

The original documents are located in Box 7, folder “EEOC - Equal Employment Opportunity Commission” of the Fernando E.C. De Baca Files at the Gerald R. Ford Presidential Library.

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Department of the **TREASURY**

OFFICE OF REVENUE SHARING

WASHINGTON, D.C. 20226

NEWS

TELEPHONE 634-5248



FOR IMMEDIATE RELEASE

2:30 P.M., E.S.T.

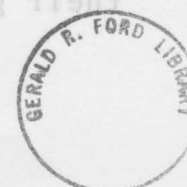
Friday, October 11, 1974

OFFICE OF REVENUE SHARING AND
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
TO WORK COOPERATIVELY

In an agreement concluded in Washington today, the Treasury Department's Office of Revenue Sharing and the Equal Employment Opportunity Commission (EEOC) established procedures to assist both agencies in resolving complaints of employment discrimination against public employers and their contractors.

The pact was signed by Graham W. Watt, Director of the Office of Revenue Sharing, and John H. Powell, Chairman of the Equal Employment Opportunity Commission, in Mr. Watt's office.

When investigating a complaint of discrimination involving a public employer, EEOC staff will seek to determine whether general revenue sharing funds have been involved. Where EEOC finds that shared revenues have been used in a discriminatory activity, cases will be referred to the Office of Revenue Sharing for action.



"In effect, EEOC's more than 400 investigators will be involved in the general revenue sharing Civil Rights Compliance program," Graham Watt said today. "This will strengthen our efforts to assure compliance with the civil rights provisions of revenue sharing law. We, in turn, will help EEOC to resolve discrimination cases quickly and effectively."

EEOC has seven regional offices, 32 district offices and five litigation centers.

In addition to its reports of investigations, EEOC will make available to the Office of Revenue Sharing on a confidential basis the employment statistics required to be filed with EEOC by all units of government with 100 or more employees.

In turn, the Office of Revenue Sharing will help EEOC to determine whether all governments with 15-100 employees have kept minority employment records, as required by law.

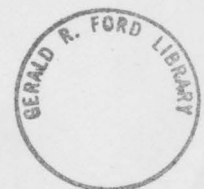
Powell said that the agreement "is another great step forward by government agencies as we join forces in the battle against employment discrimination. Job discrimination," he continued, "hampers severely the moral and legal right of minorities and women in the American workforce to realize their goals and aspirations."

Established by Title VII of the Civil Rights Act of 1964, as amended, EEOC is an independent commission that seeks to prevent discrimination in employment based on race, color, religion, sex or national origin. It has jurisdiction over some 10,000 units of government that receive general revenue sharing funds.

Revenue sharing law provides that "No person in the United States shall on the grounds of race, color national origin, or sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part with (revenue sharing funds)."

The State and Local Fiscal Assistance Act of 1972 authorizes the distribution of \$30.2 billion in shared revenues over a five-year period that ends with December 1976. Since the first checks were mailed in December 1972, \$15.82 billion has been paid to nearly 39,000 units of state and local government in the United States.

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Department of the **TREASURY**

OFFICE OF REVENUE SHARING

WASHINGTON, D.C. 20226

NEWS

TELEPHONE 634-5248



GENERAL REVENUE SHARING FACT SHEET

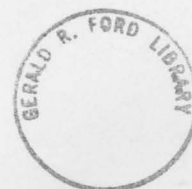
Introduction

General revenue sharing is authorized by Title I of the State and Local Fiscal Assistance Act of 1972 (P.L. 92-512). The law authorizes the return of some \$30.2 billion to units of general government in the United States over a five-year period that ends with December 1976. Nearly 39,000 states, counties, cities, towns, townships, Indian tribes and Alaskan native villages are now receiving "shared revenues" on a regular basis - in four quarterly payments each year.

Basic Requirements

Although no application is made for shared revenues; and despite the fact that the money may be spent with very few restrictions, there are some simple requirements of the State and Local Fiscal Assistance Act of 1972 that must be observed. For example,

- the money must be spent in accordance with laws and procedures that apply to the expenditure of a recipient government's own funds.
- shared revenues may not be used to match other Federal funds.
- the law prohibits the use of the funds in any activity in which there is discrimination because of race, color, national origin or sex.
- if shared revenues are used to pay 25% or more of the cost of a construction project, Federal wage rates must be paid (i.e. the Davis-Bacon Act applies).
- a state government may spend its money for any activity that is a legal use of its own funds.
- a local government (i.e. county, city etc.) may use the funds for any capital project (capital, as defined by local law) or for operating and maintenance of programs and projects in the following so-called "priority category" areas: public safety, public transportation, recreation, environmental protection, financial administration, health, libraries, and/or social services for the poor or aged.



Some Facts and Figures

The law authorizes the distribution of general revenue sharing funds according to the following schedule:

Entitlement Period	Amount (Billions)	When Paid
Jan-Jun '72	\$2.65	12/7/72
Jul-Dec '72	2.65	1/5/73
Jan-Jun '73	2.99	4/6/73 and 7/6/73
Jul '73 - Jun '74	6.05	Quarterly: Oct '73, Jan, Apr, Jul '74
Jul '74 - Jun '75	6.20	Quarterly: Oct '74, Jan, Apr, Jul '75
Jul '75 - Jun '76	6.35	Quarterly: Oct '75, Jan, Apr, Jul '76
Jul '76 - Dec '76	3.33	Oct '76, Jan '77

Private organizations and agencies or special-purpose governmental units (such as fire districts) may request and receive shared revenues from states and/or local governments if the governments' own laws permit such transfers of their own funds.



El Congreso
**NATIONAL CONGRESS of
HISPANIC AMERICAN CITIZENS**

400 First Street, N.W. • Washington, D. C. 20001 • Suite 706 • Telephone: (202) 638-4483

STATEMENT

OF

MANUEL D. FIERRO, PRESIDENT

NATIONAL CONGRESS OF HISPANIC AMERICAN CITIZENS

BEFORE

THE SENATE COMMITTEE

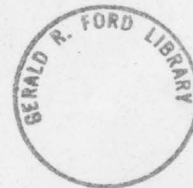
ON

LABOR AND PUBLIC WELFARE

REGARDING

THE NOMINATION OF DANIEL LEACH TO BE A MEMBER OF THE
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION.

FEBRUARY 25, 1976



"A CITIZENS' LOBBY FOR THE SPANISH SPEAKING...AT THE NATION'S CAPITAL"

Mr. Chairman and members of the Committee, my name is Manuel D. Fierro. I am the President of the National Congress of Hispanic American Citizens (El Congreso), a national non-partisan citizens' lobby for the Spanish speaking.

On behalf of our 25 member National Board of Trustees and the 125 participating national, state and local Spanish speaking organizations, I want to thank you for the opportunity to appear before you today regarding the nomination of Mr. Daniel Leach to be a member of the Equal Employment Opportunity Commission and to express to this Committee some very grave and serious concerns regarding EEOC and the conduct of one of its Commissioners.

First of all let me say that we commend the President's judgment in the selection and nomination of Mr. Daniel Leach to be a member of the Equal Employment Opportunity Commission. Never in the history of this Commission has there been a more critical and vital need for the type of dynamic and respected leadership that Mr. Daniel Leach brings to this Commission. We want this Committee to know that Mr. Leach has the full support of our organizations and our community because we are aware, through our own experiences that he has a total commitment to the provision of equal employment opportunity and his continued efforts to eliminate discrimination in employment on the basis of national origin, race, color, religion and sex.

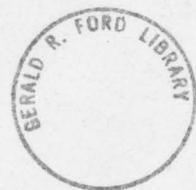
Now, I would like to share with you our community's grave and serious concern over the racist, biased and prejudicial statements recently expressed by EEOC Commissioner Coltrane Lewis on February 10, 1976 during a formal meeting of the Commission. I am enclosing for the record, a typed transcript copy and a tape recording of the minutes of this meeting.

During the course of this meeting Commissioner Lewis viciously and maliciously attacked a Spanish speaking EEOC Staff director and a respected member of our community, leveling unfounded accusations against him for the proper performance of his duties as the Director of Compliance of EEOC.

Moreover, and more to the point, however, not only did he insult our community but he openly flaunted and misused his trusted position and the law he swore to uphold by expressing his racist views against this country's second largest minority, the Spanish speaking community.

Using the Commission, a body founded to protect the rights of all minorities against discrimination, as his personal forum, Commissioner Lewis stated:

"It's high time some of you people better realize how this Commissioner came into being... no Spanish speaking people last a drop of blood, lost a drop of blood in all of these demonstrations."



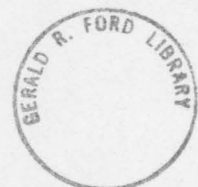
Gentlemen, with all seriousness, these remarks raise very critical and grave questions. Is this the type of attitude that 16 million Hispanics can expect from the Equal Employment Opportunity Commission? Is this to mean that our rights are not going to be equally protected? Should this Commission be considered a black institution only? What is going to be the effect of such statements on the Commission Staff that has to make viable programmatic recommendations to the Commission? And we question the competency of this Commissioner to adequately continue to discharge his duties free of his racist and biased attitude.

For our part, I want you to know that we are outraged and dismayed by this attitude. It is serious enough to try to intimidate an employee on the basis of his race but it is quite another matter to level racist remarks against an entire community. We have repeatedly stated before this Committee that this is the attitude that has consistently prevailed at this Commission. Mr. Lewis' remarks have only served to prove and reinforce the validity of our charges. Only a month and a half ago and ten months before that I discussed with this Committee and its staff the pervasive racial, ethnic and political job discrimination that was continuing to be perpetrated against our Spanish speaking community by EEOC. Things have not changed any, nor the problems we have complaint about over the years been corrected. And I ask you, what alternatives do we have? Will we come back at another hearing with a repetition of what we have shown you here today?

I'd like to make one last comment and then I would like to make a request of this Committee. I just want to say that it is a sad commentary that I have to present these distressing facts to you in this manner and it is not without an awareness of the sensitive nature of this problem and the potential of conflict between the black and Hispanic community. But we cannot and we will not allow the reputation of one of our most respected citizens and civil rights leaders to be maligned by such irresponsible outbursts and false accusations, nor can our community remain silent in light of such racist, biased and prejudicial insults and attacks. If this Commission is to survive, it will survive because it treats all people equally and not on a selective basis.

Now, Mr. Chairman, in light of what we have presented here today and the previous testimonies. We would like to strongly request that this Committee immediately initiate a full scale investigation of the Equal Employment Opportunity Commission regarding their continued pattern and practices of discrimination against our nation's Spanish speaking community. Secondly, we would like to strongly request that this Committee immediately schedule hearings to determine and to allow Commissioner Lewis the opportunity to present and to prove his allegations against the Director of Compliance. And lastly, we are asking for this Committee to make a determination whether Commissioner Lewis is competent and fits to continue to serve in the best interest of the law he's sworn to uphold.

Thank you.



CUBAN NATIONAL PLANNING COUNCIL, INC.

P. O. Box 650667
Miami, Florida 33165

WHITE HOUSE MAIL
RECEPTION & SECURITY

MAR 22 1976

Processed by



The Honorable Gerald R. Ford
President of the United States
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500



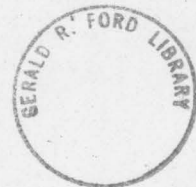
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Gentlemen, with all seriousness, these remarks are very critical of EEOC's RECORD REGARDING THE SPANISH SPEAKING

- Only 7% of charges of discrimination during the last seven years were on the basis of national.
- Out of a total number of 234 cases filed by EEOC as of December '74 only 10% were based on national origin.
- Out of a total number of 56 Interventions authorized by EEOC as of December '74 only 1 was based on national origin.
- In spite of the heavy concentration of Spanish speaking in Miami and Atlant areas, not a single national origin case has been filed by the Atlant Litigation Center.
- In spite of the substantial number of Puerto Ricans, Cubans, and other SSA's in the Northeast, the Philadelphia Litigation Center has filed only 6 lawsuits involving national origin as a basis.
- In spite of the heavy concentration of Spanish speaking in California, the San Francisco Litigation Center has not filed a single case in the Southern District of California.
- Of the 2180 persons employed by EEOC only 246 (11.2%) are Spanish speaking. A decline from the previous year when SSA's represented 13%.
- Of a total staff of 577 at its EEOC headquarters only 35 (6%) are Spanish speaking.
- Of the 32 District Directors out in the field only 3 are Spanish speaking.
- Of the toal number (167) people employed in the General Counsel's Office only 8 are Spanish speaking and most of them being in lower grades.



Wednesday, Feb. 25, 1976 THE WASHINGTON POST

Black on EEOC Is Accused Of 'Anti-Latino' Remarks

By Peter Millus

Washington Post Staff Writer

A black member of the Equal Employment Opportunity Commission was accused yesterday of making "racist anti-Latino" remarks

ship Conference on Civil Rights because he said it had bowed to blacks and failed to back Hispanic causes. He has not resigned, and both sides are still negotiating.

Telles, who is of Hispanic descent. They voted 2 to 1, with Telles dissenting, to override Pena's objections and fund the two disputed projects, Gary for \$45,000 and East Chicago for \$30,000.



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encl
SSPA

SPANISH SPEAKING POLITICAL ASSOCIATION P.O. BOX 9209, SAN DIEGO, CA 92109 (714) 488-8596



JUSTICE AND
POLITICAL EQUALITY
WITH HONOR

*Fernando
De Baca*
March 16, 1976

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

Dear Mr. President:

In reference to a letter you received from Mr. H. Randolph Williamson, President of AFGE Local 1613, Chula Vista, California. On December 4, 1975, Mr. Williamson wrote to you complaining about certain remarks wrongfully attributed to Mr. Fernando E.C. De Baca, Special Assistant to the President, during the time Mr. De Baca visited the San Diego area.

Mr. President, I feel very sad for the attitude taken by Mr. Williamson and his attacks upon Mr. De Baca based on an unreliable newspaper article printed by the Chula Vista Star News, a local publication which, in my opinion, is of questionable standing in our community.

I was born in Chula Vista, California. Consequently, I have the opportunity to observe the functions of the U.S. Border Patrol for the last 50 years. If I was to rate, on a scale of 10, the overall performance of the U.S.B.P., I would have to rate between 5 and 6. At the present, General Chapman is not performing in the most responsible manner as a Commissioner of Immigration. However, this belief whether factual or not, was not expressed by Mr. De Baca during his visit to San Diego in November 1975.

As a Mexican American, I am very proud of Mr. De Baca, he is a great American who has served his country very respectably and he has represented the President of the United States extremely honorably.

The San Diego Union is the leading newspaper in San Diego. Attached is that paper's version of Mr. DeBaca's statement for your evaluation.

Respectfully yours,

P. G. Anton
P. G. Anton

Enclosure





SPANISH SPEAKING POLITICAL ASSOCIATION P.O. BOX 9308 SAN DIEGO, CA 92109 (714) 432-8888

SSPA

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Enclosure



Ford Aide Says U.S. Hispanic Voters Could Sway Election

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Ford Aide Says U.S. Hispanic Voters Could Sway Election

Mexican-Americans are concentrated in such large numbers in key states that they are capable of determining the outcome of a close presidential election in the United States, a top aide to President Ford said here yesterday.

"Hispanics nearly 10 million more than one-half of them are not registered to vote," said Fernando E. Ochoa, special assistant to the President for Hispanic Affairs. "The great majority of these non-voting citizens are in the so-called 'swing states' of California, Texas, Illinois, New York, Florida and Michigan."

De Backer said to be the highest-ranking person of Mexican ancestry ever to hold a federal post position under the Voting Rights Act of 1965, signed into law by the President on July 2, will move to be a millionaire in Hispanic American political progress.

De Backer suggested the legislation, in connection with on behalf of the Mexican-American community, particularly in the area of education, could mean as much to the Hispanic people as earlier civil rights efforts meant to blacks in the South.

must become much more politically active before much attention will be paid to them," the 31-year-old veteran said.

"There are approximately 2.5 million Mexican-Americans in California, the state and surrounding areas," he said.

Overcoming a language barrier that exists among great numbers of these residents — so that the younger ones remain in school through the 12th grade and the older ones are encouraged to upgrade skills in adult classes — would tend to solve a number of problems, according to De Backer.

He mentioned unemployment, crime, poor housing, addiction to alcohol and other drugs, welfare and social services.

(Continued from Page B-1)

Federal government spent \$45 million through the Office of Education dealing with this problem, and in the current fiscal year will spend \$65 million, he said.

On the subject of illegal aliens, De Backer said no benefits are to be given to persons who are undocumented. He said that only 7.5 per cent of persons in this group have been granted citizenship in school, 3.5 per cent have been granted citizenship in the military, and 1 per cent have been granted citizenship in the federal government.

De Backer said that the federal government is working to solve this problem in an effort to find solutions to related problems.



1976 MAR 19 PM 4 08

WHITE HOUSE
MAIL ROOM

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Fernando Rebaca

Martin Guillermo de Salazar
3800 Octavia Street
New Orleans, La. 70125



March 12, 1976

Dear Mr. President Ford:

It surprised me no end to read today in the Times Picayune (Section One-Pag.9) that Mr. R. A. McLeod, Sr. a New Orleans businessman, had met with you over the week-end to discuss a Federal Bank to help minorities in this area, as the existing Banks gave too little aid and then too late. The multiplication of small efforts is not going to give us the final solution we all hope for.

In New Orleans we have a good minority Bank. The Republic National Bank does a good effort, reaches out and seeks the minority members in need of help. It may not do all that could be expected, but then it could also be that it needs more backing from the Federal agencies. It does need a roster of the large Spanish speaking population, which could easily be done with a grant of about \$250,000. Believe me, it is reaching into the Black community very well, but as I said before, it needs more cash in the till.

I can well understand that such help is not easy to come by in a year when everyone is tying their belts a little tighter. But, some programs which are not working according to what they were originally planned could be eliminated. We have, for example, NEDA, (National Economic Development Association) which in the New Orleans office alone must waste over \$250,000 a year, without rendering an effective, noticeable service could be closed. With about 15 other offices around the country (I do not know how they work out) there should be enough savings in that to give the Republic National Bank the aid it needs, and to make available the funds to prepare the roster of Spanish speaking members of the community. This would enable everyone to reach them easily, and thus help would be easier.

Count me in if need be to help in any manner possible. I am bilingual and have the proper education for such work, although I like marketing and Public Relations activities, but the challenge of this draws me.

Wishing you continued success, believe me as ever,
very truly yours,

Martin G. de Salazar

WALL HOLE
IN WALL ROOM

1976 MAR 17 PM 12 28



SPANISH AMERICAN CIVIC ASSOCIATION
CENTRO HISPANO

545 PERSHING AVE., LANCASTER, PA. 17602

PHONE 397-6267

March 11, 1976

President Gerald Ford
White House
Washington, D. C.

Dear Mr. President:

On the basis of the statements of Equal Employment Opportunity Commissioner Colston Lewis, which were published in the enclosed articles, I ask as Services Director of the Lancaster Spanish Center and on behalf of the Hispanic-American Council of Lancaster, PA. As its chairman I ask that you conduct an investigation into these statements and if Commissioner Lewis, indeed made these statements he should be removed from office.

Commissioner Lewis is supposedly representing the interests of all minorities, yet in this article he is revealing himself to be the opposite.

We feel Mr. Lewis' statements are racist and prejudicial and we ask your immediate attention before any further damage is done.

Respectfully,

Wilfredo Seda
Services Director S.A.C.A.
Chairman Hispanic Council
Lancaster, PA 17602

WS:rb

Enclosure



WHITE HOUSE
MAIL ROOM

1976 MAR 15 AM 10 22

SPANISH AMERICAN CIVIC ASSOCIATION

CENTRO HISPANO

242 PERSHING AVE., LANCASTER, PA. 17602

PHONE 397-6267

March 11, 1976



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White House
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W. R. Lewis

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Services Director S.A.C.A.
Chairman Hispanic Council
Lancaster, PA 17602

W:lp

Enclosure



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By Peter Millus

Washington Post Staff Writer

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SPANISH AMERICAN CIVIC ASSOCIATION
CENTRO HISPANO

545 PERSHING AVE., LANCASTER, PA. 17602

PHONE 397-6267

March 11, 1976

Mr. Gerald Ford
President of the United States
The White House
Washington, D. C.

Dear President Ford:

It is with great distress that we learn of the racist and prejudicial statements of Mr. Colston A. Lewis, a member of the Equal Employment Opportunity Commission.

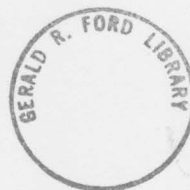
Our country has painfully learned in recent years that a political system can only be as honest as the individuals charged with its operation are; it can only be as just as its officials are. It is with great sadness that we learned that an appointed official charged with the implementation of Equal Opportunity safeguard can be so blatantly insensitive to the hispanic community. That Mr. Lewis can serve in his position makes us wonder with what sincerity the Administration views its commitment to equal employment.

We urge you on behalf of the Spanish American Civic Association to remove Mr. Lewis due to his racist remarks against a portion of citizenry in our country.

Sincerely,

Carlos Graupera
Director

encl.
CG:ab



WHITE HOUSE
MAIL ROOM

1976 MAR 15 AM 10 22

SPANISH AMERICAN CIVIC ASSOCIATION
CENTRO HISPANO
545 PERSHING AVE., LANCASTER, PA. 17602
PHONE 397-6267



March 11, 1976

Mr. Gerald Ford
President of the United States
The White House
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Sincerely,

Carlos Braguer
Director

encl.
CC:ab





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AMERICAN GI FORUM OF THE UNITED STATES

NATIONAL VETERANS FAMILY ORGANIZATION

POST OFFICE BOX 91054, LOS ANGELES, CALIFORNIA 90009 / PHONE: (213) 672-0769



NATIONAL OFFICERS:

☆☆☆

NATIONAL CHAIRMAN
ANTONIO G. MORALES
FORT WORTH, TEXAS

VICE CHAIRMAN
EZEQUIEL DURAN
ALBUQUERQUE, NEW MEXICO

EXEC. SECRETARY-TREASURER
BERNARDO SANDOVAL
BEEVILLE, TEXAS

WOMEN'S CHAIRPERSON
IDA ACUNA
OCEANSIDE, CALIFORNIA

YOUTH CHAIRPERSON
SHARON GALLEGOS
COMMERCE CITY, COLORADO

FOUNDER
DR. HECTOR P. GARCIA
CORPUS CHRISTI, TEXAS

SERGEANT AT ARMS
TOM ZUNIGA
SAGINAW, MICHIGAN

CHAPLAIN
REV. MONSIGNOR FR.
ERWIN JURASCHEK
FREDERICKSBURG, TEXAS

VETERAN'S SERVICE
JOSE RAMOS
FORT WORTH, TEXAS

EDITOR, THE FORUMER
DAVID SIERRA
SAN JOSE, CALIFORNIA

COMMUNICATIONS AND
DEVELOPMENT DIRECTOR
FENN ELLERY
205 E. PLYMOUTH STREET, No. 5
INGLEWOOD, CALIFORNIA 90302
(213) 672-0769

March 5, 1976

Fernando De Baca

The Honorable Gerald R. Ford
The President of the United States
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

Dear President Ford:

The government of the United States has apparently been supporting the creation and maintenance of racial extremism and separatism, and reverse discrimination, through taxpayer funds and acting against members of the two largest ethnic groups of Americans.

Summarized (and expanded on two attachments, and verifiable), the racial extremism includes - Systematic and near-total elimination and exclusion of Anglo/Caucasian and Black Americans as employees and applicants at National SER, including the historic peak hiring period into a \$18 million federal prime contract, at an employment ratio at least 15:1 against U.S. population parity, on and on.

As the former Personnel Administrator at National SER I seek to formally determine: (1) whether the creation of such racial extremism is knowing, legal, and properly sanctioned, through the Office of the Executive, or (2) whether it is wrong, broadly-damaging, and counter-productive, self-defeating, etc. If the latter, how most effectively to proceed to clarify, change and eliminate it, and seek redress.

Creation of racial extremism with taxpayer funds is challenged, as is the use of public funds for coverup, to suppress due process, create dual standards of justice and EEO/AAP, etc. Change and redress is sought. The protest has no basis in racial bitterness or hatred, "us against them", anything similar. It involves a matter of degree.

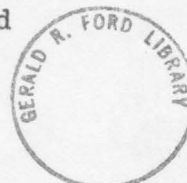
It is: (1) racial extremism, and the regressive chain it initiates and pattern it seems to require, versus (2) better balance, "Hispanic-predominant team concept", more American, less abrasive, less inclined to stimulate "reverse discrimination" challenges, less demeaning, etc.

Respectfully, this problem area appears to speak to several basic American values, and to core functioning of U.S. civil rights, and programs to implement this. Thorough review is sought and, most sincerely, I look forward to response and suggestions from your Office, and communications from your staff.

Cordialmente,

F. J. Ellery
Fenn Ellery
National Communications and
Development Director

Attachments: (2)
FE/pe



WHITE HOUSE
MAIL ROOM

1976 MAR 13 AM 10 50

AMERICAN GI FORUM OF THE UNITED STATES

NATIONAL VETERANS FAMILY ORGANIZATION

POST OFFICE BOX 81024, LOS ANGELES, CALIFORNIA 90089 / PHONE: (213) 672-0200

March 5, 1976

The Honorable Gerald R. Ford
The President of the United States
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

Dear President Ford:

The Government of the United States has apparently been supporting the creation and maintenance of racial extremist and separatist, and reverse discrimination, through taxpayer funds and acting against non-

persons of the two largest ethnic groups of Americans. (Sustained) (and expanded on two attachments, and verifiable), the racial extremist includes - systematic and near-total elimination and exclusion of Anglo/Caucasian and Black Americans as employees and applicants at National SER, including the historic peak hiring period into a \$18 million federal prime contract, at an employment ratio at least 15:1 against U.S. population parity, on and on.

As the former Personnel Administrator at National SER I seek to formally determine: (1) whether the creation of such racial extremist is knowing, legal, and properly sanctioned, through the Office of the Executive, or (2) whether it is wrong, proscribed-damaging, and counter-productive, self-defeating, etc. If the latter, how most effectively to proceed to clarify, change and eliminate it, and seek redress.

Creation of racial extremist with taxpayer funds is challenged, as is the use of public funds for coverage, to suppress due process, create dual standards of justice and EEO/AAE, etc. Change and redress is sought. The protest has no basis in racial/bitterness or hatred, "us against them", anything similar. It involves a matter of degree.

It is: (1) racial extremist, and the regressive chain it initiates and nation it seems to require, versus (2) better balance, equitable predominant team concept, more American, less aggressive, less inclined to stimulate "reverse discrimination" challenges, less demanding, etc.

Respectfully, this problem now appears to speak to several basic American values, and to core functioning of U.S. civil rights, and programs to implement this. Thorough review is sought and, most sincerely, I look forward to response and suggestions from your Office, and communications from your staff.

Cordell

Fenn Eillery
National Communications and
Development Director

Attachments: (2)
FE/ps



NATIONAL OFFICERS:

NATIONAL CHAIRMAN
ANTONIO S. MORALES
FORT WORTH, TEXAS

VICE CHAIRMAN
LEONARD DURAN
ALBUQUERQUE, NEW MEXICO

EXEC. SECRETARY/TREASURER
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EMERSON GALLAGHER
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FOUNDER
DR. HECTOR A. GARCIA
CORPUS CHRISTI, TEXAS

SECRETARY AT LARGE
TOM LUNDGA
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CHAIRMAN
REV. MONSIEUR E.
ERWIN LUBASCHER
FREDERICKSBURG, TEXAS

VEGETARIAN SERVICE
JOSE RAMOS
FORT WORTH, TEXAS

EDITOR, THE FORUMER
DAVID SERRA
SAN JOSE, CALIFORNIA

COMMUNICATIONS AND
DEVELOPMENT DIRECTOR
FENN EILERY
225 E. FLYING DUTCHMAN STREET, SUITE 2
IRVING, CALIFORNIA 92626
(714) 672-0200



Education is our freedom, and freedom should be everybody's business



AMERICAN GI FORUM OF THE UNITED STATES

NATIONAL VETERANS FAMILY ORGANIZATION

POST OFFICE BOX 91054, LOS ANGELES, CALIFORNIA 90009 / PHONE: (213) 672-0769



NATIONAL OFFICERS:

☆☆☆

NATIONAL CHAIRMAN
ANTONIO G. MORALES
FORT WORTH, TEXAS

VICE CHAIRMAN
EZEQUIEL DURAN
ALBUQUERQUE, NEW MEXICO

EXEC. SECRETARY-TREASURER
BERNARDO SANDOVAL
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WOMEN'S CHAIRPERSON
IDA ACUNA
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SHARON GALLEGOS
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205 E. PLYMOUTH STREET, No. 5
INGLEWOOD, CALIFORNIA 90302
(213) 672-0769

RACIAL EXTREMISM, Imbalance, Separatism - Basic Facts and Figures. National SER--Jobs For Progress, Inc. - (Another) Challenge To Deny.

Figures are from the Personnel Administrator (at National SER for most of the period involved), who found it ethically, legally, and professionally necessary to protest. They may be taken as accurate - in the long-standing absence of response from National SER to written, certified requests for correction of any possible error. The following are the basics which, of course, are verifiable:

1) In Summary - Systematic and intentional, elimination and exclusion, of Anglo/Caucasian and Black Americans as employees and applicants, illegally during the historic peak hiring period into an \$18 million (annual, federal) prime contract.

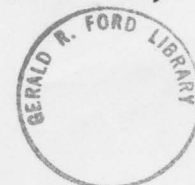
2) All Black or Anglo applicants were automatically excluded from serious consideration - based on race, disregarding qualifications, with abuse of the bilingual qualification - during peak hiring. (A single Angla clerical was hired, outside applicant channels, then used involving retaliation, and promoted.) Counting National SER plus project directors, 60-80 new employees were added toward a total near 200.

3) Specifically, all Black or Anglo Americans at National SER when the current SER National Director was hired in early 1972 had been eliminated roughly two years later. All such administrators, and some professionals, left after filing grievances, EEOC charges, etc., and all Black or Native Americans employed fit in this category.

4) Employment ratios, for Anglo and Black Americans, and in reverse for Hispanic Americans, were at least 15:1 in deviation from U.S. population parity. This embarrassing precedent, applied to the 6% of U.S. population which is Hispanic American, would justify hiring of Hispanic Americans at one-quarter of 1%, defeating civil rights programs. (During the period involved, we supported under-employment actions and boycotts against private corporations, and legal actions against federal government units where overall employment was 2:1 from such parity.

5) Other problems and violations included: lack of normal employee safeguards, exceptionally high grievance level including main ethnic groups; heavy sex discrimination including annual sex pay gap above \$5,100; encouragement of nepotism and favoritism, hiring of lesser qualified friends; pay increases averaging above 30%, compared to 5.5% Pay Board guidelines; salary study totally suppressed, hidden from Board, with demotion, retaliation 2-4 weeks after presentation; on and on.

NOTE: NCDO has an absence of any valid evidence or reason to believe that this National SER racial extremism is approved, endorsed or supported by the American GI Forum, or consistent with our Constitutions; that the National SER Board members have been adequately informed of the problem, its dimensions, and violations of Board policy; or that it is needed or encouraged by, rather than an embarrassment to, other Hispanic American civil rights organizations.





AMERICAN GI FORUM OF THE UNITED STATES

NATIONAL VETERANS FAMILY ORGANIZATION

POST OFFICE BOX 91054, LOS ANGELES, CALIFORNIA 90009 / PHONE: (213) 672-0769



NATIONAL OFFICERS:

☆ ☆ ☆

NATIONAL CHAIRMAN
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BASIS For Protest and Challenge - of UnderAmerican Racial Extremism.
REQUEST For Relevant Information, Investigation, Corrective Action.

Total exclusion of Black and Anglo Americans through applicant channels, based on race and ignoring qualifications, during a historic peak hiring period. Elimination of Anglos and Blacks within National SER employment, esp. from authority positions. (Per attached details.)

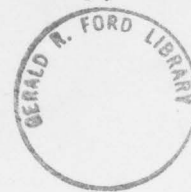
IF (in the unlikely event that) such racial extremism is fully proper, legal, appropriate, etc., relevant specific information is sought. (As of now written requests, and particularly some to National SER, for such input have been unproductive.) However, if it is not, and you would normally join toward ending such racial extremism - as very distinct from degrees of balance which seem clearly more American and legal, supportive of civil rights and EEO - then support as Americans is sought, requesting information, investigation, action as appropriate.

Racial extremism and imbalance is part of a entire pattern, and chain of compounding error, Watergate-style, with coverup, retaliation, and suppression. Racial separatism is supported as are dual standards of justice and EEO/AAP equal opportunity, denial of equal justice and basic civil rights, suppression of due process and freedom of speech. It encourages "reverse discrimination" challenges, and public embarrassment and, with little discrimination, damages most of us, as Americans.

Violations upon violations. The racial extremism was created at National SER (and has more recently been supported by a few American corporations, apparently under/uninformed, through National Amigos de SER), in obvious violation of the Board of Director's published personnel policy: "No person in the SER organization, or persons seeking employment by the SER organization shall be appointed, promoted, removed or in any way favored or discriminated against because of their age, sex, race, color, national origin, or because of their political or religious opinions or affiliations."

Use of taxpayer funds to create racial extremism, and the extent to which they have been used within racial retaliation, suppression of due process, separatism, etc., is protested. Similarly, obtaining funds and support from under-informed American corporations, without "full disclosure", is challenged. Protest and challenge includes these multiple roles: (1) as National SER's Personnel Administrator when racial extremism was imposed, (2) as the American GI Forum's re-elected National Communications and Development Officer, (3) as an American, a concerned citizen and taxpayer, and (4) as one of many parties injured.

The protest and challenge, as stated, are filed, with a request for relevant actions - review, investigation, providing information, entry on the public record, etc. Your (office's) assessment of the propriety, legality, and consistency of the racial extremism as described with the laws and civil rights policies of the U.S. is sought and, finally, a



request is made for the fullest possible assistance, as appropriate and feasible through your office, toward redress and corrective action.

As a disclaimer, racial hatred and bitterness are not involved, nor is it "us against them", anything similar. The objection to racial extremism as created at National SER is primarily a matter of degree. Racial extremism is wrong, and wrongfully damaging, and it is overdue for full and public review. Racial extremism is short-sighted, counter-productive, self-defeating, door-closing, on and on.

Also, it violates GI Forum's Constitutions and demeans our members, retarding development. Even if such racial extremism was completely legal and American - it has been hidden, covert. It should be labelled, openly, to minimize damage and misunderstanding. When National SER expanded into its \$18 million prime contract from Dept. of Labor, hundreds of completed applications were received from Black and Anglo Americans and rather automatically rejected on race - though not advertised. Was this Congressional intent, knowingly and with "full disclosure"?

Full disclosure - or the deliberate absence of it - seems relevant concerning American corporations, their representatives (to National Amigos de SER), and the solicitation of contributions, endorsement, and other support. Particularly in an era in which "bribes" (in this case for "silence", or freedom from civil rights and EEO challenge, esp. relative to a Coors model) are of obvious public concern.

When a corporate representative supports racial extremism, it may often involve a covert manner, with dual standards relative to other contributions and organizations, and unique "see no evil" under-professional standards. Further, it may obviously and openly conflict with corporate civil rights programs, with the Board's EEO policy, with labor union opposition to reverse discrimination, etc.

There are a limited number of Americans who have made heavy contributions to racial unity and balance, who have crossed ethnic lines (i.e., Black or Anglo Americans within Hispanic-predominant organizations, National SER and the GI Forum, etc., and dependent upon Mexican-American leaders for justice and EEO). Such Americans can be severely injured by racial extremism, separatism, etc.

Thus one key protest here is against the use of taxpayer and corporate funds - generally in a covert manner, with under-informing, etc. - to create and support racial extremism as cited. Such support damages some Americans, with real injustice, and it aids separatism. It is wrong, and needs to be examined and ended.

National SER's Board has apparently excluded Non-Hispanics (or Non-Chicanos) during its history. It is respectfully submitted that this may affect its ability to provide justice, or to do so without (racial) bias but with objectivity and impartiality, particularly when Anglo or Black Americans are involved. This may also relate to tax-exempt status, and contributions.





League of United Latin American Citizens

CALIFORNIA STATE OFFICE

*Fernando
De Baca*

March 9, 1976

Honorable Gerald Ford
President
United States of America

Dear Mr. President:

On February 10, 1976, your appointee, Mr. Colston Lewis, Commissioner, EEOC, made some very intemperate and prejudicial remarks against Mr. Eduardo Peña, that agency's highest ranking staff member.

The tenor of Mr. Lewis' remarks are grossly insulting to all hispanics since they impugn our valor and honor. Although our people may not have shed as much blood in violent demonstrations and riots, we have bravely, gloriously and honorably defended our Country in every time of need.

I must also respectfully point out that the EEOC is among the worst employers of Hispanics, especially in California. For reasons too numerous to mention here, they must be completely re-organized, as recommended by the U.S. Commission on Civil Rights.

There are many qualified Hispanics capable of replacing Mr. Lewis. I respectfully request that you do so. Otherwise, the Government will certainly be endorsing violence as a means to correcting past racial injustice.

Sincerely yours,

Eduardo Morga



League of United Latin American Citizens

March 2, 1976

President
United States of America

Dear Mr. President:

On February 10, 1976, your appointee, Mr. Colston Lewis, Commissioner, EEOC, made some very inaccurate and prejudicial remarks against Mr. Roberto Lewis, that agency's highest ranking staff member.

The words of Mr. Lewis' remarks are grossly insulting to all his people. They impugn our valor and honor. Although our people may not have shed blood in violent demonstrations and riots, we have bravely, gloriously and bravely defended our country in every time of need.

I must also respectfully point out that the EEOC is among the worst of agencies, especially in California. For reasons the members of the EEOC must be completely re-organized, as recommended by the U.S. Commission on Civil Rights.

There are many qualified Hispanics capable of replacing Mr. Lewis. I respectfully request that you do not determine the government will certainly be endorsing violence as a means to correcting past racial injustice.

Sincerely yours,

Roberto Lewis

WHITE HOUSE
MAIL ROOM

1976 MAR 16 PM 2 32

9



Spanish Merchants Association of Philadelphia, Inc.

BUSINESS DEVELOPMENT OFFICE

1315 Walnut Street, 14th Floor - Philadelphia, Pennsylvania 19107
(215) 546-2200

*Fernando
De Baca*

NELSON A. DIAZ, ESQ.
Executive Director

March 10, 1976

Gerald R. Ford
President of the United States
White House
1600 Pennsylvania Avenue
Washington, D.C. 20500

Dear President Ford:

The Puerto Rican Community of Philadelphia is extremely upset at the lack of priority The Federal Employment Opportunity Commission demonstrates in behalf of our Hispanic Community.

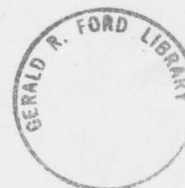
A recent remark by Colston A. Lewis continues to demonstrate this lack of concern. His recent prejudicial statements as reported in the Washington Post of February 25, 1976, indicate the need to remove this man and replace him with someone of more concern.

I will be more than happy to assist in this regard.

Respectfully yours,

Nelson A. Diaz, Esquire
Executive Director

NAD:dab





Spanish Merchants Association of Philadelphia, Inc.

BUSINESS DEVELOPMENT OFFICE
1315 Walnut Street, 14th Floor - Philadelphia, Pennsylvania 19107
(215) 246-2500

WELSON A. DIAZ, ESQ.
Executive Director

Dr. Diaz

WHITE HOUSE
MAIL ROOM

1976 MAR 15 PM 3 33

CAROL R. FORD
President of the United Negro
College
1500 Pennsylvania Avenue
Washington, D.C. 20006

Dear President Ford:

The Puerto Rican Community of Philadelphia is extremely
upset at the fact of priority The Federal Employment Opportunity
Commission demonstrates its behalf of our Hispanic Community.

A recent remark by Colonel A. Lewis continues to demonstrate
this lack of concern. His recent prejudicial statement as
reported in the Washington Post of February 22, 1976, indicate
the need to remove this man and replace him with someone of more
concern.

Respectfully yours,

Welson A. Diaz
Welson A. Diaz, Esquire
Executive Director

WAD:dab



17
encl
Hernando De Baco

CUBAN NATIONAL PLANNING COUNCIL, INC.

CENTRAL OFFICE
P.O. Box 29032
Washington, D.C. 20017

MIAMI OFFICE
P.O. Box 650667
Miami, Florida 33165

March 9, 1976

The Honorable Gerald R. Ford
President of the United States
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

Dear Mr. President:

As Chairman of the Cuban National Planning Council, Inc., and with the approval of our general membership and Board of Directors, it is my duty to bring to your attention the concerns of our Cuban-American community throughout the United States, regarding the mission of the Equal Employment Opportunity Commission particularly after the statements made by one of its Commissioners, Colston A. Lewis, on February 10, 1976, during an official meeting of the E.E.O.C. (see documents attached).

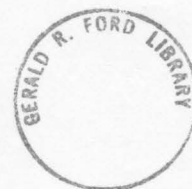
We respectfully request your personal attention on this matter to determine if Commissioner Lewis and the Equal Employment Opportunity Commission have developed through all these years a continuing pattern of practice of discrimination, exclusion and disparate treatment against the Spanish-speaking people.

If your findings so indicate, immediate action must be taken by your administration to correct this situation, including, if necessary, disciplinary or personnel action of those who are found in violation of a law that was created to equally protect the civil rights of all individuals, including the 16 million Latinos living today in this great country of ours.

Sincerely,

Rev. Mario Vizcaino Sch. P.
Rev. Mario Vizcaino Sch. P.
Chairman

MV:mbw
Enclosure



CUBAN NATIONAL PLANNING COUNCIL, Inc.

MAIL OFFICE
P.O. Box 29032
Miami, Florida 33102
1976 MAR 22 PM 3 41
WHITE HOUSE
MAIL ROOM

CENTRAL OFFICE
P.O. Box 29032
Washington, D.C. 20017

March 9, 1976

The Honorable Gerald R. Ford
President of the United States
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20500

Dear Mr. President:

As Chairman of the Cuban National Planning Council, Inc., and with the approval of our general membership and board of directors, it is my duty to bring to your attention the concerns of our Cuban-American community throughout the United States, regarding the mission of the Equal Employment Opportunity Commission particularly after the statements made by one of its Commissioners, Colston A. Lewis, on February 10, 1976, during an official meeting of the EEOC (see documents attached).

We respectfully request your personal attention on this matter to determine if Commissioner Lewis and the Equal Employment Opportunity Commission have developed through all these years a continuing pattern of practice of discrimination, exclusion and disparate treatment against the Spanish-speaking people.

If your findings so indicate, immediate action must be taken by your administration to correct this situation, including, if necessary, disciplinary or personnel action of those who are found in violation of a law that was created to equally protect the civil rights of all individuals, including the 16 million Latinos living today in this great country of ours.

Sincerely,

Rev. Mario Viscaino, S.J.
Chairman

MV:mdw
Enclosure

