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NOTES TO MR. FERNANDO DE BACA - THE WHITE HOUSE

The most effective way to reach proportionate opportunity for Spanish surnamed employment and to direct necessary program services to the S/S community is to place qualified S/S persons at each of the eleven Cabinet level agencies in the following positions:

1. A Special Assistant to the Agency head
2. An Assistant or Deputy Assistant Secretary for EEO
3. A high level position in the Office of Assistant Secretary for Administration (Personnel)

This would entail a total of 33 high level positions, which represents a small number in proportion to the overall number of high level positions in the Federal establishment, from which the S/S have been systematically excluded.

Basically, there must be a number of individuals in strategic positions who can relate to and work with the President's Special Assistant for the Spanish Speaking, the Chairman of the Civil Service Commission, the Director of the Spanish Speaking Program at the CSC, the representatives of the S/S community, and the concerned committees of the Congress.

A S/S Special Assistant to each agency head is made imperative since for the last ten years it has been shown that no matter how committed the President, the agency heads, or the Chairman of the CSC may be to equal opportunity for the S/S, there has been little progress because such commitment has not filtered down through the agencies due to the unwillingness or inability of the lower echelons of management to implement the directives, or to follow up to accomplish the announced goals. Thus, it is necessary that agency heads have the assistance of a concerned S/S assistant, to apprise him of the needs, progress, or obstacles in implementing the President's objectives for the Spanish Speaking community.

The need for a S/S in the position of Assistant Secretary or Deputy Assistant Secretary for EEO in each agency is related to the generation-old discrepancy between commitment and performance regarding equality of treatment for S/S Americans. As figures indicate, it would take more than twenty years for proportionate representation of S/S in Federal employment to be accomplished at the almost negative pace of the last five years.



Thus far the Agency Directors of EEO have used many and sundry reasons for their failure to increase representation of S/S at middle and high level positions, or other positions. A frequent excuse has been the inability to find qualified S/S candidates for specific positions, without indicating what specific efforts have been made to get candidates for those positions. They have not always sought the cooperation or the help of national and particularly local Spanish surnamed private and Government-employees organizations or the Spanish Speaking Program at the CSC in finding qualified candidates. Nor have agency EEO Directors always sought to seek out candidates in educational institutions or professional ranks. In fact, they have even ignored the reservoir of many qualified and experienced S/S employees already in Federal Government service in filling vacancies or in making promotions. Experience has shown that the present organization and staffing of the EEO Program at the Assistant Secretary level has failed dismally in carrying out the President's objectives of equal opportunity for the Spanish speaking.

In addition, there is need for at least one S/S person in a high level position in the office of the Assistant Secretary for Administration (Personnel). The success of the EEO program depends not only on commitment expressed by individual agencies and even resources and energies expended, but more so on actual hiring of people. Since this is accomplished by the action of personnel offices at the different levels in the Agency, the commitment of the Agency head can best be accomplished by monitoring the program on a day-to-day basis through a person who is knowledgeable of the personnel systems and who is totally dedicated to the success of the Program for the benefit of the Agency and the total Federal establishment. If this is done we will no longer have to say that under the present system the agency personnel offices have proven to be an embarrassment in their failure to implement the President's Program of equal opportunity for the S/S.



NOTES TO MR. FERNANDO DE BACA - WHITE HOUSE - Cont'd

FOLLOWING IS A LIST OF INDIVIDUAL OFFICES, BY AGENCY, IN WHICH IT IS CONSIDERED ESSENTIAL TO PLACE AT LEAST ONE SPANISH-SURNAMED EMPLOYEE

United States Department of Agriculture

1. Office of Asst. Secretary for Administration - Office of Personnel
2. Office of Asst. Secretary for Marketing & Consumer Services
3. Food and Nutrition Services
4. Farmers' Home Administration
5. Office of Asst. Secy for Int'l Affairs & Commodity Programs
6. Office of Information
7. Office of Inspector General

U. S. Department of Commerce

1. Office of Asst. Secretary for Administration
2. Office of Asst. Secretary for Economic Development
3. Office of Asst. Secretary for Economic Affairs
4. Office of Minority Business Enterprise
5. Bureau of the Census

U. S. Department of Defense

1. Office of Asst. Secretary of Defense (Manpower & Reserve Affairs)
2. Office of Asst. Secretary of Defense (Installations & Logistics)
3. Office of Asst. Secretary of Defense (Int'l Security Affairs)
4. Office of the General Counsel

United States Air Force

1. Office of Assistant Secretary (Manpower & Reserve Affairs)
2. Office of Assistant Secretary (Installations & Logistics)
3. Office of the Judge Advocate General

United States Department of the Army

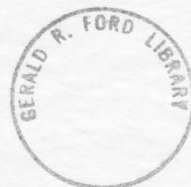
1. Office of Assistant Secretary (Manpower & Reserve Affairs)
2. Office of Assistant Secretary (Financial Management)
3. Office of Assistant Secretary (Installations & Logistics)
4. Office of Chief, Office of Reserve Components
5. Office of Special Assistant for the Volunteer Army
6. Office of Judge Advocate General
7. Office of Inspector General

United States Department of the Navy

1. Office of Assistant Secretary (Manpower & Reserve Affairs)
2. Office of Assistant Secretary (Installations & Logistics)
3. Office of Assistant Secretary (Financial Management)
4. Office of the General Counsel

United States National Guard Bureau

1. Office of the Chief - National Guard Bureau



NOTES TO MR. DE BACA - WHITE HOUSE - Cont'd

United States Department of Health, Education, & Welfare

1. Office of Asst. Secretary (Community & Field Services)
2. Office of Asst. Secretary for Administration & Management
3. Office of Asst. Secretary - Comptroller
4. Office of Civil Rights
5. Office of Education
6. Office of Social Security Administration
7. Office of Social & Rehabilitation Services
8. Office of National Institutes of Health
9. Office of Food & Drug Administration
10. Office of each Regional Director

United States Department of Housing & Urban Development

1. Office of Asst. Secretary for Administration
2. Office of Asst. Secretary for Equal Employment Opportunity
3. Office of Asst. Secretary for Community Planning
4. Office of Asst. Secretary for Housing Management
5. Office of the General Counsel

United States Department of the Interior

1. Office of Asst. Secretary for Management & Budget - Personnel
2. Office of Asst. Secretary for Fish & Wildlife & Parks
3. Office for Equal Opportunity
4. Bonneville Power Administration
5. Southwestern Power Administration

United States Department of Justice

1. Administrative Division
2. Board of Parole
3. Board of Immigration Appeals
4. Civil Division
5. Criminal Division
6. Civil Rights Division
7. Internal Security Division
8. Land & Natural Resources Division
9. Federal Bureau of Investigation
10. Bureau of Prisons
11. Bureau of Narcotics & Dangerous Drugs
12. Immigration & Naturalization Service
13. Community Relations Service
14. Law Enforcement Assistance Administration
15. United States Attorneys
16. United States Marshalls

United States Department of Labor

1. Office of Asst. Secretary for Administration & Management
2. Office of Asst. Secretary for Occupational Safety & Health
3. Employees Compensation Appeals Board
4. Office for Assistant Secretary for Manpower
5. Bureau of Labor Statistics
6. Bureau of International Labor Relations



NOTES TO MR. DE BACA - WHITE HOUSE - Cont'd

United States Department of State

1. Agency for International Development
2. Office of Deputy Undersecretary for Management
3. Office of Director General, Foreign Service
4. Office of Legal Advisor
5. Office of Inter American Affairs
6. Office of International Organizations Affairs
7. Office of Passports
8. Office of Security and Consular Affairs
9. Office of Educational and Cultural Affairs
10. Office of Diplomatic Missions & Delegations to International Orgns.

United States Department of Transportation

1. Office of Civil Rights
2. Office of Assistant Secretary for Environment & Urban Systems
3. Office of Assistant Secretary for Administration
4. Federal Aviation Administration
5. Federal Highway Administration
6. Urban Mass Transportation Administration

United States Department of the Treasury

1. Office of the General Counsel
2. Office of Equal Opportunity Program
3. International Revenue Service
4. Office of the Comptroller of the Currency
5. Office of Assistant Secretary for Enforcement, Tariff, & Operations
6. Bureau of the Customs
7. U. S. Secret Service
8. Office of Assistant Secretary for Administration
9. Office of Personnel



NOTES TO MR. DE BACA - WHITE HOUSE - Cont'd

INDEPENDENT AGENCIES

United States Postal Service

1. Office of Asst. Postmaster General for Administration
2. Office of Senior Asst. PMG for General Employee Labor Relations
3. Office of the Director, Equal Employment Compliance
4. Office of the Inspection Service

General Services Administration

1. Office of Asst. Secretary for Procurement
2. Office of Commissioner, Federal Supply Service
3. Office of Commissioner, Property Management & Disposal Service
4. Office of Asst. Secretary for Administration
5. Office of Coordinator, Federal Information Centers
6. Office of the General Counsel
7. Office of Commissioner, Public Buildings Service
8. Office of Asst. Commissioner for Construction Management

Action

1. Office of the Director
2. Office of Associate Director, Office of Administration & Finance
3. Office of Asst. Director, Office of Minority Affairs

Atomic Energy Commission

1. Office of Assistant to the General Manager for EEO
2. Office of Asst. General Manager for Administration

Civil Aeronautics Board

1. Office of Director, Personnel & Management Analysis

District of Columbia Government

1. Office of Special Assistant to the Mayor

Environmental Protection Agency

1. Office of Director, Office of Civil Rights & Urban Affairs
2. Office of Asst. Administrator for Planning & Management

Equal Employment Opportunity Commission

1. At least one EEOC Commissioner
2. Office of the General Counsel
3. Office of Public Information
4. Office of Director, Office of Management

Export - Import Bank

1. Office of Vice President for Administration

Farm Credit Administration

1. Office of Deputy Governor for Administration
2. Office of Director for Personnel & Administrative Services



NOTES TO MR. DE BACA - WHITE HOUSE - Cont'd

INDEPENDENT AGENCIES - CONTINUED

Federal Communications Commission

1. At least one Commissioner - FCC
2. Officer of the General Counsel

Federal Deposit Insurance Corporation

1. Office of Director, Division of Bank Supervision
2. Office of the General Counsel
3. Regional Offices

Federal Home Loan Bank Board

1. Appointment of one Board Member
2. Office of Executive Assistant to the Chairman
Office of Management Systems & Administration

Federal Mediation and Conciliation Service

1. Office of the Deputy Director

Federal Power Commission

1. Appointment of one Commissioner

Federal Reserve System

1. Appointment of a Board Member
2. Office of Executive Director

Federal Trade Commission

1. Appointment of a Commissioner

Foreign Claims Settlement Commission of the United States

1. Appointment of a Commissioner

Interstate Commerce Commission

1. Appointment of a Commissioner
2. Office of the Managing Director

National Aeronautics and Space Administration

1. Office of the Associate Administrator for Management Development
2. Office of the Director of Personnel
3. Office of the Director of Procurement

National Credit Union Administration

1. Office of the Administrator for Administration

National Labor Relations Board

1. Appointment of a Member to the Board
2. Office of the Director, Division of Administration

National Mediation Board

1. Appointment of a Member to the Board

National Science Foundation

1. Office of EEO Director



NOTES TO MR. DE BACA - WHITE HOUSE - Cont'd

INDEPENDENT AGENCIES - CONTINUED

Occupational Safety & Health Review Commission

1. Appointment of a Commissioner

Postal Rate Commission

1. Appointment of a Commissioner

Railroad Retirement Boards

1. Appointment of a Member to the Board

Renegotiation Board

1. Appointment of Member to the Board

Securities and Exchange Commission

1. Appointment of a Commissioner

Selective Service System

1. Office of Assistant Deputy Director

Small Business Administration

1. Office of the Administrator
2. Office of Assistant Administrator for Minority Enterprise

Smithsonian Institution

1. Appointment of a Member, Board of Regents
2. Office of Director, Building Management Department
3. Office of Director, Office of EEO
4. Office of Director, Office of Personnel Administration

United States Civil Service Commission

1. Appointment of a Commissioner
2. Office of General Counsel
3. Office of Executive Director
4. Office of Director, Bureau of Manpower Information Systems
5. Office of Director, Bureau of Management Services
6. Office of Director, Bureau of Intergovernmental Personnel Programs
7. Positions at Regional and Area Offices

United States Information Agency

1. Office of the General Counsel
2. Office of Assistant Director for Personnel
3. Office of Assistant Director for Latin America

U. S. Tariff Commission - Appointment of a Commissioner

Veterans Administration

1. Office of Administrator
2. Office of the Special Assistant to the Administrator
3. Office of the Associate General Counsel
4. Office of the Assistant Administrator for Personnel
5. Office of the Director, Contract Compliance Service
6. Office of the Assistant Administrator for Construction

Central Intelligence Agency



THE WHITE HOUSE

ACTION MEMORANDUM

WASHINGTON

LOG NO.:

Date: February 20, 1975

Time: 11:00 a.m.

FEB 21 1975

FOR ACTION: Pat Lindh
Stan Scott
Fernando DeBaca ✓
Max Friedersdorf
Phil Areeda

cc (for information): Warren Hendriks
Jack Marsh
Jerry Jones
Robert Hartmann

FROM THE STAFF SECRETARY

DUE: Date: February 24, 1975

Time: noon

SUBJECT:

Memorandum to heads of departments and agencies
re Equal Employment in the Federal Government

ACTION REQUESTED:

___ For Necessary Action

x___ For Your Recommendations

___ Prepare Agenda and Brief

___ Draft Reply

x___ For Your Comments

___ Draft Remarks

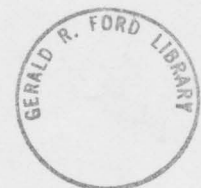
REMARKS:

Please return to Judy Johnston, Ground Floor West Wing

PLEASE ATTACH THIS COPY TO MATERIAL SUBMITTED.

If you have any questions or if you anticipate a
delay in submitting the required material, please
telephone the Staff Secretary immediately.

Warren K. Hendriks
For the President



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

JAN 31 1975

MEMORANDUM FOR WARREN HENDRIKS

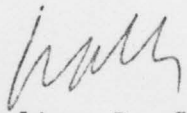
Subject: Memorandum from Chairman Hampton re Equal
Employment in the Federal Government

We have reviewed Mr. Hampton's draft Presidential memorandum to heads of departments and agencies on equal employment in the Federal Government.

We agree that no Executive Order is needed and that a strong statement by the President is the right approach. The tone of the CSC draft might be a bit too folksy and unnecessarily laudatory. The present grade distribution and work assignments of minorities and women does not indicate the rosy picture indicated in the draft and is an area where the Federal Government is most vulnerable to Court suit.

We suggest the following additions:

- a. The statement that "Our efforts must continue", would be strengthened by pinpointing areas where progress should be expected -- namely, minority and women employees at GS 13 and above.
(See our mark-up on Page 1.)
- b. Our review of the Federal EEO program over the last few years indicates that performance should be increased if additional emphasis is given to establishing accountability within the Federal service. Consequently, we suggest adding a sentence to this effect in the penultimate paragraph. (See our mark-up on Page 3.)


Walter D. Scott
Associate Director for
Economics and Government



MEMORANDUM FOR HEADS OF DEPARMENTS AND AGENCIES

Chairman Hampton of the Civil Service Commission recently reported to me on progress to assure equal opportunity in Federal employment. I have also reviewed the most recent statistics on the employment of minorities and women in the Federal Government.

Minorities and women have demonstrated their ability to compete successfully under merit principles. Over one-fifth of the jobs in Government agencies are held by Blacks, Spanish-speaking Americans, American Indians and Asian Americans. Nearly one-third of all Federal employees are women.

While I am encouraged by these figures, our efforts must continue. For example, within the general schedule and similar grade groupings, minorities represent only 5.2% and women only 4.5% (Federal employees at GS 13 and above). I therefore want you to know how I view equal employment opportunity. I urge you to provide strong leadership in your own organization.

Our Nation's strength is based upon the concept of equal opportunity for all our citizens. Decisions motivated by factors not related to the requirements of a job have no place in the employment system of any employer and particularly the Federal Government.



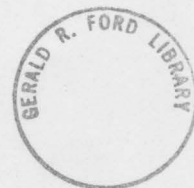
Moreover, men and women of all racial and ethnic backgrounds must be assured a fair opportunity to serve in positions where they can make a maximum contribution and participate in the decision-making process.

Equal employment opportunity doesn't just happen; it comes about because managers make it happen. I want equal opportunity to be reflected in every aspect of Federal employment. I have called on Chairman Hampton of the Civil Service Commission to keep me fully informed on the progress each Federal department and agency is making in this regard. Increased accountability on the part of Federal managers will help to promptly identify deficiencies and strengthen our EEO program at all levels.

Just as we will not condone preferences in employment decisions because of a person's race, ethnic origin or sex, we will not tolerate failure to vigorously carry out affirmative actions in support of equal employment opportunity. I am asking for your personal commitment and active cooperation in assuring that the American ideal of true equal employment opportunity is a reality in the Federal Government.

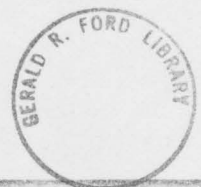
Please make my views known to all employees and managers in your organization. Their understanding of my objective is essential. Their support is required.

Gerald R. Ford



But more is required than non-discrimination^{and} prohibition of discriminatory practices. What is needed are strong affirmative actions to assure that all persons have an opportunity to compete on a fair and equal basis for employment and advancement in the Federal Government. Affirmative action includes recruitment activities designed to reach all segments of our society, fair selection procedures, and effective programs of upward mobility so that all employees have the opportunity to gain skills to enable them to compete for higher level positions. Such actions are under way in the Federal Government. They must be continued and expanded.

Although the Federal Government has employed large numbers of minorities and women, vigorous efforts to assure equal employment opportunity must continue, particularly in those geographical areas and agencies and installations where more progress is needed. There are program areas where special emphasis is needed. There is reason to believe, for example, that the skills of the Spanish-speaking as a group have not yet been fully tapped. Also, a much wider range of employment opportunities for women can be opened. We cannot and must not permit persons to be locked into jobs not commensurate with their potential. I am looking to you and to every manager in the Federal Government to assure that employees, without regard to their race, national origin or sex, have an opportunity for advancement in accordance with individual abilities.





CHAIRMAN

UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D. C. 20415

JAN 20 1975

MEMORANDUM FOR THE PRESIDENT

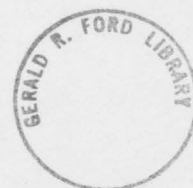
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Rh
The Federal Government, as an employer, has made and continues to make progress in assuring equal employment opportunity for all persons regardless of their race, color, religion, sex or national origin.

Attached are the most recent statistics on employment of minorities and women in the Federal Government. They show that over one-fifth of all Federal jobs are held by minorities and nearly one-third are held by women.

These overall figures reflect the success of broad-range programs of affirmative action to assure equal opportunity in Federal employment. As a result of expanded outreach recruitment efforts aimed at all segments of our society, large numbers of qualified minorities and women are coming into the Federal service at the entrance grades and pay levels and the statistics reflect this fact. They reflect also a decided trend of upward mobility; increasing numbers of minority group members and women are moving into the better paying and higher level jobs. In order to maintain and improve upon this progress, efforts must continue to assure that lower level employees, including those who need assistance to overcome the effects of past discrimination and disadvantage, have an opportunity to gain the skills necessary to compete for higher level positions.

Each President since 1941 has issued an Executive order on equal employment opportunity, continually strengthening implementation of this vital effort in the Federal Government. In 1972, the Equal Employment Opportunity Act amended the Civil Rights Act of 1964, making the Act applicable to the Federal Government as an employer, and lodging enforcement authority with the Civil Service Commission. There is no need at this time, therefore, for another Executive order; what is needed, in my judgment, is to convey your strong personal interest in equal employment opportunity to department and agency heads and other Federal managers.

Attached is a proposed memorandum for your signature to accomplish this purpose. We have discussed the concept of this memorandum



with your Special Assistants, Stan Scott and Fred DeBaca, and they believe its issuance would be appropriate at this time.

Robert Hampton
Robert E. Hampton
Chairman

Attachments



DEPARTMENT OF STATE
MINORITY EMPLOYEE POPULATION 11/30/74

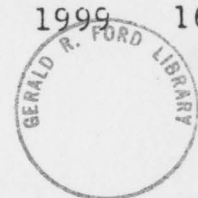
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SUMMARY BY LEVEL	MINORITIES										
	TOTAL POP.	BLACK		SPANISH SURNAMED		ORIENTAL		AMERICAN INDIAN		TOTAL MINORITIES	
		No.	%	No.	%	No.	%	No.	%	No.	%
CM-NC	43	3	7.0	2	4.7	--	--	--	--	5	11.6
SENIOR LEVEL											
CA	1	--	--	--	--	--	--	--	--	--	--
CM	46	1	2.2	1	2.2	--	--	--	--	2	4.3
FSO/R/RU-1 & GS/GC-17/18	368	4	1.1	4	1.1	--	--	--	--	8	2.2
FSO/R/RU-2 & GS/GC-16	599	10	1.7	3	0.5	1	0.2	--	--	14	2.3
Sub-Total	1057	18	1.7	10	0.9	1	0.1	--	--	29	2.7
MID LEVEL											
FSO/R/RU-3, FSSO-1, & GS/GC-15/14	1181	25	2.1	8	0.7	13	1.1	--	--	46	3.9
FSO/R/RU-4, FSSO-2, & GS/GC-13	1453	44	3.0	17	1.2	9	0.6	--	--	70	4.8
FSO/R/RU-5, FSSO-3, & GS/GC-12	1418	89	6.3	27	1.9	14	1.0	1	0.1	131	9.2
Sub-Total	4052	158	3.9	52	1.3	36	0.9	1	0.0	247	6.1
JUNIOR LEVEL											
FSO/R/RU-6, FSSO-4, & GS/GC-11/10	1293	149	11.5	22	1.7	18	1.4	1	0.1	190	14.7
FSO/R/RU-7, FSSO-5, & GS/GC-9/8	1781	297	16.7	46	2.6	26	1.5	3	0.2	372	20.9
FSO/R/RU-8, FSSO-6/7, & GS/GC-7	2080	298	14.3	46	2.2	21	1.0	4	0.2	369	17.7
Sub-Total	5154	744	14.4	114	2.2	65	1.3	8	0.2	931	18.1
SUPPORT											
FSS-8 & GS/GC-6	823	211	25.6	19	2.3	8	1.0	5	0.6	243	29.5
FSS-9 & GS/GC-5	593	218	36.8	21	3.5	4	0.7	--	--	243	41.0
FSS-10 & GS/GC-4/3/2/1	537	270	50.3	34	6.3	2	0.4	--	--	306	57.0
Sub-Total	1953	699	35.8	74	3.8	14	0.7	5	0.3	792	40.6
GRAND TOTAL	12216	1619	13.3	250	2.0	116	0.9	14	0.1	1999	16.4

(Excludes Wage Board, EX-04, Consular Agents, Resident Staff, and Unclassified)

Source: PER/MCT/AR Machine Runs

M/EEO 3/75



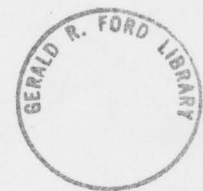
MINORITIES

TOTAL POP.	BLACK		SPANISH SURNAMED		ORIENTAL		AMERICAN INDIAN		TOTAL MINORITIES	
	No.	%	No.	%	No.	%	No.	%	No.	%

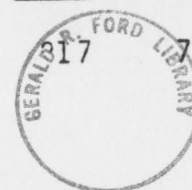
SUMMARY BY PAY PLAN

CM-NC	43	3	7.0	2	4.7	--	--	--	--	5	11.6
FSO	3362	92	2.7	33	1.0	19	0.6	1	0.0	145	4.3
FSR	1940	123	6.3	26	1.3	19	1.0	1	0.1	169	8.7
FSRU	293	9	3.1	4	1.4	1	0.3	--	--	14	4.8
FSSO/FSS	<u>2967</u>	<u>128</u>	<u>4.3</u>	<u>58</u>	<u>2.0</u>	<u>28</u>	<u>1.0</u>	<u>3</u>	<u>0.1</u>	<u>217</u>	<u>7.3</u>
Total Foreign Service	8562	352	4.1	121	1.4	67	0.8	5	0.1	545	6.4
GS	3180	1254	39.4	29	0.9	21	0.7	9	0.3	1313	41.3
GG	431	10	2.3	98	22.7	28	6.5	--	--	136	31.6
Wage Board	263	123	46.8	106	40.3	--	--	--	--	229	87.1
EX-04	<u>17</u>	<u>1</u>	<u>5.9</u>	<u>--</u>	<u>--</u>	<u>--</u>	<u>--</u>	<u>--</u>	<u>--</u>	<u>1</u>	<u>5.9</u>
Total Civil Service	3891	1388	35.7	233	6.0	49	1.3	9	0.2	1679	43.2
GRAND TOTAL	12496	1743	13.9	356	2.8	116	0.9	14	0.1	2229	17.8

(Excludes Consular Agents, Resident Staff, and Unclassified)

Source: PER/MCT/AR Machine Runs
M/EEO 3/75

	MINORITIES										
	TOTAL POP.	BLACK		SPANISH SURNAMED		ORIENTAL		AMERICAN INDIAN		TOTAL MINORITIES	
		No.	%	No.	%	No.	%	No.	%	No.	%
<u>FOREIGN SERVICE OFFICERS (FSO)</u>											
CA	1	--	--	--	--	--	--	--	--	--	
CM	46	1	2.2	1	2.2	--	--	--	--	2	4.3
FSO-1	270	3	1.1	3	1.1	--	--	--	--	6	2.2
FSO-2	348	6	1.7	25 0.6		1	0.3	--	--	9	2.6
FSO-3	610	8	1.3	63 1.0		7	1.1	--	--	21	3.4
FSO-4	839	18	2.1	45 0.5		2	0.2	--	--	24	2.9
FSO-5	732	37	5.1	151 2.0		7	1.0	1	0.1	60	8.2
FSO-6	247	17	6.9	-- /	--	1	0.4	--	--	18	7.3
FSO-7	207	2	1.0	1 1.0		1	0.5	--	--	5	2.4
FSO-8	62	--	--	-- /	--	--	--	--	--	--	--
Total FSO	3362	92	2.7	33	1.0	19	0.6	1	0.0	145	4.3
CM-NC	43	3	7.0	2	4.7	--	--	--	--	5	11.6
<u>FOREIGN SERVICE STAFF (FSSO/FSS)</u>											
FSSO-1	55	--	--	1	1.8	--	--	--	--	1	1.8
FSSO-2	127	2	1.6	2	1.6	2	1.6	--	--	6	4.7
FSSO-3	190	7	3.7	1	0.5	3	1.6	--	--	11	5.8
FSSO-4	304	12	3.9	6	2.0	4	1.3	1	0.3	23	7.6
FSSO-5	391	16	4.1	11	2.8	4	1.0	--	--	31	7.9
FSSO-6	631	20	3.2	12	1.9	6	1.0	--	--	38	6.0
FSSO-7	663	44	6.6	15	2.3	8	1.2	1	0.2	68	10.3
FSS-8	427	14	3.3	8	1.9	--	--	1	0.2	23	5.4
FSS-9	143	10	7.0	2	1.4	1	0.7	--	--	13	9.1
FSS-10	36	3	8.3	--	--	--	--	--	--	3	8.3
Total FSSO/FSS	2967	128	4.3	58	2.0	28	1.0	3	0.1	117	7.3



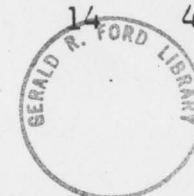
TOTAL POP.	MINORITIES									
	BLACK		SPANISH SURNAMED		ORIENTAL		AMERICAN INDIAN		TOTAL MINORITIES	
	No.	%	No.	%	No.	%	No.	%	No.	%

FOREIGN SERVICE RESERVE (FSR)

FSR-1	56	1	1.8	--	--	--	--	--	--	1	1.8
FSR-2	144	3	2.1	--	--	--	--	--	--	3	2.1
FSR-3	201	4	2.0	1	0.5	4	2.0	--	--	9	4.5
FSR-4	239	8	3.3	3	1.3	2	0.8	--	--	13	5.4
FSR-5	275	16	5.8	4	1.5	3	1.1	--	--	23	8.4
FSR-6	383	36	9.4	9	2.3	4	1.0	--	--	49	12.8
FSR-7	464	43	9.3	8	1.7	6	1.3	1	0.2	58	12.5
FSR-8	178	12	6.7	1	0.6	--	--	--	--	13	7.3
Total FSR	1940	173	6.3	26	1.3	19	1.0	1	0.1	169	8.7

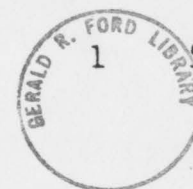
FOREIGN SERVICE RESERVE UNLIMITED (FSRU)

FSRU-1	34	--	--	1	2.9	--	--	--	--	1	2.9
FSRU-2	85	1	1.2	--	--	--	--	--	--	1	1.2
FSRU-3	65	2	3.1	--	--	--	--	--	--	2	3.1
FSRU-4	52	1	1.9	2	3.8	1	1.9	--	--	4	7.7
FSRU-5	34	3	8.8	1	2.9	--	--	--	--	4	11.8
FSRU-6	19	2	10.5	--	--	--	--	--	--	2	10.5
FSRU-7	4	--	--	--	--	--	--	--	--	--	--
FSRU-8	--	--	--	--	--	--	--	--	--	--	--
Total FSRU	293	9	3.1	4	1.4	1	0.3	--	--	14	4.8



MINORITIES

	MINORITIES										
	TOTAL	BLACK		SPANISH		ORIENTAL		AMERICAN		TOTAL	
	POP.	No.	%	No.	%	No.	%	No.	%	No.	%
CIVIL SERVICE (GS)											
GS-18	4	--	--	--	--	--	--	--	--	--	--
GS-17	3	--	--	--	--	--	--	--	--	--	--
GS-16	21	--	--	--	--	--	--	--	--	--	--
GS-15	107	4	3.7	--	--	1	0.9	--	--	5	4.7
GS-14	112	7	6.3	--	--	--	--	--	--	7	6.3
GS-13	168	15	8.9	1	0.6	2	1.2	--	--	18	10.7
GS-12	159	26	16.3	1	0.6	1	0.6	--	--	28	17.6
GS-11	258	74	28.7	1	0.4	5	1.9	--	--	80	31.0
GS-10	33	7	21.2	--	--	--	--	--	--	7	21.2
GS-9	408	141	34.6	4	1.0	2	0.5	1	0.2	148	36.3
GS-8	226	93	41.2	3	1.3	1	0.4	1	0.4	98	43.4
GS-7	489	220	45.0	4	0.8	4	0.8	3	0.6	231	47.2
GS-6	331	194	58.6	3	0.9	1	0.3	4	1.2	202	61.0
GS-5	413	206	49.9	6	1.5	2	0.5	--	--	214	51.8
GS-4	265	134	50.6	4	1.5	1	0.4	--	--	139	52.5
GS-3	110	71	64.5	1	0.9	1	0.9	--	--	73	66.4
GS-2	61	55	90.2	1	1.6	--	--	--	--	56	91.8
GS-1	12	7	58.3	--	--	--	--	--	--	7	58.3
Total GS	3180	1254	39.4	29	0.9	21	0.7	9	0.3	1313	41.3
FX-04	17	1	5.9	--	--	--	--	--	--	1	5.9



MINORITIES

TOTAL POP.	BLACK		SPANISH SURNAMED		ORIENTAL		AMERICAN INDIAN		TOTAL MINORITIES	
	No.	%	No.	%	No.	%	No.	%	No.	%

EXEMPTED SERVICE (GG)

GG-18	--	--	--	--	--	--	--	--	--	--
GG-17	1	--	--	--	--	--	--	--	--	--
GG-16	1	--	--	1	100.0	--	--	--	1	100.0
GG-15	12	--	--	--	--	--	--	--	--	--
GG-14	19	--	--	--	--	1	5.3	--	1	5.3
GG-13	28	--	--	5	17.9	--	--	--	5	17.9
GG-12	28	--	--	5	17.9	--	--	--	5	17.9
GG-11	28	--	--	4	14.3	--	--	--	4	14.3
GG-10	21	1	4.8	2	9.5	4	19.0	--	7	33.3
GG-9	38	--	--	8	21.1	7	18.4	--	15	39.5
GG-8	43	2	4.7	10	23.3	5	11.6	--	17	39.5
GG-7	57	2	3.5	14	24.6	3	5.3	--	19	33.3
GG-6	65	3	4.6	8	12.3	7	10.8	--	18	27.7
GG-5	37	2	5.4	13	35.1	1	2.7	--	16	43.2
CC-4	24	--	--	13	54.2	--	--	--	13	54.2
CG-3	12	--	--	6	50.0	--	--	--	6	50.0
GG-2	17	--	--	9	52.9	--	--	--	9	52.9
GG-1	--	--	--	--	--	--	--	--	--	--
Total CG	431	10	2.3	98	22.7	28	6.5	--	136	31.6

