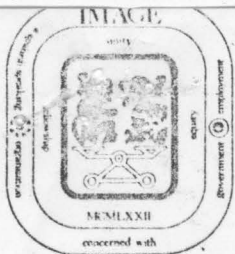


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IMAGE

A National Organization Concerned With Government
Employment For The Spanish Speaking People

IMAGE
OFFICIAL ADDRESS LIST
CURRENT AS OF
NOVEMBER 1, 1975



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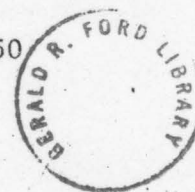
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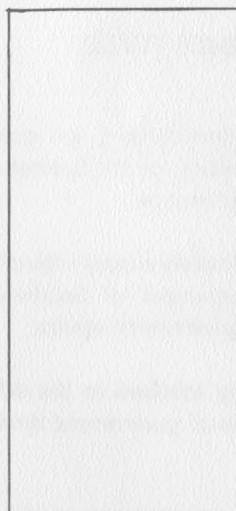
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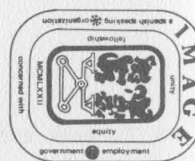
IMAGE National Office

112 North Central Avenue
Phoenix, Arizona 85004

... JOIN
IMAGE
NOW ...



Local IMAGE Chapter:



National IMAGE
112 North Central Avenue
Phoenix, Arizona 85004

IMAGE

A NATIONAL SPANISH SPEAKING ORGANIZATION
CONCERNED WITH GOVERNMENT EMPLOYMENT

FEDERAL	STATE	COUNTY	MUNICIPAL
---------	-------	--------	-----------

Since World War II, the Spanish Speaking community has lost over 13 billion dollars in income because of underrepresentation in government employment. Thousands of qualified Spanish Surnamed Americans have been excluded from civil service jobs in federal, state, city, and local government agencies because of discrimination, overt as well as systemic.

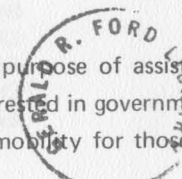
Many Spanish-surnamed Americans who have been able to enter the civil service system have been unable to surface to top jobs.

Although the Spanish-speaking comprise over 6% of the population in the United States, they hold only 3.1% of the 2,500,000 federal jobs.

Few positions are held by this ethnic group of the 7,000 federal supergrades. The picture does not look much better in the 10 million state and local government jobs.

There are substantial numbers of Chicanos, Puerto Ricans, and Latinos qualified and willing to enter government service and enjoy the benefits received by millions of other Americans.

IMAGE was organized for the purpose of assisting Spanish-speaking Americans interested in government service and developing upward mobility for those in civil service jobs.



APPLICATION FORM

Please accept my application for membership in IMAGE.

Name _____

Address _____

City _____ State _____ Zip _____

Occupation: State () City () County () Federal () Govt. Funded ()

Govt. Agency _____

Address _____

Zip _____

Phone: Residence _____ Business _____

HISTORY

The concept of IMAGE was originated and developed by Chicanos in Denver, Colorado. Groups and organizations, also interested in Chicanos and government employment had been involved in their local areas. However, there was no system of communication or umbrella of united effort to create regional or national impact.

In May, 1972 an IMAGE conference was held in Albuquerque to bring together individuals concerned with government employment and to discuss the desirability of forming a national organization. A national planning committee was selected, representing many states. This committee met in Las Vegas, Nevada on September 30, 1972, and developed a constitution and by-laws for the national organization.

IMAGE held its first national convention in Denver, Colorado on February 23, 24, and 25, 1973. The following officers were elected:

PRESIDENT

Ed Valenzuela, Phoenix, Arizona

1st VICE-PRESIDENT

Josie Gurule, Denver, Colorado

2nd VICE-PRESIDENT

Chris Carlos, Washington, D.C.

TREASURER

Robert Agonia, Las Vegas, Nevada

SECRETARY (Acting)

Martin Samaniego
1300 North Central Avenue
Phoenix, Arizona 85004
(602) 261-4251

The National Executive Board is comprised of two representatives from each of the following:

Federal
State
Municipal
City
Gov't Funded Programs
County
Educational Institutions

OBJECTIVES

1. To seek a broad development and expansion of employment opportunities for the Spanish-surnamed aspirant to government service.
2. To encourage and actively support the professional promotion and advancement of Spanish-surnamed employees already in government service.
3. To become actively involved in the achievement of equity in all aspects of government service for the Spanish-surnamed.
4. To counter social and ethnic discrimination, open or subtle, wherever and whenever it is encountered against the Spanish-surnamed.
5. To determine the educational and professional needs of Spanish-surnamed for the purpose of enhancing their entrance and advancement in government service and to encourage and provide wherever possible, appropriate training opportunities.
6. To assist the government services in providing the proper circumstances for recruitment, training, employment, and advancement of Spanish-surnamed in government service.
7. To establish and continually upgrade a broad basis of communication with Spanish-surnamed in government service everywhere whether or not as members of IMAGE.
8. To expand the concept and objectives of IMAGE to communities throughout the state, region, and the nation to provide maximum impact of the benefits derived from the pursuit of these objectives as stated above.

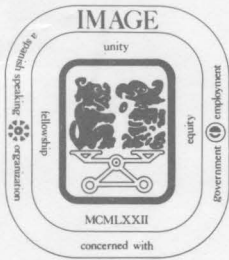


MEMBERSHIP

Any person who sympathizes with the IMAGE Movement and supports the objectives of IMAGE is eligible for membership.

IMAGE Chapters are located in:

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Atlanta, Ga.
Austin, Tx.
Bakersfield, Ca.
Boise, Id.
Chicago, Il.
Colorado Springs, Co.
Dallas, Tx.
Denver, Co.
El Paso, Tx.
Fort Worth, Tx.
Fresno, Ca.
Harbor Area
Wilmington, Ca.
Kansas City, Mo.
Laredo, Tx.
Las Vegas, Nv.
Lincoln, Nb.
Long Island, N.Y.
Los Angeles, Ca.
Miami, Fl.
Milwaukee, Wi.
New Orleans, La.
New York, N.Y.
Oakland, Ca.
Phoenix, Az.
Portland, Or.
Pueblo, Co.
Richmond-El Sobrante, Ca.
Sacramento, Ca.
Salt Lake City, Ut.
San Antonio, Tx.
San Bernardino, Ca.
San Diego, Ca.
San Francisco, Ca.
San Jose, Ca.
San Luis Obispo, Ca.
St. Louis, Mo.
Topeka, Ks.
Tucson, Az.
Washington, D.C.
Weber-Davis County, Ut.



IMAGE

A National Organization Concerned With Government
Employment For The Spanish Speaking People

October 31, 1975

Mr. Fernando C. de Baca
Special Assistant to The President
Old Executive Office Building
Room 197
Washington, D.C. 20500

Dear Fernando:

Fernando, the enclosed paper on the Spanish Speaking Program has been formulated by IMAGE in an attempt to suggest corrective measures for the Spanish Speaking Program.

This Administration need to visably make known its strong commitment to improving the employment ranks of Hispanics. In this regard, I would like to meet with you to discuss this further.

I spoke to Tony the other day, he sends his regards.
Hasta entonces.

Sinceramente,

Gilbert Chavez, National President
National IMAGE
Post Office Box 368
Arlington, VA 22210

Enclosure



October 17, 1975

MEMORANDUM FOR:

WARREN S. RUSTAND

FROM:

FERNANDO E. C. DE BACA

SUBJECT:

Your memorandum of October 6
regarding IMAGE invitation
to the President

Thank you for the opportunity to comment on the attached invitation from IMAGE to the President to speak at the 1976 National Convention of IMAGE in Dallas on May 27-30, 1976.

IMAGE is the newest but fastest growing national Hispanic organization in the country. Its membership now numbers over 50,000 and its state and local chapters extend from coast to coast with over 20 local chapters in California alone. It is the only truly Mexican American/Puerto Rican/Cuban Hispanic organization and consists primarily of Federal/state/local government employees and their families. Most IMAGE members hold concurrent membership in the other major Hispanic organizations and represent the leadership core of the Hispanic community.

The President's participation at this important function would go far in demonstrating his commitment to the principles of equal opportunity and his concern for the peculiar needs of Spanish speaking Americans.

National
BCC: Mr. Gilbert Chavez,/President IMAGE

FECDeB:mmd:10/17/75



THE WHITE HOUSE
WASHINGTON

date October 6, 1975

MEMORANDUM FOR:

FERNANDO E. C. DEBACA

FROM:

WARREN S. RUSTAND

SUBJECT:

Invitation to the President to appear
before the 1976 National Convention
of IMAGE in Dallas, May 27-30.

The attached is sent to you for your advice and recommendation.

Would you advise as soon as possible.

Thank you.

COMMENTS:





IMAGE

A National Organization Concerned With Government
Employment For The Spanish Speaking People

September 29, 1975

ACTION:
T/D _____
SCHEDULE BD. _____
DATE RECEIVED
OCT 1 1975
MESSAGE _____
SPEAKERS BUREAU _____
OTHER _____
APPOINTMENT OFFICE _____

Mr. Gerald R. Ford
President
The White House
1700 Pennsylvania Avenue, NW
Washington, D.C. 20500

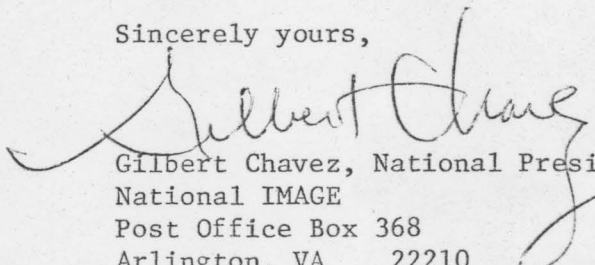
Dear Mr. President:

IMAGE is now preparing for its 1976 National Convention which will take place in Dallas, Texas on May 27-30, 1976.

On behalf of the National Executive Board and our membership, it is my pleasure to extend to you an invitation. We know that your schedule is and will be busy during that month and we are prepared to make any adjustments necessary, to assure your attendance during any of the days of the convention.

IMAGE, presently having fifty chapters throughout this nation, is expecting representation from all sectors of the Hispanic community in this country.

Sincerely yours,


Gilbert Chavez, National President
National IMAGE
Post Office Box 368
Arlington, VA 22210



June 18, 1975

Dear Gil:

Thank you for your warm and thoughtful note and for the handsome IMAGE certificate of appreciation.

You may be sure that I will cherish this personal expression of appreciation and support.

Please convey my sincere gratitude to the officers and members of IMAGE.

Yours sincerely,

Fernando E. C. De Baca
Special Assistant to the President

Mr. Gilbert Chavez
National President
IMAGE
1306 East Holly Avenue
Sterling, Virginia 21170

FECDeB:mmd:6/19/75



IMAGE

A Spanish Speaking Organization Concerned With Government Employment

file

June 16, 1975

Honorable Fernando C. De Baca
Special Assistant to the President
Old Executive Office Building Rm. 197
Washington, D.C. 20500

Dear Fernando:

The enclosed is a small token of our appreciation for your support and interest.

Sincerely Yours,

Gilbert Chavez

Gilbert Chavez, National President
IMAGE



May 12, 1975

Dear Gil:

Thank you for sharing copies of your latest correspondence with John Lafferty at the Civil Service Commission relative to the IMAGE third-party discrimination complaint against the Department of Interior.

Please keep me posted on all developments in this case and let me know what I can do to be of assistance.

Atentamente,

Fernando E. C. De Baca
Special Assistant to the President

Mr. Gilbert Chavez
President
Washington, D. C. IMAGE Chapter
Post Office Box 368
Arlington, Virginia 22210

FECDeB:mmmd:5/12/75





UNITED STATES CIVIL SERVICE COMMISSION
BUREAU OF PERSONNEL MANAGEMENT EVALUATION
WASHINGTON, D.C. 20415

IN REPLY PLEASE REFER TO

PME:INF
750826

YOUR REFERENCE

APR 23 1975

Mr. Gilbert Chavez, President
Washington, D. C. IMAGE Chapter
Post Office Box 368
Arlington, Virginia 22210

Dear Mr. Chavez:

We have completed our review of the decision of the Department of the Interior on the IMAGE third-party discrimination complaint of March 15, 1974.

Because of the nature of the allegations we have experienced some difficulty in dealing with the complaint under Section 713.251 of Civil Service Regulations. Section 713.251 of the Regulations is designed to permit individuals or groups to bring to an agency's attention personnel matters within the agency that have a discriminatory impact on employees of a particular race, color, religion, sex or national origin which are unrelated to an individual complaint of discrimination. A third-party complaint therefore deals with a personnel policy, practice or procedure followed by an agency that because of its design adversely affects the opportunity of a particular group of individuals covered by the Regulations.

The allegations in a third-party complaint should be presented with sufficient specificity to enable the agency to conduct an investigation that can reasonably lead to a conclusion that the allegation is correct or incorrect. Thus the allegation should clearly identify the personnel matter being complained about, and sufficient information should be provided that shows how it discriminates and against whom.

The Civil Service Commission, in its review of third-party complaint decisions has taken the broadest view possible in determining what constitutes an allegation that can be properly considered under Section 713.251, and we have done so in our review of the IMAGE complaint with the Department of Interior. However in some instances the allegations made, in our judgment, have not been made with sufficient specificity to enable the agency to conduct



an investigation, or do not meet the above criteria for an allegation under third-party procedures. Most of the allegations deal with the quality of the 16-Point Program in the Department of Interior or the emphasis given the program. Only a few of the allegations deal with personnel matters and many are requests for information rather than allegations.

The following are our assessments of the merits of each of the allegations made in the complaint. Included is our decision on the propriety of the allegation in the context of third-party complaint procedures, and where an appropriate allegation is presented our decision on the merits of the agency response. In reaching our decisions we have considered the original complaint of March 15, 1974, the agency decision and investigative file, IMAGE letters of September 16, 1974 to the Secretary of Interior and IMAGE letters of October 7, 1974 and November 27, 1974 to the Civil Service Commission, and additional information gathered during the course of our review. The format and major headings follow the format as presented in the complaint.

General Allegation - "A pervasive pattern of discrimination against Spanish Surnamed Americans exists in the Department of Interior, especially in the overall Departmental EEO Program and Bureau of Outdoor Recreation with respect to recruitment, hiring, assignments, classification, career counseling, training, promotions, and implementation of the President's 16-Point Program for Spanish Surnamed Americans."

The above general allegation is followed in the complaint by the heading "Specific Allegations/Requests for Information." We therefore assume that the general allegation is not intended to stand alone but is to be supported by the allegations which follow it. In any event the general allegation, by itself, encompasses issues that are nationwide in scope and include virtually all major personnel programs in the agency. In our judgment the allegation as presented is beyond the intended coverage of Section 713.251 and therefore is disallowed as a separate allegation.

Under the heading "Specific Allegations/Request for Information" the complaint contains three numbered allegations followed by sub-items which were also identified as allegations in the IMAGE letter of October 7, 1974.

Allegation No. 1 - "The 16-Point Program for Spanish Surnamed Americans established by President Nixon in 1970, has not been effectively implemented in the Department of Interior as an integral part of the overall EEO program."

This allegation is followed in the complaint by twelve separate sub-allegations which we assume are to support the above statement, and which we have dealt with separately.

Allegation No. 1a - "A full time 16-Point Program Coordinator has not been appointed."

The agency response to this allegation is considered adequate. The agency appointed a full time coordinator for the Spanish-Speaking Program on August 5, 1974.

Allegation No. 1c - "No publicity has been given the 16-Point Program and the 16-Point Program has not been effectively included in the Departmental EEO program."

The agency response to allegation 1c is considered adequate. The investigative file contains several examples of publicity given the 16-Point Program by the agency ranging from program guidance to agency newsletters and conferences.

Allegation No. 1d - "The 16-Point Program is not included in EEO or supervisory management training sponsored by the Department of Interior."

As pointed out in IMAGE letter of October 7, 1974 the agency did not provide in the investigative file a training format to verify their contention that the 16-Point Program is included in the agency's supervisory training program. We reviewed the Department's training guidance to the Bureaus and found that EEO is included in the agency's supervisory training. We found further however, that the Department had not made an assessment of the individual Bureau supervisory training, and therefore could not verify that all Bureau supervisory training included emphasis on the 16-Point Program.

The agency also responded that the EEO portion of the supervisory training has been recently reviewed and changes were made "to include more specifics about the Department's EEO Program and the specific responsibilities and requirements of the Spanish-Speaking Program." The agency told us that a full review of all training, including

supervisory training was currently being made to evaluate the quality of the training being given. We plan to follow-up with the agency to insure that the changes contemplated are being made and that all supervisory training includes emphasis on the 16-Point Program.

Allegation No. 1e - "Department of Interior EEO staffing does not reflect any concern for the 16-Point Program."

The agency response to this allegation is adequate. In addition to the information on page 10 of the decision referenced in the IMAGE letter of October 7, 1974 the agency furnished IMAGE information on the Department's full time EEO staff by its letter of October 9, 1974. This information indicates that of 77 full time employees in the Department's EEO staff, 11 employees (14.3%) are Spanish Surname.

The following allegations, 1b, 1c(1), 1c(2), 1c(3), 1c(4), 1d(1), 1e(1), and 1e(2), are all requests for information and therefore cannot be considered as proper allegations for consideration under third-party complaint procedures.

Allegation No. 2 - "Lack of employment of Spanish Surnamed Americans in the Bureau of Outdoor Recreation in Washington, D. C. and Nationwide reflects a prima facie case of national origin discrimination."

The agency reported in its decision a number of affirmative steps the Bureau of Outdoor Recreation (BOR) has taken to reach the Spanish speaking and stimulate interest in employment with the Bureau. However, one of the tests of a staffing program from an EEO perspective is the degree to which an agency is successful in recruiting qualified minorities, and the agency acknowledges that the representation of Spanish Surnamed in the BOR is low. A review of staffing activities in BOR for the past two years in the South-west and Far West indicates that more aggressive action is required. During the period of March 1973 to March 1975 the BOR made twenty appointments to positions in these geographic areas and only three were Spanish Surnamed.

Accordingly we are requiring the Department to substantially increase its affirmative action for the Spanish Speaking in the Bureau of Outdoor Recreation and report its plans to the Civil Service Commission. We are also requiring that the Spanish Speaking Coordinators receive training within the next ninety days.

The following allegations, 2a, 2b, and 3 are also requests for information and therefore cannot be considered in the complaint.

With regard to the requests for information in the IMAGE complaint we noted that the Department was unable to supply several types of statistical information on Spanish Speaking Program activities. Although we cannot consider these requests in the context of this complaint we conclude that Interior's inability to be responsive to these requests represents an obvious lack of an internal evaluation capability which would enable them to more meaningfully assess the status of the Department's 16-Point Program and measure the effectiveness of their efforts to improve Spanish Speaking employment. We cannot conclude however that deficiencies in the 16-Point Program as IMAGE has alleged result from discrimination against the Spanish speaking or necessarily indicate that discrimination has occurred. In our judgment the investigative file also contained several positive examples of 16-Point Program implementation by the Department. We are not satisfied however that the Department has made as much progress as it can in the employment of the Spanish-speaking and we believe more attention to the 16-Point Program throughout the Department is required.

In this regard, during the past year the Commission has been involved with Interior on issues similar to those raised in the IMAGE complaint. In a recent evaluation, we analyzed the status of the program, identified weaknesses and made seven recommendations to the Department designed to correct these deficiencies which hopefully will result in improvements in the status of Spanish-speaking employment. These recommendations, which we feel are also appropriate to IMAGE's concern are:

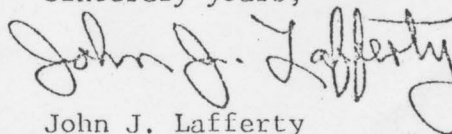
1. Assume a strong leadership role in the 16-Point Program at headquarters. Give the Spanish-Speaking Program Coordinator authority, support, and resources to carry out his or her mission.
2. Assure that supervisors and managers of the Department know that the Spanish-Speaking Program is an integral part of the total Equal Employment Opportunity Program, but that Spanish-speaking people have special employment needs and concerns which they must address.
3. Make sure that supervisors and managers are involved with all aspects of the Spanish-Speaking Program, including:
 - identifying positions or occupational areas where duties can be restructured,
 - identifying individual jobs or occupations where bilingual abilities are either necessary or desirable, and following through by seeking selective certification based on bilingual abilities,
 - identifying positions where special hiring authorities can be used: such as Veterans Readjustment Appointment, Worker Trainee, Cooperative Education,

- recruiting, in general, and participating in career days and job fairs, and maintaining contacts with recruiting sources likely to produce Spanish-speaking candidates.
4. Provide specific, concrete guidance to lower echelons on ways to assess the status of the Spanish-speaking employees, to set goals, to assign responsibilities toward reaching those goals.
 5. Provide lower echelons with guidance on restructuring jobs for upward mobility and for identifying and filling positions requiring bilingual ability.
 6. Provide advice on recruiting efforts and require greater use of the Veterans Readjustment Appointment, Worker Trainee, and other special hiring authorities. Suggest the use of Spanish-speaking employees, supervisors, and managers on recruiting teams, and the use of Spanish language newspapers, radio and television stations in reaching Spanish-speaking people.
 7. Install systems to evaluate program success, identify problems and deficiencies, and direct corrective action.

We do not feel that some other corrective actions as you requested in your letter of October 7, 1974 are appropriate to the situation at this time. Specifically, we must reject those which would impose a quota on the Department to hire or train a certain number of Spanish speaking persons because such quotas are expressly forbidden by a memorandum from the Chairman, U. S. Civil Service Commission, on May 11, 1971. However, in those areas where there is an obvious dearth of Spanish speaking employees, it is appropriate that goals be established to improve their representation in all job categories and grade levels. We do not feel that it is necessary to separate the Spanish Speaking Program from the Office of Equal Employment Opportunity. We do believe that the Spanish Speaking Coordinator should be afforded adequate authority and resources needed to manage the program, and we have recommended this.

It is our opinion that if the aforementioned recommendations are fully implemented along with an effective feedback and monitoring system, favorable results should be achieved. To insure this, we have scheduled an agency level review of Interior. During this review we will give particular attention to the implementation of our recommendations, and the concerns expressed by IMAGE in its complaint.

Sincerely yours,



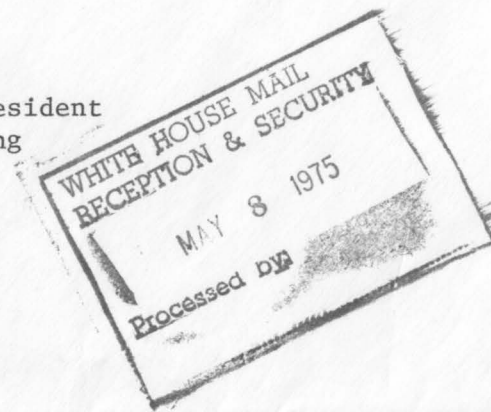
John J. Lafferty
Deputy Director



Washington D.C. IMAGE
Post Office Box 368
Arlington, Virginia 22210



Fernando C. de Baca
Special Assistant to The President
Old Executive Office Building
Room 197
Washington, D.C. 20500





May 5, 1975

Dear Ed:

I want to take this opportunity to commend you on your exceptional leadership at the helm of the fastest growing, most dynamic national Hispanic organization in the country, IMAGE.

Since the early days of the San Francisco Civic Center Forum and IMAGE of Denver, I have followed with great pride the growth and development of IMAGE as a national advocacy organization. The growing number of individuals IMAGE chapters throughout the country is a living testimony to your leadership, dynamism and your dedication to the welfare of our people.

Best of luck to you in the months ahead and may success continue to follow you.

Con un fuerte abrazo,

Fernando E. C. De Baca
Special Assistant to the President

Mr. Edward Valenzuela
National President, IMAGE
112 North Central Avenue - Suite 601
Phoenix, Arizona 85004

FECDeB:mmm:5/5/75



May 1, 1975

Image

Dear Ed:

It was good seeing you again in San Francisco this past weekend.

I am pleased to have had the opportunity to address the California State Convention of IMAGE and am looking forward to the National IMAGE Convention in Kansas City in May.

Please stay in touch. I will be sending some materials for your review as we discussed. I hope that you will take a look at the materials and share your candid views and comments with me at your earliest opportunity.

Kindest personal regards.

Atentamente,

Fernando E. C. De Baca
Special Assistant to the President

Mr. Edward Valenzuela
National President, IMAGE
112 North Central Avenue - Suite 601
Phoenix, Arizona 85004

FECDeB:mmmd:5/1/75



file
April 23, 1975

Dear Ed:

Thank you for sharing copies of your recent mailgrams to the President, Don Rumsfeld and Bill Baroody.

There are strong indications that this matter may soon be brought to a desirable and successful conclusion. I will continue to press from within for the appointment of a full-time Spanish speaking executive recruiter in the White House office.

In the interim, I am sure you will be pleased to know that Fernando Oaxaca will soon be joining the executive ranks of the Office of Management and Budget in a highly visible and responsible position within that agency.

My thanks to you and IMAGE for your continued support in the struggle for equal rights and opportunities for Hispanic Americans throughout our nation.

Best personal regards to you and to the entire IMAGE family.

Fraternalmente,

Fernando E. C. De Baca
Special Assistant to the President

Mr. Edward Valenzuela
National President, IMAGE
112 North Central Avenue
Phoenix, Arizona 85004

FECDeB:d:4/24/75



For additional information contact:

A Local Representative or

Ed Valenzuela (602) 261-3882
Phoenix, Az.

Antonio DeDios (415) 556-1775
San Francisco, Ca.

Chris Carlos (202) 343-6041
Washington, D.C.

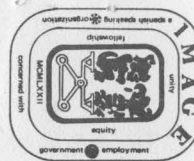
Pat Gonzales (303) 234-4967
Denver, Col.

IMAGE National Office

112 North Central Avenue
Phoenix, Arizona 85004

... JOIN
IMAGE
NOW ...

Local IMAGE Chapter:



National IMAGE
112 North Central Avenue
Phoenix, Arizona 85004

IMAGE

A NATIONAL SPANISH SPEAKING ORGANIZATION
CONCERNED WITH GOVERNMENT EMPLOYMENT

FEDERAL	STATE	COUNTY	MUNICIPAL
---------	-------	--------	-----------

Since World War II, the Spanish Speaking community has lost over 13 billion dollars in income because of underrepresentation in government employment. Thousands of qualified Spanish Surnamed Americans have been excluded from civil service jobs in federal, state, city, and local government agencies because of discrimination, overt as well as systemic.

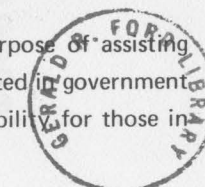
Many Spanish-surnamed Americans who have been able to enter the civil service system have been unable to surface to top jobs.

Although the Spanish-speaking comprise over 6% of the population in the United States, they hold only 3.1% of the 2,500,000 federal jobs.

Few positions are held by this ethnic group of the 7,000 federal supergrades. The picture does not look much better in the 10 million state and local government jobs.

There are substantial numbers of Chicanos, Puerto Ricans, and Latinos qualified and willing to enter government service and enjoy the benefits received by millions of other Americans.

IMAGE was organized for the purpose of assisting Spanish-speaking Americans interested in government service and developing upward mobility for those in civil service jobs.



APPLICATION FORM

Please accept my application for membership in IMAGE.

Name _____

Address _____

City _____

State _____

Zip _____

Occupation: State () City () County () Federal () Govt. Funded ()

Govt. Agency _____

Address _____

Zip _____

Phone: Residence _____

Business _____

HISTORY

The concept of IMAGE was originated and developed by Chicanos in Denver, Colorado. Groups and organizations, also interested in Chicanos and government employment had been involved in their local areas. However, there was no system of communication or umbrella of united effort to create regional or national impact.

In May, 1972 an IMAGE conference was held in Albuquerque to bring together individuals concerned with government employment and to discuss the desirability of forming a national organization. A national planning committee was selected, representing many states. This committee met in Las Vegas, Nevada on September 30, 1972, and developed a constitution and by-laws for the national organization.

IMAGE held its first national convention in Denver, Colorado on February 23, 24, and 25, 1973. The following officers were elected:

PRESIDENT

Ed Valenzuela, Phoenix, Arizona

1st VICE-PRESIDENT

Josie Gurule, Denver, Colorado

2nd VICE-PRESIDENT

Chris Carlos, Washington, D.C.

TREASURER

Robert Agonia, Las Vegas, Nevada

SECRETARY (Acting)

Martin Samaniego
1300 North Central Avenue
Phoenix, Arizona 85004
(602) 261-4251

The National Executive Board is comprised of two representatives from each of the following:

Federal
State
Municipal
City
Gov't Funded Programs
County
Educational Institutions

OBJECTIVES

1. To seek a broad development and expansion of employment opportunities for the Spanish-surnamed aspirant to government service.
2. To encourage and actively support the professional promotion and advancement of Spanish-surnamed employees already in government service.
3. To become actively involved in the achievement of equity in all aspects of government service for the Spanish-surnamed.
4. To counter social and ethnic discrimination, open or subtle, wherever and whenever it is encountered against the Spanish-surnamed.
5. To determine the educational and professional needs of Spanish-surnamed for the purpose of enhancing their entrance and advancement in government service and to encourage and provide wherever possible, appropriate training opportunities.
6. To assist the government services in providing the proper circumstances for recruitment, training, employment, and advancement of Spanish-surnamed in government service.
7. To establish and continually upgrade a broad basis of communication with Spanish-surnamed in government service everywhere whether or not as members of IMAGE.
8. To expand the concept and objectives of IMAGE to communities throughout the state, region, and the nation to provide maximum impact of the benefits derived from the pursuit of these objectives as stated above.



MEMBERSHIP

Any person who sympathizes with the IMAGE Movement and supports the objectives of IMAGE is eligible for membership.

IMAGE Chapters are located in:

Albuquerque, N.M.
Atlanta, Ga.
Austin, Tx.
Bakersfield, Ca.
Boise, Id.
Chicago, Il.
Colorado Springs, Co.
Dallas, Tx.
Denver, Co.
El Paso, Tx.
Fort Worth, Tx.
Fresno, Ca.
Harbor Area
Wilmington, Ca.
Kansas City, Mo.
Laredo, Tx.
Las Vegas, Nv.
Lincoln, Nb.
Long Island, N.Y.
Los Angeles, Ca.
Miami, Fl.
Milwaukee, Wi.
New Orleans, La.
New York, N.Y.
Oakland, Ca.
Phoenix, Az.
Portland, Or.
Pueblo, Co.
Richmond-El Sobrante, Ca.
Sacramento, Ca.
Salt Lake City, Ut.
San Antonio, Tx.
San Bernardino, Ca.
San Diego, Ca.
San Francisco, Ca.
San Jose, Ca.
San Luis Obispo, Ca.
St. Louis, Mo.
Topeka, Ks.
Tucson, Az.
Washington, D.C.
Weber-Davis County, Ut.

IMAGE

file
A Spanish Speaking Organization Concerned With Government Employment
National Office: 112 N. Central, Phoenix, Arizona 85004 602 261-3882

EXECUTIVE BOARD

President

Edward Valenzuela
112 N. Central Ave.
Phoenix, Arizona 85004
(602) 261-3882

1st Vice President

Josie Gurule
4460 Delaware
Denver, Colorado 80216
(303) 934-5418

2nd Vice President

Chris Carlos
2600 Wilshire Blvd. No. 501
Los Angeles, California 90057
(714) 792-4707

Treasurer

Robert Agonia
3584 Newland Ave.
Las Vegas, Nevada 89121
(702) 734-3821

Secretary

Martin Samaniego
1300 N. Central Ave.
Phoenix, Arizona 85004
(602) 261-4251

DIVISION DIRECTORS

Federal Representatives

Armando Gonzales
Federal Energy Office
1030 15th St. Rm. 1050
Washington, D.C. 20461
(202) 254-5943

Linda Vigil
Equal Employment Oppt. Comm.
505 Marquette Nat. Bldg.
Room 1717
Albuquerque, New Mexico 87101
(505) 843-2267

State Representatives

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3453 W. Redfield Rd.
Phoenix, Arizona 85023
(602) 271-4705

George Chavez
P. O. Box 615
Fairview, New Mexico
87532

Municipal Representatives

Victoria Salazar
City of Kansas Health Dept.
2301 Jarboe Street
Kansas City, Missouri 64106
(816) 221-5058

Bertha Manos
5403 West 122nd St
Hawthorne, Calif. 90250
(213) 629-5511

Government funded

Elida M. Cardenas
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Grandview, Missouri 64030
(816) 926-7658

Dan Galvan
635 Pinehurst Drive
Richardson, Texas 75080
(214) 749-1134

County Representatives

Tony Arguello
Denver Public Services Careers
1311 Lafayette
Denver, Colorado 80218
(303) 825-6636

Manuel Fernandez
Weaver County Mental Health
2126 Reeves
Ogden, Utah 84401
(801) 399-8384

Honorable Fernando De Baca
Special Assistant to the President
The White House
1700 Pennsylvania Ave., N. W.
OEOB, Room 197
Washington, D. C. 20500

Dear Fernando:

Attached are copies of Mailgrams sent yesterday to President Ford, Don Rumsfeld and Bill Baroody. We will make every effort to see President Ford keep his commitment to the Spanish Speaking leaders last October 17.

Atentamente,

Edward Valenzuela
Edward Valenzuela
President
National IMAGE

Attachments



IMAGE

File Image
A Spanish Speaking Organization Concerned With Government Employment
National Office: 112 N. Central, Phoenix, Arizona 85004 602 261-3882

EXECUTIVE BOARD

President

Edward Valenzuela
112 N. Central Ave.
Phoenix, Arizona 85004
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(303) 934-4418

2nd Vice President

Chris Carlos
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(714) 792-4707

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(702) 734-3821

Secretary

Martin Samaniego
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Phoenix, Arizona 85004
(602) 261-4251

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Federal Energy Office
1030 15th St. Rm. 1050
Washington, D. C. 20461
(202) 254-5943

Linda Vigil
Equal Employment Oppt. Comm.
505 Marquette Nat. Bldg.
Room 1717
Albuquerque, New Mexico 87101
(505) 843-2267

State Representatives

Henry Diaz
3453 W. Redfield Rd.
Phoenix, Arizona 85023
(602) 271-4705

George Chavez
P. O. Box 615
Fairview, New Mexico
87532

Municipal Representatives

Victoria Salazar
City of Kansas Health Dept.
2301 Jarboe Street
Kansas City, Missouri 64106
(816) 221-5058

Bertha Manos
5403 West 122nd St
Hawthorne, Calif. 90250
(213) 629-5511

Government funded

Elida M. Cardenas
5605 E. 139th St.
Grandview, Missouri 64030
(816) 926-7658

Dan Galvan
635 Pinehurst Drive
Richardson, Texas 75080
(214) 749-1134

County Representatives

Tony Arguello
Denver Public Services Careers
1311 Lafayette
Denver, Colorado 80218
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Manuel Fernandez
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ADDRESS AT THE LEAGUE OF UNITED LATIN AMERICAN CITIZENS'
TESTIMONIAL DINNER HONORING MINORITY LEADER JOHN J. RHODES
AT THE RAMADA INN, PHOENIX, ARIZONA ON OCTOBER 5, 1974.

DISTINGUISHED GUESTS AT THE HEAD TABLE, HONORABLE FERNANDO DE BACA, LULAC PRESIDENT JOE BENITES, HONORED GUEST JOHN RHODES, LULAC MEMBERS AND MEMBERS OF THE AUDIENCE, IT GIVES ME GREAT PLEASURE TO JOIN YOU TONIGHT ON THIS OCCASION.

RECENT GATHERINGS OF NATIONAL ORGANIZATIONAL LEADERS HAVE TAKEN PLACE IN VARIOUS PARTS OF THE COUNTRY. THESE MEETINGS HAVE BEEN SIGNIFICANT IN THAT FOR THE FIRST TIME THE EFFORTS AND INFLUENCES OF THESE NATIONAL ORGANIZATIONS ARE NOW BEING CHanneled INTO A CONSTRUCTIVE, PRODUCTIVE AND SUCCESSFUL ENDEAVOR. THESE ORGANIZATIONS WHICH REPRESENT A MAJOR SEGMENT OF HISPANIC AMERICANS IN THE UNITED STATES ARE NOW ASKING FOR AN ACCOUNTING OF THE TREMENDOUS INVESTMENT OF HUMAN RESOURCES OF A RICH CULTURE AND TIME WHICH HAS MADE A MAJOR CONTRIBUTION IN THE DEVELOPMENT OF THIS GREAT COUNTRY.

I JOIN MY FELLOW SPEAKERS IN PAYING TRIBUTE TO JOHN RHODES AN INSTITUTION IN CONGRESS FOR SO MANY YEARS. MY TRIBUTE IS ON THINGS THAT WILL COME - NOT JUST WHAT HAS OCCURRED.



I COMMEND JOHN RHODES ON HIS INVALUABLE ASSISTANCE DURING THE ONCOMING MONTHS IN OBTAINING THE SIGNATURE OF THE PRESIDENT OF THE UNITED STATES ON A PRESIDENTIAL EXECUTIVE ORDER TO ENFORCE THE SPANISH SPEAKING EMPLOYMENT PROGRAM. THIS WILL PROVIDE OPPORTUNITIES FOR ONE HUNDRED THOUSAND MORE SPANISH SPEAKING AMERICANS TO ENJOY THE BENEFITS OF FEDERAL EMPLOYMENT AS WELL AS ASSURING UPGRADING OPPORTUNITIES FOR THE SEVENTY EIGHT THOUSAND CHICANOS, PUERTO RICANS AND OTHER LATINOS WHO NOW HOLD FEDERAL JOBS.

I WANT TO THANK CONGRESSMAN JOHN RHODES FOR HIS ANTICIPATED HELP IN ASSURING A NEW BREATH OF LIFE IN THE CABINET COMMITTEE ON OPPORTUNITIES FOR SPANISH SPEAKING PEOPLE BY SUPPORTING LEGISLATION THAT WOULD PROVIDE THE INCLUSION OF THE NATIONAL SPANISH SPEAKING ORGANIZATIONAL LEADERS ON THE COMMITTEE'S ADVISORY COUNCIL.

MR. RHODES WOULD ALSO BE NOTED FOR HIS CONTRIBUTION IN SECURING THE ADMINISTRATION'S ACTION AS WELL AS THE CONCURRENCE OF CONGRESS IN THE APPOINTMENT OF SPANISH SPEAKING AMERICANS TO A SIGNIFICANT NUMBER OF COMMISSIONS, BOARDS AND SUPER-GRADE POSITIONS WITHIN THE FEDERAL FAMILY.



THE MEASURE OF SUCCESS WILL BE DEPENDENT UPON THE ABILITY OF THE SPANISH SPEAKING COMMUNITY TO MUSTER ITS FORCES AND DEMAND A GREATER SHARE AND PARTICIPATION IN THIS GREAT AMERICAN SOCIETY. WITH THE HELP OF CONGRESSIONAL LEADERS, HIGH GOVERNMENT OFFICIALS AND COMMUNITY ORGANIZATIONS SUCH AS LULAC, THIS WILL BE ACHIEVED.

EDWARD VALENZUELA
NATIONAL PRESIDENT





OCT 31 1974

[Handwritten signature]

from the desk of **FRED FLORES**

"Su Amigo de Siempre"

October 30, 1974

Estimada Amiga:

Looking forward to have a dance or two at the IMAGE dance
Saturday nite.

On the press clippings, suggest you add the following names
to your mailing list for News Releases:

Edita Perez
Rincon Hispano
1200 Warwick Ct.
Las Vegas, Nevada
89110

Home phone: 702 452-9088

Mel Harris
News Room
KSHO TV #13
3355 Valley View Blvd.
Las Vegas, Nevada
89102

Hope Fernando likes the enclosed Spanish column coverage.

Give him my best regards and best wishes.

Tu Amigo de Siempre

Fred

Fred Flores
EEOC-MPD Room 1102
1800 G Street N. W.
Washington, D. C. 20506

343-6041

Home: 703 370-2678



IMAGE

Washington, D.C. Chapter

A Spanish Speaking Organization Concerned With Government Employment

P.O. 368, Arlington, Virginia 22210

SOCIAL FUND RAISER - SATURDAY, NOVEMBER 2, 1974

Time: 8:00 PM to 11:30 PM

Place: Crystal Towers - Party Room North, 12th floor
1600 S. Eads Street
Arlington (Crystal City), Virginia

Admission: \$5.00 per person - refreshments
Music by Mariachi Mexico



(IMAGE)

September 26, 1974

Dear Ed,

I enjoyed the opportunity we had to meet on September 16th, and other less formal occasions while you were in Washington.

Since opportunities for Hispanic leaders to meet to discuss issues of critical importance to our people have been rare in the past, the September 16 meeting was indeed an historic moment. I continue to look forward to those occasions where we can again come together and work to enhance the increased opportunity for the social, economic, and political development of all our Hispanic people.

This Administration is committed to serving the needs of all Americans, but in particular we are concerned about bringing all resources to bear on the special and unique problems of long standing afflicting Hispanic Americans throughout our nation. I refer, of course, to problems of inadequate housing, job training, health delivery systems, minority enterprise, bilingual education, and a host of others. To adequately address these problems, it will take a concerted effort on the part of the Congress, the Executive Branch, the President and on the part of concerned and dedicated groups and organizations like IMAGE.

In short, we need your help; this office, if it is to be made a truly viable and effective instrument for dealing with the problems of Hispanics in this country, needs your help. To that end, we will be calling upon you in the days ahead to join us in effectively addressing the problems of Spanish Speaking Americans.

As an added note, Ed, be assured that writing the enclosed letter on behalf of your sister, Amalia Caraveo, was indeed a pleasure.

With warm regards.

Muy atentamente,

Fernando E. C. De Baca
Special Assistant to the President



Mr. Edward Valenzuela
National President IMAGE
112 North Central Avenue
Phoenix, Arizona 85004

Enclosure
- Letter of recommendation to whom it may concern
regarding Ms. Amalia Caraveo.



IMAGE

741/ Grievance

file

A Spanish Speaking Organization Concerned With Government Employment

Post Office Box 368
Arlington, Virginia
October 23, 1974

Mr. Max M. Mills
Regional Director
Department of Health, Education, and Welfare
601 12th Street
Kansas City, Missouri 64106

Dear Mr. Mills:

This is in reference to a vacancy in your Regional Office for a Financial Manager. It was announced in vacancy announcement 302-74.

We would like to recommend Mr. William R. Montalvo, who has applied for the position. His numerous years experience in the financial auditing and accounting field, in addition to his grants management experience, would make him highly qualified for the position. I believe you are aware of his qualifications as he applied for this position in June 1973 when it was initially established and was one of the finalist that you interviewed. //

Positions
It was very disappointing to see that no Spanish Speaking applicants were selected for any of the Comptroller positions in 1973. We would like to believe that Secretary Weinberger's commitment of more opportunities for the Spanish Speaking, expressed in his memorandum of March 18, is shared by all his Regional Directors and that his affirmative action plan is effectively operating.

It is recognized that there is generally a limited number of Spanish Speaking applicants qualified for the more responsible positions such as your present vacancy. However, we, the Spanish Speaking, have done our share in providing you with a highly qualified applicant. Can we depend on you to do your share by providing this opportunity to Mr. Montalvo?

Please advise us of the final action taken on this vacancy.

Sincerely yours,

Gilbert Chavez
Gilbert Chavez, President

Washington, D. C. IMAGE Chapter



CC:

✓ Fernando E. C. DeBaca
Manuel Carrillo
Dr. Jose Estrada

Appreciate any help you can give us.

IMAGE

A Spanish Speaking Organization Concerned With Government Employment
National Office: 112 N. Central, Phoenix, Arizona 85004 602 261-3882

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(801) 399-8384

September 3, 1974

032

Honorable Fernando E. C. De Baca
Special Assistant to the President
The White House
Washington, D. C. 20500

Dear Mr. De Baca:

Enclosed you will find part of the information you requested of Hispanics in Government Service.

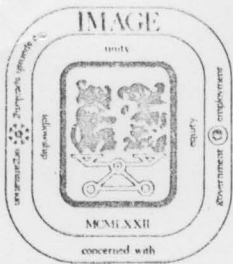
Further and more detailed information by districts is being compiled at this moment and will be sent to you as the reports are completed. Hopefully the reports will be sent before the end of this month.

Atentamente,

Edward Valenzuela
Edward Valenzuela
National President

Enclosures





IMAGE

A National Organization Concerned With Government
Employment For The Spanish Speaking People

IMAGE
OFFICIAL ADDRESS LIST
CURRENT AS OF
OCTOBER 1, 1975



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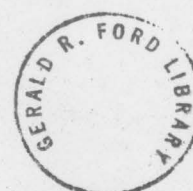
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16 JULY 1975

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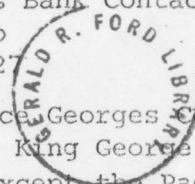
16 July 1975

UNITED STATES CIVIL SERVICE COMMISSION
IMAGE SKILLS BANK CONTACTS

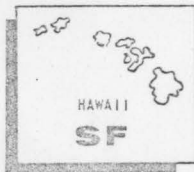
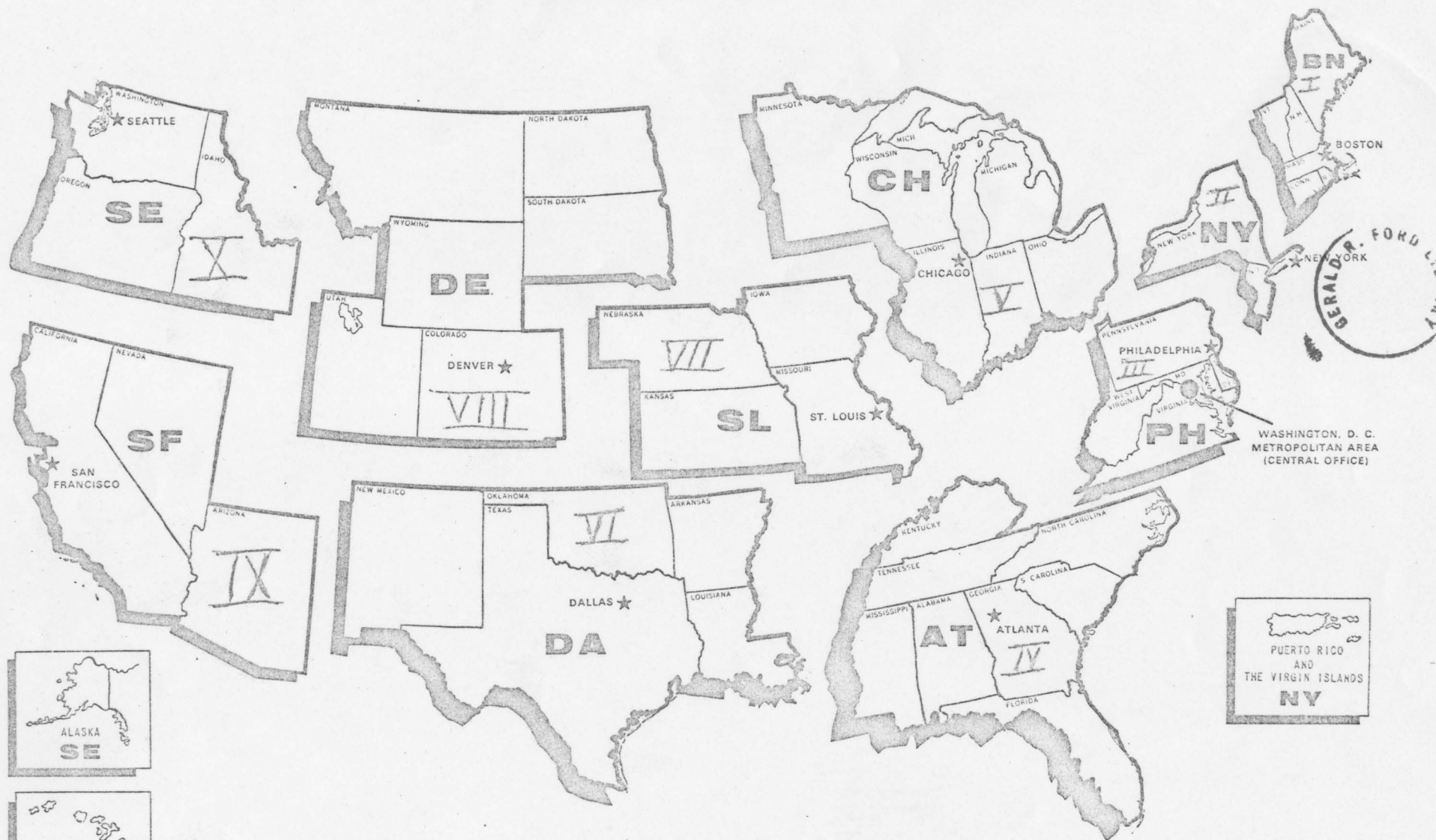
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New York	New Federal Building 26 Federal Plaza New York, New York 10007	Virginia M. Armstrong USCSC IMAGE Skills Bank Contact: Ms. Olga Manzano (212) 264-0468
Philadelphia	William J. Green Fd. Bldg. 600 Arch St. Room 3200 Philadelphia, Pa. 19106	Robert Sperry USCSC IMAGE Skills Bank Contact: Alfred T. Dorsey (215) 597-7304
Atlanta	1340 Spring St. NW Atlanta, Ga. 30309	David Caldwell USCSC IMAGE Skills Bank Contact: Mr. Lawrence Moore (404) 526-2464
Chicago	Federal Office Bldg. 230 S. Dearborn St. Chicago, Ill. 60604	Joseph A. Connor USCSC IMAGE Skills Bank Contact: Mr. John J. McGuire (312) 353-2920
Dallas	1114 Commerce Street Dallas, Texas 75202	William H. Rima USCSC IMAGE Skills Bank Contact: Felix Garza (214) 749-2727
St. Louis	Room 1809 1520 Market Street St. Louis, Mo. 63103	Robert Dunn USCSC IMAGE Skills Bank Contact: Ms. Rose Wuellner (314) 622-4941
Denver	Building 20, Denver Federal Center Denver, Colorado 80225	George F. Dwyer USCSC IMAGE Skills Bank Contact: Mr. Ernesto Norte (303) 234-4047
San Francisco	Federal Building Box 36010 450 Golden Gate Ave. San Francisco, Calif. 94102	Asa T. Briley USCSC IMAGE Skills Bank Contact: Peter Garcia (213) 668-3342
Seattle	Federal Building 915 2nd Ave. Seattle, Washington 98104	Thomas G. McCarthy USCSC IMAGE Skills Bank Contact: Robert Franco (206) 442-5527

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UNITED STATES CIVIL SERVICE REGIONS



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★ REGIONAL HEADQUARTERS

● CENTRAL OFFICE

EFFECTIVE JULY 1, 1971

SPC 910-032

THE WHITE HOUSE
WASHINGTON

REMARKS BY
THE HONORABLE FERNANDO E. C. DE BACA
SPECIAL ASSISTANT TO THE PRESIDENT

BEFORE
THE NATIONAL IMAGE CONVENTION
KANSAS CITY, MISSOURI
MAY 23, 1975



IT CERTAINLY IS AN HONOR AND A PRIVILEGE TO BE WITH YOU TODAY IN KANSAS CITY AT THIS GREAT NATIONAL CONVENTION OF IMAGE.

JUST TWO SHORT YEARS AGO, I HAD THE WONDERFUL PRIVILEGE OF ADDRESSING YOUR CONVENTION IN PHOENIX, ARIZONA. I WAS THEN REGIONAL DIRECTOR OF HEW IN SAN FRANCISCO AND CHAIRMAN OF THE FEDERAL REGIONAL COUNCIL. . . AND AN ACTIVE MEMBER AND SUPPORTER OF IMAGE.

TODAY, I HAVE THE HONOR OF REPRESENTING THE HIGHEST DECISION-MAKER IN THE LAND, THE PRESIDENT OF THE UNITED STATES.

I BRING YOU GREETINGS FROM THE PRESIDENT AND HIS WARM WISHES FOR A PRODUCTIVE AND SUCCESSFUL CONFERENCE.

I BRING ALSO THE PRESIDENT'S PERSONAL COMMITMENT FOR A STRONG AND EFFECTIVE SPANISH SPEAKING PROGRAM - A PROGRAM THAT ENVISIONS FAR MORE THAN AFFIRMATIVE ACTION HIRING POLICIES FOR THE SPANISH SPEAKING - A PROGRAM THAT ENCOMPASSES AN ENDLESS LIST OF BASIC HUMAN NEEDS LONG DENIED OUR PEOPLE:

- DECENT AND SANITARY LOW COST HOUSING
- QUALITY HEALTH CARE
- STUDENT FINANCIAL ASSISTANCE
- HELP FOR OUR DEVELOPING INSTITUTIONS OF HIGHER LEARNING
- MEANINGFUL AND RELEVANT BILINGUAL/BICULTURAL EDUCATION PROGRAMS
- BILINGUAL VOCATIONAL JOB TRAINING
- PROTECTION OF OUR VOTING RIGHTS
- THE CREATION OF JOBS FOR THE UNEMPLOYED AND THE UNDEREMPLOYED MEMBERS OF OUR COMMUNITY
- A FAIR SHARE OF FEDERAL, STATE AND LOCAL GOVERNMENT POSITIONS AT ALL GRADE LEVELS
- EQUAL ACCESS TO HIGH POLICY-MAKING POSITIONS IN OUR ARMED FORCES

AND MOST SIGNIFICANT OF ALL: AN EQUAL OPPORTUNITY FOR ALL AMERICANS REGARDLESS OF MOTHER TONGUE OR LAND OF ORIGIN.

BUT THOSE OF US IN THIS ROOM KNOW THAT THE ATTAINMENT OF THESE OBJECTIVES WILL NOT BE EASY.



IT HAS NEVER BEEN EASY AND THERE'S NO REASON TO BELIEVE THAT THINGS ARE GOING TO CHANGE OR THAT THINGS WILL SIMPLY HAPPEN BECAUSE WE WILL THEM SO.

IT'S GOING TO CONTINUE TO REQUIRE A LOT OF HARD WORK ON THE PART OF ALL OF US BEFORE 8 O'CLOCK IN THE MORNING, AFTER 5 IN THE EVENING AND ON WEEKENDS, AS WELL.

BUT I BELIEVE THAT WE CAN DO IT! YOUR PRESENCE HERE IS EVIDENCE ENOUGH THAT YOU ARE NOT ONLY SENSITIVE TO THE DEMANDS AND RESPONSIBILITIES OF THESE TROUBLED TIMES, BUT THAT YOU ARE WILLING, AND INDEED, EAGER TO CONTINUE TO PROVIDE UNSELFISHLY OF YOUR TIME, EFFORT, ENERGY AND THE NECESSARY LEADERSHIP AND ACTION WHICH ARE SO ESSENTIAL TO OUR SUCCESS.

YOU AND I KNOW THAT THIS ORGANIZATION WAS FOUNDED ON THE PRINCIPLE OF PRIDE IN OUR LANGUAGE, OUR HERITAGE AND OUT OF AN ARDENT DESIRE TO BE OF SERVICE TO OUR PEOPLE AND OUR COUNTRY.

IMAGE WAS BORN OUT OF A COLLECTIVE COMMITMENT TO IMPROVE JOB OPPORTUNITIES FOR SPANISH SPEAKING AMERICANS, TO SET STRAIGHT LONG STANDING INJUSTICES AND TO SEEK THE FULL ATTAINMENT OF EQUAL OPPORTUNITIES FOR ALL AMERICANS.

YOU HAVE WORKED HARD AND UNSELFISHLY WITH PATIENT PERSISTENCE AND DETERMINED LEADERSHIP. YOU HAVE MADE THE SPANISH SPEAKING AMERICAN AN ACCOUNTABLE AND RESPECTED FORCE IN THE COMMUNITY. YOU HAVE COME A LONG WAY, A LONG LONG WAY, AND YOU HAVE REASON TO BE PROUD BECAUSE YOU HAVE MADE US ALL PROUD.

BUT BEFORE I GO ON, I WANT TO SET THE RECORD STRAIGHT!

UNFORTUNATELY FOR EVERYONE, THE SPANISH ORIGIN POPULATION IN THE UNITED STATES CONTINUES TO BE POORLY UNDERSTOOD AND IS SURROUNDED BY A HOST OF MYTHS.

CONSIDER FOR EXAMPLE, THE MYTH THAT MOST MEXICAN AMERICANS IN THE COUNTRY WORK AS MIGRATORY FARM HANDS; THAT MOST OF US LIVE IN RURAL AREAS; THAT WE DOMINATE THE WELFARE ROLLS; THAT WE DOMINATE THE FOOD STAMP LISTS; THAT WE PAY FEW OR NO TAXES, AND ON AND ON AND ON.



YET NOTHING COULD BE FURTHER FROM THE TRUTH. PERMIT ME TO CITE SOME FACTS AND FIGURES FROM VARIOUS U. S. GOVERNMENT PUBLICATIONS, INCLUDING HEW, THE U. S. DEPARTMENT OF AGRICULTURE, HUD, THE INTERNAL REVENUE SERVICE, DEPARTMENT OF LABOR AND THE CENSUS BUREAU:

- ° APPROXIMATELY 83% OF ALL HISPANIC AMERICANS LIVE IN METROPOLITAN AREAS (CITIES OF 50,000 OR MORE), 94% FOR PUERTO RICANS/98% FOR CUBANS.
- ° ONLY A VERY SMALL PERCENTAGE OF SPANISH SPEAKING FAMILIES WORK OR LIVE ON FARMS OR IN RURAL COMMUNITIES.
- ° THE MEDIAN AGE FOR HISPANICS IS 20.1 YEARS COMPARED TO A MEDIAN AGE OF 28.5 YEARS FOR THE TOTAL POPULATION.
- ° PROPORTIONATELY, HISPANIC AMERICANS ACCOUNT FOR FEWER WELFARE AND FOOD STAMP CASELOADS THAN EITHER BLACK AMERICANS OR ANGLO-SURNAMED AMERICANS - THIS ACCORDING TO HEW AND USDA STATISTICS.
- ° PROPORTIONATELY, SPANISH SPEAKING AMERICANS ACCOUNT FOR FEWER TAX DELINQUENCIES AND INCOME TAX FRAUD CASES THAN OTHER AMERICANS - THIS, ACCORDING TO THE TREASURY DEPARTMENT.

WHAT IS TRUE IS THAT AMERICANS OF HISPANIC ORIGIN HAVE WON MORE CONGRESSIONAL MEDALS OF HONOR THAN ANY OTHER ETHNIC OR RACIAL GROUP; THAT THEY EARN BILLIONS OF DOLLARS ANNUALLY THROUGH HARD WORK AND THAT THEY CONTRIBUTE MILLIONS UPON MILLIONS OF DOLLARS IN TAXES EACH YEAR TO HELP RUN THIS COUNTRY - ITS SCHOOLS, ITS CITIES, ITS STATES, ITS INSTITUTIONS AND, OH YES, ITS FEDERAL ESTABLISHMENT.

AM I RIGHT? SURE, AND WE'VE HEARD THESE WORDS BEFORE. BUT IS ANYONE ELSE LISTENING?

LAST WEEKEND, I HAD THE PLEASURE OF ACCOMPANYING THE PRESIDENT TO THE UNIVERSITY OF PENNSYLVANIA WHERE HE ADDRESSED THE 1975 GRADUATING CLASS ON THE OCCASION OF THE UNIVERSITY'S 200TH ANNIVERSARY.

IN HIS ADDRESS, THE PRESIDENT MADE REFERENCE TO THE REAL LESSONS OF THE AMERICAN REVOLUTION



"INFLATION, HIGH PRICES, UNEMPLOYMENT, RECESSION, ENERGY SHORTAGES - ALL THESE PROBLEMS WERE MORE PRESSING IN 1775 THAN THEY ARE IN 1975," SAID THE PRESIDENT.

"BUT THESE ARE NOT THE REAL LESSONS OF THE AMERICAN REVOLUTION. THE REAL LESSON OF OUR REVOLUTION," SAID THE PRESIDENT, "IS THAT NATIONAL GOALS CAN BE ACHIEVED ONLY THROUGH A COMBINATION OF NATIONAL PURPOSE AND OF NATIONAL WILL. NATIONAL WILL COMES FROM A CONSENSUS OF NATIONAL PURPOSE, FROM THE COLLECTIVE AGREEMENT AMONG THINKING CITIZENS AS TO THE GOALS THEY SEEK AS A NATION. A FREE PEOPLE MUST BE UNITED IN THE PURSUIT OF CERTAIN COMMON GOALS IN ORDER TO REMAIN FREE."

HOW RIGHT HE IS! NOTE THE KEY WORDS

- "TOGETHER"
- "UNITED"
- "COMMON"
- "NATIONAL GOALS"

I AM HERE TODAY TO TELL YOU THAT WE HAVE FINALLY ARRIVED. THANKS TO OUR PRESIDENT AND TO EACH OF YOU WHO HAVE LABORED SO LONG AND SO HARD, WE ARE NOW A BONEFIDE NATIONAL GOAL.

BUT IT IS NOT ENOUGH TO HAVE A GOAL - OR FOR THAT MATTER TO BE A GOAL - YOU MUST BE ABLE TO ACHIEVE THAT GOAL AND TO TRANSLATE RHETORIC INTO ACTION.

TO DO THAT, WE MUST REMAIN UNITED . . . TOGETHER . . . JUNTOS.

IMAGE MUST CONTINUE TO TAKE ON A NATIONAL POSTURE. CHAPTER MUST JOIN WITH CHAPTER, STATE MUST LINK UP WITH STATE TO MAKE A POWERFUL CHAIN.

WE MUST SUPPORT OUR NATIONAL EFFORTS - OPERATION SER, UNDER ITS VERY ABLE NATIONAL DIRECTOR, RICARDO ZAZUETA, MUST BE GIVEN YOUR TOTAL UNQUALIFIED SUPPORT.

- PROJECT ABRAZAR OF LULAC NEEDS YOUR CONTINUED HELP.
- MALDEF AND ITS FINE NETWORK OF DISTINGUISHED, HARD-WORKING, CAPABLE ATTORNEYS UNDER THE LEADERSHIP OF ITS DEDICATED PRESIDENT AND GENERAL COUNSEL, VILMA MARTINEZ, MUST CONTINUE TO RECEIVE YOUR TOTAL SUPPORT.



- EL CONGRESO, UNDER THE DYNAMIC LEADERSHIP OF ITS PRESIDENT MANNY FIERRO MUST NOT BE ALLOWED TO FALTER FOR LACK OF SUPPORT; AS THE ONLY MAJOR LOBBYING ORGANIZATION WORKING AT THE NATION'S CAPITOL ON BEHALF OF SPANISH SPEAKING PEOPLE, IT MUST AND WILL SUCCEED.
- THE LULAC EDUCATIONAL SERVICE CENTERS MUST CONTINUE TO RECEIVE YOUR SUPPORT.
- RAUL YZAGUIRRE OF THE NATIONAL COUNCIL OF LA RAZA, RODOLFO SANCHEZ OF THE COALITION OF SPANISH SPEAKING MENTAL HEALTH ORGANIZATIONS, JUAN SORIA OF THE NATIONAL CHICANO HEALTH ORGANIZATION, CHARLIE GOMEZ OF THE NATIONAL ECONOMIC DEVELOPMENT ASSOCIATION, GIL VASQUEZ OF THE AMERICAN ASSOCIATION OF SPANISH SPEAKING CERTIFIED PUBLIC ACCOUNTANTS, JOSE ACEVES OF THE LATIN AMERICAN MANUFACTURER'S ASSOCIATION, JOHN FLORES OF THE NATIONAL SPANISH SPEAKING COALITION ON DOMESTIC AFFAIRS, HIRAM CINTRON OF THE PUERTO RICAN FORUM, LUIS ALVAREZ OF ASPIRA, STANLEY VALADEZ OF THE HISPANIC ORGANIZATION OF PROFESSIONALS AND EXECUTIVES, THE REVEREND VIZCAINO OF THE CUBAN NATIONAL PLANNING COUNCIL, BETTY FIERRO OF THE MEXICAN AMERICAN NATIONAL WOMEN'S ASSOCIATION, MATEO CAMARILLO OF THE CHICANO FEDERATION, JESS MACIAS OF THE SPANISH SPEAKING POLITICAL ASSOCIATION, MARGARET CRUZ OF THE MEXICAN AMERICAN POLITICAL ASSOCIATION, BEN FERNANDEZ OF THE RNHA, BROWNIE TREVINO OF MART AND, OF COURSE, JOE BENITES OF LULAC AND TONY MORALES OF THE AMERICAN G. I. FORUM, AS WELL AS SO MANY, MANY OTHER FINE ORGANIZATIONS AND THEIR DISTINGUISHED LEADERSHIP MUST CONTINUE TO RECEIVE YOUR FULL SUPPORT SO AS TO CARRY ON THEIR WORK ON BEHALF OF THIS NATION'S 12 TO 15 MILLION SPANISH SPEAKING PEOPLE.

IMAGE, LULAC, THE FORUM, LAMA, HOPE, ASLA, MANA, MAPA, COSSMHO, SSPA, CACHO, MART, THE RNHA, AASSCPA, THE NCLR, NEDA, NCHO, ASPIRA, THE COMISION FEMENIL, THE NATIONAL PUERTO RICAN FORUM, NABE, THE CUBAN NATIONAL PLANNING COUNCIL, THE PUERTO RICAN AND CHICANO PLANNING COUNCILS, THE NSSCDA, AMAE, MALDEF, SER, EL CONGRESO, THE NATIONAL SPANISH SPEAKING COMMISSION ON ALCOHOLISM, THE SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS, THE PERSONNEL MANAGEMENT ASSOCIATION OF AZTLAN, THE NATIONAL MEXICAN AMERICAN CHAMBER OF COMMERCE AND OUR MANY OTHER FINE ORGANIZATIONA MUST JOIN TOGETHER - NOW!



6.

WE MUST JOIN TOGETHER ON MAJOR ISSUES OF NATIONAL IMPORTANCE TO OUR COMMUNITY.

AND IF WE CAN'T HELP EACH OTHER, WE MUST BE CAREFUL NOT TO HURT EACH OTHER (THE REVEREND NOVARRO).

WE MUST CONTINUE TO WORK WITH MEN AND WOMEN OF GOOD WILL, LIKE ELMER SMITH, CHAIRMAN OF THE FEDERAL REGIONAL COUNCIL IN KANSAS CITY WHO IS WITH US TODAY AND WITH PATRICIA LIVERS, CHAIRPERSON OF THE GREATER KANSAS CITY FEDERAL EXECUTIVE BOARD, WHO IS ALSO WITH US; WITH THE MAYORS, THE GOVERNORS, STATE LEGISLATORS, CITY COUNCILMEN AND WITH THE DEPARTMENTS AND AGENCIES OF THE FEDERAL STATE, AND LOCAL LEVELS OF GOVERNMENT.

I HOPE WE HAVE LEARNED OUR LESSONS - LESSONS ARISING OUT OF ENVIDIA, CELO, AND THE LIKE. . . . SO MANY LESSONS.

WE MUST BEGIN TODAY, NOW.

IF WE DON'T, THEN THE REST OF THIS DAY, THE BICENTENNIAL NEXT YEAR AND, INDEED, THE NEXT 200 YEARS WILL MEAN NOTHING.

WHAT DO YOU SAY

LET'S GIVE IT A TRY!

IMAGE

A Spanish Speaking Organization Concerned With Government Employment
National Office: 112 N. Central, Phoenix, Arizona 85004 (602) 261-382

October 17, 1974

EXECUTIVE BOARD

Edward Valenzuela
112 N. Central Ave.
Phoenix, Arizona 85004
(602) 261-382

REGIONAL REPRESENTATIVES

Jose G. Gual
4801 N. Central Ave.
Phoenix, Arizona 85018
(602) 261-382

Chas. Lopez
2001 N. Central Ave. No. 51
Phoenix, Arizona 85018
(602) 261-382

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TO GERALD R. FORD, PRESIDENT OF THE UNITED STATES OF AMERICA

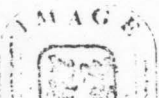
The following areas are of extreme concern to the Spanish Speaking Community. Specifically, they are those dealing with employment both in government and private sector. We find that we are under-represented by approximately 100,000 jobs in the federal government. Of the approximate 80,000 federal positions we presently hold, Spanish Speaking employees are compressed in the lower levels, and find it difficult to surface to top level positions.

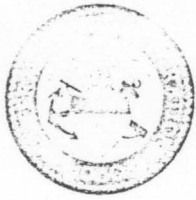
Federal agencies are not aggressively attacking this problem. Super grade positions and positions on Commissions and Boards reflect the conspicuous absence of the Spanish Speaking. Although this Hispanic community comprises a significant segment of the United States population, many state and local governments are waiting action by the federal government to serve as a model before they attempt positive action. It is, therefore, recommended that a Presidential Executive Order or Memorandum be issued by your office to support the Spanish Speaking employment program. This would put the Departments and the agencies on notice of the administration's support of the Latino Community's participation in federal jobs.

In order to assure consideration of Spanish Speaking Americans to national Commissions and Boards, to Assistant Secretary, Under Secretary and other super grade positions, we recommend that a Spanish Speaking person be appointed to The White House personnel office to be responsible in the area of effective recruitment.

We feel that these two major steps could begin a program providing fair and equitable opportunities to the Spanish Speaking who have made such a great investment of their resources and their lives to this nation.

Edward Valenzuela
National President





VETERANS ADMINISTRATION
OFFICE OF THE ADMINISTRATOR OF VETERANS AFFAIRS
WASHINGTON, D.C. 20420

OCTOBER 10 1974

Mr. Ed Valenzuela
President
National IMAGE
112 North Central Avenue
Phoenix, Arizona 85004

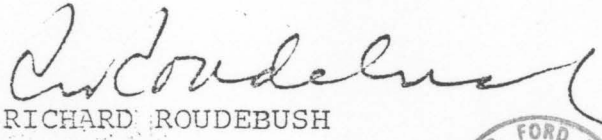
Dear Mr. Valenzuela:

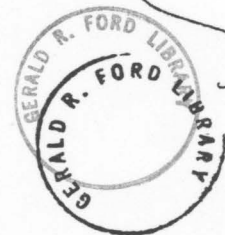
I greatly appreciated the opportunity to meet with you and officials of the GI Forum and Jobs For Progress the other day. Please be assured, I share your concern for the employment of the Spanish-Speaking in the Veterans Administration. I have directed that efforts looking toward improvement in this regard be given the highest priority. With a continuing dialogue between us, and with our mutual cooperation, I am confident we can make meaningful progress.

I want to emphasize again that we will welcome very much the referral of qualified Spanish-American job applicants. I have asked the Assistant Administrator for Personnel to take immediate steps to ensure that you and your State and local units are kept abreast of our overall employment needs, and to provide for prompt and sympathetic consideration of the applicants you may be able to refer to us.

We look forward to working with you and the other Hispanic organizations, and invite your suggestions. Should you wish to talk with me personally, my door is always open.

Sincerely,


RICHARD ROUDEBUSH
Administrator





DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
WASHINGTON, D. C. 20350

104-15-1

4 OCT 1974

Mr. Ed Valenzuela, President
IMAGE
112 N. Central
Phoenix, Arizona 85003

Dear Mr. Valenzuela,

As you may know, increased attention has been given by the Department of the Navy, and affirmative action has been instituted in recent years since the issuance of Executive Order 11478 on equal employment opportunity, toward overcoming the inequities of past discrimination because of race, color, religion, sex, age and national origin both among military and civilian personnel. With the support of top management and the cooperation of all employees, we have made significant progress toward our long standing objective of full integration of minorities and women within our personnel forces.

Recognizing that top management support is necessary to assure continuing improvements in the program, Secretary J. William Middendorf, recently appointed Secretary of the Navy, has issued an Equal Opportunity Policy Statement expressing his interest in and concern for achievement of the Department of the Navy Equal Employment Opportunity Program objectives.

Enclosed for your information and ready reference is a copy of the Secretarial Equal Opportunity Policy Statement. To allow for maximum dissemination, the statement is being published in poster form, both in English and Spanish, for display on official bulletin boards throughout the Naval establishment.

Sincerely,

LOYD W. GRABLE
Department of the Navy
Director of
Equal Employment Opportunity



EDWARD M. KENNEDY
MASSACHUSETTS

United States Senate

WASHINGTON, D.C. 20510

October 3, 1974

Mr. Ed Valenzuela
Image Matl. Press
202 E Loyola Drive
Tempe, Arizona

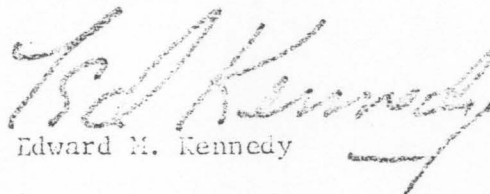
Dear Mr. Valenzuela:

Thank you for taking the time to be in touch with me regarding the nomination of Bert Gallegos to be Director of OEO.

I appreciate having your views, and as a member of the Senate Labor and Public Welfare Committee which is considering the nomination, the knowledge of your position will continue to be very helpful to me during our deliberations.

Again, thank you for sharing your views with me.

Sincerely,


Edward M. Kennedy



HARRISON A. WILLIAMS, JR., N.J., CHAIRMAN
JENNINGS RANDOLPH, W. VA.
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ROBERT E. NAGLE, GENERAL COUNSEL

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ROBERT T. STAFFORD, VT.

United States Senate

COMMITTEE ON
LABOR AND PUBLIC WELFARE
WASHINGTON, D.C. 20510

September 24, 1974

Mr. Edward Valenzuela
Equal Employment Opportunity Commission
112 North Central Avenue, Suite 601
Phoenix, Arizona 85004

Dear Mr. Valenzuela:

Thank you very much for taking the time to stop by my office on Thursday.

I very much enjoyed our meeting. As I've travelled throughout the country, I've had the opportunity to meet with persons throughout the spanish speaking community who are not only doing what is necessary to solve critical social problems specific to the spanish speaking, but who have much to offer in responding to the critical leadership needs facing the nation as a whole. You are to be congratulated for your role in providing the opportunity for such leadership to be developed.

I hope we will have the opportunity to meet again. In the meantime, let us know if there is anything we can do to assist you in your work.

With warm regard.

Sincerely,

Walter F. Mondale

Walter F. Mondale



IMAGE

A Spanish Speaking Organization Concerned With Government Employment
National Office: 112 N. Central, Phoenix, Arizona 85003 602 261-3882

I M A G E

Was formed to bring about a just and fair representation of Hispanics in Public Employment. Since it organized, over a year ago, IMAGE has grown to an organization with over 40 chapters and 7,000 members. We have the support of all major Spanish speaking groups and organizations in our fight to secure an equitable representation in the Federal, State and local governments and eliminate the obvious discriminatory practices they pursue. In the Federal Government, for example, Hispanics hold only 3.1% of jobs, in a Federal work force in excess of two and a half million employees, while constituting over 7% of the nation's population.

P R O J E C T C O M P L I A N C E . .

Is a plea to our elected officials for concrete action to remedy this problem.



INTRODUCTION

The Declaration of Independence proclaims in ringing terms, "We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty, and the pursuit of Happiness. That to secure these rights, Governments are instituted among Men..." A Constitution was drafted to institute the Government that would protect these rights. Never in the mind of our forefathers did the thought that this equality of White, Christian, Anglo-Saxon, Black, Mexican-American, American Indian, or any other minority - did not exist. The Constitution is addressed to ALL MEN, and establishing Civil Rights policies is fundamentally a part of the Constitution.

It is not a matter of safeguarding civil rights as a function of government, an area of public policy, but rather the matter on hand is whether ALL MEN are to have their constitutional rights and the educational, social, and employment opportunities to take full part in the nation created by the American Constitution.

Certain liberties, rights, and opportunities are essential to the operation of a Democratic Government, they are not means of securing self-government, they are ends by themselves. They exist not in furtherance of the government, but the government exists to protect them. Our forefathers called them "natural rights", today they are referred to as "human rights" - but the concept is still the same one, that of moral primacy of men over government, and the dignity and supremacy of worth of each individual. With this perspective, as we approach the bicentennial of the Declaration of Independence, the government must assure those peoples who are treated differently nothing less than equality; and with regards to constitutional rights and natural rights as proclaimed two hundred years ago - Compliance.....

Compliance, on the part of all Federal Agencies, is assuring equal employment opportunity in federal employment to Spanish speaking Americans. This is the goal of Project Compliance.....

Although most Federal Agencies have failed in this area, four have been chosen for special attention because they are large employers; have significant operations throughout the nation; and have blatantly disregarded the mandate and the responsibilities entrusted to them in providing equal employment opportunity to Americans of Spanish Heritage. These agencies are: Departments of Transportation, Interior, Justice, and the Veterans Administration.



In brief, attempts to bring awareness to these agencies must be shifted to the Legislative and Judicial branches of government, so they will know of the attitudes, lack of commitment, lack of action, and most important: the lack of positive results of these agencies in providing the equality of treatment required of them by the law and public policy. We are confident that Federal Agencies will move affirmatively as a result of the success and momentum of this project.

PREAMBLE

Whereas, the Sixteen Point Program was announced to provide equality of employment opportunity for Spanish Surnamed Americans,

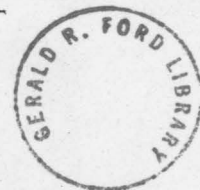
Whereas, the responsibility has been placed by the Executive Branch on the Federal Departments and Agencies,

Whereas, the Executive Branch has not acted to enforce compliance in carrying out the spirit and objectives of the Spanish speaking employment program,

Whereas, the Sixteen Point Program by having as its source of authority a mere press release, has none of the attributes associated with legislation, and therefore, has been ineffective in achieving the equitable federal employment stance rightfully being sought by the Spanish speaking people,

Whereas, the history of Civil Rights shows that without the intervention of the Legislative and Judicial branches, the rights of citizens and equality of treatment and opportunity are not assured,

It is resolved to enlist the support of the Legislative and Judicial branches in enforcing compliance on the part of Federal Departments and Agencies to assure that Americans of Spanish Origin receive equal employment opportunity in Federal employment.



ALLEGATIONS

WE ASSERT THAT:

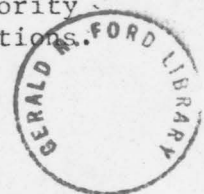
THE DEPARTMENT OF INTERIOR.....

As a major Cabinet Agency with key installations and concentrations of personnel in areas of high Spanish speaking populations through the Equal Employment Opportunity program administered by the Department's Director of Equal Employment Opportunity, and Bureau EEO Officers has openly challenged the Administration's Sixteen Point Program. This has resulted in appointments of Equal Employment Opportunity officials who are unaware of the employment concerns of the Hispanics; in complaints about flagrant discrimination; and in the lack of capability of developing a program that would result in positive measures to improve the poor employment record with regards to Spanish speaking Americans. Since its Sixteen Point Coordinator position is held by a non-Hispanic, who has no awareness or commitment, and has not undertaken any positive measure to assist management in fulfilling its Equal Employment Opportunity responsibilities - no progress has been made, or is expected to be made with respect to the employment stance of Spanish speaking Americans.

As a major employer, with a work force of 65,607 employees as of November 1973, only had 1,425 Spanish speaking employees, which comprised only 2.17% of the work force.

As a Federal Agency falling under the Civil Service Commission's Merit System maintains its Spanish speaking employees relegated to menial and non-professional positions: The Spanish speaking hold a mere 1.8% of the better paying and mostly professional General Schedule jobs, while holding 3.4% of the Wage Grade jobs. As you may know, Wage Grade jobs are blue collar jobs. Furthermore, as of November 1972 the average grade of General Schedule Spanish speaking employees was 6.6, as compared to 8.3 for the total work force, and 8.8 for the dominant non-minority employees.

As a vehicle for delivery of public policy to the people of the United States is ineffective in providing the Spanish speaking people services, this is due to the lack of Spanish speaking employees in policy and upper grade programmatic positions - Hispanic representation in grades 14 thru 15 is 0.4%, in grades 16 thru 18 it is 0.9%. In comparison, the dominant non-minority employees hold 94.7 and 94.5%, respectively, of those positions.



THE DEPARTMENT OF TRANSPORTATION.....

As a major Cabinet department, holds one of the poorest records for federal employment of Hispanics. Despite its record, it has shown little interest and made no attempts to implement the Administration's Sixteen Point Program, and has even failed to include the Spanish speaking in any meaningful way in its own minority outreach efforts, such as the "150 Program". The Department's callousness toward the Sixteen Point Program is reflected by the fact it has refused to appoint a Hispanic coordinator or even give their present part-time coordinator significant duties. For these reasons, complaints of discrimination are rampant, resulting in such a situation that even if the Department acted, the roots of discrimination are too deeply implanted for a case by case resolution.

Even though made aware of the problem with respect to Hispanics in a Report prepared by the Civil Service Commission's Bureau of Personnel Management Evaluation, has taken no action to correct the practices and lack of action which resulted in the following statement in the report: "Our reviews disclosed that program response to both of these special emphasis areas (referring to the Spanish Speaking and Federal Womens Programs) have been minimal. At some installations coordinators for these programs have not been appointed. Where coordinators have been appointed they usually serve on a part-time basis. Interviews at field activities disclosed a lack of leadership and guidance from higher levels. As a result local leadership is often inadequate and problems bearing on equal employment opportunity for women and the Spanish surnamed are not being identified and appropriate objectives are not being met."

As a major employer, with a work force of 65,227 employees as of May 1973, only had 791 Spanish speaking employees, which comprised a mere 1.2% of the total work force.

Has managed to relegate the Spanish speaking in the work force to menial and non-professional positions, as depicted by the following facts (As of November 30, 1972):

1. The average grade for the dominant non-minority element is 10.60, for the Spanish speaking it is 8.52. A two-grade difference.
2. The percentage of Hispanics in General Schedule grades decreases as the grades get higher, from 1.4% representation at the lower grades to 0.4% at the higher grades; while the dominant non-minority representation increases from 78.7% at the lower grades to 90.6% at the higher grades.



THE DEPARTMENT OF JUSTICE.....

Although beginning to show semblances of progress in its employment profile for Hispanics, has been chosen because of its employment policies in its Immigration and Naturalization Service, particularly the Border Patrol. The Department has permitted these components to pursue a "business as usual" approach, either in overlooking or systemically screening out Spanish speaking Americans for positions where Spanish language skill is essential, and in denying real opportunities for Hispanics to advance to supervisory or managerial positions (As of November 30, 1972, the Department of Justice had 7,279 positions at the GS-13 level and above; of these, only 58 were occupied by Hispanics).

With a total work force of 46,418 employees and 1,331 positions occupied by Spanish speaking Americans (2.9% of the work force) - has not properly executed the Sixteen Point Program. The Hispanic recruitment conducted denies Spanish speaking Americans equality of opportunity and advancement, resulting in a work force where the dominant non-minority's modal grade is GS-13, as compared to GS-5 for the Spanish speaking; the average mean grade for the total work force is 7.85, for the dominant non-minority 8.45, and for the Spanish speaking 5.8 - two and three grades below respectively.

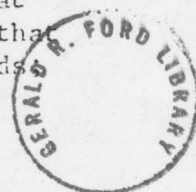
In its blue collar wage graded systems reflects the same trend, the Spanish speaking comprising 10.8% of the non-supervisory jobs and 1.4% of the supervisory positions, while the dominant non-minority holds 65.9% of the non-supervisory and 94.2% of the supervisory positions.

MOREOVER

The Department of Justice....

As of September of 1973, still permits some of its components, such as Federal Prison Industries, to maintain staffing practices that result in the Spanish speaking representing only 0.85% of the work force; 1.1% in the Law Enforcement Assistance Administration; 1.2% in the policymaking Legal and Administrative Activities function, and finally, 8.9% in the Immigration and Naturalization Service, which due to its activities, specially the Border Patrol, should have more than a 20% Spanish speaking representation.

The Immigration and Naturalization Service, according to their own Annual Report for 1972, reflect that approximately 70% of people crossing the borders crossed the Mexican border; that approximately 50% of the immigrants are Spanish speaking; that 40% of the foreign visitors come from Spanish language lands and that approximately 35% of the persons naturalized are Spanish speaking.



THE VETERANS ADMINISTRATION.....

For the minority group with an outstanding record of military service, combat duty and valor, has responded with insensitivity and a sense of detachment in meeting its equal employment opportunity responsibilities for Hispanics. Evidence of this attitude is its lack of outreach efforts, its "lip service" in carrying out the objectives of the Sixteen Point Program, its foot-dragging in filling the long vacant post of the Sixteen Point Coordinator, and of course, its overall employment record.

With a work force of 169,826 employees, making it the largest federal non-defense employer, the Veterans Administration only has 3,871 Spanish speaking employees, a mere 2.3% of the total work force.

While having 248 employees above the grade GS-15 making policy and programmatic decisions, has no Spanish speaking employees in this category.

While depicting an average mean grade of 6.69 for the total work force, 7.17 for the dominant non-minority, relegates the Spanish speaking employees to lower grades, resulting in their average grade being below those, a mere 6.09.

While increasing their work force by over 20,000 positions during the period 1970 to 1972, has only managed to increase their Spanish speaking representation by two-tenths of one percent.

MOREOVER

The Veterans Administration....

In the State of California, which has a Hispanic population of over three million, representing over 15% of the total population - out of a work force of 16,231 employees only 5% are Hispanics.

In the State of Illinois, where the Spanish speaking comprise 3.27% of the population, one out of every eighty-six employees is Spanish speaking, or 1.2%.



FURTHERMORE

We assert that....

The conditions existing in these four agencies are not isolated examples, but rather depict the prevailing norm throughout the Federal structure.

An analysis of the figures and statistics compiled on the four agencies and the federal work force clearly show that the Spanish speaking people are not receiving their fair share of positions in the Federal government or equitable opportunities for advancement. And for this reason, the implementation of public policy lacks effectivity with respect to the Spanish speaking people.

The reason for the poor federal employment stance of the Spanish speaking people is systemic, institutionalized discrimination on the part of federal agencies.

The merit system is not meritorious. An open competitive system as the merit system is supposed to be, would react statistically in the same manner as a random sample of the United States population.

With this perspective, there should be no reason for the gap that exists between the Spanish speaking representation in the work force and that they have in the total population of the United States; the gap that exists in salaries, and in the classes of occupations held by the Spanish speaking federal employees and what the Civil Service Commission refers to as "all other employees" (non-minority) in their Minority Group Employment in the Federal Government report.

As of May 31, 1973, according to the Civil Service Commission's recently released figures:

- Out of a work force of over two and half million employees, the Spanish speaking only hold 78,243 positions; 3.1 percent of the total work force.
- The modal grade for General Schedule positions, which represents that grade having the most Spanish speaking employees, and thus the grade at which a Hispanic would most likely be holding, is a GS-4; for all employees it is GS-5; for non-minority employees it is GS-11.
- The Spanish speaking federal employee who could claim that there are as many Spanish speaking employees graded above him, as there are below him, would be a GS-4.79. As compared to GS-7.73 for



any employee or GS-8.18 for a non-minority employee. Furthermore, such a Spanish speaking employee is referred to as "him" because the odds for him being male are 13 to 3.

- The average mean grade of Spanish speaking employees in the General Schedule is 6.44, as compared to 7.75 for all employees, and 8.37 for non-minority employees.
- Spanish speaking candidates for the federal work force will have a fifty-fifty chance of being employed as a blue or white collar worker, although there are three times as many white as there are blue collar jobs.
- In the General Schedule grades 16, 17 and 18, normally referred to as "supergrades", there is only one Spanish speaking supergrade for every 159. In the labor market, in contrast, there is one Spanish speaking American out of every sixteen Americans qualified for supergrade positions.

Unfortunately, supergrade employees are those which offer direction to and execute the implementation of public policy through the federal structure.

- The Spanish speaking employees can be more readily found in the lower grades, with menial tasks and in the less professional occupations. The non-minority segment, meanwhile, has the highest incidence at the supervisory, managerial and professional positions. For example, in the General Schedule group, 35 out of every thousand employees in grades GS-1 thru 4 and 6 out of every thousand in grades GS-16 thru 18 are Spanish speaking. In contrast, for the non-minority segment the opposite trend becomes apparent - 717 out of a thousand for the lower grades and 965 out of a thousand for the higher grades.
- Finally, press releases from the Civil Service Commission continue to reflect great increases in the employment of Hispanics in Federal government, we assert that this is not the case. Furthermore, the Sixteen Point Program, the vehicle for Spanish speaking employment in the federal government - has been ineffective. For example, quoting from the latest Civil Service Commission press release of March 4, 1974:

"Spanish surnamed employees registered the largest percentage gain of any minority group, resulting in an additional 1,657 jobs for Spanish surnamed Americans. During the 1-year survey period, the number of Spanish-surnamed employees moved up to 78,243, and they comprised 2.1 percent of the total Federal employment in May 1973."



During the 1-year survey period the Civil Service Commission refers to in their press release we find that:

1. Although the total federal work force decreased by 33,077 positions, over 457,000 jobs were filled due to separations and retirements. This means that many jobs were filled from either outside the federal government, or through transfers and promotions within the government.

If the Sixteen Point Program, as a special emphasis program was operative, then the Spanish speaking should have filled at least 5% of those jobs, or approximately 23,000 positions. According to their own report the Spanish speaking gain was 1,657 jobs.

Where is the special emphasis ?

2. The Federal work force as of May 31, 1973 numbers 2,524,968. If the Spanish speaking people were properly represented, according to our composition of the total population, then there should be 176,748 Spanish speaking employees in the work force. There are 78,243 Hispanic federal employees.

Who is the Merit System promoting, and hiring from the total population ?

The Spanish speaking people in the United States number approximately 10 million, or five percent of the population by the latest Census. The Catholic Church estimates there are approximately 15 million or 7 percent Spanish speaking people in the United States. We assert that the latter figure is correct, if not low, as to the number of Spanish speaking Americans in the United States mainland. In addition, there are over two and a half million citizens of the United States in Puerto Rico who are Spanish speaking, and more Hispanics in other territories.

Why is it that when the Federal employment is increasing its work force or hiring to replace vacancies - they cannot be found?

In conclusion, the Spanish speaking people have been the victims of discriminatory practices in federal employment. This has resulted in representation below that which we comprise in the total population even when we are undercounted by the same federal government; in lack of equal opportunity for advancement; in being shortchanged in the delivery of federal services and in the implementation of programs as well as the translation of public policy to actions.

There are many solutions to this problem. We are counting in our elected officials to take corrective action by their own volition. We are hoping that some degree of improvement will be noted by the time we celebrate the two-hundredth anniversary of the Declaration of Independence. We are waiting for the federal structure to realize that all men are created equal and thus merit equal treatment, and that public policy is not instituted for a select few.

Pending a legislative solution to this problem, we propose some measures to be implemented to achieve some measure of prompt remedy to the existing situation:

- I. That the Sixteen Point Program not continue under its current charter. We respectfully request legislation creating a Spanish Speaking Program, encompassing the Sixteen Point Program with regards to recruitment and staffing in federal government as well as an office which will monitor federal agency programs to insure delivery of services to the Spanish speaking people, the second largest and forgotten minority of the United States.
- II. That this legislation direct all Federal agencies with a work force numbering over 5,000 employees to appoint a full-time Hispanic Spanish Speaking Program Coordinator.
- III. That the four federal agencies in Project Compliance submit a quarterly report to this Committee reflecting actions taken to alleviate the problem with respect to the Spanish speaking employment and services profile; and gains made in employment as of April 1, 1974.
- IV. That the four agencies submit copies of their Equal Employment Opportunity Affirmative Action Plans and related correspondence and recommendations from the Civil Service Commission to this Committee for review.



- V. That the Civil Service Commission submit a copy of their quarterly "Montoya Report" to this Committee for review.
- VI. That the General Accounting Office be instructed to review the Civil Service Commission and the four agencies in Project Compliance with a view to locating and correcting discriminatory practices. IMAGE offers its expertise and manpower to assist in this undertaking.
- VII. That each of the four agencies and the Civil Service Commission be instructed to conduct an internal investigation with respect to discriminatory staffing practices and submit the results of this investigation to this Committee.
- VIII. That the Civil Service Commission, under the authority of the Classification Act of 1949, as amended, conduct a classification desk audit of the Equal Employment Opportunity Directors of the four agencies to determine whether they are properly discharging their duties at their current classification level, and if not, we request they be downgraded to a grade commensurate with their current performance.

FEDERAL EMPLOYMENT IN DENSELY SPANISH AMERICAN POPULATED STATES:

Figures as of November 30, : 1971 1972 Change:

ARIZONA (18.8% Spanish Surname population per Population Census, 1970)

Total Federal employees	27,542	27,996	+	454
Spanish Surnamed employees	2,485	2,586	+	101
Percentage Spanish Surnamed	9.0%	9.2%	+	0.2%
Percentage Spanish Surnamed employees in:				
General schedule positions	5.1%	5.6%	+	0.5%
Wage grade positions	16.4%	16.8%	+	0.4%

CALIFORNIA (15.54% Spanish Surname population per Population Census, 1970)

Total Federal employees	289,632	283,144	-	6,488
Spanish Surnamed employees	17,232	17,691	+	459
Percentage Spanish Surnamed	5.9%	6.2%	+	0.3%
Percentage Spanish Surnamed employees in:				
General schedule positions	3.9%	4.4%	+	0.5%
Wage grade positions	8.5%	8.9%	+	0.4%

COLORADO (12.97% Spanish Surname population per Population Census, 1970)

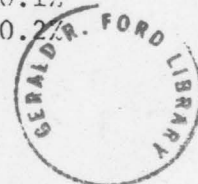
Total Federal employees	41,225	42,051	+	826
Spanish Surnamed employees	4,402	4,480	+	78
Percentage Spanish Surnamed	10.7%	10.7%	-	
Percentage Spanish Surnamed employees in:				
General schedule positions	5.0%	5.2%	+	0.2%
Wage grade positions	29.4%	29.8%	+	0.4%

NEW MEXICO (40.08% Spanish Surname population per Population Census, 1970)

Total Federal employees	24,119	24,015	-	104
Spanish Surnamed employees	6,136	6,484	+	348
Percentage Spanish Surnamed	25.4%	27.0%	+	1.6%
Percentage Spanish Surnamed employees in:				
General schedule positions	18.1%	19.5%	+	1.4%
Wage grade positions	41.9%	46.8%	+	4.9%

NEW YORK (7.98% Spanish Surnamed population per Population Census, 1970)

Total Federal employees	168,091	163,242	-	4,849
Spanish Surnamed employees	6,506	6,432	-	74
Percentage Spanish Surnamed	3.9%	3.9%	-	
Percentage Spanish Surnamed employees in:				
General schedule positions	2.2%	2.3%	+	0.1%
Wage grade positions	6.3%	6.5%	+	0.2%



Federal Employment in Densely Spanish American Populated States (Con't)

Figures as of November 30, : 1971 1972 Change:

TEXAS (18.47% Spanish Surname population per Population Census, 1970)

Total Federal employees	140,648	139,447	-	1,201
Spanish Surnamed employees	27,427	27,393	-	34
Percentage Spanish Surnamed	19.5%	19.6%	+	0.1%
Percentage Spanish Surnamed employees in:				
General schedule positions	13.2%	13.7%	+	0.5%
Wage grade positions	39.2%	39.1%	-	0.1%



FEDERAL WORK FORCE
(As of May 31, 1973)

	TOTAL FULL-TIME EMPLOYEES	SPANISH SURNAMED EMPLOYEES	NON-MINORITY EMPLOYEES
TOTAL FEDERAL WORK FORCE	2,524,968	78,243	2,009,839
Percentage	100%	3.098%	79.598%
GENERAL SCHEDULE EMPLOYMENT	1,330,581	29,984	1,113,235
Percentage	100%	2.253%	83.665%
Modal Grade (GS)	5	4	11
Median Grade (GS)	7.73	4.79	8.18
Average (Mean) Grade	7.75	6.44	8.37
Percentage in Grades:			
GS 1 thru 4	100%	3.5%	71.7%
5 thru 8	100%	2.6%	79.5%
9 thru 11	100%	1.8%	90.0%
12 thru 13	100%	1.1%	94.2%
14 thru 15	100%	0.9%	95.0%
16 thru 18	100%	0.6%	96.5%
WAGE GRADE EMPLOYMENT	472,301	28,549	334,700
Percentage	100%	6.0%	70.9%
Regular Wage Grade	100%	6.8%	68.9%
Leaders	100%	4.9%	74.2%
Supervisors	100%	4.2%	81.6%



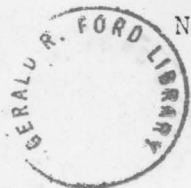
DEPARTMENT OF INTERIOR

	November 1970	November 1971	November 1972	November 1973
TOTAL EMPLOYMENT	63,354	63,161	63,783	65,607
Spanish Surnamed Employment	1,263 (2.0%)	1,299 (2.1%)	1,321 (2.1%)	1,425 (2.2%)

[Four year Change: in total employment - +2,253; in Spanish surnamed employment - +162]

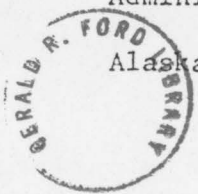
AS OF NOVEMBER 1972

STATE:	SPANISH SURNAMED REPRESENTATION IN THAT STATE	TOTAL EMPLOYMENT	SPANISH SURNAMED EMPLOYMENT	(%)
California	15.54%	4,833	124	2.6%
Texas	18.47%	969	130	13.4%
New York	7.98%	396	7	1.8%
Illinois	3.27%	179	0	0.0%
Florida	6.64%	522	8	1.5%
New Mexico	40.08%	5,038	555	11.0%
Arizona	18.80%	5,928	140	2.4%
Colorado	12.97%	5,601	156	2.8%
New Jersey	4.3%	130	0	0.0%



D E P A R T M E N T O F I N T E R I O R
(Data as of November, 1973)

	TOTAL EMPLOYMENT	SPANISH SURNAMED EMPLOYMENT	MINORITY EMPLOYMENT
DEPARTMENTAL TOTAL	65,607	1,425 (2.17%)	15,380 (23.44%)
Office of the Secretary	1,738	13 (0.75%)	331
National Park Service	11,208	277 (2.47%)	1,819
Geological Survey	8,652	191 (2.2%)	925
Bureau of Reclamation	8,308	426 (5.12%)	621
Bureau of Indian Affairs	16,262	242 (1.48%)	10,341
Bureau of Mines	5,895	49 (0.83%)	358
Bureau of Land Management	5,062	146 (2.9%)	358
Bureau of Sport Fisheries and Wildlife	4,405	61 (1.38%)	277
Bonneville Power Administration	3,366	19 (0.56%)	169
Bureau of Outdoor Recreation	473	1 (0.21%)	57
Southwestern Power Administration	166	0 (0.0%)	2
Southeastern Power Administration	36	0 (0.0%)	0
Alaska Power Administration	36	0 (0.0%)	0



DEPARTMENT OF JUSTICE

	November 1970	November 1971	November 1972	September 1973
TOTAL EMPLOYMENT	39,373	42,938	46,418	46,201
Spanish Surnamed Employment	953 (2.4%)	1,065 (2.5%)	1,331 (2.9%)	1,451 (3.1%)

AS OF NOVEMBER 1972:

STATE:	SPANISH SURNAMED REPRESENTATION IN THAT STATE	TOTAL EMPLOYMENT	SPANISH SURNAMED EMPLOYMENT	(%)
New Mexico	40.08%	190	33	17.4%
Arizona	18.80%	589	75	12.7%
Texas	18.47%	3,037	468	15.4%
California	15.54%	4,656	304	6.5%
Colorado	12.97%	484	16	3.3%
New York	7.98%	4,222	80	1.9%
Florida	6.64%	1,434	56	3.9%
New Jersey	4.3%	773	4	0.5%
Illinois	3.27%	1,785	21	1.2%

D E P A R T M E N T O F J U S T I C E
(Data as of November 30, 1972)

	TOTAL FULL TIME EMPLOYEES	MINORITY EMPLOYEES	SPANISH SURNAME EMPLOYEES	NON-MINORITY EMPLOYEES
TOTAL WORK FORCE	46,418	6,431	1,331	39,987
Percentage of Work Force	100%	13.9%	2.9%	86.1%
GENERAL SCHEDULE EMPLOYMENT	43,477	6,106	1,246	37,371
Percentage of General Schedule	100%	14.0%	2.9%	86.0%
Modal Grade (GS)	5	3	5	13
Median Grade (GS)	7.0	4.70	5.64	7.42
Mean (Average) Grade	7.85	5.8	5.8	8.45

Percentage in Grades:

1 thru 4	100%	25.5%	3.8%	74.5%
5 thru 8		18.8%	3.8%	81.2%
9 thru 11		7.1%	2.6%	92.9%
12 thru 13		3.6%	0.9%	96.4%
14 thru 15		2.7%	0.7%	97.3%
16 thru 18		3.8%	0.9%	96.2%

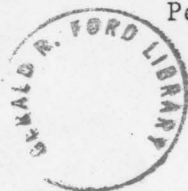
WAGE GRADE EMPLOYMENT
Percentage

Non-Supervisory

Leader

Supervisory

1,551	217	60	11,334
100%	14.0%	3.9%	86.0%
100%	34.1%	10.8%	65.9%
100%	44.4%	33.3%	55.6%
100%	5.8%	1.4%	94.2%



D E P A R T M E N T O F J U S T I C E
(Data as of September 1973)

COMPONENT	TOTAL EMPLOYMENT	SPANISH SURNAMED EMPLOYMENT	MINORITY EMPLOYMENT
DEPARTMENTAL TOTAL	46,201	1,451 (3.1%)	6,900 (14.93%)
Legal and Administrative Activities	6,722	83 (1.2%)	1,501
Marshall Service	1,973	73 (3.7%)	395
Drug Enforcement Administration	3,607	135 (3.7%)	477
Federal Prison Industries	466	4 (0.85%)	49
Law Enforcement Assistance Administration	646	7 (1.1%)	153
Immigration and Naturalization Service	7,228	643 (8.9%)	1,656
Federal Bureau of Prisons	5,694	160 (2.8%)	778
Federal Bureau of Investigations	19,866	1,451 (3.1%)	6,900

DEPARTMENT OF TRANSPORTATION

	November 1970	November 1971	November 1972	May 1973
TOTAL EMPLOYMENT	65,128	67,488	66,140	65,227
Spanish Surnamed Employment	696 (1.1%)	729 (1.1%)	809 (1.2%)	791 (1.2%)

AS OF NOVEMBER, 1972:

STATE:	SPANISH SURNAMED REPRESENTATION IN THAT STATE (%)	TOTAL EMPLOYMENT	SPANISH SURNAMED EMPLOYMENT	(%)
New Mexico	40.08%	949	73	7.7%
Arizona	18.80%	402	18	5.0%
Texas	18.47%	4,260	153	3.6%
California	15.54%	5,536	116	2.1%
Colorado	12.97%	1,515	66	4.4%
New York	7.98%	4,388	76	1.7%
Florida	6.64%	2,878	36	1.3%
New Jersey	4.3%	2,098	9	0.4%
Illinois	3.27%	2,039	9	0.6%



D E P A R T M E N T O F T R A N S P O R T A T I O N
(Data as of November 30, 1972)

	TOTAL FULL TIME EMPLOYEES	MINORITY EMPLOYEES	SPANISH SURNAME EMPLOYEES	NON-MINORITY EMPLOYEES
TOTAL WORK FORCE:	64,140	6,365	809	59,775
Percentage of Work Force	100%	9.6%	1.2%	90.4%
GENERAL SCHEDULE EMPLOYMENT	59,318	5,322	722	53,996
Percentage of General Schedule	100%	9.0%	1.2%	91.0%
Modal Grade (GS)	12	5	12	12
Median Grade (GS)	10.91	6.9	10.35	10.05
Mean (Average) Grade	10.38	8.08	8.52	10.60
Percentage in Grades:				
1 thru 4	100%	21.3%	1.4%	78.7%
5 thru 8		19.5%	1.8%	80.5%
9 thru 11		7.6%	1.3%	92.4%
12 thru 13		4.7%	1.1%	95.3%
14 thru 15		3.4%	0.4%	96.6%
16 thru 18		9.4%	0.4%	90.6%
WAGE GRADE EMPLOYMENT	5,779	1,006	79	4,773
Percentage	100%	17.4%	1.4%	82.6%
Non-Supervisory	100%	18.2%	1.4%	81.8%
Leader	100%	10.6%	0.7%	89.4%
Supervisory	100%	9.0%	0.8%	91.0%



D E P A R T M E N T O F T R A N S P O R T A T I O N
(As of May, 1973)

COMPONENT	TOTAL EMPLOYMENT	SPANISH SURNAMED (% of total) EMPLOYMENT	MINORITY EMPLOYMENT
DEPARTMENT TOTAL	65,227	791 1.2%	6,350 (9.7%)
Office of the Secretary	1,243	15 1.2%	378
Federal Aviation Administration	50,042	559 1.1%	3,605
Federal Highway Administration	4,578	101 2.2%	573
National Transportation Safety Board	267	2 0.7%	44
U.S. Coast Guard (Civilian only)	6,509	68 1.0%	1,222
Federal Railroad Administration	424	1 0.23%	43
Urban Mass Transit	231	8 3.5%	66
National Highway Traffic Safety	697	9 1.3%	126



NOTES:

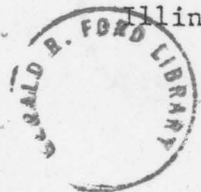
Office of the Secretary includes Washington, D.C. only.
Federal Railroad Administration - exclusive of Alaska Railroad.

VETERANS ADMINISTRATION

	November 1970	November 1971	November 1972	November 1973
TOTAL EMPLOYMENT	149,257	160,709	169,826	171,589
Spanish Surnamed Employment	3,131 (2.1%)	3,528 (2.2%)	3,871 (2.3%)	4,309 (2.5%)

AS OF NOVEMBER 1972:

STATE: (Spanish Language population)	SPANISH SURNAMED REPRESENTATION IN THAT STATE	TOTAL EMPLOYMENT	SPANISH SURNAMED (%) EMPLOYMENT
New Mexico (387,000)	40.08%	987	367 37.2%
Arizona (357,000)	18.80%	1,812	202 11.1%
Texas (2,487,000)	18.47%	9,337	582 6.2%
California (3,100,000)	15.54%	16,231	813 5.0%
Colorado (272,000)	12.97%	1,900	274 14.4%
New York (2,423,000)	7.98%	15,454	700 4.5%
Florida (502,000)	6.64%	5,806	171 2.9%
New Jersey (464,000)	4.3%	3,468	19 0.5%
Illinois (687,000)	3.27%	9,451	110 1.2%



V E T E R A N S A D M I N I S T R A T I O N
(Data as of November 30, 1972)

	TOTAL FULL TIME EMPLOYEES	MINORITY EMPLOYEES	SPANISH SURNAME EMPLOYEES	NON-MINORITY EMPLOYEES
TOTAL WORK FORCE	169,826	49,671	3,871	120,155
Percentage of Work Force	100%	29.2%	2.3%	70.8%
GENERAL SCHEDULE EMPLOYMENT	133,619	33,753	2,671	99,866
Percentage of General Schedule	100%	25.3%	2.0%	74.7%
Modal Grade (GS)	4	4	4	4
Median Grade (GS)	4.89	3.99	4.26	5.71
Mean (Average) Grade	6.69	5.22	6.09	7.17
Percentages in Grades:				
1 thru 4	100%	35.7%	2.6%	64.3%
5 thru 8		27.5%	1.9%	72.5%
9 thru 11		13.2%	1.2%	86.8%
12 thru 13		6.2	0.7%	93.8%
14 thru 15		11.4%	3.5%	88.6%
16 thru 18		2.8%	0.0%	97.2%
WAGE GRADE EMPLOYMENT:	33,597	15,224	1,126	18,373
Percentage	100%	45.3%	3.4%	54.7%
Non-Supervisory	100%	46.6%	3.5%	53.4%
Leader	100%	41.7%	2.2%	58.3%
Supervisory	100%	36.3%	2.6%	63.7%



ABSTRACT

STATEMENT OF PERSPECTUS: 1975

The following, in draft form, is the abstract and summary remarks of a document presently being compiled by National IMAGE.

The actual interaction and dialogue that occurred will be made available within the next week.

President Gerald R. Ford

Senators: Ted Kennedy

Alan Cranston

Henry Jackson

Robert Dole

Walter Mondale

Pete V. Domenici

Congressman John Rhodes

Presidential Cabinet Members and Staff:

Earl Butts, Secretary of Agriculture

Casper Weinberger, Secretary of Health,

Education and Welfare

Peter Brennan, Secretary of Labor

Fred Clark, Assistant Secretary of Labor

David Lowe, Assistant Secretary of Army

Presented before the
National Hispanic Organizational
Forum

Phoenix, Arizona

February 28, 1975



ABSTRACT

This report was prepared to document a chronology of events in a series of meetings between White House and other top federal government officials and representatives of national Hispanic organizations.

The meetings were scheduled in the continuing effort to establish meaningful dialogue between the Spanish-speaking representatives and Washington officials. These meetings are a continuance of a series of meetings held last year with the following:

President Gerald Ford

Senators: Ted Kennedy
Alan Cranston
Henry Jackson
Robert Dole
Walter Mondale
Pete V. Domenici

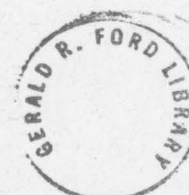
Congressman John Rhodes

Presidential Cabinet Members and Staff:

Earl Butz, Secretary of Agriculture
Caspar Weinberger, Secretary of Health,
Education and Welfare
Peter Brennan, Secretary of Labor
Fred Clark, Assistant Secretary of Labor
David Lowe, Assistant Secretary of Army

Other Officials:

Robert E. Hampton, Chairman, Civil Service
Commission
Alex Armendariz, Director of Minority Business
Enterprises
Bert Gallegos, Director of Office of Economic
Opportunity
Fernando E. C. De Baca, Special Assistant to
the President
Mike Causey, Washington Post



The Hispanic leadership objectives included:

- (1) establish and develop clear and direct communication between military and Washington officials and the Spanish-speaking community;
- (2) seek commitments from military and Washington officials;
- (3) improve the quality of life for Spanish-speaking Americans through the executive and legislative branches of government;
- (4) issuance of a Presidential Memorandum to promote federal employment for the Spanish speaking;
- (5) high level appointments of Spanish-speaking to government posts;
- (6) accessibility to government contracts by Hispanic contractors;
- (7) channeling of social service programs to Spanish-speaking communities;
- (8) general support for Fernando E. C. De Baca to expand his resources;
- (9) lowering of GS rating for entry into Border Patrol from GS-7 to GS-5.



Activities included U. S. Department of Justice Policy Development Seminar on Civil Rights Compliance sponsored by Law Enforcement Assistance Administration at Meadowbrook Hall, Oakland University, Rochester, Michigan.

Additional meetings were held in Washington, D. C. A list of participants follows:

Admiral I. C. Kidd - Chief, Naval Material Command
 Lloyd Grable - Director of Civilian Manpower Management, Navy
 Donald Rumsfeld - Assistant to the President
 William Baroody - Special Assistant to the President
 Fernando E. C. De Baca - Special Assistant to the President
 Robin Clack - Deputy Assistant Commissioner, Border Patrol
 Robert E. Hampton - Chairman, Civil Service Commission
 Irving Kator - Assistant Executive Director
 Richard L. Roudebush - Administrator, Veterans Administration
 Fred Clark - Assistant Secretary for Administration and Management, Department of Labor

Antonio Morales - National Chairman, American G. I. Forum
 Edward Valenzuela - National President, IMAGE
 Ricardo Zazueta - National Director, SER - Jobs for Progress
 Jose Aceves - National Director, Latin American Manufacturers' Association
 Lorenzo Gonzales - Leadership Development Fellow and IMAGE

The participants formulated recommendations and action plans in the following areas:

- (1) Naval contracts
- (2) recruitment of Chicanos in Federal supergrades
- (3) signing of Presidential Memorandum to promote federal employment for the Spanish speaking
- (4) follow-up meetings
- (5) Spanish-speaking in Immigration Department
- (6) promotion programs
- (7) pressure to be brought down on primary contractor to comply with EEO guidelines
- (8) send notice to all Hispanic organizations asking for documented incidents of civil rights violations by Immigration or Border Patrol officers.



SYNOPSIS

This report was written in hopes that individual members of the Spanish-speaking community might gain some insight as to how strategies are developed and presented to combat the intricate and complexing issues facing the Spanish-speaking community. Also, the format of this report lends itself to assisting the reader to widen his/her spectrum of understanding national issues that affect the Spanish-speaking and the personalities involved in the framework of these issues. Hopefully the reader can now visualize a multidimensional picture of where the Hispanic community stands with respect to our capitol officials. To conceptualize this nation's bureaucratic leaders as all knowing, forever benevolent, understanding, mass media abstraction is misleading; but to visualize these personages as adulterated individuals with personal biases and prejudices that influence their policy making tasks is to see them with more clarity. To move one step further, it is to say that the social, economic, educational and political advances that our Spanish-speaking community has assured in the past 14 years have not been because White House officials or other top federal government officials have suddenly come to their senses, become sober by what they see as a deplorable "state of affairs" in the Hispanic community and reversed existing policy trends. It is to say that the Spanish speaking community has emerged from a doleful situation to one of a bespeaking society through slow tedious, sometime bitter, efforts orchestrated into the coordination of top level meetings as those described within the text of this report. It has been through the seemingly limitless energies put forth by national Hispanic leaders such as Ricardo Zazueta, Antonio Morales, Jose Aceves, and Edward Valenzuela that the voice of the Latino community has come to the conference table of the President of the United States, Gerald Ford, and other Washington officials, Donald Rumsfeld, Admiral I. C. Kidd.

These federal government officials are just coming to the realization that the Spanish-speaking community has somehow survived this country's educational "brain washing" and social castigation and is clamoring for the equal representation and opportunities afforded us under the United States Constitution.

However contrary to the above, the Hispanic representation did meet with federal government and White House officials that are sensitive to our needs and realize our capabilities.



These officials have made honest efforts to correct the social, economic, educational, and political ills that plague our community. However, these types of individuals are rare. It is unfortunate that the Hispanic community has to rely on so few representatives to gain a voice that by law is rightfully theirs. This type of situation brings to bear undue pressure on these special individuals; until Washington recognizes the shameful situation and the potential resources of the Spanish-speaking community, we are obligated to utilize a chosen few until which time the Hispanic community gains its constitutionally designated place in the whole spectrum of American society.

A final conclusion to the series of meetings cannot (will not) be drawn at this time. However, probably at no other time in history has there been such an interplay with the executive branch of government with so much assistance from the legislative.

Regretfully, this report cannot reflect the understatements, overstatements and expressions that one person projects and another person perceives when in these type of meetings. However, possibly the reader was able to capture the substance of the discussions and possibly detect some of the obstacles that have traditionally and historically blocked the Hispanics upward mobility in the American's social, economic, educational and political systems. Needless to say that tremendous amounts of energy need be utilized before we get our place in the sun.

