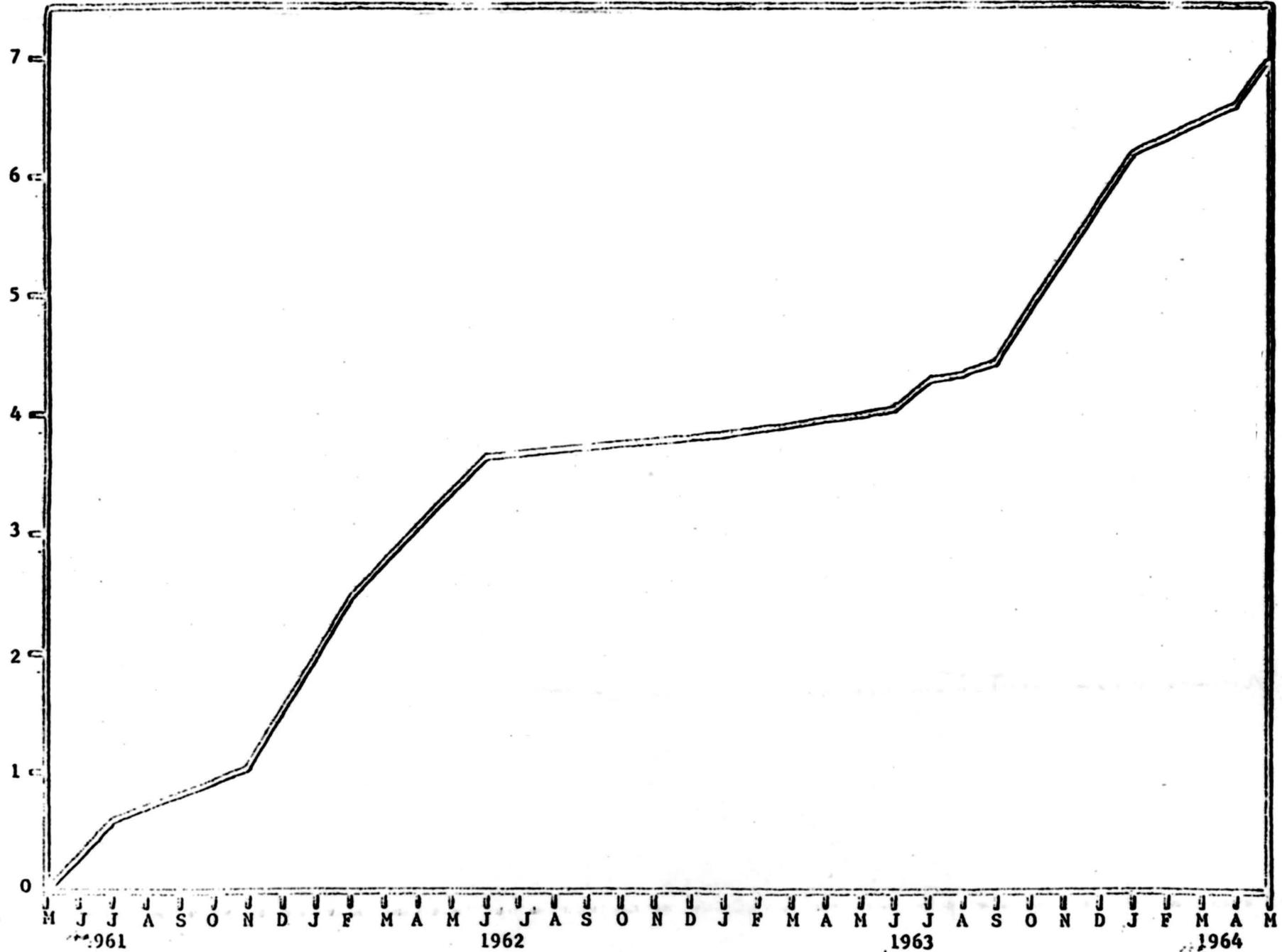
Annual Sales of Participating Companies (Cumulative) vs. Date of Participation



Population
(millions)

PLANS FOR PROGRESS PROGRAM

Population of Participating Companies (Cumulative) vs. Date of Participation



PLANS FOR PROGRESS PROGRAM

ompanies

Number of Participating Companies (Cumulative) vs. Date of Participation

