

**The original documents are located in Box 3, folder “National Council of La Raza” of the Fernando E.C. De Baca Files at the Gerald R. Ford Presidential Library.**

### **Copyright Notice**

The copyright law of the United States (Title 17, United States Code) governs the making of photocopies or other reproductions of copyrighted material. Gerald R. Ford donated to the United States of America his copyrights in all of his unpublished writings in National Archives collections. Works prepared by U.S. Government employees as part of their official duties are in the public domain. The copyrights to materials written by other individuals or organizations are presumed to remain with them. If you think any of the information displayed in the PDF is subject to a valid copyright claim, please contact the Gerald R. Ford Presidential Library.

La Raza

file

November 8, 1975

Dear Mr. Yzaguirre:

Thank you, on behalf of the President, for your letter of October 29 inviting him to meet with representatives of the Hispanic Forum which will be meeting here in Washington on December 12.

While the President was pleased to receive this cordial invitation, existing schedule commitments will preclude his meeting with you and the others at this time. The President would like you to know he deeply appreciates your thoughtfulness for him and he sends warm good wishes to you, with his regrets.

Sincerely,

William W. Nicholson  
Director  
Scheduling Office

Mr. Raul Yzaguirre  
National Director  
National Council of La Raza  
Fourth Floor  
1025 Fifteenth Street, NW.  
Washington, D. C. 20005

WWN:em

bcc: Fernando de Baca  
: two for Nancy Gemmell



# National Council of La Raza

## National Office

1025 Fifteenth Street, N.W.  
Fourth Floor  
Washington, D.C. 20005  
(202) 659-1251

September 5, 1975



## Programs Office

3001 W. Indian School Road  
Suite 306  
Phoenix, Arizona 85017  
(602) 263-9506

The Honorable Gerald R. Ford  
President of the United States  
The White House  
Washington, D.C. 20500

Dear Mr. President:

As its current rotating Chairman, the Forum of National Hispanic Organizations has directed me to invite you to address its next meeting to be held at the International Inn here in Washington on September 18, 1975. If for security and/or other reasons however, you would not be able to make such an address the delegates (a total of about 30) should be happy to meet with you at the White House anytime during the day of September 18, possibly celebrating the occasion of Spanish Heritage week at the same time.

The Forum is an affiliation of national organizations concerned with the economic and social conditions of the Spanish-speaking of the United States. As such it is serving as a mechanism for coordinating the common objectives of the associated organizations as well as providing for the exchange of information among them. Its strongest point is perhaps the unanimity of its members in providing mutual and concerted support on Spanish-speaking issues, some of which were set forth in a letter I sent you on August 19, 1975. Incidentally, would a reply to that letter be possible in the near future?

Your favorable response to our invitation would be very much appreciated.

Sincerely,

Raul Yzaguirre  
National Director

RY:sc

cc: Fernando C. de Baca





# NATIONAL EDUCATION TASK FORCE DE LA RAZA

WESTERN REGIONAL OFFICE  
Sacramento State University—School of Education  
Sacramento, California 95819

October 8, 1975

Phone (916) 451-4409  
(916) 454-6680

## NATIONAL CHAIRMAN

Dr. Rupert Trujillo  
Director, Division of  
Continuing Education  
University of New Mexico  
Albuquerque, N.M. 87131

## EXECUTIVE SECRETARY

Dr. Henry J. Casso  
Associate Professor  
College of Education  
University of New Mexico  
Albuquerque, N.M. 87131

## REGIONAL CHAIRMEN

### ROCKY MOUNTAIN REGION

Manuel Andrade  
Assistant Executive Director  
Elementary Education  
414 14th St.  
Denver Public Schools  
Denver, Colorado 70202

### SOUTHWEST REGION

Dr. Jose Cardenas  
Executive Director  
Intercultural Research  
Development Associates  
114 Glenview Dr. W. Suite 118  
San Antonio, Texas 78228

### MIDWEST REGION

Dr. Salomon Flores  
Director  
Programs for the Spanish  
Speaking  
Chicago State University  
9500 At King Drive  
Chicago, Ill. 60628

### WESTERN REGION

Dr. Robert Segura  
Assistant Professor  
School of Education  
Sacramento State University  
6000 J. St.  
Sacramento, Calif. 95819

Mr. Donald Rumsfeld  
Assistant to the President  
White House  
Washington, D.C. 20500

Dear Mr. Rumsfeld,

This letter is being written in support of Mr. William Perez who is being considered for employment as director of Federal Contract Compliance for the Department of Labor.

Mr. Perez is a person with considerable experience in the area of contract compliance and equal opportunity.

His appointment by you would demonstrate to the Spanish Speaking Community in the United States your commitment to equal opportunity for our people.

Sincerely,

*Roberto D. Segura*

Dr. Roberto D. Segura  
National Chairman, N.E.T.F.D.L.R.

cc: Mr. Douglas Bennett  
Director of Presidential Personnel  
White House  
Washington, D.C. 20500

Mr. Fernando C. de Baca  
Special Assistant to the  
President for Spanish Speaking Affairs  
White House  
Washington, D.C. 20500



July 24, 1975

Dear Raul:

Attached is a copy of President Ford's letter to Senate Minority Leader Hugh Scott setting forth the Administration's position on the Voting Rights Bill pending before the U. S. Senate. (Similar letters were sent to Senators Mansfield and Byrd.)

The President has since communicated his endorsement of the seven-year compromise bill now before the Senate (H.R. 6219 as amended by Senate action 7/23). With the President's endorsement and with the continued support of the National Council of La Raza, we should have a Voting Rights Bill in essentially the form passed by the House (with the seven-year modification) prior to the end of the week.

Sincerely,

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

Mr. Raul Yzaguirre  
National Council of La Raza  
1025 15th Street, N. W.  
Washington, D. C. 20005

FECDeB:mmd:7/24/75

Same letter to: Manuel Gonzales (LULAC), Benjamin Fernandez (Republican National Hispanic Assembly), Antonio Morales (G.I. Forum), Ricardo Zazueta (SER), Gilbert Vasquez (American Assoc. of S. S. Public Accountants), Margaret Cruz (MAPA), Reverend Vizcaino (National Cuban Planning Council).

OFFICE FILES



FOR IMMEDIATE RELEASE

JULY 23, 1975

Office of the White House Press Secretary

---

THE WHITE HOUSE

July 18, 1975

Dear Hugh:

As I said to you during our discussion yesterday, it is most important that Congress extend the temporary provisions of the Voting Rights Act before the August recess.

These provisions expire August 6, 1975, and they must not be allowed to lapse.

My first priority is to extend the Voting Rights Act. With time so short, it may be best as a practical matter to extend the Voting Rights Act as it is for five more years; or, as an alternative, the Senate might accept the House bill (H.R. 6219), which includes the important step of extending the provisions of the Act to Spanish-speaking citizens and others. To make certain that the Voting Rights Act is continued, I can support either approach.

However, the issue of broadening the Act further has arisen; and it is my view that it would now be appropriate to expand the protection of the Act to all citizens of the United States.

I strongly believe that the right to vote is the foundation of freedom, and that this right must be protected.

That is why, when this issue was first being considered in 1965, I co-sponsored with Representative William McCulloch of Ohio a voting rights bill which would have effectively guaranteed voting rights to eligible citizens throughout the whole country.

(MORE)



After it became clear at that time that the McCulloch-Ford bill would not pass, I voted for the most practical alternative, the Voting Rights Act of 1965. In 1970, I supported extending the Act.

Last January, when this issue first came before me as President, I proposed that Congress again extend for five years the temporary provisions of the Voting Rights Act of 1965.

The House of Representatives, in H.R. 6219, has broadened this important law in this way: (1) The House bill would extend the temporary provisions of the Act for ten years, instead of five; and (2) the House bill would extend the temporary provisions of the Act so as to include discrimination against language minorities, thereby extending application of the Act from the present seven States to eight additional States, in whole or in part.

In light of the House extension of the Voting Rights Act for ten years and to eight more States, I believe this is the appropriate time and opportunity to extend the Voting Rights Act nationwide.

This is one nation, and this is a case where what is right for fifteen States is right for fifty States.

Numerous civil rights leaders have pointed out that substantial numbers of Black citizens have been denied the right to vote in many of our large cities in areas other than the seven Southern states where the present temporary provisions apply. Discrimination in voting in any part of this nation is equally undesirable.

As I said in 1965, when I introduced legislation on this subject, a responsible, comprehensive voting rights bill should "correct voting discrimination wherever it occurs throughout the length and breadth of this great land."

I urge the Senate to move promptly--first, to assure that the temporary provisions of the Voting Rights Act do not lapse. As amendments are taken up, I urge you to make the Voting Rights Act applicable nationwide. Should the Senate extend the Act to American voters in all 50 states, I am confident the House of Representatives would concur.

(MORE)



I shall be grateful if you will convey to the members of the Senate my views on this important matter.

Sincerely,

GERALD R. FORD

# # #

# WASHINGTON SCENE REPORT

## NATIONAL COUNCIL OF LA RAZA



### HISPANIC AMERICANS - THE INVISIBLE FEDERAL WORKFORCE

The National Council of La Raza has continuously expressed concern regarding the total absence of an Hispanic Presence at all policy making levels of our Federal Government, more specifically within those offices which provide advise on domestic matters and respond directly to the Executive Office of the President.

#### POPULATION COUNT

Estimates of Hispanic population count which have been conducted by the Bureau of the Census establishes this Racial/Ethnic group at no less than ten million in number, or approximately five percent of the total U.S. population. That very little has been accomplished to provide the desired Hispanic presence throughout the Federal system, can be clearly established, in spite of the highly publicized and costly programs and activities which have been deemed the Government's sensitivity to minorities response.

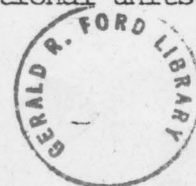
#### MINORITY EMPLOYMENT

An Office of Management and Budget analysis of federal civil rights activities states that of the "... federal programs specifically related to the provisions of equality of other opportunities to certain identifiable minority groups ... total outlays have risen from \$1.1 billion in 1970 to \$3.5 billion in 1975." Thus, within a five year period, costs have tripled. During this same period of time, we have seen legislation passed and executive orders proclaimed which have highlighted the minority issue. The end result has been very clearly documented in it's Minority Group Employment in the Federal Government report: "... Total minority employment (515,129 employees or 20.4 percent of the Federal workforce) expanded by 9,661 employees (up 1.9 percent) for the period May 1972 - May 1973."

#### HISPANIC PRESENCE?

While the Administration can view with pride the fact that minority groups make up over one fifth of the total Federal workforce, it cannot hide the glaring oversight of Hispanic Americans "invisibility" within these workforce figures. Particularly when viewed from the position that at the GS-14 to 18 levels, "presence" can begin to influence policy. Of the 2,524,968 Federal government employees, only 761 individuals identified as "Spanish Surnamed" exist within that GS level, and, only THIRTY SIX, at the GS- 16 to 18 level. Thus, it is obvious that the ability of Hispanics to effect national policy is visible only for political and public relations purposes.

In spite of the much publicised "16 Point Spanish Speaking program", there still exists only a very limited identifiable statistical count of Hispanic Americans within the Federal workforce (29,984 General Schedule and 28,549 in other pay systems). There is no presence, at the higher policy and decision making positions, particularly within the Executive Office of the President and his immediate organizational units.



# GENERAL FINDINGS AND HIGHLIGHTS

## Status of Hispanic Americans in the Federal Workforce

### o Numerical Breakdown (All Federal Agencies)

|                                     |           |
|-------------------------------------|-----------|
| o Hispanic . . . . .                | 78,243    |
| o Total Minority . . . . .          | 515,129   |
| o Total Federal Workforce . . . . . | 2,524,963 |

### o Total Wage Earning Power (Upper Level of Wage System)

|                                     |  |
|-------------------------------------|--|
| o Total Federal Workforce . . . . . |  |
| o Total Minority . . . . .          |  |
| o Hispanic . . . . .                |  |

### Breakdown By General Scale (GS-Rating)

| Rating                   | Hispanic | Minority | Total<br>Workforce | %<br>of Minority | %<br>Of Total |
|--------------------------|----------|----------|--------------------|------------------|---------------|
| 18-16                    | 36       | 202      | 5,717              |                  |               |
| 15-14                    | 725      | 3,885    | 77,871             |                  |               |
| 13-12                    | 2,439    | 13,308   | 230,396            |                  |               |
| 11-9                     | 5,822    | 31,552   | 314,738            |                  |               |
| 8-5                      | 9,880    | 79,354   | 386,860            |                  |               |
| 4-1                      | 11,082   | 89,045   | 314,999            |                  |               |
| Total GS<br>Schedule     | 29,984   | 217,346  | 1,330,581          |                  |               |
| All Other<br>Pay Systems | 48,259   | 297,783  | 1,194,387          |                  |               |



MICHAEL VALADEZ

ATTORNEY

*file*

1030 - 15TH ST., N. W.  
WASHINGTON, D. C. 20005  
202 872-0228

May 5, 1975

Mr. Raul Yzaguirre, Director  
National Council of La Raza  
1025-15th Street, N.W.  
Washington, D.C. 20005

Dear Raul:

As has been discussed with you, I enclose an outline on a proposed national fraternal benefit society. Because of the leadership you have exhibited at the Forum of National Hispanic Organizations, I request that you submit it for consideration at the meeting scheduled for May 22-24, 1975, and circulate copies to all invited groups prior to the meeting.

I enclose some old statistics on the Polish National Alliance (5.1 million in population); Russian Brotherhood (2.2 million in population); and United National Life Insurance Society, a society formed by Portuguese. These groups all have more than one society.

Delegates from HOPE will be present at the meeting, and will be able to respond to any questions that may arise.

Kindly advise me of your action on this submission.

Sincerely,

*Michael Valadez*

Michael Valadez

*5/6/75*

*For your information*

*Stanley*



Proposal:

To organize a national fraternal benefit society <sup>1/</sup> with a purpose of providing insurance services to the Hispanic community and others.

Earnings, if and when the society reaches profitable status, can be used to fund programs for the mutual benefit of the Hispanic community.

Organization:

Approximately \$350,000 will be needed to provide for a guaranty capital fund, organizational expenses, and some operational funds. Persons active in the leadership of the Hispanic Organization of Professionals and Executives (HOPE) will agree to lead the effort to organize the society and secure financing in the form of investment capital from the private sector. The financing will probably be in the nature of debenture bonds issued by the society.

Hispanic leaders with national identification are needed to launch this effort, particularly leaders of groups whose constituency consists of individual members. Participation will be as individuals, and not as representatives of organizations.

Time Element:

The society can be formed within one year. Estimates are that the society can become profitable within 3 to 5 years. In the interim, staff in the society's office can perform some functions for supporting organizations.

Policy:

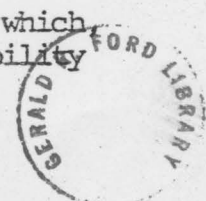
No definitive policy is suggested at this time. Policy will evolve and be developed by those individuals that organize the society. Operating and other business decisions will probably be determined by those advancing the funds to organize the society. Upon repayment of these funds, full control can be exercised by the Board of Directors.

Action:

An endorsement by this gathering of the proposition that the formation of a national fraternal benefit society is consistent with the goal of the Forum of National Hispanic Organizations of promoting economic development.

An endorsement will not be construed as endorsement by any organization, but will be regarded only as the consensus of the delegates present. The society will be organized by individuals, and not by organizations.

<sup>1/</sup> A fraternal benefit society is a corporation without capital stock which inter alia, makes provision for the payment of death, sick or disability payments to members.



## POLISH NATIONAL ALLIANCE

*of the United States of North America*

1514-20 W. Division St., Chicago, Illinois 60622 • Phone: AR 6-0700

ALOYSIUS A. MAZEWSKI, National President

IRENE WALLACE, National  
Vice President

FRANK PROCHOT, National  
Vice President

ADOLPH PACHUCKI, National Secretary

EDWARD J. MOSKAL, National Treasurer

TABLE A

| Dec. 31   | Insurance<br>In Force | Certificates<br>In Force | Number<br>of Lodges | Assets        | Unassigned<br>Funds |
|-----------|-----------------------|--------------------------|---------------------|---------------|---------------------|
| 1962..... | \$280,932,170         | —                        | 1,477               | \$113,239,134 | \$7,369,465         |
| 1963..... | 284,528,933           | —                        | 1,468               | 117,599,825   | 8,294,985           |
| 1964..... | 290,428,133           | —                        | 1,458               | 121,656,944   | 9,309,121           |
| 1965..... | 295,241,165           | 342,760                  | 1,441               | 125,348,240   | 8,377,954           |
| 1966..... | 299,659,124           | 340,143                  | 1,430               | 128,580,452   | 8,401,162           |
| 1967..... | 302,601,298           | 336,623                  | 1,415               | 130,840,632   | 8,281,234           |

TABLE B

| Year      | Premium<br>Income | Insurance<br>Written | Net Gain<br>before Refunds | Refunds<br>to Members | Net Interest<br>Rate |
|-----------|-------------------|----------------------|----------------------------|-----------------------|----------------------|
| 1963..... | \$8,120,037       | \$12,729,600         | \$1,918,109                | \$1,195,440           | 3.94%                |
| 1964..... | 8,242,777         | 14,795,771           | 1,563,209                  | 1,222,442             | 3.90                 |
| 1965..... | 8,243,263         | 14,290,700           | 1,711,837                  | 1,239,644             | 4.01                 |
| 1966..... | 8,319,002         | 14,475,550           | 1,450,107                  | 1,245,962             | 4.05                 |
| 1967..... | 8,201,792         | 13,300,750           | 1,628,984                  | 1,228,104             | 3.95                 |

Year organized: 1880

Licensed in: Ariz., Ark., Calif., Colo., Conn., Del., D.C., Fla., Ill., Ind., Iowa, Kans., La., Me., Md., Mass., Mich., Minn., Mo., Mont., Neb., Nev., N.H., N.J., N.M., N.Y., N.D., Ohio, Ore., Pa., R.I., Tex., Va., Wash., W.Va., Wis.

Fraternal features: The Alliance conducts many special activities. Its Juvenile Department is making an active effort to build a great reserve of youth, preparing them for loyal Members, not only in the Alliance, but also of the United States of America. It maintains the Alliance College in Cambridge Springs, a four year, fully accredited co-educational college, where Members may obtain a college education at nominal cost. It has organized and conducts evening classes throughout the country for its Members. Libraries, where all the latest books may be had by Members without cost, have also been established. Educational loans are granted for members and their children, enabling them to obtain an education in any of the universities they may choose.



TABLE B

| Year      | Premium Income | Insurance Written | Net Gain before Refunds | Refunds to Members | Net Interest Rate |
|-----------|----------------|-------------------|-------------------------|--------------------|-------------------|
| 1963..... | \$9,707,437    | \$22,802,445      | \$5,638,751             | \$6,156,538        | 4.49%             |
| 1964..... | 9,616,865      | 24,153,034        | 5,471,789               | 3,152,357          | 4.53              |
| 1965..... | 9,477,180      | 22,012,039        | 4,832,990               | 4,054,170          | 4.57              |
| 1966..... | 9,477,460      | 22,287,214        | 6,070,648               | 4,311,835          | 4.83              |
| 1967..... | 9,498,914      | 22,759,442        | 6,226,928               | 4,820,463          | 4.99              |

Year organized: 1895

Licensed in: Ariz., Ark., Calif., Colo., Conn., Del., D.C., Fla., Ga., Ida., Ill., Ind., Iowa, Kans., Ky., Me., Md., Mich., Minn., Miss., Mo., Mont., Neb., Nev., N.H., N.J., N.M., N.Y., N.D., Ohio, Okla., Ore., Pa., R.I., S.D., Tenn., Tex., Utah, Vt., Va., Wash., W.Va., Wis., Wyo.

Fraternal features: Maintains home for aged members, Fraternal Fund to aid members in times of need, and a free health service to members. Offers college scholarships on a competitive basis to young Royal Neighbors. Sponsors National Help-to-Hear Project of aid to speech and hearing handicapped. Promotes local lodge fraternal and social activities for juveniles and adults, their projects contributing to community and civic welfare. Furnishes monthly magazine to adult members.

#### RUSSIAN BROTHERHOOD ORGANIZATION OF THE U.S.A.

1733 Spring Garden St., Philadelphia, Pa. 19130 • Phone LO 3-2537

ALEXIS RUSSIN, President

ANTHONY YARMOLINSKY,

DANIEL A. HUMECKI, 1st Vice President

2nd Vice President

MICHAEL J. MIKULAK, Treasurer

PETER SMEY, Recording Secretary

TABLE A

| Dec. 31   | Insurance In Force | Certificates in Force | Number of Lodges | Assets      | Unassigned Funds |
|-----------|--------------------|-----------------------|------------------|-------------|------------------|
| 1963..... | \$ 8,857,601       | 11,054                | 378              | \$4,203,129 | \$581,214        |
| 1964..... | 8,748,900          | 10,808                | 367              | 4,207,017   | 565,654          |
| 1965..... | 10,459,454         | 13,789                | 464              | 5,146,404   | 624,064          |
| 1966..... | 10,251,861         | 13,399                | 465              | 5,096,891   | 658,987          |
| 1967..... | 9,970,536          | 12,920                | 458              | 5,046,963   | 671,173          |

TABLE B

| Year      | Premium Income | Insurance Written | Net Gain before Refunds | Refunds to Members | Net Interest Rate |
|-----------|----------------|-------------------|-------------------------|--------------------|-------------------|
| 1963..... | \$220,442      | \$234,500         | \$16,348                | \$17,172           | 3.32%             |
| 1964..... | 227,323        | 255,750           | 4,491                   | 17,091             | 3.37              |
| 1965..... | 274,974        | 346,775           | -6,206                  | 16,708             | 3.96              |
| 1966..... | 249,644        | 255,000           | 42,796                  | —                  | 3.63              |
| 1967..... | 262,030        | 197,000           | 36,667                  | 19,343             | 3.61              |

Year organized: 1900

Licensed in: Conn., N.J., N.Y., Ohio, Pa.

Fraternal features: SS Cyril and Methodius Scholarship Program



TABLE B

| Year      | Premium Income | Insurance Written | Net Gain before Refunds | Refunds to Members | Net Interest Rate |
|-----------|----------------|-------------------|-------------------------|--------------------|-------------------|
| 1963..... | \$239,185      | \$155,800         | \$51,859                | \$14,522           | 3.80%             |
| 1964..... | 230,120        | 560,200           | 84,586                  | 14,193             | 3.81              |
| 1965..... | 228,922        | 460,500           | 109,812                 | 36,153             | 3.83              |
| 1966..... | 224,510        | 390,000           | 74,583                  | 19,035             | 3.97              |
| 1967..... | 220,239        | 261,500           | 71,095                  | 25,632             | 4.06              |

Year organized: 1893

Licensed in: Conn., Ill., Ind., Mich., Minn., Mo., N.J., N.Y., Ohio, Pa.

Fraternal features: Scholarships, Official Publication, "United Lutheran," help to churches.

### UNITED NATIONAL LIFE INSURANCE SOCIETY

230 California Street, San Francisco, California 94111 • Phone 415-392-5337

MANUEL B. MINHOTO, President

JACK COSTA, Vice President and  
Secretary-Treasurer

MANUEL REIS, Executive Vice President

DR. R. D. CAMPO, Medical Director

RODRIGO ALVERNAZ, Assist. Sec.-Treas.

FRANCIS X. VIEIRA, Legal Counselor

TABLE A

| Dec. 31   | Insurance In Force | Certificates In Force | Number of Lodges | Assets       | Unassigned Funds |
|-----------|--------------------|-----------------------|------------------|--------------|------------------|
| 1962..... | —                  | —                     | —                | —            | —                |
| 1963..... | —                  | —                     | —                | —            | —                |
| 1964..... | —                  | —                     | —                | —            | —                |
| 1965..... | —                  | —                     | —                | —            | —                |
| 1966..... | \$19,728,979       | 14,110                | 98               | \$ 5,066,191 | \$588,326        |
| 1967..... | 20,845,712         | 13,953                | 98               | 5,214,301    | 603,399          |

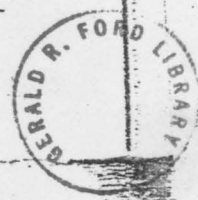
TABLE B

| Year      | Premium Income | Insurance Written | Net Gain before Refunds | Refunds to Members | Net Interest Rate |
|-----------|----------------|-------------------|-------------------------|--------------------|-------------------|
| 1963..... | —              | —                 | —                       | —                  | —                 |
| 1964..... | —              | —                 | —                       | —                  | —                 |
| 1965..... | —              | —                 | —                       | —                  | —                 |
| 1966..... | \$574,947      | \$1,753,500       | \$19,872                | —                  | 4.70%             |
| 1967..... | 567,618        | 2,437,500         | 924                     | —                  | 4.73              |

Year organized: 1957

Licensed in: Calif., Conn., Mass., Nev., R.I.

Fraternal features: Many fraternal, social, civic and charitable projects, sponsoring Youth Councils and youth activities. Cultural and educational projects.



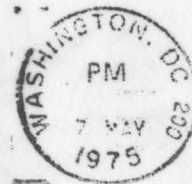
STANLEY VALADEZ

ATTORNEY AT LAW

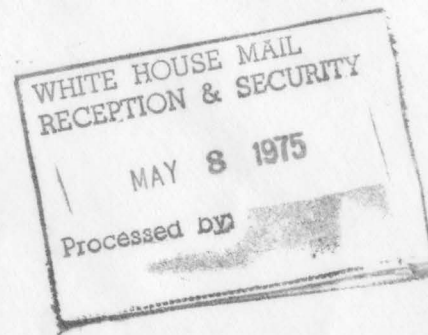
~~300 FOREST HILLS PLAZA~~

~~PITTSBURGH, PENNSYLVANIA 15227~~

2330 Georgian Woods Place  
Wheaton, Maryland 20902



Fernando E. C. DeBaca  
Old Executive Office Building  
Washington, D. C.





# WASHINGTON SCENE REPORT

## NATIONAL COUNCIL OF LA RAZA



### HISPANIC AMERICANS - THE INVISIBLE FEDERAL WORKFORCE

The National Council of La Raza has continuously expressed concern regarding the total absence of an Hispanic Presence at all policy making levels of our Federal Government, more specifically within those offices which provide advise on domestic matters and respond directly to the Executive Office of the President.

POPULATION COUNT Estimates of Hispanic population count which have been conducted by the Bureau of the Census establishes this Racial/Ethnic group at no less than ten million in number, or approximately five percent of the total U.S. population. That very little has been accomplished to provide the desired Hispanic presence throughout the Federal system, can be clearly established, in spite of the highly publicized and costly programs and activities which have been deemed the Government's sensitivity to minorities response.

MINORITY EMPLOYMENT An Office of Management and Budget analysis of federal civil rights activities states that of the "... federal programs specifically related to the provisions of equality of other opportunities to certain identifiable minority groups ... total outlays have risen from \$1.1 billion in 1970 to \$3.5 billion in 1975." Thus, within a five year period, costs have tripled. During this same period of time, we have seen legislation passed and executive orders proclaimed which have highlighted the minority issue. The end result has been very clearly documented in it's Minority Group Employment in the Federal Government report: "... Total minority employment (515,129 employees or 20.4 percent of the Federal workforce) expanded by 9,661 employees (up 1.9 percent) for the period May 1972 - May 1973."

HISPANIC PRESENCE? While the Administration can view with pride the fact that minority groups make up over one fifth of the total Federal workforce, it cannot hide the glaring oversight of Hispanic Americans "invisibility" within these workforce figures. Particularly when viewed from the position that at the GS-14 to 18 levels, "presence" can begin to influence policy. Of the 2,524,968 Federal government employees, only 761 individuals identified as "Spanish Surnamed" exist within that GS level, and, only THIRTY SIX, at the GS- 16 to 18 level. Thus, it is obvious that the ability of Hispanics to effect national policy is visible only for political and public relations purposes.

In spite of the much publicized "16 Point Spanish Speaking program", there still exists only a very limited identifiable statistical count of Hispanic Americans within the Federal workforce (29,984 General Schedule and 28,549 in other pay systems). There is no presence, at the higher policy and decision making positions, particularly within the Executive Office of the President and his immediate organizational units.



# GENERAL FINDINGS AND HIGHLIGHTS

## Status of Hispanic Americans in the Federal Workforce

### o Numerical Breakdown (All Federal Agencies)

|                                     |           |
|-------------------------------------|-----------|
| o Hispanic . . . . .                | 78,243    |
| o Total Minority . . . . .          | 515,129   |
| o Total Federal Workforce . . . . . | 2,524,963 |

### o Total Wage Earning Power (Upper Level of Wage System)

|                                     |  |
|-------------------------------------|--|
| o Total Federal Workforce . . . . . |  |
| o Total Minority . . . . .          |  |
| o Hispanic . . . . .                |  |

### Breakdown By General Scale (GS-Rating)

| Rating                   | Hispanic | Minority | Total<br>Workforce | %<br>of Minority | %<br>Of Total |
|--------------------------|----------|----------|--------------------|------------------|---------------|
| 18-16                    | 36       | 202      | 5,717              |                  |               |
| 15-14                    | 725      | 3,885    | 77,871             |                  |               |
| 13-12                    | 2,439    | 13,308   | 230,396            |                  |               |
| 11-9                     | 5,822    | 31,552   | 314,738            |                  |               |
| 8-5                      | 9,880    | 79,354   | 386,860            |                  |               |
| 4-1                      | 11,082   | 89,045   | 314,999            |                  |               |
| Total GS<br>Schedule     | 29,984   | 217,346  | 1,330,581          |                  |               |
| All Other<br>Pay Systems | 48,259   | 297,783  | 1,194,387          |                  |               |

