

RG453

SD/Special Reports - Los Angeles Riots, 1965 (2 of 2)

GENERAL SERVICES ADMINISTRATION
ROUTING SLIP

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*Being
Revised* 12/17/65

December 14, 1965

United States Commission on
Civil Rights
Field Services Division
Washington, D. C. 20425

Attention: John Binkley, Deputy Director

Gentlemen:

I am enclosing a report of the Southern California Advisory Committee to the United States Commission on Civil Rights. As you know, the report deals with the need for affirmative Federal action following the issuance of the McCone Commission Report.

I am certain that you will realize the strength of the feeling of the members of the Advisory Committee when you read our report. We believe that its immediate issuance is imperative. The report has the unanimous approval of all members of the Southern California Advisory Committee with the exception of Dr. Reynaldo Carreon. Dr. Carreon was out of town at the time the Committee met and prepared the enclosed report. I spoke with him yesterday, however. He requested me to send him a copy of the report and said that after reading it he would advise me of whether he would (1) become a signatory to it; (2) dissent from it; (3) abstain on the basis of either his absence from the meeting or participation on the Police Commission. I am sending Dr. Carreon a copy of the report today, and hope to hear from him this week.

As you know, I will be leaving Los Angeles for New York on the morning of Friday, December 17th. I will return to Los Angeles on the afternoon of Monday, December 27th. While I am in New York, I may be reached at the Beekman Hotel, 575 Park Avenue, TEmpleton 8-4900.

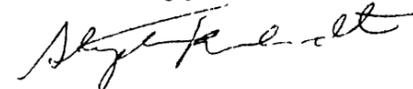
Mr. John Binkley

December 14, 1965

I hope to hear from you if possible prior to my departure for New York so that I may advise the Committee members of the status of our report. I would hope that there would be sufficient copies available for wide distribution to the press and governmental agencies, as well as throughout the minority community.

20 — Our Committee also discussed possible affirmative action which we might take. Our decision was to delay recommendation of any program until the Commission determines whether to approve our report and implement it. As you know, our previous suggestions for a series of meetings in Watts were rejected for budgetary reasons. We do not believe that it would be fruitful for us to hold meetings in Watts on a basis other than previously suggested by us. John Buggs strongly concurs in this view. With respect to the possibility of neighborhood meetings, I would make the same comments. Moreover, there have been a fair number of neighborhood meetings in Watts in the recent past under the sponsorship of the community itself. I do not think they would look kindly upon additional neighborhood meetings sponsored from the outside, unless there were a very clear and specific purpose to such meetings and the possibility of effective action as a result thereof. Such meetings, however, might be possible if they were preparatory to scheduled meetings of the Commission. I think that the Negro community has great respect for the Commission and that it would be anxious to participate in the preparation of hearings. It is for this reason that we have decided that we should delay adoption of any specific program for our Committee until your reaction to our report is received.

Sincerely,



Stephen Reinhardt

P.S. I am also enclosing a copy of an article which appeared in the Los Angeles Times this morning. This article describes a report issued by the United Civil Rights Committee. It would appear that the United Civil Rights Committee reached many of the same conclusions which the State Advisory Committee had independently reached. I am certain that it will be of interest to you. It seems to me that the report confirms many of the views which our Committee has set forth.

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REPORT ON

The McCone Commission Report:

"NOT WITH A BANG BUT A WHIMPER"

By the Southern California
Advisory Commission To The
United States Commission
On Civil Rights

December, 1965

PURPOSE OF THIS REPORT

Following the August riot in Southeast Los Angeles, the Southern California Advisory Committee to the United States Commission on Civil Rights was established as a sub-committee of the state-wide California Advisory Committee. The Southern California Advisory Committee is composed of those members of the state-wide Committee resident in Southern California. The Southern California Advisory Committee met immediately upon formation to consider reporting to the United States Commission on Civil Rights concerning the possible need for Federal action. Following informal consultations with members and staff of the Governor's Commission on the Los Angeles riots (the McCone Commission), we decided to postpone making any recommendations until the McCone Commission had been afforded an opportunity to conduct its investigations and make its findings and suggestions. On December 2nd, the McCone Commission published its report. Accordingly, we now deem it appropriate to submit our views concerning (1) the extent to which the recommendations contained in the McCone Commission Report might assist in resolving the underlying problems; (2) the possible need for Federal assistance with respect to implementation of the McCone Commission Report; and (3) the extent to which the McCone Commission Report fails to consider or resolve essential issues, particularly in areas where Federal action might be appropriate.

THE McCONE COMMISSION REPORT - A BITTER DISAPPOINTMENT

We are sorely disappointed by the McCone Commission Report. Although there are a number of constructive suggestions which the Commission proposed, we feel the report falls far short of even the Commission's own view of its efforts. Certainly, it does not begin to deal adequately with the underlying problems. It prescribes aspirin where surgery is required.

The McCone Commission states, "Perhaps for the first time our report will bring into clear focus for all the citizens to see, the economic and sociological conditions in our city that underlay the gathering anger" With a budget of approximately \$250,000.00, a professional staff of 30, a secretarial staff of 15, and the services of 26 consultants, this might not have been too much to ask. Yet, the McCone Commission fails in this assignment. The report is elementary, superficial, unoriginal and unimaginative. It offers little, if anything, in the way of a study of economic and sociological conditions not previously available in published reports of public agencies such as the Los Angeles County Commission on Human Relations. In fact, we believe that the reports printed by the Los Angeles Times, at no expense to the public, provide a far better and more well-informed picture of the economic and sociological conditions in our city.

Further, the report demonstrates a surprising ignorance of studies conducted by other groups. It fails to note the warnings of potential trouble in Los Angeles -- warnings which our public officials chose to ignore or scoff at. We are particularly mindful of the excellent report to the Attorney-General of California prepared by Assistant Attorney-General Howard Jewell in which he specifically and unmistakably warned that the bitter conflict between the Chief of Police, William H. Parker, and the civil rights movement might well lead to riots and violence in the streets of Los Angeles. Jewell noted, "The evidence from Los Angeles is ominous." He pleaded for immediate action, saying "I think it is truly a situation in which a stitch in time would save nine." In his report Jewell quoted the remarkably perceptive warning of a distinguished member of this Advisory Committee, Judge Loren Miller. The Jewell report quotes Judge Miller as follows: "Violence in Los Angeles is inevitable. Nothing can or will be done about it until after the

fact. Then there will be the appointment of a commission which will damn the civil rights leaders and the Chief alike." Judge Miller's prediction was in error only to the extent that the McCone Commission failed to levy the criticism against Chief Parker which was so obviously called for.

In view of the Jewell report and other similar studies, we cannot help but feel that the absence of constructive steps to avert a riot, and the lack of preparation for dealing with one when it occurred, constituted acts of gross negligence on the part of local officials, including Mayor Yorty and Chief of Police Parker. The McCone Commission says, in an unconvincing manner, "Perhaps the people of Los Angeles should have seen trouble gathering under the surface calm." This observation misses the point completely. The officials of Los Angeles were expressly warned of the possibility of riots, failed to act, and instead chose to label those who cried out for reform as troublemakers or rabble-rousers.

We also find running through the McCone Commission Report a marked and surprising lack of understanding of the civil rights movement and a tendency to criticize those who ask for a redress of grievances rather than those who deprive citizens of their constitutional rights. For example, the McCone Commission attributes the riot in part to those who in the year preceding its occurrence urged action "to right a wide variety of wrongs, real and supposed." We think this conclusion readily lends itself to misinterpretation and plays into the hands of those who seek to stifle the civil rights movement.

The paragraph in the report which immediately follows the above quotation attributes the riot in part to the fact that "many Negroes here felt and were encouraged to feel that they had been affronted by the passage of Proposition 14." Here again, we see the basic failure of the McCone Commission to concern itself with

essential issues.

We believe that the passage of Proposition 14 contributed to the tensions and resentment in the Negro community. That it would do so was obvious. Yet, the McCone Commission has no comment to make concerning Proposition 14 itself. The McCone Commission fails to mention that Proposition 14 dealt a serious blow to the cause of equal rights and equal opportunities. Instead of considering the primary issue (Proposition 14), the McCone Commission appears to cluck regretfully over the fact of Negro reaction to an injustice. We are not certain why the McCone Commission felt compelled to observe that Negroes were "encouraged" to feel affronted, or who the McCone Commission believes encouraged Negroes to do so. Although the McCone Commission apparently failed to appreciate the significance of Proposition 14, the Negro community did not. It needed no encouragement. Nevertheless, we are distressed by the implication here and elsewhere in the McCone Commission Report that those who criticized Proposition 14, or called for action in the area of social reform, are somehow to blame for the riot. Again, we feel that the McCone Commission Report lends itself to misinterpretation and plays into the hands of those who would silence the voice of protest.

We are deeply concerned over the effect which the patent failure of the McCone Commission to fulfill its assignment may have on the Negro community. As the McCone Commission recognizes, the situation in Southeast Los Angeles remains tense and highly explosive. The community had placed high hopes in the McCone Commission. This Fall we were advised by John Buggs, of the Los Angeles County Commission on Human Relations, that if the McCone Commission did not

fulfill these hopes the existing tensions would be substantially increased. We regret to say that the Southeast Los Angeles community has concluded, with justification, that the McCone Commission failed in its mission. Thus, the need for affirmative action is even more critical than it was before.

POLICE - COMMUNITY RELATIONS

The McCone Commission Report recognizes that every "riot" which occurred in 1964 "was started over a police incident, just as the Los Angeles riot started with the arrest of Marquette Frye." The Commission further recognizes that there is a burning concern in the Negro population over police practices. The Commission was charged by Governor Brown with determining whether "these attitudes on the part of the Negro Community are supported by fact and reason." Nevertheless, the McCone Commission failed totally to make any findings concerning the existence or nonexistence of police malpractices, or the justification, or lack thereof, of the almost universal feeling on the part of Negroes that such malpractices exist to a significant degree.

We consider the portion of the McCone Commission Report which deals with police - community relations to be a step backward. The Negro community was led to believe that the Commission would provide a forum for the determination of its complaints against the Police Department. A large number of specific cases were presented to the McCone Commission, but the Commission failed to consider them. This we regret deeply.

Although the McCone Commission expressly refused to pass judgment on the validity of complaints of police malpractice, it did not allow its failure to resolve this essential issue to inhibit it from warning against the grave dangers inherent in criticizing the Police Department. In effect, it called for an end to criticism of Chief Parker and the Department. How it could do so, after

confessing its unwillingness to determine whether such criticism is meritorious, escapes us. Nevertheless, in its section on police - community relations the McCone Commission again engaged in one of its exercises in reverse logic, in which the people who protest injustice are found to be jeopardizing our society, rather than those whose acts give rise to the criticism. We are particularly struck by the following sentence. "The fact that this charge (police brutality) is repeatedly made must not go unnoticed, for there is a real danger that persistent criticism will reduce and perhaps destroy the effectiveness of law enforcement." While we too are concerned over criticism of the police, we believe that this criticism is not only proper, but necessary, if Negro citizens are not receiving equal treatment under the law. We call not for an end to criticism, but for an impartial investigation which will determine whether Negro citizens in Los Angeles are receiving the rights to which they are entitled under our Constitution.

We also consider that the McCone Commission failed in its treatment of the subject of police attitudes and particularly those of the administration of the Police Department. Although the Commission recommended the institution of an Inspector General system, increased efforts in the area of police - community relations, and more frequent meetings of the Police Commission, these recommendations fall far short of a serious treatment of the problem. We conclude, regretfully, that the McCone Commission deliberately whitewashed Chief Parker and the administration of the Police Department.

We note with interest the annual report of the Los Angeles Police Department covering police activities during the year of 1964. This report demonstrates a persistent and continued refusal to recognize the problems of police - community relations. It demonstrates a complacency that can be explained only by a lack of understanding on the part of the Police Department of the problems and

attitudes of the minority community. It rejects the repeated warnings that police attitudes required correction, and rejects clear warnings of impending trouble. The only portion of the report which deals in any way with police - community relations consists primarily of self-praise mixed with scorn for "false prophets" who warned of violence "in the streets of this city." Rather than treat the subject seriously, the annual report chose to castigate the courts, at length, for seeking to protect constitutional rights.

For years, police officials, and particularly Chief Parker, have turned a deaf ear to the complaints of Negro citizens of Los Angeles. Chief Parker has constantly refused to meet with Negro leaders, has challenged their right to represent their community, and has disparaged the civil rights movement. His refusal to recognize the very existence of the problem of police - community relations is exemplified by his statement to our California Advisory Committee in the Fall of 1962. "Basically, I do not believe that there is any difficult problem existing in the relationship between the Los Angeles Police Department and the Negro community." The extent to which these attitudes on the part of the police administration contributed to the tension in August, 1965, is immeasurable. We fear that the McCone Commission Report will provide justification for Chief Parker to continue to refuse to recognize the civil rights movement and to continue to underestimate the seriousness of the breakdown in police - community relations which exists in Los Angeles. This, too, we regret deeply.

Finally, with respect to police - community relations, we are surprised by the failure of the McCone Commission to mention or consider the invasion of the Muslim Temple by 60 police officers, the attendant wounding of a number of Muslims in the Temple, and the destruction of Temple property. We express no views concerning the police action involved. We can say, however, that the episode was most serious and that the allegations of denials of constitutional rights have been forcefully presented. The circumstances surrounding

the armed invasion of the Muslim Temple are such as clearly warrant full investigation. Rather than request a Federal hearing, we contacted the McCone Commission and asked whether it would investigate this episode and whether such investigation would constitute a significant part of the work of the Committee. The Muslim Temple episode clearly fell within the charge given the Committee by the Governor. We were assured by the McCone Commission that it considered the Muslim Temple episode of substantial significance and that it would treat it fully. Nevertheless, the report of the McCone Commission fails to contain a single word concerning the Muslim Temple incident. This, we do not understand.

OTHER OFFICIAL ATTITUDES AND ACTIONS

We do not believe that any report can be effective if it seeks to avoid fixing responsibility for basic failures. While criticism for criticism's sake serves no useful purpose, the failure to criticize where criticism is justified can only encourage those whose actions contributed to the problems which existed in Los Angeles in August of 1965, and exist today. Official attitudes towards the Negro community are of major importance in determining whether harmonious relations between majority and minority groups will exist. Where such official attitudes are unresponsive to the needs of the Negro community, it may be expected that the community will be restless and dissatisfied. We believe that the attitudes and actions of Mayor Yorty prior to and during the riot contributed substantially to its existence and duration. In fact, throughout the City administration there has been a demonstrable lack of understanding and concern for the Negro community. This fact must be recognized if official attitudes are to be changed.

The Mayor of Los Angeles, Samuel Yorty, has been far more interested in travels, national and international, than he has in visiting the Negro community. During the riots he chose to absent

himself from Los Angeles, preferring on one day to visit San Diego and on another to speak to a group of business leaders at the Commonwealth Club in San Francisco. Since the riot, he has shown far less interest in resolving the issues in Southeast Los Angeles than he has in traveling to South Viet Nam. Although our peripatetic Mayor considers himself under a duty to advise the President concerning foreign policy, he has shown little interest in, or capacity for, resolving issues of race relations in Los Angeles.

The McCone Commission's failure to recognize the need for a change in the attitudes on the part of City officials constitutes a positive disservice to the ostensible objectives of the Commission. We might point out that the failure to criticize does not appear to stem from a desire on the part of the McCone Commission to limit itself to constructive suggestions. It did not hesitate to criticize Negro spokesmen and civil rights leaders, though not by name, in various portions of its report. Nor, did it hesitate to criticize an individual by name when it felt a scapegoat was needed.

The individual the McCone Commission chose to criticize was the Lieutenant-Governor of California, Glenn M. Anderson. Anderson, unlike Chief Parker and Mayor Yorty, has a long record of devotion and service to the cause of civil rights. We find the McCone Commission's criticism of Anderson wholly unwarranted. We do so, not on the basis of Anderson's record in the field of civil rights, but because we believe the criticism is unfair and unjustified.

The criticism of Lieutenant-Governor Anderson stemmed from the fact that he called out the National Guard shortly before 4:00p.m. on Friday, August the 13th. The McCone Commission notes that Chief Parker's request that the Guard be called out was made around 11:00a.m. that day. The McCone Commission also notes, however, that at 1:00p.m., after consultation with Guard officers and civilian officials, Lieutenant-Governor Anderson ordered that the

Guard be assembled at the armories at 5:00p.m. General Hill, Adjutant General and Commander of the Guard, had advised Anderson that 5:00p.m. was the earliest hour at which the troops could be assembled. The delay which the Commission appears to criticize is the two-hour period between 11:00a.m. and 1:00p.m. This "delay" was occasioned by the fact that Anderson, who was in Berkeley attending a meeting of the Board of Regents of the much troubled University of California, desired to consult with Guard officers and civilian officials before committing the Guard to action. He flew to Sacramento to meet with General Hill immediately upon being advised of Chief Parker's request.

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We have several comments on the above facts. First, Lieutenant-Governor Anderson left Los Angeles for Berkeley on Friday the 13th because he was assured on that morning by the Los Angeles Police Department that "the situation was rather well in hand." This advice was obviously erroneous. Second, we do not agree that the Lieutenant-Governor should have called out the Guard merely on the basis of telephone reports. We think that a decision to send the Guard into a ghetto area to quell racial troubles should be made only after careful analysis and consideration. We do not believe that a two-hour period in which to determine this grave question is unreasonable. Nor do we believe that a desire to consult personally with responsible officials is unwarranted.

We note, though the McCone Commission did not, that the Guard was probably mobilized more rapidly and more efficiently in this instance than on any other occasion in the history of this country in which the Guard has been requested to quell civil disobedience. We also note that no deaths had occurred prior to the calling out of the Guard. While property destruction was severe and even disastrous, we can well understand the reluctance of the Lieutenant-Governor to order armed troops into action without adequate consultation with Guard officials. The fact is that following the calling out of the

Guard, 34 human beings were killed -- almost all Negroes. These deaths may well have been inevitable, but they help us understand the desire of the Lieutenant-Governor for careful deliberation before ordering troops into action.

We are disturbed not only by what we believe to be the McCone Commission's unfair evaluation of the facts set forth above, but by the glaring omissions in this portion of the McCone Commission's report. General Hill stated at a press conference on Sunday, August 15th, in Los Angeles, "there was no more delay when the formal request was made Friday morning than if the authorization had been signed immediately, and no later, in Los Angeles." (UPI) The failure of the Commission to deal with this statement causes us serious misgivings. Moreover, the Commission notes the fact that Mayor Yorty and Chief Parker decided at 9:15a.m. to call the Guard. It also notes that the call from Chief Parker to state officials was made more than an hour and one-half later. Yet there is no word of personal criticism in the report of Mayor Yorty or Chief Parker.

We seriously question the objectivity of the portion of the McCone Commission Report which criticizes Lieutenant-Governor Anderson -- especially in view of the Commission's failure to criticize any other public official, even where serious criticism was obviously called for. We do so regretfully. But we believe that the Commission's unwarranted attack on a public servant with a record of devotion to the cause of civil rights has done a grave injustice to an outstanding public official and a disservice to our state. We hope the injustice can be remedied.

AREAS OF POSSIBLE FEDERAL IMPLEMENTATION
OF McCONE COMMISSION REPORT

General Observations

The remainder of this report will be devoted to a consideration of those areas in which direct Federal action, particularly

the expenditure of Federal funds, is required. The McCone Commission made a number of specific recommendations in the fields of education, employment and housing. In each of these areas we believe that the recommendations made by the McCone Commission are wholly inadequate. In some of these areas we think that the inadequacy of the McCone Commission's recommendations stems from a basic failure to comprehend the nature or significance of the underlying problem. Nevertheless, we believe that the specific recommendations if enacted would constitute a step forward. The very fact that the recommendations were made is of great significance, for a number of proposals which previously lacked sufficient public support may now find a climate of public acceptance. In this respect the McCone Commission has rendered a worthwhile public service.

Preliminarily, we should note our endorsement of the specific steps proposed by the McCone Commission in the areas of education, employment and housing. We are concerned, however, that consideration of these proposals may blind state and local officials to the need for continued efforts to find more basic solutions to the underlying problems. If the specific steps suggested by the McCone Commission are treated as essential preliminaries to a more serious treatment of the issues, they will prove of substantial value. If they are treated as a solution to the problem, more harm than good will have been accomplished. In this respect it is our impression that the McCone Commission realized the limitations of its report. We believe it attempted to suggest only programs which it thought would find ready acceptance. However, we also believe that the McCone Commission underestimated the willingness of governmental agencies, Federal and State, to devote their resources and efforts to providing a solution to problems which must at all costs be solved. In our opinion, it set its sights too low.

Even the limited specific proposals made by the McCone Commission require the participation of the Federal Government if they are to be realized. Governor Brown and Mayor Yorty have met to discuss the financing of the programs suggested by the McCone Commission Report. They each have announced separately that substantial Federal funds will be necessary if effective action is to be taken. The State and City have established a committee to work on joint implementation of the McCone Commission recommendations. In view of the request for Federal assistance already made by the Governor and the Mayor, we believe that the Federal Government should assign a full-time official to participate in the implementation of the recommendations of the McCone Commission. This assignment should be made immediately.

Housing

We believe that the portion of the McCone Commission Report which deals with housing fails completely to deal with the essential issues. The report leaves the impression that the fact that Los Angeles is a segregated community is a result primarily of the voluntary actions of Negroes, compounded by the existence of restrictive covenants. While these factors obviously contributed to the existence of segregated communities, we are concerned that the McCone Commission failed to recognize the adverse effect of past governmental actions as a major force contributing to the creation of segregated communities. Although the McCone Commission was fully advised of the extent to which the location of subsidized low-cost housing projects in ghetto areas contributed to the present pattern of discrimination in Los Angeles, it failed to acknowledge this fact. We believe that the pattern of government-sponsored segregated housing must be reversed by affirmative governmental action. Deliberate efforts must be made to create integrated low-cost housing developments, and to locate housing projects in areas where integration is practical. We do not underestimate

the extent to which the Federal Government can, when it desires to do so, influence the actions of private sectors of the economy, particularly where the use of Federal funds or guarantees is involved.

We are disturbed by the McCone Commission's failure to treat the existence of segregated communities as a major issue. The section of the report dealing with housing consists mainly of an historical discussion and a few minor suggestions for improving life in the ghetto. In our view, most of the evils discussed in other sections of the McCone Commission Report stem from the very existence of the ghetto system. Unless this fact is recognized, all of the recommendations offered by the McCone Commission will, in the long run, be meaningless. We think a frontal assault on segregated communities is essential. Immediate attention should be given by the Federal Government to developing methods of breaking up the ghettos. We would suggest that this issue be given priority by the new Department of Urban Affairs and that the housing problem in Los Angeles receive first attention.

Certain steps, in our opinion, should be taken immediately. Among these we would include the expansion of the Executive Order regarding discrimination in housing which covers only a small proportion of present housing. We would also include the adoption of regulations governing savings and loan institutions and banks subject to the jurisdiction of agencies such as the Federal Home Loan Bank Board and the Federal Deposit Insurance Corporation or which are otherwise subject to such regulation. The Executive Order and regulations should require as a condition to the lending of funds for housing construction the execution of non-discrimination covenants.

Education.

With respect to education, we also believe that the McCone Commission recommendations misconceive the basic issue. While we

endorse the specific proposals for reduction in class size and the institution of pre-school programs, we do not agree with the premise that an end to defacto segregation can be accomplished by improving the level of education in minority areas. We find that the McCone Commission's recommendations are deficient as a result of the failure of the Commission to focus on the primary goal of eliminating defacto segregation and a failure to note the relationship between segregated education and segregated housing.

The McCone Commission devotes all of its report on education to seeking to find methods of improving facilities in the ghetto areas. We find this approach to be strikingly reminiscent of the Southern solution to educational problems prior to the 1954 Supreme Court decisions in the school segregation cases. The Southern solution, whenever complaints were made concerning educational opportunities for Negroes, was to urge the improvement of Negro facilities so as to make them equal to those which existed in white areas. We agree that the facilities in Negro areas should be improved, but we do not believe that such improvement will add materially to solving the problem of defacto segregation. Nor do we think that separate but equal is enough in Los Angeles in 1965. The problem of our segregated school system must be recognized and met head-on without further delay.

We believe that defacto segregation can best be ended by a frontal attack on the system of segregated communities. We think, however, that at the same time an effort must be made directly in the area of education. This can be accomplished in several ways. One is to insist that new schools be constructed in locations which will draw students from both white and Negro communities. Another is to modify the doctrine that attendance in all schools must be based solely on neighborhood patterns. These are problems which the McCone Commission ignored. While we do not recommend any

particular alternatives to the present system, we find that there is an urgent necessity for consideration of such alternatives.

Employment

We feel that the McCone Commission recommendations with respect to employment are also inadequate. Again, we agree that the specific proposals contained in the McCone Commission Report should be adopted. We find two basic shortcomings, however, in the approach of the McCone Commission. First, we strongly disagree with the McCone Commission's rejection of Governor Brown's suggestion for an immediate Federally-financed program to create additional jobs. With respect to the Governor's suggestion, the McCone Commission comments, "Since we are somewhat skeptical about the feasibility of this program (especially as to the capacity of the unemployed in the disadvantaged areas to fulfill the jobs specified), we feel it should be tested on a pilot basis before a massive program is launched."

We believe that there is an urgent need for a massive program to create additional jobs and that it should be launched immediately. We think that job training for presently existing jobs does not provide an answer to our problem -- particularly in view of the increasing rate of automation. We favor the enactment of a substantial program of public works which will offer immediate employment to a large number of those currently unemployed and at the same time will permit the construction of much needed facilities, particularly in minority areas. We do not believe that a public works program constitutes a utopian concept in our "great society." To the contrary, we feel that job training for unemployed Negroes can only give rise to false hopes and produce additional bitterness unless a substantial number of additional jobs are created by Federal action.

We also believe that the McCone Commission did not recognize the failure of present programs to concentrate sufficiently on the problem of unemployment of those who are presently heads of families. We believe that while youth training and youth counseling are essential in order to avoid a new generation of unemployed, we cannot afford to abandon the older unemployed. We do not single out the McCone Commission for criticism in this respect. It is our feeling, however, that the Commission did not give sufficient attention to the need for concentrated efforts to solve the immediate problem of unemployment for so many heads of Negro families.

Public Welfare

The McCone Commission Report was quite critical of the administration of welfare programs. Its criticisms were made however, by way of raising questions rather than answering them. The questions raised are disturbing and they create implications which, if untrue, do a serious disservice to the entire system of public welfare. We note for example, the following three sentences in the McCone Commission Report: "However, the increase in AFDC expenditures, coupled with the increase in population, raises a question in the minds of some whether the generosity of the California welfare program compared with those in the southern and southwestern states is not one of the factors causing the heavy immigration of disadvantaged people to Los Angeles 'We are assured that many of the present recipients would rather have work than welfare, but the simple arithmetic of the matter makes us uncertain 'Indeed, we were told that the 18 year old girl who is no longer eligible for assistance when living with her mother may have considerable incentive to become a mother herself so as to be eligible again as the head of a new family group."

With respect to the statements quoted above, we find it regrettable that the McCone Commission felt it necessary to raise

such important questions but was incapable of answering them. We also find it regrettable that the McCone Commission failed to identify the anonymous source of its information that 18 year old girls fornicate not for pleasure, but in order to become eligible for welfare benefits. While the implication is certainly sinister, we would be far more concerned with such allegations if we were informed of their source. Nevertheless, in view of the substantial contributions of the Federal Government to the Public Welfare program in Los Angeles County (42 percent according to the McCone Commission), we believe that the questions raised by the McCone Commission require an answer. We note that one of the two Negro members of the McCone Commission vigorously dissented from this portion of the report. However, we believe that the report itself cannot help but undermine public confidence in the public welfare program. In view of the McCone Commission's unwillingness to reach conclusions concerning the basic questions raised by it, we see no alternative to an immediate Federal study which will either justify the newly-created lack of public confidence or restore that confidence and lay the McCone Commission's insinuations to rest.

Coordination of Federal Programs

We also note the McCone Commission findings with respect to the dispersal and lack of coordination of Federal programs for administering funds in minority areas. Here, we believe the McCone Commission's Report points up an area where positive action is required. We believe that the Federal Government should give immediate consideration to consolidation and integration of federally administered or supported programs, and to improving the channels of disseminating information concerning the availability of Federal assistance.

CONCLUSIONS AND RECOMMENDATIONS

We are in full agreement with the McCone Commission's description of the present state of affairs in Los Angeles. The

Commission stated "We are seriously concerned that the existing breach, if allowed to persist, could in time split our city irretrievably. So serious and so explosive is the situation that, unless it is changed, the August riots may seem by comparison to be only a curtain-raiser for what could blow up one day in the future." It is because we agree with this basic view expressed by the McCone Commission that we are so deeply disappointed by its failure to render a report which meets even the minimum hopes, expectations or needs of the minority community. It is also because we believe that local and State authorities have failed to cope with a "clear and present danger" that we feel compelled to report the need for vigorous Federal action.

Two years ago we reported the existence of a crisis in police - community relations to the United States Commission on Civil Rights and urged the Commission to consider scheduling hearings in Los Angeles concerning this subject. We believe that this crisis still exists. We think that the report of the McCone Commission makes it even more imperative that the United States Commission on Civil Rights now hold hearings in Los Angeles.

We would now urge, however, that the Commission schedule hearings far broader in scope than those originally suggested by our Committee. We think that immediate Federal action is required in the areas of education, employment and housing.

The Committee recommends a four-part program to meet the present crisis:

First, we suggest the immediate assignment of a full-time, high-level Federal official to the Los Angeles area for a period of at least six months, and that he be vested with sufficient authority to make and implement the necessary decisions concerning the allocation and expenditures of Federal funds. Such a Federal official should be assigned the following duties, among others:

- (A) Coordination of existing Federal programs;
- (B) Participation in the current state - city studies

regarding implementation of the recommendations of the McCone Commission;

- (C) Investigation of the availability for immediate use in the Los Angeles area of additional Federal funds;
- (D) Establishment of an immediate "crash program" for assisting the unemployed to obtain employment both from existing job vacancies and by the creation of new jobs through the use of Federal funds.

Second, we urge the immediate expansion of the Presidential Executive Order relating to discrimination in housing. We also urge that regulations be adopted requiring non-discrimination covenants as a condition to the lending of funds for housing construction by banks and savings and loan institutions whose deposits are insured by Federal agencies, or who are otherwise subject to such regulations.

Third, we suggest that the new Department of Urban Affairs designate Los Angeles as its area of first concern and that it be instructed to give immediate attention to the development of Federal programs designed to alleviate the present crisis.

Fourth, we recommend that the United States Commission on Civil Rights schedule hearings in Los Angeles at the earliest possible date. We believe that the hearings should cover the following subjects:

- (A) Police - Community Relations. In this connection we believe the Commission must assume the responsibility abdicated by the McCone Commission of determining whether justification exists for continued Negro complaints concerning police malpractices. We also believe that the Commission must inquire into the alleged serious violation of constitutional rights in connection with the Muslim Temple episode;

- (B) Employment, Education, Housing and Public Welfare. We believe that there are immediate problems in employment, education and housing which cannot await the scheduling of hearings by the Commission. For this reason we have

suggested the assignment of a full-time Federal official to deal with the immediate problems. However, we believe that the underlying problems not faced by the McCone Commission are also urgent. We think that the Commission is best equipped to deal with these basic issues and to develop long-range programs and ideas. We think that full-scale efforts must be made to develop new programs which strike at the heart of segregated communities, segregated education and lack of employment opportunities. It is clear that these conditions all exist to an aggravated degree, in the Los Angeles area. Accordingly, among the subjects which we believe the Commission should consider are:

- (1) Development of new long-range Federal programs. Particular emphasis should be given to the establishment of a Federal public-works program and the creation of substantial numbers of additional jobs. Even more important, we believe, is the development of new Federal programs and ideas designed to help eliminate the present pattern of segregated communities and defacto segregation in education;
- (2) Investigation of the questions raised by the McCone Commission concerning the public welfare program.

Solutions which go way beyond the minor corrective steps suggested by the McCone Commission must be found. We conclude, with reluctance, that such solutions will be explored and adopted only if the Federal Government takes the initiative. Unless Federal action is forthcoming, and without delay, we believe that no substantial

progress will be made towards curing the ills which led to the
August riots.

STEPHEN REINHARDT, Chairman
MORTON A. BAUMAN
MERVYN M. DYMALLY
ALMA L. MONTGOMERY
LOREN MILLER

By Stephen Reinhardt
Stephen Reinhardt, Chairman

UNITED STATES GOVERNMENT

U.S. CIVIL SERVICE COMMISSION

Memorandum

Subject: Community review on equal employment opportunity --
Los Angeles, California

From: Donald R. Harvey

To: Chairman Macy

Date: JUL 16 1964

In Reply Refer To:

ED:EXR

Your Reference:

THE COMMUNITY

Los Angeles, the city of angels, is evidently also the city of growth. From this report, it appears that the rapid growth of Los Angeles has been nothing short of fantastic. This growth has also been, by and large, without the benefit of any sort of direction. It has been hindered only by the sea. Los Angeles has seen fit to annex such areas as San Pedro and Wilmington in order to get the benefit of the harbor. It has also spread out to the north to the San Fernando Valley in order to get the benefit of additional land for housing. The net effect has been that Los Angeles can be characterized as being a group of communities in search of a city.

As a result of this uncontrolled explosion, Los Angeles faces unusual and unique conditions. There are, for instance, incorporated towns within the incorporated City of Los Angeles. The only reliable transportation seems to be a new automobile. While this city seems to present a dramatic new challenge to urban planners, it seems to fall into the same old pattern as seen in all other cities. Minority groups are concentrated in certain areas, which happen to be the poorer sections in the central area of the city, de facto segregation exists, and minority groups inevitably find only the less desirable types of jobs available to them.

Compounding this condition is the fact that in Los Angeles there is not just one minority group but several. There are not only the Negroes but a large number of Spanish Americans. Further, there are several discernible Oriental ethnic groups. There are the Japanese, Chinese, and the Filipinos. In general, most of those of Oriental

descent congregate in a section of the town which is populated by their own group. Japanese seem to fare the best of these Oriental groups. Filipinos seem to do the worst in that the traditional occupations for them have been menial jobs.

The City seems to offer many contrasts. For instance, on one hand, the relationship between the minority groups and the police department seems to have completely deteriorated. Newspaper articles attached to the report indicate that further clashes are predicted. Evidently the minority groups completely lack confidence in the police department. The Police Chief is adamant in his stand that justice is being fairly dispensed and refuses to make any changes in the method of operation. On the other hand, California has a fair housing law known as the Rumford Act which forbids racial discrimination in most housing rentals or sales. In one case, as shown in a newspaper article (Part D, page 10), the Act was enforced. However, the indications were that the decision would be appealed.

THE NEGRO AND THE FEDERAL COMMUNITY

The review lists no major problems with regard to the relationship between the Federal community and the minority groups. The Federal agencies are reported to have given widespread publicity to their job opportunities and to their programs. Contacts have been established with leaders of the minority groups. The common problem which exists for all, both minority and majority groups, is transportation. Public transportation seems to be inadequate in many instances and persons must rely on private automobiles. Another factor influencing Federal employment in this area is the fact that some agencies are reducing their forces. Thus, hiring opportunities are limited. Further, the closing of some installations, specifically the San Diego Naval Shipyard, has meant that agencies in the Los Angeles area are expected to employ separated career employees when possible.

Some items of special interest are as follows:

1. It is pointed out on page 44 that the Los Angeles Post Office had in the past abandoned the residence requirement for Clerk-Carrier examinations and had drawn on adjacent communities for applicants. This extended zone included an area with a population of 75% or more Negroes. This practice is still continued today. It is further

reported on page 46 that two postmasters in the San Fernando Valley have indicated that they will give serious consideration to removing the current delivery zone residence requirement when the Clerk-Carrier examination is reannounced. It will be recalled that in the Detroit, Michigan community review the question was raised as to whether or not our certification and examining procedures with regard to residence requirements have in some way hindered the Negro competition for positions in neighboring suburban post offices.

2. It is pointed out on page 51 that some Spanish-speaking persons who have passed the exam still could not be hired as Nursing Assistants because of the fact that they spoke English so poorly. Hiring such persons would create a situation in which they might encounter a great difficulty in communicating with patients.
3. The report discusses the situation at the Long Beach Naval Shipyard beginning on page 63. While the review of the Shipyard's operations is generally favorable, it is noted that the Shipyard is a target for occasional adverse publicity. It is suggested that this publicity results from accusations by minority group organizations which are frequently so general in nature that the Shipyard is unable to refute them.
4. It will be noted that the U. S. Marshal and his chief deputy indicated that no statements on equal employment opportunity policy have been prepared locally nor have they received any from the Department of Justice. The Marshal further stated that his knowledge of the Department's policy on equal employment opportunity has been gained through correspondence and telephone conversations with different officials in the Department.

CONCLUSIONS

The Region thinks that the best way to bring into line those less active agencies is through a coordinated effort on the part of all agencies in the area. To this end, the Federal Executive Board in Los Angeles is already working. It has sponsored one conference on equal employment opportunity for agency executives and is now planning a second conference for those second in command in an agency. The committee also plans to initiate a project whereby agencies would work with school officials in establishing better contacts with and motivation for Spanish-speaking students. The Region is, of course, prepared to furnish additional assistance to agencies in the area and intends to improve the information and liaison aspects of the equal employment opportunity program. They have also encouraged the development of a public information committee within the Federal Executive Board.

Enclosure

CC: Commissioner Andolsek
Commissioner Hampton
Mr. Irons
Mr. Oganovic
Mr. Gill
Mr. Stahl
Mr. Berlin
Mr. Schulte
Mr. Harvey
Mr. Dunton
Mr. Mello
Mr. Briley (San Francisco Region)
Mr. Beckman

REPORT OF COMMUNITY REVIEW
EQUAL EMPLOYMENT OPPORTUNITY IN FEDERAL EMPLOYMENT
LOS ANGELES, CALIFORNIA
APRIL 6 - MAY 8, 1964

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UNITED STATES CIVIL SERVICE COMMISSION
SAN FRANCISCO REGIONAL OFFICE

PART I - SUMMARY OF SIGNIFICANT FINDINGS

Los Angeles shares many problems with other sizeable cities in the United States:

- The movement of the rural, primarily agricultural, populations to an urban, primarily industrial, area within the last few years
- A proportionately larger increase in the minority-group populations than in the Caucasian population
- Increased population density in the established non-white neighborhoods; little dispersion of the minority groups among the "closed" suburban communities
- Minority-group members living in dilapidated and deteriorated housing, but paying rents comparable to or in excess of better housing available to non-minority families in other neighborhoods
- An economy primarily derived from manufacturing and other activities which increasingly require workers to possess more training in order to function at semi-skilled or higher levels.

Los Angeles also has some additional problems peculiar to this community:

- A large Mexican-American population, growing at an explosive rate, which suffers the same disadvantages as the Negro in employment, but for different reasons.
- A huge geographical area, dispersed business and industrial sites, and slow, expensive and inadequate public transportation.

As in all the metropolitan areas of the State of California, there is growing unrest on the part of minority-group members, and particularly the Negroes and Mexican-Americans in Los Angeles, centered around the problems of employment, housing and education. Judging from the number of human relations organizations, there is an increasing awareness on the part of responsible community members of the need for current and long-range planning to develop acceptable solutions to these problems.

The Federal government, along with some of the largest companies having substantial government contracts (such as the Lockheed and North American aircraft companies) are recognized as leaders in nondiscriminatory hiring. Local government, particularly the State and County, have begun to give attention to more positive programs for attracting minority-group applicants. Recently the County authorities and the Los Angeles Board of Education have established record-keeping systems to permit them to conduct annual ethnic censuses. From comments received from the minority-group members contacted

during the community review, it does not appear that other government jurisdictions have yet adopted programs for minority-group members which provide internal placement opportunities (promotion and training) such as those we found in operation in the majority of the Federal agencies.

The Federal government employs minority members in a proportion exceeding that of such persons in the general population and in the labor force. These people are concentrated in jobs open to those of limited education and skills (post office Clerks and Carriers, Hospital Nursing Assistants and Food Service Workers). The proportion of Spanish-speaking employees in the Federal government is below that of the general population. Negroes and Orientals are increasingly represented in the skilled trades, mid-level supervisory positions, and professional occupations, but many of these individuals are long-term employees who have advanced themselves within the organization or are more recently advanced from trainee positions. We see nothing wrong with this, in fact, it appears to be in consonance with the intent of Executive Order 10925. Professionally trained and experienced minority-group members are in short supply, and the majority are successfully placed in private practice in their own communities or in government contracting organizations.

No evidence of discrimination was found in Federal recruiting and examining activities. Our review indicates that most minorities are aware that job opportunities exist for them in the Federal government. Unfortunately, the bulk of the job opportunities - and the bulk of the public contacts with Federal employees - center around jobs which demand few skills and offer limited promotional opportunities. As a Federal community, we will plan to explore additional ways of publicizing other kinds of occupations among minority groups and of encouraging applications from the Spanish-speaking group for all occupational levels for which they may be qualified.

All Federal establishments covered in the review are carrying out the equal employment opportunity program; the largest Federal employers are taking aggressive action to improve the quality of their programs in recruitment, in internal placement, and in training their supervisors in their responsibilities for carrying out the program. Employee development activities are administered equitably, and in several agencies minority-group employees are being encouraged to participate in self-development activities which would prepare them for more responsible positions.

The headquarters offices of most agencies have provided adequate policy guidance; many of them have emphasized the positive aspects of the program. Some smaller establishments, particularly those where the personnel office is located at a regional or central headquarters, have not fully understood the meaning of positive, affirmative action, nor have they received instructions on how to carry out such a program. Also, we find that in several agencies the emphasis on the equal employment opportunity program is centered around the Negro; in the Los Angeles area we have substantial numbers of every ethnic

group, which must be recognized if Federal agencies are to carry out our responsibilities under the Executive Order.

The conduct of this review has been a valuable experience for our Los Angeles Branch Office staff. It has provided a single reference source on population, economic conditions, residence patterns, and other information related to minority groups in Los Angeles not available before. Most valuable have been the establishment of contacts with the various organizations and the knowledge we have gained of the ways these groups can assist us in strengthening the equal employment opportunity program in the Federal community. It is our intention to share the benefits of these studies and insights with the other Federal establishments of the area.

PART II - APPROACH, COVERAGE AND CONTACTS

For statistical purposes, the Department of Labor defines Los Angeles and Orange Counties as the Los Angeles-Long Beach labor market area. This area includes some 140 communities. For the community review, the City of Los Angeles and that portion of Terminal Island which is a part of the incorporated City of Long Beach were selected as providing comprehensive and representative coverage of Federal activities and Federal employment in the greater Los Angeles area.

The community review in Los Angeles began April 6, 1964, at an opening conference with agency officials held in the auditorium of the New State Office Building in the Civic Center. It was conducted by Mr. Asa T. Briley, Director, San Francisco Region, and was attended by the following agency representatives:

Department of Defense

Defense Subsistence Supply Center, Los Angeles Region:
J. E. Muenker Administrative Officer

Department of the Air Force

Space Systems Division, Air Force Systems Command:
Lt. Col. Marvin Balch, Deputy Employment Policy Officer
W. H. McQueen, Civilian Personnel Officer
1352d Photographic Group, Lookout Mountain:
Arvis B. Heaney, Manpower and Organization Staff Officer
Auditor General, Western Region:
Jack K. Parrent, Chief, Management Division
Western Contract Management Region:
O. J. Jenness, Personnel Management Specialist

Department of the Army

Fort MacArthur, San Pedro:
Lieutenant Colonel A. L. Williams, Chief, Personnel and Administration
Major C. F. Barney, Deputy Employment Policy Officer
Herbert A. Dorny, Personnel Officer

Department of the Navy

Inspector of Naval Material:
Captain A. L. Guney, Officer-in-Charge
H. E. Schoeny, Management Analyst
Stanley George, Personnel Management Specialist
Navy Purchasing Office:
Captain W. G. Bacon, Officer-in-Charge
Evelyn Weingross, Industrial Relations Officer
Navy Area Audit Office:
Commander A. P. Boileau, Officer-in-Charge
Lieutenant Commander C. F. Grad, Deputy Officer-in-Charge
Long Beach Naval Shipyard:
Captain R. A. Ball, Acting Commander
E. John Hanna, Employee Relations Superintendent

Department of the Navy - Continued

U.S. Naval Station, Long Beach:
Lieutenant Margaret A. McIlraith, Military Personnel Officer
D. W. Lemmon, Industrial Relations Officer

Department of Agriculture

Agriculture Marketing Service:
Farrell S. Stone, Officer-in-Charge
Agriculture Research Service:
Thomas F. Howell, Assistant Veterinarian in Charge

Department of Health, Education and Welfare

Food and Drug Administration:
Gordon R. Wood, District Director
Gene M. Slota, Management Assistant
Social Security Administration, Los Angeles District Office:
Frank Mason, District Manager
Social Security Administration, Van Nuys District Office:
Max Sommers, Assistant District Manager

Department of Interior

Bureau of Indian Affairs:
Donald H. Spaugy, Officer-in-Charge
Bureau of Commercial Fisheries, Terminal Island:
Donald R. Johnson, Regional Director
S. A. McWilliams, Administrative Officer
U.S. Geological Survey:
R. E. Bareither, Administrative Assistant

Department of Justice

Immigration and Naturalization Service, Regional Office, San Pedro:
T. W. Dodds, Regional Personnel Officer
Immigration and Naturalization Service, District Office, Los Angeles:
George K. Rosenberg, District Director
U.S. Attorney:
L. Wayne Thomas, Administrative Officer
Federal Correctional Institution, Terminal Island:
Henry F. Bohne, Personnel Officer

Post Office Department

Los Angeles Post Office:
Charles E. Dunnevant, Chief, Personnel Officer
Encino Post Office:
Francis M. Schaffer, Postmaster
North Hollywood Post Office:
Everett T. Carpenter, Postmaster
Beulah D. Vincent, Personnel Supervisor

Post Office Department - Continued

Pacoima Post Office:

Nancy C. Avery, Postmaster

Arthur C. Male, Jr., Assistant Postmaster

Reseda Post Office:

T. B. Van Horne, Postmaster

San Pedro Post Office:

Sylvan C. Smith, Postmaster

Barbara A. Wilkinson, Personnel Assistant

Tarzana Post Office:

Ralph B. Gamp, Postmaster

Van Nuys Post Office:

Kay Bogendorfer, Postmaster

Helen B. Crane, Administrative Assistant

Ronald E. Zelming, Training Officer

Venice Post Office:

J. Paul de la Garrigue, Acting Postmaster

Walter H. McGuffin, Assistant Postmaster

Treasury Department

Internal Revenue Service, Los Angeles District:

R. A. Riddell, District Director

L. C. Jobe, Personnel Officer

U.S. Customs Service:

Frank R. Creed, Assistant Collector of Customs

Virginia D. Gomez, Central Personnel Officer

U.S. Savings Bond Division:

W. C. Eller, State Director

Veterans Administration

Veterans Administration Center:

Lowell C. Like, Director

Jerome R. Dolezal, Assistant Director

Ralph E. Moore, Acting Chief, Personnel Division

Veterans Administration Hospital, Sepulveda:

Dr. T. J. Hardgrove, Director

Gordon Weinbrandt, Assistant Chief, Personnel Division

Matt Buttiglieri, Chief, Counseling Psychology

Veterans Administration Outpatient Clinic:

Dr. M. T. Sax, Clinic Director

Verna Ward, Personnel Management Specialist

Veterans Administration Regional Office:

Rudolph Beiser, Personnel Officer

Veterans Administration Supply Depot, Wilmington:

F. R. Lardia, Jr., Assistant Director, Supply Service

Gertrude R. Torquato, Personnel Management Assistant

Other Agencies

Federal Aviation Agency, Western Region:

James V. Nielsen, Chief, Compliance and Security Division

Glyndon M. Riley, Assistant Chief, Personnel and Training Division

Other Agencies - Continued

Federal Home Loan Bank Board:

Walter J. Brown, Chief Examiner

Federal Housing Administration:

Ruth White, Administrative Officer

Federal National Mortgage Association:

K. J. Eriksmoen, Assistant Agency Manager

John R. Coryell, Administrative Officer

General Accounting Office:

H. L. Ryder, Regional Manager

National Labor Relations Board:

Ralph E. Kennedy, Regional Director

Selective Service System:

Virginia Milbourne, Supervisor, Southern Area Service Board

Small Business Administration:

Earl E. Waugh, Regional Counsel

Edna M. Torrey, Administrative Officer

Opening Conference

All of the larger Federal establishments in Los Angeles, except for the Los Angeles District Corps of Engineers, and many of the smaller establishments were represented. Top officials of the Corps of Engineers were unable to attend because of absence from the city or illness; the Director and Assistant Director of the Federal Aviation Agency had planned to attend but were prevented by a last-minute emergency. Some of the very small installations did not send representatives, apparently because of the size of their organizations and the lack of personnel authority at the local level. There were no representatives of headquarters staffs of agencies at the conference.

Mr. S. E. Tarbox, Deputy Director (Los Angeles) opened the conference and introduced Mr. Briley, CSC Regional Director. Mr. Briley then discussed the community review and the equal employment opportunity program in general. Following his presentation, there was some discussion of the advantages and disadvantages of establishing Equal Employment Opportunity Committees in an establishment to advise and assist top management. Two of the large activities (the Long Beach Naval Shipyard and the Los Angeles Post Office) discussed their use of such committees. The representative of the Los Angeles Post Office pointed out that the establishment may have to guard against the tendency for the committee to be regarded as a committee to take up individual grievances. Mr. Briley was asked whether the Commission had assessed the values of such committees as they are found to be operating in various establishments. He replied that while there had been no official Commission evaluation, most agencies where they existed were well satisfied with the arrangement.

Top management officials of the Long Beach Naval Shipyard and the Internal Revenue District stressed the need for whole-hearted top management support of the program and for insuring that, for supervision at all levels, training includes understanding of how to approach basic problems so as to assure that their attitudes are sound and affirmative. Representatives of these two activities and of the Federal Aviation Agency pointed out some of the positive actions that had

been initiated in their establishments. The programs of these three establishments are discussed in more detail in Parts V and VI of this report.

Mr. Briley asked Mr. Frank Mason, District Director of Social Security Administration to report, as Chairman of the Equal Employment Opportunity Committee of the Los Angeles Federal Executive Board, the activities being planned by that group. Mr. Mason stated that as a result of the first meeting of the Committee a proposal was under consideration to hold a second major conference somewhat similar to the Arrowhead conference^{1/} which would be aimed at the second-in-command and the personnel officer level of Federal agencies to explore the equal employment opportunity program as it affects the Negro and Mexican-American communities. This would include the concern of Federal activities as responsible members of the community with the high-school dropouts among these groups and the necessity for working with educators to encourage these youths to continue their academic studies. This proposal has been made to the Executive Committee of the Federal Executive Board and is awaiting approval.

Other discussions centered around the need for minority-group members to have models, both within and outside of the Government, who represent realistic vocational goals to which they can aspire. It is important that the Federal Government present visible signs of such models in its recruitment and publicity activities. One agency representative commented on how this had been accomplished successfully at the Career Guidance Center^{2/} where several of the Federal booths were manned by Negro and other minority-group members, and several of the displays featured pictures of minority-group employees as well as Caucasians.

^{1/} The Los Angeles Federal Executive Board Lake Arrowhead Conference on Equal Employment Opportunity, held October 22-24, for heads of establishments in Southern California. This meeting was attended by Mr. John W. Macy, Jr., Chairman of the USCSC.

^{2/} The Third Annual Career Guidance Center, held March 10-20, 1964, at the Great Western Exhibit Center. The Center is sponsored by the Office of the Los Angeles County Superintendent of Schools in cooperation with community, business, industry, professional, labor, and government organizations. Its major purpose is to assist youths in establishing appropriate career goals by providing exhibits and qualified occupational representatives to furnish information to young people, parents, teachers and counselors on career opportunities and requirements. The Center was attended by some 45,000 students and adults. With the backing of the Federal Executive Board, Federal establishments have been the strongest group supporting this activity.

Publicity

A news release about the community review, as well as an invitation to attend a press conference, was sent to the City News Service of Los Angeles and 11 daily news papers published in Los Angeles and Long Beach, 16 newspapers published daily or less frequently for various minority-group populations, 23 radio stations, and 8 television stations. The only newspaper represented at the press conference which followed our initial meeting was the Los Angeles Evening Herald-Express. Unfortunately our press conference was competing with the sentencing in Federal Court of one of the kidnapers of Frank Sinatra, Jr. We have been unable to find any evidence that news stories on the community review were printed in the papers or were given attention by the radio or TV stations.

Summary of Fact-Finding Contacts

1. Contacts included the following Boards of Examiners and agencies:
 - A. Boards of Examiners: Western Contract Management Region, USAF; Internal Revenue Service (Detached Representative); Veterans Administration Center, Veterans Administration Hospital, Sepulveda; Long Beach Naval Shipyard; Los Angeles District, Corps of Engineers; Federal Home Loan Bank Board; Los Angeles Post Office; Federal Aviation Agency; Fort MacArthur.
 - B. Agencies: Internal Revenue Service, Los Angeles District; Federal Aviation Agency, Western Region; Veterans Administration Hospital, Sepulveda; Long Beach Naval Shipyard; Los Angeles Post Office; U.S. Marshall; Bureau of the Census.
2. All contacts with representatives of organizations having interests in minority-group problems were made by the Deputy Director (Los Angeles), Mr. Tarbox. These included:

Community and Government Organizations

Youth Opportunity Board:

Joseph Maldonado, Executive Director
 L. H. Traylor, Director, Youth Training and Employment Project
 Roger Wickland, Director, East Side Project
 William Acosta, Staff, East Side Project
 Rossie O. Elliott, Director, South Side Project

California Fair Employment Practices Commission:

Lawrence Lucks, Board Member
 A. L. Hartsfield, Attorney

California Youth Authority:

Juan Acevedo, Board Member

Los Angeles County Commission on Human Rights:

John Buggs, Director
 Leon Smith, Staff

Community and Government Organizations - Continued

California State Department of Employment:
Alfred Kartsman, Minority Specialist

United Civil Rights Committee:
E. J. Franklin, Member, Executive Committee
Raymond Johnson, Chairman, Employment Committee and
Chairman, Hospitals, Health and
Welfare Committee
Joseph Walker, Member, Employment Committee

Negro Organizations

Los Angeles Urban League:
Wesley R. Brazier, Executive Director
Joseph Walker, Director, Job Development and Employment
Alfred Kartsman, Member, Job Development and Employment
Committee

Los Angeles Chapter, National Association for the Advancement
of Colored People:
E. J. Franklin, Chairman, Employment Committee
Raymond Johnson, Chairman, Hospitals, Health and Welfare
Committee

Los Angeles Chapter, Congress of Racial Equality
W. B. Washington, Chairman, Employment Committee

Mexican-American Organizations

Council of Mexican-American Affairs:
Carlos Borja, President

Los Angeles G. I. Forum:
Juan Acevedo, President

Los Angeles Community Service Organizations:
J. J. Rodriguez, Past President and Founder

Mexican-American Intergroup Committee:
Carlos Borja, Member

Japanese-American Organizations

Japanese-American Citizenship League:
Isaac Mitsushigi, Executive Committee

Schools

Los Angeles Board of Education:
William C. Rivera, Public Information Officer, Office
of Urban Affairs
Harry Harder, Director of Secondary Counseling
Calvin Dellafield, Principal, Jefferson Adult School
Walter Hertzog, Dean of Admissions and Counseling,
East Los Angeles Junior College

The views of these representatives are summarized below:

A. Federal Equal Employment Opportunity Practices

The Federal Government's employment practices appear to be considered by minority groups in Los Angeles as generally favorable. Generally, representatives of the Negro, Mexican-American, and Japanese-American communities spoke of the image of the Federal civil service as good, although one Negro representative stated that there was a feeling that Negroes had difficulty getting into "elite" organizations. Other representatives made specific favorable comparisons of the Federal civil service with private industry and local government in this regard.

Some spokesmen for the Mexican-American community said that the image of the Federal government as a whole is not good. They feel that the Mexican-Americans have received far too few elective and appointive offices in the Federal service. Since these are publicized jobs, they tend to create a negative image out of all proportion to their numbers. Since these people have more continuing contact with local government than with Federal government, they also tend to judge government employment as a whole by their experience with local government, which is not too favorable. One state official pointed out that Mexican-Americans were not favorably impressed by the fact that in the five Southwest states, representatives of their ethnic group hold only 2.6% of the Federal positions at GS-9 and GS-11 and only 0.8% of those at GS-12 and above.

In the Negro community, criticism seems to stem from several well-publicized complaints about promotional opportunities in three local establishments. Such cases as these, and a general feeling that there are many minority employees of the Los Angeles Post Office whose training has prepared them for more responsible work than that to which they are assigned, seems to have created doubt as to promotional opportunities for Negroes in this and several other organizations. However, they have also expressed that, under its new management, the Post Office has improved the opportunities for Negroes and that favorable changes are taking place in the other establishments about which concern was expressed.

At the other extreme, certain specific actions on the part of the Federal government have created favorable impressions such as the October FEB Arrowhead Conference, similar agency training activities for supervisors, and the efforts of two or three

establishments to clarify their needs and hiring practices through personal contacts with the leadership of the minority communities.

No minority group interested in job opportunities in the Federal service seemed to feel that it was not receiving sufficient hiring information from Boards of Examiners or the Commission.

B. Factors Affecting Minority Interest in Federal Employment

Minority and community leaders expressed their views as to some of the factors which limit the interest of Mexican-Americans in Federal employment:

- (1) Mexican-Americans have a relatively low educational average and high dropout rate.
- (2) Many never get beyond using English as a "second language". It is not a "thinking language", and this leads to more than usual difficulties in passing the typical written examination.
- (3) Only a small proportion of Mexican-American girls have an interest in office work; one Mexican-American leader said that he, himself, could not find any Mexican-American clerical workers for his own office.
- (4) The well-educated Mexican-American, of whom there are a considerable number, feels that his opportunities for advancement in public service are more limited than in business or in private professional practice; furthermore, he may lose his professional identity as a public servant.

In the view of some of their spokesmen not only does the Mexican-American community feel that the Federal government has not been interested in it politically, but there is almost a cultural aversion to having any more contact with government than is necessary. Apparently the attitude of many of these people toward the Mexican government is that of fear of government and government people. President Kennedy's position with reference to equal employment opportunity and the two visits of the President's Committee to Los Angeles last year have helped significantly to ameliorate this attitude. These spokesmen felt, however, that the Federal service has too little real communication with the Mexican-American community as to employment needs and employment opportunities to offset those attitudes.

Somewhat different concerns were expressed by spokesmen from the Negro community. Two placement specialists stressed the cumbersome and time-consuming nature of government examination procedures. Pointing out that the large proportion of applicants are seeking public employment when out of a job, they said that the experience of such people tends to be frustrating to them and in some cases to nurture the opinion that they are being discriminated against by delaying tactics. Several in speaking of this situation liken it to the old business strategem of saying, "Don't call me; I'll call you".

Others pointed out that most Negroes among the general public know or see only those Negroes in the Federal employ who occupy relatively unskilled positions. As one said, "The minority image of the public service is the mailman". Since the average Negro knows a considerable number of people who work for the Post Office or for the Veterans Administration in low-level jobs and probably no one who works in a managerial or technical occupation, he receives the impression that only such low-level jobs are open to minorities. This is a misconception which the spokesmen feel will have to be overcome by the conscious presentation by the Federal government of "models" in a wide range of occupations.

C. Suggestions for Federal Action

Our contacts supplied a number of suggestions as to how the Federal service might move to close the information gap which many feel exists, to improve its image, and to increase the possibilities of securing more well-qualified employees from the minority communities. Naturally, there were many comments about the need for more effective use of press, radio and television. A number of those consulted offered specific suggestions as to media and even as to persons who would be most helpful. They discussed the sorts of stories that should be released in Spanish-language media and those that would be better to release in the English-language media. They emphasized that material appearing in local weekly papers directed to specific minority groups tended to be accepted better than that appearing in the large daily papers. They urged the desirability of a carefully planned and sustained effort by the Federal service as a whole. They pointed out that since security and fringe benefits are still of great importance to the minority applicants, these features of Federal employment should be stressed.

The need to create a better showcase for Federal occupations came up repeatedly. As one spokesman said, "People believe what they see". Federal participation in the Los Angeles Career Guidance Center was applauded on this score and a question was raised whether the idea could be extended for use with schools, PTAs, church groups, etc., by the use of films or a few simplified displays. The Federal service was urged to utilize minority members in its publicity pictures and stories, as speakers, and in other "visible" roles as receptionists, recruiters, and public contact positions. As an extension of inviting minority leaders to discuss their programs with establishment employees, it was suggested that tours of typical

establishments might be a further useful means of establishing a better image.

Several expressed an interest in the problem of getting minorities into new kinds of jobs, including supervisory positions. A local member of the State Fair Employment Practices Commission listed four suggestions which they make to employers:

- (1) Spot "lily white" areas.
- (2) Bring in minority people by reassignment into areas where Negroes and Mexican-Americans need to have a chance to demonstrate their competence.
- (3) If necessary, force supervisors to promote off the top of the register for a time until they learn that minority people can operate effectively in these jobs.
- (4) Take into account the attitude of supervisors toward minorities in making efficiency ratings and acting on promotion certificates.

A number of the spokesmen were interested in helping applicants to make an effective approach to a Federal job. Some, concerned with the problem of registers used for jobs in many establishments, ask whether it would not be feasible, organizationally and financially, to have a central point where minority applicants could receive complete job information, be advised frankly on their employment prospects, and counseled about their job interviewing techniques. Two others discussed at length the language problems of the Mexican-Americans and the inferior quality of education brought north by many Negroes. They felt that a considerable number of these under-sell themselves on our test and asked whether something could not be done to help such people learn what the test will demand from them and prepare to "put their best foot forward". One speaker cited a program along these lines now being developed by the Los Angeles Board of Education to assist immigrants in qualifying for California Teacher's Certificates.

One further subject was brought up by several men involved in the Youth Opportunity Board project sponsored by the Office of Manpower, Automation and Training of the Department of Labor. They point out that over 60% of the young dropouts who qualify for their training have had recent court records. Most of these are on probation during at least a part of their training. Upon completion it is almost impossible to secure work for them. Government - Federal, state and local - uniformly asks for a year of successful employment following completion of probation. Business and industry are prone to say that if government, which is responsible for these young people, won't employ them, it is unfair to ask private employers to do so. The Youth Opportunity Board workers say that failure to get these young men constructively employed after training opens the way to further brushes with

the law and increases the likelihood of ultimate failure with their charges. They feel that the Federal service, which appears to set the pattern on matters of suitability, should develop some sort of workable variation from its one-year rule for promising young people who have satisfactorily completed their retraining programs and are recommended for employment by the Board.

D. Other Suggestions

We found the attitude of all those interviewed to be cooperative. In addition to the useful suggestions they gave for action and specific help on news media, they were helpful in other areas. They gave us information on two groups of school principals working in minority areas - the East Side Principals Association and the Mid-City Principals Association - who are concerned with the guidance, education, and placement of minority youngsters in high schools. They provided us full information on the Urban League's new Skills Bank and on the resources which can be made available through the Los Angeles County Commission on Human Relations. They also offered the names of additional community leaders whose special interests may be of help to Federal activities in their broadening efforts.

E. Miscellaneous

- (1) The County Commission on Human Relations tells us that Los Angeles County now maintains information about race and color on its IBM payroll cards. They say that this has materially increased the ease and accuracy with which the Commission can gather essential data. There has been no objection by minority groups; in fact, this action was discussed with them in advance and they definitely favored the move.
- (2) A leader in the Japanese-American community stated that he traces their success in securing public and private employment to the generally accepted policy among Japanese families of encouraging their children to secure as much schooling as possible. He explained the scarcity of Japanese applicants for typing and stenographic positions on the grounds that they are increasingly sending their girls to college. As a result, he states the Japanese-American community really had no significant problems to bring up with the President's Committee at their November meeting in Los Angeles and none that they would submit in connection with this community review.

PART III - INFORMATION ON THE COMMUNITY AND ITS FACILITIES

Introduction

Native-born Angelenos are proud of the Spanish heritage of the city. Named El Pueblo de Nuestra Señora la Reina de Los Angeles in 1781 by the Spanish governor of Upper California, the first part of the name was dropped when Los Angeles became a Mexican city in 1835. Streets and communities bear the names of the early California families such as the Sepulvedas, the Figuerosas, the Alvarados, the Dominguez' and the Carrillos. One out of every nine persons in the Los Angeles area bears a Spanish surname. Los Angeles ranks second only to Mexico City in the entire world in population concentration of persons of Mexican descent.

Ruben Salazar, feature writer for the Los Angeles Times points out that the romanticists who like to think that the city was settled by Spanish grandees and caballeros, sophisticated descendants of the "conquistadores," are deluding themselves. He quotes from Father Zephyrin Engelhardt, OFM, who, in his authoritative San Gabriel Mission and the Beginnings of Los Angeles, has stated that Governor de Neve had hoped to settle Los Angeles with Spaniards, but, being unable to muster any enthusiasm from them, he ordered the settlement made by whoever was available. The reluctant volunteers who became the first settlers really consisted of two Spaniards, one mestizo (Spanish-Indian), two Negroes, eight mulattoes and nine Indians. Their children were four Spanish-Indian, five Spanish-Negro, eight Negro-Indian, three Spanish-Negro-Indian, and two Indian.

Not only is the Spanish ancestry of the City of Los Angeles highly questionable, but there are a number of people who view it as being something other than a city in the accepted sense of the term. John Gunther, in his Inside U.S.A., stated that it had been called, among other things, "nineteen suburbs in search of a metropolis."

Los Angeles meets the dictionary definition of a "municipal corporation occupying a given area and subject to the laws of the state", but it is certainly like no other United States metropolitan center. Geographically it is the largest city in the world - 452 square miles. It resembles a wind-blown atomic-energy mushroom cloud with a rounded center, a long narrow stem, and a base smaller than the center. A huge portion of the cloud arises to the northwest of the central part of the city (this is the San Fernando Valley) and portions drift directly westward to the ocean. That portion of the city which includes the San Fernando Valley (until recent years an agricultural, sparsely populated area) represents roughly half of its total area.

Los Angeles is composed of 62 named communities. Seventeen of these have their own post offices. It surrounds other incorporated cities - Culver City, Santa Monica and Beverly Hills - as well as dots of unincorporated county areas.

Perhaps the best known communities in the Los Angeles area are Beverly Hills and Hollywood. Beverly Hills has its own city government and post office and is completely independent of Los Angeles. Hollywood, as far as the City of Los Angeles is concerned, is one of the named communities within the city. Letters addressed to "Hollywood, California," are delivered by the Los Angeles Post Office just as if they had been addressed to Zone 28, Los Angeles. Furthermore, one of the unincorporated county areas lies next-door to the Hollywood area; one may also address letters to residents of that area to "Hollywood" and have them delivered by the Los Angeles Post Office.

Los Angeles is by far the largest city in Los Angeles County. According to the 1960 census figures 2,479,015 of the county's population of 6,038,771, or 41%, reside in the city of Los Angeles. According to the Regional Planning Commission, the estimated population of the city as of January 1964 was 2,665,650, and of the county, 6,656,968. Approximately one million persons live in unincorporated areas of the county; the remainder living outside of Los Angeles are scattered among 74 incorporated cities ranging in size from 208 to 355,975.

Since World War II the Los Angeles metropolitan area has been growing at an explosive rate. Between 1950 and 1960, the population of Los Angeles County increased by 45.5% and the population of Los Angeles City by 25.8%. Population of the county had increased as of January 1964 by 10% over the 1960 figure, or 60% in the 13-year period since 1950. The January 1964 estimate of 2,665,650 population for the city represents a 7.5% increase over the 1960 figure, and a 35% increase since 1950. This rate of growth is greater than any of the five largest metropolitan centers of the United States.

The Community Relations Educational Foundation in its pamphlet, The Negro in Los Angeles County, points out:

"Much of that growth has been undirected and uncontrolled -- questions of land usage, water supply, transportation were left unsettled while the orange groves and the hillsides burgeoned with the new tracts, while freeways gashed their way across the landscape, and while the flood of new citizens poured in, each looking for some sort of approximate Paradise. Most of them were seeking the same things of their new California way of life -- a good climate, cleanliness, leisure, a good place to work, good schools for their children -- all of the intangibles which go to make up the California version of the Good Life."

A study of migrants to California, conducted by James W. Robinson, Assistant Professor of Economics, University of Missouri, reveals that the 1960 California population included 1,900,000 persons who had lived in other states in 1955. Los Angeles County ranked first in California counties in the number of both interstate and intrastate in-migrants; approximately 724,800 people arrived in the county from other states during the period 1955-1960 and 24% of these came from the South. In-migrants from other states included 79,000 nonwhite. Nonwhite interstate migrants to California came chiefly from the South, and over 50% of these went to Los Angeles. An additional 12,900 nonwhite individuals from other California counties arrived in Los Angeles County during this period.

Additional details on the history and composition of the communities located in the Southern, Western and San Fernando Valley districts of the city are provided in the discussion of the Los Angeles Post Office Board of Examiners, Part IV of this report.

The Negro in Los Angeles

The latest available figures on Negro population are those of the 1960 census. At that time 461,546 Negroes resided in Los Angeles County, representing 7.6% of the total population, and 334,916 lived in the City of Los Angeles, representing 13.5% of the city population. Of the county's Negro population:

- 334,916 lived in the City of Los Angeles
- 59,002 lived in largely segregated areas in the cities of Compton, Long Beach, Monrovia, Pasadena and Santa Monica
- 36,291 lived in highly segregated unincorporated territory contiguous to the Central District of Los Angeles
- 3,718 resided in 62 incorporated cities with a combined total of 1,829,907 persons (a Negro population of .20%)

In the County of Los Angeles, the increase in nonwhite population between 1950 and 1960 was 113.7%, while in the City of Los Angeles the growth factor was 97.2%. The Negro population in the county rose from 217,881 in 1950 to 461,546 in 1960, an increase of 111.8%; in the city it rose from 171,209 in 1950 to 334,916 in 1960, an increase of 95.6%.

The City of Los Angeles is divided into four districts - Central, Southern, Western and San Fernando Valley. Of the 334,916 Negroes living in the City of Los Angeles, 313,866, or 93.7% lived in the Central District. The remaining 21,050 lived outside the Central District. Of the 12,297 newcomers who settled outside the Central

District since 1950, 10,860 have joined members of their race in existing communities in San Pedro (in the Southern District), Venice (in the Western District) and Pacoima (in the San Fernando Valley District). Thus only 1,437 new Negro citizens, or .87% have found residences outside of these four locations. Further, 290,278 (86.6%) of the Negroes living in the Central District are located in nine of the thirty named communities which comprise this District. (See map, Part J of Appendix.)

Los Angeles has a relatively low density of population - the lowest of any urban area in the United States. The average persons per gross acre for the city is 7.4. Density of population in seven communities within the City of Los Angeles or immediately adjoining, where the nonwhite population exceeded 50% in 1960, ranged from 18 to 24 per acre. In these same areas are found the deteriorated and dilapidated housing. Sixty-four percent of the census tracts show more than 15% dilapidated and deteriorated housing in those areas in which the minority group population is from 75% to 100% of the total population. The favorable aspect of the housing picture is the constant expansion of the areas of minority group occupation.

There is no de jure school segregation in Los Angeles County. But the population patterns described above have resulted in a high degree of de facto segregation. It has been estimated by Mr. Loren Miller, prominent Negro attorney and publisher, that 60% to 70% of all Negro students in the county attend de facto segregated schools. According to Mr. Miller, "Our Boards of Education are committed to the neighborhood school concept, which means that a substantial number of all-Negro and all-white schools have grown up. As a matter of fact, more Negro children attend all-Negro schools in Los Angeles than attend such schools in Little Rock, Arkansas, and Jackson, Mississippi, combined."

In 1960 the median educational level for all persons 25 years of age and over in Los Angeles was 12.1; for the nonwhite adult it was 11.1. The median figure for the Negro population is not available. However, three educational problems have been identified which apply to the Negro population. One is the fact that many of the recently arrived students, particularly those from the segregated schools of the South, are not well enough trained to take their place among their age groups in the California schools. Recent state legislation has provided funds for the culturally deprived child, and the Negro student should benefit along with other segments of the community. Two other problems are those of a relatively high dropout rate and a startlingly high degree of adult functional illiteracy. Nationally, it is estimated that there are 22,000,000 such illiterates in our population. In Los Angeles County there are 874,747. This is a

percentage of 24.7, which is above the national average of 22.2%. Of these, 22.9% are Anglo-Caucasians and 32.4% are nonwhites, and 43.6% are white with Spanish surnames.

In June 1963, the State of California Division of Fair Employment Practices produced a revealing study entitled Negro Californians which provides the following statistics for the Los Angeles area, as of 1960:

Of white males, 15.4% were professional, technical and kindred workers, while only 4.9% Negroes were found in these occupational groups; 12.8% of whites were managers, officials and proprietors, but only 2.4% Negroes; however, while only 4.7% of the whites were laborers, 14.17% of the Negroes were in this occupation.

Among women 13.3% of the whites and 8.2% of the Negroes were classified as professional, technical, and kindred workers. Clerical workers accounted for 37.4% of the whites and 15.5% of the Negroes. Private household workers accounted for 3.7% of the white women, 23.5% of the Negroes.

The Mexican-American in Los Angeles

The Mexican-Americans in Los Angeles are far from a homogeneous group. Some of them, the descendants of early California families, are prominent in the social, political and economic life of the community. The first group of migrants from Mexico to California were political refugees who began arriving about 1910. World War I created a great influx of Mexican nationals because of the availability of jobs in the harvest of fruits and vegetables. Their descendants are now established members of the community. During World War II, tens of thousands of "Braceros" - Mexican farm workers - came to the United States to help out in agricultural work under contract with the Mexican government. Many of them married United States citizens and remained in the country. Some are citizens; some are permanent U. S. residents. The "Tejanos" have come to Los Angeles by way of the State of Texas, where they are commonly known as Latin Americans. Another group, the "Hispanos" from New Mexico, are Spanish-Americans who trace their ancestry to the early conquistadores of Spain. The Roybals are one such family; Mr. Edward R. Roybal serves as Congressional Representative from the Thirtieth Congressional District.

During the ten years from 1950 to 1960, the Spanish-speaking population in New Mexico increased 8%; in Colorado, 33%; in Texas, 37%; in Arizona, 51% and in California, 88%. In Los Angeles

County the increase during this period was 100%. Of all the Spanish-speaking population in the Southwest, 81% are equally divided between the states of Texas and California.

Many of the Mexican-American families, particularly the first and second generation immigrants, are Spanish-speaking or bilingual. They adhere in varying degrees to the cultural patterns of the primarily rural culture of the Mexican communities from which they came. The children, coming from such home environments or directly from Mexico, have serious difficulties in adjusting to the curricula of the Los Angeles schools where, even in the areas populated heavily by Mexican-Americans, the orientation is primarily toward the American culture.

There are indications that the Spanish-surname population identified by the 1960 census (based on a list of 7000 Spanish names) does not give a complete picture of the Spanish-speaking community. The following table would indicate that there are very likely numbers of Spanish-speaking persons who either do not have Spanish surnames or were somehow missed by the census enumerators. According to the census figures, 138,868 residents of the City of Los Angeles said they were born in Mexico, but only 53,338 of the Spanish-surname group said they had been born there.

	Los Angeles- Long Beach	Los Angeles County	Los Angeles City
Total Population	6,742,696	6,038,771	2,479,015
Born in Mexico	326,694	299,509	138,868
Total Spanish Population	629,292	576,716	260,389
Native-born	502,180	459,004	195,268
Foreign-born	127,112	117,712	65,121
Born in Mexico	107,362	98,803	53,338

Local Immigration and Naturalization Service figures show that as of January 1, 1964, there were 174,418 Mexican aliens registered in the 6-county area including and surrounding Los Angeles County (but not including the two counties bordering on Mexico). Of these, 169,904 were permanent residents. A large portion of these aliens are residing in Los Angeles County and surrounding commuting areas. Uncounted and undetected by the authorities are what spokesman for the Mexican-American community estimate to be an equal

number of illegally-entered aliens. According to Mr. Carlos Borja, Deputy Attorney General of the State of California, the Mexican Nationals are today arriving in the community at the rate of 30,000 to 50,000 a year.

In 1950, 41.7% of the total Spanish-surname population of Los Angeles County lived in a concentrated area consisting of eight adjacent communities of Los Angeles City and the unincorporated area of East Los Angeles. By 1960, the Spanish-surname population of this area had increased by 56,027 persons, but represented only 30.5% of the total Spanish-surname population of the county. This numerical increase, combined with the fact that the total population of this area decreased between 1950 and 1960, resulted in the Spanish-surname population accounting for over half the total population, almost double its ratio in 1950.

These figures indicate that the City of Los Angeles is becoming a much more highly segregated community than it has ever been before. Further, some of these communities within the city are also the communities in which the Negro population lives, or are immediately adjacent to them. These are the communities where the areas of dilapidated and deteriorated housing are concentrated.

The heavy concentration of Spanish-speaking persons in certain communities does not result from the same reasons which dictate that the Negro will live in concentrated areas. As Marcos de Leon puts it, the Mexican-American is shunted "into ghettos of his own making or forced to live in the unwanted part of the total community." The newly arrived Mexican-American heads for those communities where his native language is spoken extensively, if not exclusively. Poorly educated and untrained, his salary from menial or unskilled work would not permit him to buy or rent in higher-priced English-speaking communities, even if he wanted to do so. As the Mexican-American family becomes assimilated culturally in the broader community and its financial status improves, it tends to disperse into other residential areas. We find no indications that the Spanish-surname population is excluded from living in certain communities in the same way as is the Negro.

Among Spanish-surname adults in Los Angeles County, 44% have 8 years or less schooling as compared with 25% of the total population; 9% of this group has some college-level training while in the total population 24% had attended college. Seven percent of the Spanish-surname group had completed no schooling; only 17.5% have completed high school by contrast with 29% of the general population. Of those adults identified as functional

illiterates, 43.6% are whites with Spanish surnames. However, this last percentage is undoubtedly influenced by the fact that the measure is of proficiency in English.

There are, however, marked differences in the educational attainments of different generations of this group. The median number of years of education for the adult Spanish-surname population (228,254) in the Los Angeles-Long Beach area in 1960 was 8.9. But 98,133 of these adults were foreign-born and their median years of education was 6.4; for the 110,940 second-generation adults the median years of education was 9.8; for the smallest group of 79,091, third and subsequent generations, the median years of education was 10.5.

Mr. Borja points out that the Mexican-Americans in the Southwest area are concentrated in the blue-collar job categories. Government contractor compliance reports in 1962 showed that out of total of 310,000 persons employed by government contractors 4.7% were Mexican-Americans; of the total number employed in blue-collar categories, 7% were Mexican-Americans. Mexican-Americans represented only 1.2% of the white collar workers. In the Los Angeles metropolitan area, of the 94,000 persons employed by government contractors only 1.5% of the total were Mexican-Americans.

Mr. Borja states: "On paper we are the largest minority group in the state. On paper our political potential appears fierce. But unlike the second largest minority in California - the Negro - we have no real political cohesion.... On issues concerning all of the more than 1.5 million Spanish-speaking population in our state, our political force invariably crumbles like a pinata struck with the stick of feuding factions. This is not true in Texas and New Mexico where Mexican-Americans have been elected to municipal, state and federal offices for many years."

Other Minority Groups in Los Angeles

According to the 1960 census, growth rates for other minority groups have matched or exceeded those for the Spanish-speaking and Negro. Information on the population of these groups is not available for 1950 for the City of Los Angeles. The populations in the county and city as of 1960, and the growth rates of the individual groups in the county are shown below:

	<u>Los Angeles County</u>			<u>City</u>
	<u>1950</u>	<u>1960</u>	<u>% Incr.</u>	<u>1960</u>
Japanese	36,761	77,314	111.8	51,468
Chinese	9,187	19,286	110.3	15,443
Filipino	5,418	12,122	123.7	7,681
American Indian	1,671	8,109	385.3	3,822
Others	2,825	6,528	131.1	3,877

These increases also follow the pattern of other minority groups in that they exceed considerably the population growth of minorities in the United States (15.4%) and the State of California (41.5%).

During World War II, many of the Japanese residents of the area were placed in internment camps. Following their release and an adjustment period, they gradually became absorbed in the work force and seem to be well represented in professional, white collar and skilled occupations. This group is highly education-oriented. Many, particularly the older generations, run small family businesses of contract gardening, truck farming and plant nurseries. Although there is a concentration of Japanese in "Little Tokyo", and 66% of the county's Japanese population lives in the City of Los Angeles, there has been an increasing tendency for this group to disperse into the surrounding communities.

The Chinese have tended to settle in the city proper (80% of the county's Chinese population lives in Los Angeles); a number of them own or are employed by the stores and businesses in "New Chinatown" and in other locations. They also seem to be well distributed among occupational categories in the general work force.

In terms of occupations and employment opportunities, the Filipino more nearly resembles the Mexican-American than he does other members of the Oriental group. Traditionally in the Los Angeles area these people have been engaged in domestic work, as crewmen on commercial fishing boats, and in other low-skilled occupations. Many of them were originally recruited by the Navy Department for the Steward Service, which was then a separate service with lower pay scales than other parts of the Navy service. The largest colony of Filipinos is in San Pedro and has presumably drawn its population primarily from ex-servicemen and members of the fishing fleet. Another small group in Van Nuys may have been started by the "houseboys" who

worked for the well-to-do homes in Beverly Hills, Hollywood and the San Fernando Valley. Federal agencies located in the Los Angeles - Long Beach harbor area have a larger proportion of Filipino applicants than agencies in any other part of the city.

The Oriental population is 1.8% of the total population of Los Angeles County. In the Federal service in Los Angeles and Orange Counties, employees in this group total 1,294, or 2.23% of the total employment. They occupy 2.34% of the Classification Act positions, 2.25% of the wage board positions, and 2.14% of the Post Office positions.

The 1960 census shows 8,109 American Indians in Los Angeles County, of which 3,882 are located in the city proper. According to the head of the local Bureau of Indian Affairs Office, which is responsible for the placement of Indians in the work force, the number of Indians in the Los Angeles metropolitan area should be closer to 28,000, since 18,000 have been brought to Los Angeles since 1952. Some may have been identified with the Spanish-surname group, since the Southwest Indian frequently bears a Spanish name and is related to the Mexican-Indian. The Bureau of Indian Affairs reports that the majority of its placements are in the unskilled and semi-skilled categories.

Like the Mexican-American, the American Indian is neither a homogeneous nor an organized group. The orientation is to tribal identification rather than to any racial grouping, although there are 9 Indian community centers and 13 all-Indian churches in the Los Angeles area.

Economic Conditions

In 1960 the Los Angeles-Long Beach area had a total employed population of 2,615,496, or almost 38% of its population. Thirty percent of the workers were employed in manufacturing; 19% in wholesale and retail trade; and 12% in professional and related services.

According to the Security First National Bank Monthly Summary of Business Conditions, as of January 1964 total employment had increased to 2,976,700, but the proportion of the labor force engaged in manufacturing activities had decreased to 25%. Four out of ten manufacturing jobs are in defense and space-related industries (aircraft, missiles, electronics and scientific instruments). Despite the decrease in the proportion of workers engaged in manufacturing, the actual number had

increased by approximately 40,000. With over 5% of the total United States manufacturing employment, this area is now strongly challenging Chicago as the Nation's second-ranking manufacturing center.

Gains in employment in nonmanufacturing business and industries, which have exceeded the gains in manufacturing employment in other parts of the country, have only begun to do so in Southern California. Growth in trade, service industries, non-Federal government employment and construction have helped to absorb the growing work force. Employment in construction work in Los Angeles - Long Beach averaged 170,000 in 1963, exceeded only by New York City in the number of individuals employed in the construction industry.

The median family income for both the total California population and the non-white population exceeded that of the United States in 1960. Furthermore, the family income for the Los Angeles - Long Beach area (Los Angeles and Orange Counties) exceeded that of California. But within the general labor market area, incomes of families living within the city were lower and the male unemployment rate higher than in either the labor market area or the county, as shown by the tables below:

Median Family Income

	<u>Total</u>	<u>Spanish-Surname</u>	<u>Non-White</u>
U. S.	\$5,660	--	\$3,711
California	6,726	\$5,532	4,971
LA/LB	7,066	5,762	5,163
Orange Co.*	7,219	5,793	5,556
L.A. Co.	7,055	5,759	5,157
Los Angeles City	6,896	5,564	5,050

*Orange County figures are included in the Los Angeles - Long Beach area. The population of the county is 703,925, of which 98.8% are white (including 7.5% Spanish surname), .45% are Negro, and .91% are other non-white.

Male Unemployment Rate (Percent of Labor Force)

	<u>Total</u>	<u>Spanish-Surname</u>	<u>Non-White</u>
U. S.	5.4	--	10.2
California	5.8	7.7	10.1
LA/LB	5.6	7.4	9.4
Orange Co.	4.2	5.7	4.5
L.A. Co.	5.7	7.6	9.5
Los Angeles City	6.7	8.3	9.8

Orange County is highly residential, with some light industry. Most residents of the county (75%) work in Orange County; only 7% work in the City of Los Angeles.

The situation within the City of Los Angeles with respect to the employment and income of the two major minority-group populations is pointed out dramatically by the following table prepared by the Los Angeles County Commission on Human Relations from 1960 census tract information:

Comparative Economic and Social Data
City of Los Angeles, 1960

	"White" tracts ^{1/}	"Negro" tracts ^{2/}	"Spanish-Surname" tracts ^{3/}
Population			
in tracts (%)			
White	100.0	8.8	90.2
Negro	--	89.8	--
Spanish-Surname	--	4.9	66.6
Median Income			
Total Population	\$8670	\$4360	\$5063
Nonwhite	--	--	--
Spanish-Surname	--	--	4990
Median Education			
Total Population	12.4	9.5	8.4
Nonwhite	--	--	--
Spanish-Surname	--	--	7.9
Median Unemployment			
Total Population	4.1	12.8	9.3
Nonwhite	--	12.6	--
Spanish-Surname	--	--	9.6
% Immigration from the South	10.1	61.5	36.1

^{1/} 48 Census tracts with 100% white inhabitants of whom 2% or less are whites with Spanish Surnames

^{2/} 38 Census tracts with 80% or more Negroes

^{3/} 26 Census tracts with 50% or more whites with Spanish Surnames

As can be seen in the foregoing table, the median Spanish-surname individual has a lower educational level, a lower unemployment rate, and a higher income than does his Negro counterpart, even when he lives in an area largely populated by first and second-generation Mexican-Americans, many of whom are resident or illegally-entered aliens. We can only conclude that he does not suffer from either the kind or extent of discrimination in employment that does the Negro.

Transportation

Los Angeles is the western terminal of three transcontinental railways and several bus lines. It has one of the busiest international airports in the United States. The Port of Los Angeles (for which the city annexed San Pedro and Wilmington in 1909) is first on the Pacific Coast in cargo volume.

Public transportation within the Los Angeles commuting area is inadequate, slow and expensive. There is no rapid transit system and there are no commuting trains. Bus lines and schedules are designed to carry persons from outlying areas into the central part of the city and away from the city during peak-hour periods. They provide little or no service between neighboring communities or during hours required for shift work, such as in hospitals. Busses from many neighborhoods in residential areas of the city run on half-hour schedules, even during rush hours. For example:

For a person living in Hollywood to reach the Federal Aviation Agency located almost due south in West Los Angeles, a distance of 12 miles, requires 4 busses and two hours.

To reach our office in Central Los Angeles, one of our Commission employees who lives in the residential community of El Monte, 20 miles away, spends an hour and fifteen minutes and two bus fares totalling 90¢ (one way).

Another Commission employee, who lives in Gardena approximately 15 miles south, must catch a Torrance bus at 6:25 A.M. if she is to make bus connections which will permit her to arrive by 8 o'clock. The fare for the two busses is 70¢. Returning home, if she catches a 4:30 P.M. bus from the office she arrives home at 5:45; otherwise it is 6:30.

According to the 1960 census report, San Diego with a 5.5% use of public transportation was the only one of 19 major metropolitan centers which had a lower use than Los Angeles' 7.6%. In the San Francisco-Oakland area this percentage was 17.3%.

In 1960, 1,115,252 or 48% of the county's employed workers worked in the City of Los Angeles. Seventy-four percent of the workers who resided in the city also worked there, and 71% of these city residents drove their own automobiles to work or shared a car pool. Only 17% of the 2,010,612 families in the county had no automobile and only 22% of the families in the city had no automobile. Four percent of the families in both the county and city had three or more cars.

The wage earner in the family that has no automobile is automatically restricted as to places he can work if he must depend upon public transportation, and this may severely circumscribe his employment opportunities. The secondary wage earner is similarly restricted in the family that owns a single automobile, and those that live in the suburban communities are reluctant to undertake the time and cost involved in commuting into the city when transportation is available. In view of the inadequacies of the public transportation in the greater Los Angeles area, the possession of an automobile can make the difference between employment or unemployment, even though owning an automobile may be an expensive necessity for the low-income family.

Schools

In the City of Los Angeles there are 40 three-year high schools, 5 four and six-year high schools, and 9 special schools (categorized as "disciplinary," "welfare" and "dropout") under the public school system, and an additional 26 private schools of high school level. There are 124 high schools located in the other 67 adjacent communities in Los Angeles County.

According to a study conducted by Robert Singleton and Paul Bullock of the Institute of Industrial Relations, UCLA:

"The policies of the Los Angeles city school system typify those pursued by many metropolitan school districts throughout the country. Rough estimates by the authors (official figures are unavailable) indicate

that of the total of 36 three-year senior high schools in the district in 1960-61, 21 had no (or very few) Negroes or Mexican-Americans enrolled, 6 had small percentages of minority students from outlying ghettos, 3 were integrated with large representations from the Negro and Mexican-American communities, and 6 were entirely Negro and/or Mexican-American in population (4 of them mainly Negro, 2 mainly Mexican-American). Among the 4 segregated Negro schools, one is located in the heart of the major Negro ghetto, while the other three are close to its eastern edge. In fact, one of the schools is situated directly on the eastern boundary, with a vast white area stretching eastward across the boulevard which forms the effective boundary. Yet the student body of that school is wholly Negro.....

"The average dropout rate for the 36 high schools in the Los Angeles System for the 1960-61 school year is 11.1 per cent, while the average for the six minority-group schools is 22.6 per cent. (These figures are not directly comparable with the national rate, which is calculated as the number of a hypothetical class of 1000 pupils entering the ninth grade and failing to graduate from the twelfth. The comparable figure calculated in this way for Los Angeles in 1959-1960 is 32 per cent. The national rate for the same grade levels and time period is estimated to be 41 per cent.) The rate for the latter group of schools ranges from almost twice (20.3 per cent) to almost three times (29.2) the average. In the list of 36, these six schools ranked first to sixth, i.e., the correlation between minority group population and dropout rate is perfect.....The problem has worsened over time.

"The rate of transiency shows an almost identical situation with respect to turnover of the school population. For the school year 1960-61, these six schools ranged from 53.1 per cent to 90.0 per cent in transiency rate, with an average of 75.4 per cent, compared with an average of 49.3 per cent for the 36 high schools in the city. A transiency rate of 90.0 per cent means that the teacher is faced with an essentially different class at the end of the school year than he faced at the beginning..... The transiency rate increased on the average for the minority-group schools between 1959-60 and 1960-61, while it decreased for the city high schools as a whole.

"An investigation of some of the factors underlying the high rate of transiency at one all-minority high school, for example, revealed some enlightening facts. Aside from the interschool transfer simply resulting from parental move from one zone to another, the schools permit transfer on two other bases: 'affidavit' and 'social adjustment'. The 'affidavit' is a permissive transfer, so called because the child must obtain parents' signatures and a notarization on an affidavit form stating the reasons for his requested attendance at a school outside the normal zone. Such a reason might be that the child will be cared for by someone other than the parents.

"Far more important is the 'social adjustment' transfer. This enforced transfer is invoked whenever the pupil is for any reason unwanted by the high school within whose boundary lines he resides... At the minority school studied, the 'affidavit' transfer accounted for only 1.8 per cent of total transfers, while the enforced 'social adjustment' transfers amounted to almost 33 per cent."

The article goes on to state that the Los Angeles city school districts estimated that such transfers normally make up about 5 per cent of the total for the secondary schools. In the one minority-group school where the study was conducted, the transfers, by category, were as follows:

Resident Transfers	56.6%
Social Adjustment Transfers	32.9%
Special Schools and Camps	8.5%
Affidavit & Cancel Affidavit	1.8%

The category "special schools and camps" involves transfers to special schools and camps for serious behavioral deviation. These schools are also largely segregated, despite the absence of attendance zones.

We have quoted extensively from this article because no information on the degree of segregation in the city schools systems has been officially released by the Los Angeles city school districts. Such a study has just been conducted, according to the State Fair Employment Practices Commission, but is presently in Sacramento being printed.

The article fails to mention that, annually, for a three-week period, a list of elementary schools having available spaces is published and circulated to all schools. Parents may file applications for transfers of their children during this period on a first-come-first-served basis. Twice a year, for a five-week period, applications for transfers of high school students are accepted on the same basis. Transportation to the new school must be provided by the family of the student.

According to an official of the Los Angeles City Board of Education, there are relatively few transfers made during this "open season". Transportation may, of course, be a factor. But within the recent past, students in 12 predominantly Negro schools which were overcrowded or on half-day sessions were offered the opportunity to transfer to predominantly Caucasian schools with transportation provided, and only one out of five pupils was interested in transferring. According to this official, the students are reluctant to leave their friends and associates and to transfer to other schools where they will have to develop new friendships.

The junior colleges in California are part of the secondary education system. The seven junior colleges and 27 adult schools in the city are open to all residents of the city. Junior colleges in nearby school districts (such as the Pasadena City College and Compton Junior College) have extended areas of residence. For a pupil to attend a school outside of the resident area requires a contract agreement between the two school districts. Formerly, the Los Angeles City School District had such an agreement with the Compton School District, and a number of students from the south-central part of Los Angeles (a Negro area) attended junior college in Compton because of the convenience of its location for them. Because Compton is also a rapidly growing community, the contract with Los Angeles has had to be canceled so that the Compton college could accommodate its own residents. For much these same reasons, transfers among the various junior colleges are becoming less prevalent.

According to figures provided by the Department of Health, Education and Welfare, there were close to one quarter million students enrolled in accredited two and four-year colleges located within the city limits of Los Angeles, in bordering cities, and in the adjacent San Gabriel Valley. All schools at these levels are open to students of any race.

There is no official information available on the distribution of minority groups among these schools. The Los Angeles City Board of Education, for the first time, has established a system for identifying ethnic origin of both pupils and teachers. This information will be placed on punch cards and will be used for an annual ethnic census of students and Board of Education employees. Junior college populations in the city will be included in these statistics. In the meantime, there are unofficial estimates from school officials that the minority enrollment at California State College at Los Angeles is approximately 30%; at Los Angeles Trade Technical Junior College it is approximately 50%; and at East Los Angeles Junior College the enrollment is approximately 30% Negro and is also heavily Mexican-American. Los Angeles City Junior College is reported to have a very large Negro population, some Japanese-Americans and some Mexican-Americans.

There is no tuition fee in the public junior colleges. Costs to the student include only a student body fee and books. In the 7 such colleges located in the City of Los Angeles and the 8 located in adjacent communities enrollment is steadily increasing:

Enrollment in Junior Colleges

	<u>Fall 1961</u>	<u>Fall 1962</u>	<u>Fall 1963</u>	<u>Increase, 1961-63</u>
Los Angeles	55,498	66,526	70,207	26%
Nearby Schools	<u>56,210</u>	<u>69,338</u>	<u>76,026</u>	35%
	111,708	135,864	146,233	31%

There are 20 private and state-managed four-year accredited schools located within the City of Los Angeles and 16 in the adjacent communities. Total enrollment in these schools was 115,841 in the fall of 1963. Enrollment in four state-supported schools (UCLA, and the California State Colleges at Los Angeles, San Fernando Valley and Long Beach) accounted for 70,211 or 61% of the enrollments. Although costs of these state-supported schools are minimal (there are no tuition fees for state residents and other fees are \$50-\$90 a semester) the entrance requirements are becoming increasingly higher for the four-year colleges and universities.

Federal Employment

According to the 1960 census, 10.7% of the work force in the Los Angeles - Long Beach area, 10.6% of the work force in Los Angeles County, and 10.3% of the work force in the City of Los Angeles were employed by government, including Federal, state and local jurisdictions.

Employment statistics compiled by California agencies in cooperation with the U. S. Bureau of Labor Statistics for the year 1963 showed an increase in total government employment to 13.1% of the average nonagricultural employment in 1963. Compared with 8 other metropolitan areas in California, the Los Angeles - Long Beach area ranks the lowest in percentage of government employees:

Wage and Salary Workers in Nonagricultural Establishments
Annual Average, 1963 (In Thousands)

<u>Area</u>	<u>Total Employment</u>	<u>Government Employment</u>	<u>Percent</u>
Sacramento	183.3	63.1	34.8%
Bakersfield	74.1	20.4	27.5%
San Bernardino- Riverside-Ontario	211.1	56.1	26.6%
Stockton	66.3	16.3	24.6%
San Diego	264.3	63.7	24.1%
Fresno	91.9	19.1	20.8%
San Francisco-Oakland	1,063.5	221.8	20.8%
San Jose	247.1	36.6	14.8%
Los Angeles-Long Beach	2,609.7	342.2	13.1%

As of November 1963, the same source reports the nonagricultural work force of approximately 2,648,000 distributed among the industries as follows:

<u>Industry</u>	<u>Percent of Work Force</u>
Manufacturing	32.4
Trade (Wholesale and retail)	21.8
Services	15.8
Government	13.3
Construction	5.5
Transportation and utilities	5.5
Finance, insurance & real estate	5.2
Mineral extraction	.4

The Federal government, with approximately 60,000 employees, represented only 17.2% of the total government employment or 2.3% of the total work force. Of the total Federal employees in the area, almost half are Post Office employees.

The Federal government in Los Angeles has been recognized as a minority-group employer for many years. Contacts with officials of local government indicate that these officials consider the Federal government much more aggressive than they are in seeking out minority-group members for employment in responsible positions. The State of California has followed the lead of the Federal government in conducting ethnic surveys and establishing nondiscriminatory personnel practices. At present, out of the work force of 101,330 state employees, only 5.4% are Negro, 3.1% are Oriental and 2.0% Mexican-American. Interestingly enough, state employees' in the Oriental group had the highest median salary of \$6,400, followed by \$5,800 for Caucasians, \$5,300 for Mexican-Americans, and \$4,800 for Negroes. Comparable data are not available of local governmental entities, although studies by the Board of Education and Los Angeles County are in process.

A comparison of the Federal employment statistics presented by agencies in April 1964 in connection with this review and general population figures from the 1960 census is shown below:

	<u>Federal Employment</u>	<u>% of Total</u>	<u>General Population</u>	<u>% of Total</u>
Negro	9,910	28.2	334,916	13.5
Spanish-speaking	1,407	4.0	260,389	10.5
Oriental	1,007	2.9	74,592	3.0
American Indian	81	.2	3,822	.15
Total	35,090	100.0	2,479,015	100.0

Distribution of minority-group members within the Federal work force by pay category would lead one to believe that there is some relationship between skill and educational level of the minority-group population and their placement:

	<u>Total</u>			<u>Spanish</u>		<u>Orien-</u>		<u>Amer.</u>	
	<u>Federal</u>	<u>Negro</u>	<u>%</u>	<u>Speak.</u>	<u>%</u>	<u>tal</u>	<u>%</u>	<u>Ind.</u>	<u>%</u>
GS ^{1/}	15,385	2,565	16.7	408	2.6	415	2.7	52	.3
Wage Bd.	7,090	1,806	25.5	363	5.1	146	2.0 ^{2/}	12	.2
Other	124	4	3.2	1	.8	1	.8	0	
Postal	12,491	5,535	44.3	635	5.1	430	3.4	17	.1
TOTAL	35,090	9,910	28.2	1,407	4.0	1,007	2.9	81	.2

^{1/} Includes DM&S pay system in Veterans Administration

^{2/} A large proportion of Filipinos included in this group

Five establishments with from 1,500 to more than 10,000 employees in the area covered by the review (the Los Angeles Post Office, Long Beach Naval Shipyard, Veterans Administration Center, Federal Aviation Agency and Internal Revenue Service) account for 2/3 of the total Federal employment and more than 70% of the minority-group employment, including 86% of the Negro employees. As discussed in subsequent sections of this report, all of these establishments have been giving attention to increasing the effectiveness of their equal employment opportunity program.

The Federal government employment statistics for the Los Angeles-Long Beach area for June 1963 show a total of 3.19% of Mexican-Americans in the work force, but only 1.86% in the Classification Act population as contrasted with 5.50% of the wage board population. According to the current survey, the total Spanish-speaking population in Federal agencies in Los Angeles is only slightly higher (4.0%) and this group occupies a somewhat larger proportion (2.6%) of the Classification Act positions. It is clear that the Federal government is not attracting qualified members of this group to the same extent that it is the other minority groups. In exploring this situation with members of the Mexican-American community, we were told that the average Mexican-American is not interested in civil service employment because of lack of preparedness (low education level or skill level or both) and the language handicaps of the first- and many of the second-generation Mexican-Americans who think in Spanish and thus fare poorly in written tests. The alien population of this group, which is ineligible for Federal employment, and the first and second generations represent a sizeable proportion of the Mexican-American population in the City of Los Angeles. The information obtained from the Boards of Civil Service Examiners for purposes of this review shows that, in fact, the Spanish-speaking group represented only 4.6% of the inquiries and 5.4% of the competitors for examinations, as contrasted with 45.8% and 39.2% for the Negro group.

Federal Facilities

Federal employees in Los Angeles work in the Federal Building in the Civil Center, in other Federal buildings, in leased spaces scattered throughout the city, and on various parcels of Federal property located on Terminal Island. While some of these locations are not convenient from the standpoint of transportation or good public eating facilities, none of them is segregated or ever has been. Restaurants in the City of Los Angeles are, of course, nonsegregated.

Community Organizations Identified with Racial and Minority Problems

There are numerous organizations in Los Angeles concerned with racial and minority problems. These organizations are primarily concerned with housing, education and employment. The Los Angeles County Commission on Human Relations, the second oldest such Commission in the Nation, was organized in January of 1944 and presently consists of twenty-five members appointed by the County Board of Supervisors and a staff of thirteen. The Commission engages in research and education, coordinates the work of community agencies, and provides a variety of other services to the community at large and to minority groups. It works with some sixty organizations in the county which are concerned in some way with human relations.

Other Government organizations include the Youth Opportunity Board of Greater Los Angeles, the California Division of Fair Employment Practices, and the California Youth Authority.

The United Civil Rights Committee is a relatively recently formed organization which has as its purpose "to achieve with all urgency and unity the integration of Negro and all other minority citizens in the life of the Los Angeles City and County Community.....through processes of negotiation and direct, non-violent action." The organization is composed of an Executive Committee composed of six officers and ten additional members, and five standing committees which concern themselves with each of the following areas: housing, employment, education, police practices, and health and welfare. The organization has 71 sponsoring organizations, many of which are in turn minority-group organizations. Fourteen of the sponsoring organizations are labor organizations; 16 are religious or religious-associated organizations; 7 are women's clubs and professional organizations; 2 are politically affiliated and 2 are non-partisan political groups; 3 are civil rights or human relations groups. Minority group sponsors are:

Negro

Congress of Racial Equality
 Los Angeles Urban League
 Western Regional Urban League
 National Association for the Advancement of Colored People
 Negro American Labor Council
 Men of Tomorrow

L.A. Club, National Association of Negro Business and
Professional Women
National Council of Negro Women
Students Unified for Racial Equality

Mexican-American

Council of Mexican-American Affairs
L.A. Community Service Organization
Los Angeles G.I. Forum
Southwest G.I. Forum
Mexican-American Political Association

Japanese-American

Japanese American Citizens League

Although there are undoubtedly other small organizations in the community which are concerned with human rights, civil rights or other aspects of minority-group problems, those listed above are the major and more active ones. As in any community with this degree of concern about such matters, we found a considerable overlap in membership of various organizations.

Media - Newspapers and Radio and Television Stations

There are 10 daily newspapers published in Los Angeles, other than those specifically directed to minority groups, and some 60 weekly newspapers. The minority-group press includes the following:

Negro

The Los Angeles Sentinel, weekly, 35,000 circulation
The California Eagle, weekly, 25,500 circulation

Mexican-American

La Opinion, daily, 25,000 circulation

Weekly or less frequently, circulation unknown:

The East Side Sun
Libreria Mexico
Mexican Press
Nacional Distribuidora
The Belvedere Citizen
East Side Journal

Japanese

The Rafu Shimpo, daily, 13,500 circulation in Southern California

California Japanese Daily News, circulation unknown

Weekly or less frequently, circulation unknown:

The Pacific Citizen

Japanese American News Publishing Co.

Town Crier

The New Crossroads

Other Minority Group Newspapers

New Kwong Tai Press, daily, 1,000 circulation

Associated Filipino Press, monthly, 3,500 circulation

Korean-American News Bulletin, circulation unknown

There are 23 radio stations and eight TV stations in Los Angeles. Two radio stations and one television station devote almost full-time to the Spanish-speaking audience, and two additional radio and two television stations provide part-time programming for this group. Two of these same radio stations provide part-time programming for the Japanese group. Four other radio stations were identified by the NAACP as the most popular among the Negro population, including one which directs its program specifically to this group.

PART IV - FEDERAL RECRUITING AND EXAMINING ACTIVITIES

Dissemination of Information on Federal Employment Opportunities

Ten different Boards of Examiners represent the various Federal agencies in Los Angeles and these Boards, together with the Los Angeles Branch Office of the Civil Service Commission, provide the majority of informational service on Federal employment in the area. Generally speaking, the smaller Boards such as the Federal Housing Administration Board, supply information pertinent to the recruiting, examining and placement for their particular agencies. The larger Boards, especially the Post Office Board, disseminate a wide variety of examining and employment information for the Southern California area as well as for the Los Angeles area and their own agencies. The Commission's Los Angeles Branch Office, in addition to providing general information on the examining program, gives technical advice on CSC regulations and procedures covering the full range of recruiting, examining, and employment areas.

Preceding the community review, we requested that the Los Angeles Boards keep a record of persons making employment inquiries during the three-week period of March 23 through April 10. We also requested the Boards to keep tallies on the total number of competitors given assembled tests for the four-week period beginning March 23 and ending April 17. Because of their contiguous location and large size we asked the Long Beach Naval Shipyard Board and the Santa Monica Post Office Examining Point to keep similar tallies for the same time period. Part C of the appendix contains the totals on the separate tallies made by each office and also for the twelve offices collectively.

Results show that while Caucasians represented the highest percentages in both tallies (45.9% of all inquiries and 60.8% of those examined) the percentages were considerably less than the percent of total population, 83.2%. A point which we think is significant is the small number of Mexican-Americans who have shown an interest in Federal employment, particularly when compared with the number of Negroes who have indicated employment interest. The Negro population is 13.5% of the total, yet 45.8% of all inquiries came from Negroes and they represented 31.3% of competitors tested. The Spanish-surname group is 10.5% of the population, yet only 4.7% of all inquiries were made by this group and they represented only 5.8% of all persons examined. The ratio of community population for the Negro group to the Spanish-surname group is approximately 1-1/3 to 1, yet the ratio of total Negro to Spanish-surname inquiries and Negro to Spanish-surname competitors tested is approximately 10 to 1 and 5 to 1 respectively.

Another factor worthy of note is that at the time the tallies were made, the Los Angeles Post Office Clerk-Carrier examination was closed. We feel that if the examination had been open the total number of competitors and the number of Negro competitors would have been considerably higher. This observation is made on the basis of our conversations with the Board personnel who have observed the responses to the Clerk-Carrier examination in the past.

Testing Facilities and Test Administration

The bulk of the local assembled examinations for the Los Angeles agencies are conducted by the Los Angeles Post Office Board of Examiners. The Post Office Board's testing program is described below. Other Boards covered by our review which engage in limited assembled testing activity are the Boards at the Federal Aviation Agency, Fort MacArthur, Long Beach Naval Shipyard and Western Contract Management Region. Testing facilities are adequate at these Boards and the training and competence of the personnel responsible for the examination program is adequate. Public transportation to all but the central part of downtown Los Angeles leaves much to be desired and, in the case of all but the Post Office Board, presents a problem with reference to the examining point being readily accessible.

It is difficult to determine the total effect this problem has on the number of competitors since the positions examined for are primarily of the type and level which would attract those who live close enough to commute economically if successful in gaining employment. One factor which minimizes the transportation problem is the accepted fact that most distance travelling is generally accomplished by automobile.

In our review of the various Boards during the community survey, we found that adequate precautions are being taken to assure proper security of all test materials.

Boards of U. S. Civil Service Examiners

As noted in the individual descriptions of the Boards of Examiners, most of the examining activity is oriented to the specific needs of the agency for which the Board was primarily established. However, in instances where it is not practicable for two Boards to examine for the same type of job, or when a Board is unable to announce an appropriate examination, provision is often made for cross-servicing between activities. In addition to this type of coordination, there are, of course, centralized nationwide examinations such as the FSEE and FAME. Other examinations, for job categories where there is an applicant shortage or where it is considered more feasible to have a centralized examination, are announced by the Commission's Regional Office. Some examples are announcements for Architect, Engineer, Clerk and Stenographer-Typist. No significant examining overlaps are apparent. One easily recognized area not covered by the examining program is that for middle-management jobs such as Management Analyst and similar positions in grades above the GS-5 and GS-7 entrance levels.

With the exception of the few instances commented on in the discussions of the individual Boards, we found the condition of registers to be generally good. The Branch Office of the Commission is not a register-holding office.

A recent revision of the mailing lists in the San Francisco Region's Board Manual provided all Boards with an updated list of minority-group organizations and news media. Extra copies of these lists were included in the material supplied to all agencies at the opening conference of the community review.

In some of the following discussions of the operations of the individual Boards, estimates of proportions of Negro applicants and eligibles have been made. This was done where an individual team member had some familiarity with the racial composition of certain communities. Any estimates of Negroes applying for unassembled examinations or appearing on registers are very rough indeed. Orientals and Spanish-surname individuals have, of course, been identified by name.

1. Los Angeles Post Office - The Los Angeles Post Office Board is located on the fifth floor of the Federal Building in the Los Angeles Civic Center. The mass of visitors to the Board's information counter attests to the general public awareness of the Board location and accessibility. The only significant drawback to the location is the lack of reasonably priced parking space nearby. As noted elsewhere in the report, Los Angeles commuting is done basically by automobile (only 8.3% of the population use public transportation in regular commuting to and from work) and the parking facilities immediately available are limited in quantity and considerably higher priced than similar parking in other areas.

The Board provides information on all Federal announcements for the area, along with general information on appointments, non-competitive actions, employment requirements, and examining procedures. Copies of examination announcements, general information pamphlets and informational literature on such programs as the Peace Corps are made available for the general public.

During a general remodeling last summer, space arrangements for the Board's information counter were improved by moving the space closer to the elevator lobby; providing additional announcement posting areas; and installing new fixtures. Our observation of the information function during the review resulted in a favorable impression as to the reception and handling of inquiries, courtesy and proficiency of Board personnel, and degree of assistance provided to the public.

The Board maintains two rooms for testing purposes, one accommodating a maximum of 152 competitors; the second, which is used primarily for Stenographer and Typist examinations, will accommodate 37 persons. Both rooms are adequate in lighting, noise control, accessibility, and location. Test administration and monitoring services are good. Training in test administration has been provided for Board personnel to assure adequate "back-up" for the examination program, e.g., four members of the staff have been trained in conducting the Stenographer-Typist examination. In order to assure consistency and standardized administration, the Board utilizes tape recordings for the Stenographer examination.

The Board has examining jurisdiction for all Post Offices in Santa Barbara, Ventura, Los Angeles, San Bernardino, Riverside, Orange, San Diego, and Imperial Counties in Southern California; all Post Offices in Clark County, Nevada; and the Post Office at Mercury, Nevada (a small office that draws on residents of Clark County for applicants). A Detached Representative at Las Vegas maintains the registers for the Nevada Post Offices; a Detached Representative also maintains the registers for the San Diego Post Office.

Postmasters are responsible for both publicity and recruiting. The Board has furnished each with a publicity kit, keeps the Postmasters informed on the condition of registers, and furnishes "dodgers" for distribution to each householder when such efforts are deemed essential to secure an adequate number of eligibles. When furnishing the "dodgers" the Executive Secretary emphasizes that distribution must be made to all residents and that no residential area may be excepted. Simultaneous distribution to all residents of the delivery zone of the Los Angeles Post Office, however, is neither feasible nor practical. Here the distribution is made over a period of time, but on each release of the "dodgers", care is taken to assure areas having heavy minority-group populations are included. Because of the very rewarding response from the minority areas, particularly the Negro community, distribution has been a little more frequent to these than to the less responsive areas; i.e., those where there is a high income level.

The Board, however, engages in specialized recruiting activities. Last fall, for example, it maintained a booth at the Los Angeles County Fair. Each year it has also had an exhibit and booth at the Career Guidance Center. This exhibit featured equal employment opportunity. Pictures of a Clerk and Carrier (a Caucasian and Negro) depicted the entrance level. Other pictures illustrated the positions to which they had an opportunity to advance: Administrative Assistant (a Japanese woman), Station Superintendent (a Negro woman and a Mexican-American man), Foreman of one of the vehicle maintenance shops (a Negro), a Maintenance Division Foreman and a Postal Inspector (both Caucasian), and the Acting Postmaster (a Negro).

In 1962 the Board also arranged for the publication of an illustrated article on Post Office employment in Mas Grafica, a Spanish language magazine. This was an endeavor to reach the Spanish-speaking population and to show pictorially that members of this community have opportunity for employment. This was the outcome of a report received by the Board that, even though "dodgers" were received, members of the community did not believe they were wanted and would be employed.

At the request of the Acting Postmaster's Equal Employment Opportunity Committee, the Board completed a study of competition by Spanish-speaking applicants in the examination for Clerk-Carrier positions in the Los Angeles Post Office. The information had been sought by representatives of the Los Angeles County Commission on Human Relations and representatives of the State of California Fair Employment Practices Commission. The study, conducted during the first three months of this year, disclosed that a total of 447 Spanish-surname individuals were scheduled for the examinations, 254 were tested, and 78 qualified. The passing rate of those who took the examination was 30.7%; the passing rate with reference to all who applied was 17.4%. These percentages compare very favorably with the Board's figures for all groups examined in 1963 (22% of all applicants tested were qualified and the number passing represented 15.2% of all persons scheduled for the examination). The Spanish-surname participation survey also revealed that a higher percentage of this minority group appeared for the examination after being scheduled than is true of the general population.

Within the incorporated limits of Los Angeles there are 19 post offices. The largest is the Los Angeles Post Office, which has over 10,000 employees and a delivery zone of 241 square miles. Thirteen of the post offices are in the San Fernando Valley; 5 of them are in western and southern coastal communities.

Our register review at the Board included those registers for the post offices located within the Los Angeles City limits. With the exception of minority members who could be identified by name, we were unable to locate minority-group eligibles with any degree of accuracy in either the register or application review. In those instances where we felt we had identified a minority-group member, we checked for any evidence of discrimination. We also checked the register actions for the past year for any evidence that might indicate non-selection patterns. No such patterns were identified on any of the registers and no evidence of other practices or procedures which would result from discrimination was found.

Los Angeles Post Office

The registers maintained for this office include Clerk-Carrier, Mail Handler, Janitor, and six categories relating to the operation and maintenance of motor vehicles. The Clerk-Carrier examination was opened in September 1963 and suspended in February 1964. The only register open to the receipt of applications is Body and Fender Repairman. All of the closed announcements will be reannounced within the next six months, except for Tractor Trailer Operator which is no longer being used.

None of these examination was restricted to residents of the delivery zone for this post office. For many years the very limited labor market necessitated abandoning the residence requirement for Clerk-Carrier and the office still draws upon adjacent communities for applicants. The extended zone includes an area with a population of 75% or more Negro. Having drawn on this labor market, the post office does not wish to exclude it now.

No count could be made of the extent to which minority-group members have obtained eligibility in the examinations. However, the employment figures at pay levels 3 and 4, the principle in-hire grades, are indicative since almost all of these positions have been filled by appointments from registers:

<u>Level</u>	<u>Negro</u>	<u>Spanish Speaking</u>	<u>Oriental</u>
3	81%	7%	7%
4	53%	5%	3%

Coastal Communities

The size and population characteristics of these communities are shown in the following table:

<u>Community</u>	<u>Total Population</u>	<u>Negro</u>	<u>%</u>	<u>Other Non-White</u>	<u>%</u>	<u>Spanish Surname</u>	<u>%</u>
Pacific	38,313	409	1.06	201	.52	773	2.02
Palisades							
San Pedro	57,368	2,536	4.42	1,377	2.40	9,007	15.70
Venice	38,365	3,367	8.77	463	1.20	4,190	10.92
Wilmington	34,972	2,640	7.55	1,611	4.61	9,617	27.50
Harbor City	Information not available						

Pacific Palisades is the northernmost of the five communities. It is a residential area of high-cost homes that has developed since the war. In the past decade its population has more than doubled. Its minority population is negligible and so is their eligibility on the register.

Venice is south of Pacific Palisades and separated from it by the incorporated city of Santa Monica. Venice is an old-time vacation community, formerly noted for its amusement pier. More recently it was known as the home of the "beatniks". Negroes make up 18% of the existing staff of the Post Office. While the community has a higher percentage of Spanish-surname population, there is only one such individual on the rolls and only a very small number on the register (6 to 10 out of a total of 195 eligibles added since March, 1962), most of whom have ratings in the 70's and have not been reached for certification.

Wilmington, San Pedro and Harbor City, adjoining communities, are considerably south of Venice in the Los Angeles Harbor area. Of the 28 eligibles thus far obtained in the current examination, 7 could be identified with minority groups (primarily Spanish-surname and Oriental). No reasonable conclusions could be drawn with respect to Negroes. The pass rate of competitors is low, 25%. Of the 30 eligibles on the current San Pedro register, only 2 could be identified with any degree of certainty as minority-group members. On the terminated register we found that most eligibles who were available for appointment were selected.

The Clerk-Carrier examination for all of these offices is open.

San Fernando Valley Communities

<u>Community</u>	<u>Total Population</u>	<u>Negro</u>	<u>%</u>	<u>Other Non-White</u>	<u>%</u>	<u>Spanish Surname</u>	<u>%</u>
Canoga Park	56,840	36	.06	326	.57	3,231	5.68
Chatsworth	22,367	29	.13	77	.36	1,064	4.87
Encino/Tarzana	32,065	92	.28	110	.34	926	2.89
Northridge	16,678	10	.05	58	.34	708	4.24
North Hollywood	97,955	112	.10	503	.51	3,286	3.35
Pacoima	69,050	8,879	12.87	1,341	1.94	12,540	18.16
Reseda	66,397	14	.02	237	.35	2,129	3.21
Sunland	18,111	1	0	131	.72	833	4.60
Sun Valley	46,292	27	.06	1,023	2.21	3,159	6.82
Tujunga	16,277	36	.22	121	.74	617	3.79
Van Nuys	112,118	81	.07	444	.40	4,744	4.23
Woodland Hills	23,759	13	.06	62	.26	487	2.05

With one exception, Post Offices located in the San Fernando Valley area have a very small minority-group population from which to recruit for their positions. This seems largely due to the fact that most Valley communities are residential areas developed within recent years and generally speaking, are higher on the socio-economic scale. The exception is Pacoima. At one time the Pacoima area was heavily populated by Spanish-surname agricultural workers. When the valley began to change from an agricultural to a residential community, this group remained and a lower economic scale "pocket" was formed. Some industry has developed in the San Fernando Valley and has attracted minority-group members, many of whom have seemingly been Negroes now concentrated in the Pacoima area. Population figures for the decade from 1950 to 1960 show the Pacoima Spanish-surname population percentage increased only slightly while the Negro population percentage increased from 5.8% (1,429) to 12.3% (3,879) of the total population.

In checking the registers for Valley post offices we found representation of the Spanish-surname group, although not necessarily in the same proportion as in the total population. This was the only group that could be identified with any reasonable degree of certainty. Even on the Pacoima register the number of Spanish-surname eligibles was low in proportion to the population, and the majority have such low scores that they have not been reached for certification. The Postmaster, a Negro, reported that she is currently working with the Latin-American Civic Association in an endeavor to stimulate competition among Spanish-speaking persons.

Clerk-Carrier examinations for all offices are open and competition is restricted to residents of the delivery zones of the individual post offices. Within the past year, "dodgers" were distributed to all residents of North Hollywood, Canoga Park, Encino, Tarzana, Northridge, Reseda, and Sun Valley. Two Valley Postmasters reported that, while they have not experienced any real difficulty in making appointments from the register, the condition of their Clerk-Carrier registers is such that they may wish to reannounce in the near future. If they reannounce, they indicated that they will give serious consideration to removing the current delivery zone residence requirement. Expansion of the areas of eligibility may increase somewhat the number of minority-group members applying.

2. Long Beach Naval Shipyard - The Board examines for clerical, trades, and some ungraded technical positions. It participates in the Region's decentralized Stenographer-Typist examination for the Los Angeles-Long Beach Harbor Area and serves all agencies within the Long Beach area. Other examinations are announced principally for employment at the Shipyard itself, and the newly established Long Beach Naval Supply Center. The announcements are publicized in the local area, an area circumscribed by a 35-mile radius but having only about 1700 square miles of land. This area is conservatively estimated to contain a population in excess of 3½ million people and to be growing by more than 30,000 per year.

The Shipyard and the Supply Center have a combined civilian workforce which fluctuates between 6200 and 6500 employees making it, next to Douglas Aircraft Company, the largest industry in Long Beach. The

fluctuation occurs due to the hard core - soft core staffing concept approved for Naval Shipyards. The Board maintained 114 registers as of the end of March 1964, of which 45 were open to the receipt of applications. During the year ending March 31, 1964, the Board processed 4,477 applications, and 965 new appointments were made from its registers with a majority of these being temporary appointments not to exceed one year. The appointments were made from 55 different registers, 8 of which were for filling graded positions. There are no examinations announced by the Board for graded positions above the GS-5 level. The registers for Student Trainee, with 138 eligibles, have not been used and will be terminated.

The Board is adjacent to the Main Gate and is accessible from outside the Shipyard proper; this eliminates the public having to obtain security passes. During the three-week spot check, the Board received inquiries from 460 visitors; 141 (31%) of these were members of minority groups and 89 (19%) were Negroes. Nearly all of the visitors were inquiring about employment opportunities in ungraded positions. Since the Shipyard is the second largest industrial employer in Long Beach, job information is publicized through the grapevine more rapidly than the mailing of announcements and press releases, which is the primary method of publicity used by the Board. Employment needs are also made known regularly to the nearby offices of the State Employment Service. The mailing list for examination announcements was revised last year to include newly identified minority-group organizations, newspapers, etc. The Executive Secretary sent copies of all current examination announcements issued prior to the revision of the mailing list to the new addresses.

This year, the Shipyard anticipates a lower number of appointments from competitive registers; a reduction in total workforce is scheduled, and the Shipyard is a major recipient of the employees receiving outplacement assistance as a result of the closing of the San Diego Naval Repair Facility. A number of the Board's announcements are more than four years old; some of these will be reannounced following receipt of new examining standards. A few of them will be terminated over the next few months, and several will be reannounced at such time as vacancies are again anticipated. Most of the older registers for which announcements were not originally publicized to minority-group organizations cover positions in which no vacancies are anticipated. To require the Board to reannounce and publicize examinations for such positions would not contribute to management's effective use of funds; further, good public relations would probably be endangered because such announcements would generate false hopes of employment for numerous job-seekers.

To the extent that minority eligibles could be identified on registers and certificates, there was no instance of repeated nonselection

nor variance in the rating of qualifications where discriminatory practices were felt to be involved. The Assistant Executive Secretary effects a continuing review of the work accomplished by the Board through which any indication of discriminatory practices may be corrected at once. The Executive Secretary, a former field representative of the Commission, is also the Employment Superintendent and is uncompromising in his support for, and adherence to, the merit system of the competitive civil service.

3. Western Contract Management Region, USAF - The Board's examining jurisdiction varies somewhat according to the occupation for which it examines. For 3 technical kinds of occupations (such as Contract Specialist, Industrial Specialist, Quality Control Representative) the Board covers all Western Contract Management Region installations in 11 Western states and serves all other agencies for these positions for which there is no appropriate register in the 3 Civil Service regions; it participates in the nationwide examining for Accountant positions; and as one of the register-holding offices for the Stenographer and Typist examination, provides certification service to 19 Federal installations in central Los Angeles.

A check was made of the applications received by the Board during the period July 1, 1963, to March 21, 1964, in response to those announcements covering positions in the Los Angeles and Southern California areas. Except for the few applications for the Stenographer and Typist examinations where some clues could be found, it was impossible to tell whether or not the applicants were Negro. Out of 1,790 applications received for the technical and professional positions, 18 could be identified as Orientals, 29 as Spanish-surname, and one as American Indian. Out of 17 Spanish-surname and 9 Oriental candidates for Quality Control Specialist examinations, only one of the Spanish-surname group and 3 of the Oriental group passed the written test. The average loss rate on this test is 50%. Board personnel who administer the tests in the Los Angeles area for these examinations say that they average about 2 Negro and 2 Oriental candidates in each group of 50 that they test.

Applicants under the new announcement for Stenographer and Typist totaled 130, of which 61 were placed on the register. Of 32 eligibilities on the register, 5 of the 13 GS-2 Typist eligibles could be identified as Negro; there was one Oriental on the GS-4 Typist register and one on the GS-5 Stenographer register. Of 4 Oriental applicants, 2 were rated eligible; of 5 Spanish-surname applicants, one was rated eligible.

Distribution of announcements issued by the Board is the standard one for this Civil Service Region, which includes all known minority-group organizations and news media. The Board does not engage in active recruiting or publicity efforts. Recruiting efforts are carried out by agency personnel. Only the Junior Accountant and Auditor examination lends itself to college recruiting, and this is done primarily at four large colleges or universities in the Los Angeles area. One of these, California State College at Los Angeles, has a fairly substantial minority enrollment. Possibly as a result of these recruiting efforts, 4 Spanish-surname applicants have applied for this examination, all since December 1, 1963.

Review of register use revealed no discriminatory patterns, but for the bulk of the examinations there are few, if any, minority-group applicants. Most of these examinations require experience in industry of a kind and level which has not been available to Negroes in the past.

The information office and the Board are located on the 9th floor of a leased building which is not too well maintained and which has inadequate elevator service. Treatment of applicants is courteous. The present information receptionist is a young woman of Japanese descent; her predecessor was a young Negro man, a college graduate, who received appointment to another agency from the Federal Service Entrance Examination.

Registers are current. Two of them have resulted from announcements issued in 1963 and 4 additional ones are open on a continuous basis.

4. Veterans Administration Center - The Board provides examining coverage for the Center itself, with occasional use of the registers by other agencies or Veterans Administration hospitals. It presently maintains 16 local registers for various trades and hospital positions, but only 4 - Licensed Vocational Nurse, Nursing Assistant, Medical Technician and Food Service Worker - are open to the receipt of applications.

For Nursing Assistant, Food Service Worker, Laundry Worker and Washman, competition by minority-group members (mostly Negro) has been and continues to be high. For example, out of 151 competitors for Nursing Assistant, 138 were Negro and 7 were Spanish surname. Competition for Licensed Vocational Nurse is somewhat limited, but has included a substantial number of minority members.

Registers for the skilled trades are small but the number of appointments is negligible. The Board follows the practice of opening and suspending receipt of applications periodically as needed. The Painter register is adequate and includes as many minority-group members as Caucasians. Only two registers, Elevator Repairer and Locksmith, have no minority-group eligibles; in fact, there is only one eligible on each register.

The Board also maintains four registers under Veterans Administration nationwide announcements. The registers for Medical Photographer and Scientific Illustrator are used for filling positions in Veterans Administration activities west of the Mississippi. Applications are received from individuals throughout the area and no meaningful analysis could be made. However, requests for certification are rare. Similarly, no meaningful analysis could be made of the registers for Hospital Recreation Specialist and Medical Technologist. However, minority-group members are known to be employed in both capacities in Veterans Administration hospitals which use this register. The Board is planning to supplement the normal publicity given nationwide announcements by informing local minority groups of the recently announced examination for Medical Technologist.

Under a Regional announcement, the Board maintains the Stenographer and Typist registers. During the three-week period for which records

were kept for the purpose of this review, 14 of the 32 competitors who took this examination were Negro. There are no minority-group eligibles on the Stenographer register. There are only two eligibles on the register for Dictating Machine Transcriber GS-4, one of whom is a Negro. Of the 28 eligibles on the GS-2 Typist register, 10 are Negro; 5 of the 19 eligibles on the GS-3 register are Negro.

The Board is located about 20 miles from the center of Los Angeles. Busy Wilshire Boulevard bisects the grounds of the Veterans Administration Center. Access to the Administration Building, which houses the Board, is by way of either of two intersecting streets. Visitors are usually seeking employment at the Center, the largest Federal agency in the area and one with a large number of positions available to individuals with little or no specialized training. All visitors are treated courteously.

The Board has not installed any system of audit to determine whether there is any discrimination. Our review of certificates would indicate that such action is not necessary.

5. Veterans Administration Hospital, Sepulveda - The Board currently maintains registers for Laborer, Nursing Assistant, Laundry Worker and Licensed Vocational Nurse. All except the Laborer register are currently open to the receipt of applications. The Board certifies from these registers to the Veterans Administration Hospital, San Fernando, (not in the area included in the community review but in the same labor market area). The Board at the Veterans Administration Hospital, San Fernando, in turn, certifies to the Sepulveda hospital eligibles from its Food Service Worker register. The Sepulveda hospital Board is also one of the register-holding offices for Stenographer and Typist under our Regional Office announcement.

The hospital is situated in the northeastern part of the San Fernando Valley. In 1960 the Valley had a population of 739,570 of which 1.32% were Negro, .73% were other nonwhite and 5.54% were Spanish-surname. Public transportation, both within the Valley areas and from other locations in the Los Angeles and adjacent communities, is inadequate, particularly for an establishment requiring services of employees 24 hours a day, 7 days a week. An intra-Valley bus operates hourly except on Sundays when there is no service. The nearest stop to the hospital is a mile distant. The bus from central Los Angeles, which also serves various Valley communities, also operates hourly. This line has a stop at the hospital. Monday through Saturday the first bus leaves the downtown area at 6:10 A.M., arriving at the hospital at 7:48 A.M. The last bus departs from the hospital at 6:30 P.M. The Sunday schedule has the first bus leaving Los Angeles at 8:00 A.M. and the last bus departing the hospital at 8:56 P.M.

Employment statistics indicate that a substantial number of minority-group members compete in the examinations and are selected for appointment. Negro competitors outnumber the Spanish-speaking. Hospital officials asked one of the leaders in the local Spanish-speaking community for possible reasons for the lack of competition by this group and for suggestions as to reaching them. Reasons advanced were the nature of the work and self employment by a large

number of the community. It was suggested that radio announcements during the day would be more productive than those during the evening hours. There was limited response to radio announcements for Nursing Assistants. It was found that some of those reporting for the oral interview spoke English so poorly they could not be used as Nursing Assistants because of the difficulty they might encounter in communicating with patients.

Applications for Licensed Vocational Nurse are negligible because of the highly competitive labor market and the more favorable location of both private hospitals and other Federal hospitals with respect to residence of qualified minority members. There do not appear to be any minority-group members on the active register for Stenographer and Typist.

6. Western Region, Federal Aviation Agency - The Board serves Federal Aviation Agency installations in eight western states. Most Board examinations cover positions peculiar to the agency, such as Air Traffic Control Specialist and Air Carrier Operations Specialist. The Board is a register-holding office for Typists and Stenographers for the Inglewood-Westchester area.

For the past year, hiring has been limited. Only the examination for Stenographer and Typist is open. The Air Traffic Control Specialist examination will be reannounced in June 1964. Other registers are adequate for the expected level of hiring.

A visual count of competitors over a recent four-week period shows that approximately 20% of the 51 persons taking the Stenographer-Typist test were Negro. Four percent were Spanish-speaking; two percent were Oriental. The number of minority-group eligibles on registers could not be accurately determined. Based on surname and residence in a predominately Negro neighborhood, of 68 eligibles on the Stenographer-Typist registers, 3 appear to be Negro, 2 Spanish-speaking, and 2 Oriental. Our review of 50 ineligible Stenographer and Typist applications showed 9 apparently Negro, 2 Spanish-speaking and no Orientals. Most failed the typing or stenographic tests.

Review of other registers for minority-group eligibles residing in the Los Angeles area revealed 5 Negro (estimated from residence), 3 Spanish-speaking and one Oriental among a sample of 24 on the Air Traffic Control Specialist register; of 63 eligibles for Aircraft Mechanic, 7 appear to be a Negro, 2 Oriental, and one Spanish-speaking. Of Los Angeles residents on the registers for Air Carrier Operations Specialist and Electronics Maintenance Technician, no one could be identified as a minority member.

Examinations for Stenographer and Typist are given twice a week regularly and more frequently during school vacations. Six high schools are visited each year. The Stenographer-Typist examination is given in the high schools where students express an interest. Tests at the Board and in the high schools are conducted by a Negro employee.

Normally, thirty-six colleges are visited in search of engineers. This year because of hiring cutbacks, college recruiting has been limited to participation in Federal Career Days. A number of these

colleges have substantial minority-group enrollment.

In addition to the usual press releases, which are sent to minority groups and minority newspapers, the FAA has obtained free radio and afternoon television publicity for examinations such as Air Carrier Operations Inspector.

Few members of minority groups live near the Board of Examiners. Limited bus service is available, but almost all applicants arrive by automobile. Testing facilities are very attractive and easily accessible to the public once they reach the Regional Office. Free parking is available. Applicants are treated in a friendly and courteous manner.

The Board does not identify applicants as members of minority groups. Estimates based on name or residence in a predominately minority-group area are unreliable. Our review of selections indicated no repeated nonselections. Many Negro and other minority applicants have been hired. The Board clerk who issues and audits certificates is a Negro.

7. Headquarters, Fort MacArthur - The Board has been relatively inactive for the past few years. Its examining jurisdiction includes a few graded occupations at the GS-2/3 level (but not the Stenographer-Typist examination), Radio and Television Production Specialist, GS-1071-9/12, and approximately 15 ungraded trade and technical occupations. However, with the exception of Power Plant Operator, W-10, which was issued in 1962 and closed in December of 1963, no examination announcements have been issued since 1957. As of March 31, 1964 the Board maintained only 15 registers with 3 of them open to the receipt of applications. The examining schedule for the balance of the calendar year calls for the issuance of 7 announcements resulting in 13 registers. The fulfillment of this schedule will provide conversion opportunities for 25 TAPER employees in addition to providing eligibles for between 15 and 20 anticipated vacancies during the next six-month period.

There were only 13 new appointments made from registers and very few more than that were certified. No instances of repeated nonselection of eligibles were noted, and rating (a total of only 168 applications during a 12-month period) was uniformly administered.

The Board serves the Armed Forces Radio and Television Service, Hollywood, and the Army Recruiting Main Station in Los Angeles in addition to its parent agency, Fort MacArthur. The total civilian workforce of these establishments is approximately 800 employees. In the most recent ethnic inventory 17.5% of the employees were members of minority groups. This represents an increase of 2.2% since the first of the fiscal year. No special recruiting efforts are planned for the examinations to be announced throughout this calendar year, for the Board feels that its mailing lists provide more than adequate publicity to all ethnic groups and result in more than adequate registers. The mailing lists are current and the Board's position appears justified.

8. U.S. Army Engineer District, Los Angeles - This Board has also been relatively inactive and, in fact, will be abolished as of the end of the current fiscal year. It is a register-holding office for Civil Engineer Student Trainees GS-3/5 under the Region announcement, and has its own announcement for Civil Engineer GS-5/7 in California and Arizona. The Board certifies only to the District.

Hiring of both student trainees and engineers will be severely curtailed this year. Only one appointment has been made from the Civil Engineer register. Of the eight eligibles on this register, six live out of the publicity area (three are Oriental residing in Hawaii). There are approximately 40 eligibles on the Student Trainee register, which will not be used this year. The only student trainees who will be placed this summer are those who have worked for the District during previous summers.

Recruitment is not carried out by the Board, but by the District's Personnel Office staff. The recruiting practices followed by the District are described in Part V of this report.

9. Federal Home Loan Bank Board - The Board does not issue its own announcements, but receives and processes applications submitted under the nationwide announcement for Savings and Loan Examiners GS-7/9. Registers are maintained for the agency's San Francisco District which covers the areas of California, Oregon, Washington, Alaska, and Hawaii.

Because of the specialized experience requirements for Savings and Loan Examiner positions, few minority applicants qualify. Our check of the registers showed that out of a total of 275 on the registers, there were 3 applicants with Spanish surnames and no Oriental applicants which were identifiable by name. We were unable to identify other minority groups.

As indicated by the agency's recruitment and placement activity in Part V, a high degree of interest has been taken by Board and agency personnel in assuring positive EEO publicity. In addition to including minority-group organizations on their mailing lists for examination announcements and other recruiting information, a wide range of personal contacts have been made with minority groups, and local minority-group press and radio have been utilized to publicize the agency's employment needs.

The Chief Examiner for the Los Angeles office, who also serves as Chairman of the Board of Civil Service Examiners, has personally participated in the contacting of minority groups and has, by instructions and review, provided vigorous leadership in the EEO program area.

10. Internal Revenue Service - The Los Angeles Detached Representative of the Internal Revenue Service Board in San Francisco maintains registers for Internal Revenue Agent GS-5/7. As of the date of our review the registers contained 85 eligibles for GS-5 (6 Oriental, 7 Spanish-surname, and 4 residing in predominantly Negro neighborhoods) and 106 eligibles for GS-7 (6 Oriental, 5 Spanish-surname, and 5 residing in predominantly Negro neighborhoods).

Applicants are recruited chiefly through visits to 16 colleges and universities in Southern California.

The Detached Representative also maintains the Stenographer and Typist registers for Internal Revenue Service and other agencies in metropolitan Los Angeles. Written tests are given by the Los Angeles Post Office Board. There is only one eligible on each of the registers for GS-3 and GS-4 Stenographer; neither is identifiable as a member of a minority group. Of the 29 GS-2 Typist eligibles, one is Oriental and 16 live in predominantly Negro neighborhoods; of the 36 GS-3 Typist eligibles, 2 have Spanish surnames and 7 live in predominantly Negro neighborhoods; of the 10 GS-4 eligibles, one lives in a predominantly Negro neighborhood.

Of the 70 applicants for Stenographer and Typist under the new examination, 2 had Spanish names. No other minority group could be identified.

Certificates issued by the Board show many declinations and few nonselections. Neither the agency nor the Board has conducted any direct recruiting for Typists or Stenographers. Most of these positions in the Internal Revenue Service are filled by reinstatement.

PART V - RECRUITING AND PLACEMENT ACTIVITY BY FEDERAL AGENCIES

A number of the agencies in Los Angeles participate in the Civil Service Commission's coordinated Federal Career Days in the seven largest colleges in the area. In addition, agency recruiters make individual recruiting visits to smaller schools in Southern California, Arizona and Texas, depending on their recruiting needs.

Examinations for Stenographer and Typist are conducted in high schools by the various register-holding offices, including schools with large minority-group enrollments. For the first time, arrangements have been made this spring to conduct the examinations at Jefferson Adult School, which is predominantly Negro.

The following examples of agency activities in the recruitment, development and placement of minority groups are illustrative, but not all inclusive, of efforts to carry out the equal employment opportunity program:

1. Despite the fact that there have been a limited number of vacancies, the Federal Home Loan Bank Board has taken the challenge of positive equal employment opportunity implementation seriously and has made extensive recruiting contacts with minority-group members and organizations. Groups such as the Los Angeles Urban League have been informed of the agency's interest in receiving applications from all qualified persons regardless of race or color. As a result of the Board's initiative, local Negro press has carried feature articles on minority employees in the agency, their jobs and qualifications. Through a personal contact made by one of the minority-group employees, recruiting announcements were broadcast over a local radio station which has minority group programming. Other contacts with officials and employees of savings and loan associations located in minority-group neighborhoods have been made in an effort to locate qualified minority applicants. Recruitment activities on college campuses and in professional organizations of Accountants have emphasized the equal employment opportunity theme.

Included in a total of 16 clerical personnel are 3 Negro employees. Two Negroes hold Savings and Loan Examiner positions at the GS-5 and GS-7 levels and two Oriental employees occupy similar positions at the GS-7 and GS-12 levels.

2. The Federal Aviation Agency's recruiting activities include high school and college visits, participation in Federal Career Days and in the Los Angeles Career Guidance Center, distribution of literature to high school and college counselors, and guided tours of FAA installations for counselors and members of minority groups.

Written tests are given annually in six high schools by a Negro employee. Commission pamphlets 4 and 47 are distributed to school counselors and officials to acquaint them with the equal employment opportunity program. College and junior college recruiting visits were curtailed last year for lack of vacancies; previously 36 colleges were visited to recruit engineers. Placement offices were asked to refer

all interested students; however, only two Negro engineers signed for interviews. Several Negro electronics technicians were hired as a result of recruiting visits to junior colleges and trade schools.

A Negro engineer represented FAA at the Los Angeles Career Guidance Center; the FAA exhibit contained a picture of a minority-group employee along with other representative employees. Copies of an FAA pamphlet showing pictures of a Negro employee and other employees in typical work situations were distributed to several hundred high school and college guidance counselors at a recent College-Federal Council meeting at the University of California at Los Angeles.

Negro and Spanish-speaking guidance counselors and other minority-group representatives have toured FAA facilities. Negro and Oriental employees have invited friends to visit FAA. Six of the last twelve clerical vacancies were filled by Negro applicants. Very few applications have been from persons with Spanish surnames.

3. The Internal Revenue Service publicizes Federal employment opportunities for minority-group members through the regular appearance of Negro, Oriental, and Spanish-speaking employees on radio and television programs. In addition to the usual programs of public information and taxpayer education, special Spanish-language programs have been presented. On one program a Spanish-speaking Internal Revenue Agent discussed his career with the IRS and urged his audience to continue their education and to consider Federal careers. On another, a Negro tax technician was interviewed concerning her duties with the Internal Revenue Service. Minority-group employees have represented the agency before business and professional groups in the Los Angeles area and at the Career Guidance Center.

The San Francisco Region of Internal Revenue Service developed a new brochure, "A View of Your Future," picturing more than 40 minority-group employees in a variety of jobs. Copies were sent to every high school principal and counselor in Los Angeles and Orange counties and two hundred copies were given to minority-group Congressmen for their distribution.

The Los Angeles District Director invited leaders of the NAACP and Urban League to meet with him. A continuing relationship has been established with these organizations and with the field representatives of Congressmen representing districts with large Negro and Spanish-speaking populations. About one-third of the temporary clerks hired this tax season were referred by minority groups.

The Internal Revenue Service District personnel staff includes a Negro technician, a Negro clerk, two Oriental clerks, and one Spanish-speaking employee.

4. In the Long Beach Naval Shipyard minority-group employees constitute 1385 or more of the 6247 total civilians employed at the Shipyard (including those employees transferred to the newly established Naval Supply Center on April 1) or about 23% of the workforce. Negroes represent about three-fourths of this number, the remainder being a combination of Spanish-speaking and Orientals

with a few American Indians. As the key Federal employer for trades and related occupations in the Los Angeles-Long Beach harbor area, the Shipyard has 1,218 ungraded minority-group employees representing 26% of the ungraded workers. The bulk of these minority employees (1,141) are in skilled and semi-skilled occupations, with over 14% of the ungraded supervisory and production-facilitating type positions held by minority employees. Only 11 of the 116 employees in the unskilled ratings are minority-group employees.

Recruitment at the Shipyard is at a virtual standstill due to gradual cutbacks in ceiling, combined with reduction-in-force placements from the closure of the Naval Repair Facility in San Diego. At present, "drop in" applicants more than meet the activity's needs for clerical and most ungraded positions. Due to the unstable level of work assigned to the Shipyard and the large percentage of work contracted to private shipyards, the present workforce includes about 8% temporary appointments.

Recent informal tallies indicate that members of minority groups making inquiries at the employment counter are in nearly the same proportion to the present workforce composition. However, of those appearing for the Stenographer-Typist examination in a three-week period the Spanish-speaking applicants represented over 10% of the group and the Negroes represented less than 3%. Possibly the distances involved and the lack of public transportation to and from the Shipyard has some bearing upon the low number of Negroes taking the examination at the Shipyard.

Minority employees participate in all phases of the merit program, including details, temporary promotions, formal training programs leading to promotions, etc., and members of minority groups are on promotion selection panels. During the past 12 months minority-group employees received 12.5% of the promotions to positions at the GS-7 level and above or their ungraded pay level equivalent. Negroes are applying for promotion, however, at about half the rate for all other employees. The Shipyard is presently making special efforts to encourage all qualified employees to apply for promotion. Special efforts are also being made to assist and encourage employees to attend evening classes and special training courses in order to prepare themselves for more difficult jobs and to qualify for promotions. At present, the primary placement efforts being exerted at the Shipyard are aimed at upgrading the capabilities of and retaining the current workforce rather than recruiting new employees.

5. The Veterans Administration Center has had for years an increasing number of minority-group employees, predominantly Negro. They now comprise about half of the total workforce. Minority-group members constitute the majority of new hires in positions requiring little or no specialized training. Currently, the distribution of minority employees by pay level (wage board and DM&S salaries have been converted to GS equivalents) is as follows:

	<u>Total Employees</u>	<u>% Negro</u>	<u>% Spanish Speaking</u>	<u>% Oriental</u>
GS 1 - 5	1,890	65	2	1
GS 6-- 9	1,252	37	3	4
GS 10 - 12	268	8	2	1
GS 13 - 16	174	0	1	2

During the period July 1, 1963 to December 31, 1963, there was an increase of three Negroes and three Orientals in positions GS-5 through GS-8, two Negroes and nine Orientals in positions GS-9 through GS-11, and one Oriental in a position above GS-12 (data were not kept for the Spanish-speaking group). During this period five Negroes were placed in wage board positions having an annual salary between \$6,550 and \$7,999, and one was placed in a position paying in excess of \$8,000. The Center has conducted a study of the distribution of minority-group members and Caucasians by division and preponderant occupation. The study reveals good organization and occupational distribution of minority employees except in professional and technical positions. Genuine efforts are being made to seek minority candidates for such positions. The one minority technician trainee the Center was able to find for the personnel office resigned, shortly after his promotion, to accept private employment. A retired Negro Army officer was employed as a management analyst trainee within the last year and has recently been designated as one of the four alternate Deputy Employment Policy Officers for the Center.

6. At the Veterans Administration Hospital, Sepulveda, few new appointments are made to positions at GS-5 and above. Within the past six months, two individuals with Spanish surnames have been promoted to supervisory wage board positions; one Filipino was reassigned from another VA installation to a GS-7 position; one Oriental and one Negro were promoted to grade GS-9; one Oriental under a part-time excepted appointment was promoted to a pay level equivalent to GS-12. Two Negroes were employed in GS-5 technician positions during this period. A recent informal survey indicated a decline in the total number of minority-group members employed, but a slight increase in the number serving in positions at grades GS-5 and above.

Two consultants, a Nurse and a Doctor, are Negro. One of the Negro Social Workers has been selected to supervise the students assigned the hospital for training.

7. The U. S. Army District, Los Angeles, has 734 employees working in the City of Los Angeles, of which 145 (19.8%) are minority-group members. Negroes comprise 9.5% of the work force, Spanish-speaking, 4.2%, Orientals 5.4%, and American Indians, 0.5%. Of the employees GS-9 and above, 6 are Negroes, 14 are Spanish-speaking, 3 are Indian, and 20 are Oriental. The District has been informed by its headquarters that it employs 5 of the 17 Negroes in the Corps of Engineers who are in positions GS-12 and above.

Members of the personnel office staff conduct most of the college recruiting visits. The letters to the colleges state that the recruiter is especially interested in talking with minority students about Federal employment. The main recruiting source for engineers has been California State College at Los Angeles (which has a sizeable minority-group student body). A valuable recruiting source at the college is a professor of engineering who works for the District part-time during the school year and full-time during the summers. A large percentage of the District's present engineer work force has come from the student trainee program. Because of curtailment of funds, the District will not be hiring any new students for summer employment this year.

Negro and Spanish-speaking employees in the higher grade levels fall into two groups - the "old-timers" who were originally employed as low-level technicians and have worked their way up the promotional ladder (one GS-12 Negro was originally hired at GS-2) and professional engineers who began their careers as junior professionals or student trainees. One Spanish-speaking employee is presently attending the University of California on a fellowship for which he was recommended by the District.

PART VI - REVIEW OF AGENCY EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

In the following summaries, specific recruitment, placement and board activities described in the preceding sections are omitted:

1. Federal Aviation Agency, Western Region - The stated policy of top management in the Western Region is to make certain that all supervisors have a positive attitude toward the equal opportunity program and to reinforce that attitude through repetition. The program is discussed as part of the orientation for new employees and frequently at staff meetings throughout the Region. On December 19, 1963, the Regional Headquarters held an Equality in Job Opportunity seminar for area coordinators and supervisors from throughout the Western Region. Guest speakers included leaders from the Negro community, the Spanish-speaking groups, the aerospace industry, and the Civil Service Commission. Area coordinators were instructed to conduct similar meetings at their locations and to meet with leaders of local minority groups. Follow-up meetings have been held in several cities in the Region. An illustrated, detailed report of the seminar has been given to every supervisor. Every employee received the March 1964 issue of FAA Horizons containing an illustrated two-page story of the seminar, with summaries of the principal speeches.

In the Los Angeles area, Negro employees occupy such positions as GS-13 Supervisory Electronic Engineer, GS-12 Air Traffic Control Specialist, GS-11 Quality Control Inspector, WB-11 Aircraft Mechanic, and WL-5 Warehouseman Leader. Spanish-speaking employees hold such positions as GS-13 Electronic Engineer and GS-13 Electronics Technician. An Oriental employee is an Air Carrier Maintenance Inspector GS-13.

Promotions during the past six months included two Negro engineers promoted to GS-13, a Negro secretary promoted to GS-5, a Negro Offset Press Operator promoted to WB-8, and Oriental employees promoted to Administrative Officer GS-9 and Electronic Technician GS-7.

Regional officials met with real estate groups and community leaders to overcome racial discrimination in two communities outside the Los Angeles area. No employees in the Los Angeles area have complained of discrimination. Members of all minority groups participate actively in FAA technical and supervisory training. A Negro employee is chairman of the Publicity and Records Committee of the Civilair Association. All social events are integrated.

2. Internal Revenue Service - A copy of Commissioner Caplin's letter of July 31, 1963, concerning the equal opportunity program was given to every employee. National and Regional policy statements have been posted on bulletin boards and pictures and stories in the "Los Angeles District News" have reemphasized the program.

The District Director has shown his personal support through meetings with supervisors and key employees. He plans to use a tape recorded message provided by the Headquarters Office to help supervisors to better understand their Negro employees. At the Director's invitation, leaders of the Urban League and the National Association for the Advancement of Colored People met with the Director and his staff.

The Director personally reviews the composition of his workforce and the promotions and appointments within each office to insure equality of opportunity.

A Negro and an Oriental hold GS-13 Revenue Agent positions; three Negroes, two Orientals, and three Spanish-speaking employees hold GS-12 Agent or Officer positions. Almost half the clerical employees are Negro. Within the past 6 months 9 Negroes, 16 Orientals, and 13 Spanish-speaking employees have been promoted to positions at GS-7 or above. The personnel office staff includes 2 Negroes, 2 Orientals, and one Spanish-speaking employee.

Of the 13 employees most recently rated outstanding, 2 are Negro, one is Oriental, and one is Spanish-speaking. Twenty-eight minority-group employees received incentive awards; the first District employee to receive the Commissioner's Letter of Commendation for five incentive awards was a Negro.

Two of the ten representatives elected to the Employee-Management Council are Negro. Two of the seven officers of the AFGE lodge of professional employees are Negro. A Negro and an Oriental serve on the executive committee of the local unit of NAIRE.

Minority-group employees participate actively in the training program. The most recent supervisory development course included minority members. The District made a special effort to secure non-segregated lodging for Negro employees sent to training courses in the South.

3. Los Angeles Post Office - This is the largest Federal agency in Los Angeles, with 10,210 employees. Of these, 62.9% are members of minority groups; 53.6% are Negro.

In October 1962, the Post Office Department publicly announced the withdrawal of authority from the Postmaster to act upon promotions because of alleged discriminatory practices. This information was published in the principal daily papers in Los Angeles as well as the Negro press. The authority had not been restored by April 1963, when the Postmaster retired. His successor as Acting Postmaster, a Negro, has been in office a year. A few months after his appointment promotion authority was restored.

The Acting Postmaster was well aware of the charges that had been leveled against his predecessor and the disturbing effects on personnel. Top management personnel had served on the promotion boards that had failed to recommend for promotions the minority employee whose case was publicized when authority was withdrawn. At his initial press conference, he was met by the inquiry "Will there be discrimination in reverse?" The prevailing atmosphere was not a wholesome one and he was quick to recognize the necessity for creating and establishing confidence and trust in the new management. He discarded the program for progress submitted by his predecessor and issued Order No. 1, "Postmaster's Program for Progress". This is more a statement of policy than a time table for the accomplishment of specific goals. It forcefully states his belief in and support of the equal employment opportunity program. This statement was issued to all organizational segments and placed in order books, which are required reading by all employees.

During his year in office the Acting Postmaster has personally met with all supervisors to discuss his management policies, his requirements, and his expectations; he holds similar meetings with all newly appointed supervisors. He has appointed ten employees, representing the various minority groups, to serve a one-year term on the Equal Employment Opportunity Committee. The Committee has met monthly since November 1963 with the Acting Postmaster. Copies of the minutes are distributed to all organization segments, with copies being placed in order books. The Committee is currently conducting a survey of supervisors' interest in training courses as a result of a letter from a supervisor who indicated that some were at a disadvantage in bidding for station positions because they lacked experience or training in station operations. The method of selection of individuals for higher-level pay assignments was also brought up at a meeting and resulted in the Acting Postmaster's decision that such selections for assignments to supervisory positions should be made from the appropriate supervisory roster.

The equal employment program is included in both employee orientation and supervisory training courses, and particular attention has been given to the program in supervisory training and management development. Beginning in November 1962, all supervisors and administrators were required to attend a special two-hour management training program on equal employment opportunity. After initial sessions had been completed, make-up meetings were held to assure full coverage of all supervisors. Subsequent to these make-up meetings, the program has been included as a regular part of the initial 40-hour required training course attended by all new supervisors. Features of the training include required outside reading, films, group discussions, and workshops in which participants prepare a three-minute stand-up speech on equal employment opportunity for delivery before the employees they supervise.

Efforts have also been made to encourage employees to participate in outside educational and training opportunities for the purpose of self-development. Adult education courses provided by a local Department of Education have been advertised in the LA Postal News and Post Office training facilities have been made available for several such classes.

The Acting Postmaster reviews all proposed separations and suspensions. He personally makes the final selections for promotion after reviewing recommendations of the promotion advisory board and the qualifications of candidates and, if necessary, interviewing them. He makes himself available to discuss an individual's nonselection on request.

The following comparative figures show not only the continuing increase in minority-group employment in the work force as a whole, but also the recent increases in minority members moving into higher level positions:

	<u>January 1963</u>		<u>April 1964</u>	
	<u>Total Employees</u>	<u>Minority Employees</u>	<u>Total Employees</u>	<u>Minority Employees</u>
Total Employment	10,102	5,947	10,210	6,430
PFS Level 5/6	518	203	528	209
PFS Level 7	303	63	302	69
PFS Level 8/11	212	25	223	43
PFS Level 12 and above	21	2	22	2

4. Long Beach Naval Shipyard - The equal employment opportunity program at the Shipyard has been publicized through distribution of formal Shipyard Instructions, informal handouts, and circulation of policy statements to all employees. The weekly Digest regularly publicizes the program through articles and by means of photographs showing minority groups represented in sports and other Shipyard-sponsored employee activities and such employees receiving special awards for suggestions or outstanding performance. All Shipyard supervisors have attended a series of training courses on the subject of equal employment opportunity and the current Shipyard Commander includes the program as an agenda item at each of his monthly Management Meetings.

When complaints cannot be resolved by the Industrial Relations Officer (officially designated as Assistant Deputy Employment Policy Officer), the Shipyard Commander personally interviews the complainant and appoints an investigative panel as necessary. During the past year, 13 formal complaints of racial discrimination were filed at the Shipyard, 12 by Negroes. In each case, a panel appointed by the Commanding Officer concluded that there was no evidence of racial discrimination. One of these cases was reversed by the Navy Employment Policy Officer in Washington with a finding of possible discrimination. Prior to the issuance of the Executive Order, there had been no discrimination complaints at the Shipyard for several years.

Minority-group employees are represented in the Council of Employee Groups and, as of recent months, on most merit promotion ranking committees. They actively participate in the suggestion program and were awarded a significant number of superior performance awards during 1963 as well as in past years. Minority-group employees are quite active in Shipyard-sponsored sports events and social activities.

The Shipyard, including the new tenant Naval Supply Center, currently employs 6,247 civilians, of which at least 1,385 (22.6%) belong to minority groups. The bulk of these employees are ungraded (4,749). Minority-group employees account for about 26% of total ungraded workers, 23.4% (648) of the skilled workers (Machinist, Electrician, Welder, etc.), 38% (573) of the semi-skilled workers (helper and intermediate levels of journeyman trades, Truck Drivers, Sandblasters, Stockmen, equipment operators, etc.). Only 9.4% minority members (11 individuals) are in unskilled jobs. Over 14% (66) of the ungraded supervisory or equivalent pay-level jobs are held by minority-group employees. Of the Classification Act employees, minority groups constitute 12.2% (167). Of these, 14 are at the GS-9 level, 5 are GS-11, 2 are GS-12 and 2 (one Negro and one Spanish-speaking) are at

the GS-13 level. Within the past 12 months, one out of every 8 promotions to positions at GS-7 and above or the equivalent was of a minority employee. In the case of Leadingman promotions, 14 out of 15 were Negro employees.

In spite of a past record of good racial relations and the present efforts to strengthen the equal opportunity program, the Shipyard is still the target for occasional adverse publicity appearing in the local press. This publicity results from accusations by minority organizations which are frequently general in nature, so that the Shipyard can do little to negate their effect on the general public. In at least two specific instances the Shipyard has investigated the complaints and found them to be groundless. Shipyard officials believe that it is the intent of some of the local minority-group leaders to keep the community's attention focused on their fight for equal status and to use charges made through various news media to accomplish their intention regardless of the validity of the charges.

5. U. S. Marshal, Southern District of California - The main office of the District is in Los Angeles, with branch offices in San Diego and Fresno. The total workforce, including the Marshal, numbers 36. There are 21 positions which are excepted under Schedule B and 14 positions in the regular competitive service.

The mean grade level of all employees (excluding the Marshal, who is appointed by the President) is GS-6.4 and the mean grade level of the eleven employees who are members of minority groups is GS-5.5. Of the five clerical positions filled during the past three years, three were filled noncompetitively by members of minority groups. Deputy appointments, although excepted, are subject to the Veterans Preference Act. This has prevented the employment of some Negroes who gained qualifying specialized experience in the Armed Forces after the cutoff for establishing Veterans Preference. Of eight deputy positions filled during the past three years, three were filled by members of minority groups. (Five of the eight vacancies over the last three years were new positions, the first increase in the number of deputies for this District for over ten years.) When the applicant supply file appears inadequate, informal recruitment is accomplished by word-of-mouth publicity by the District's employees. The possibility of additional contacts with minority groups was discussed and the Marshal agreed to send a letter and copy of the Deputy Marshal (Trainee) position description to minority-group organizations appearing on the list furnished by the Commission during the review.

At the present time there are two Negro deputies; one of them (entered on duty in February, 1962) is believed to be the first Negro deputy to be hired this side of the Mississippi River.

The Marshal and his Chief Deputy indicated that no statements of policy on the equal employment opportunity program have been prepared locally nor have any been received from the Department of Justice. There is not a local Deputy Employment Policy Officer and even the identity of the Department's Employment Policy Officer is uncertain. The Marshal's Manual is the primary instruction regarding responsibilities and authorities delegated to the field. The Marshal's knowledge

of the Department's policy for the equal employment opportunity program stems from correspondence and telephone conversations with different officials in the Department. No formal meetings have been held by the Marshal to accentuate the equal employment opportunity policy at the District level although he has held personal discussions with some individuals to emphasize the importance of, and his own belief in, nondiscrimination.

6. Census Bureau - Information on the equal employment opportunity program has been provided for all employees in the Los Angeles office of the Census Bureau. The program is covered in the Census Bureau employee newsletter, Department of Commerce employee handbooks, bulletin board posters and the Census Bureau Administrative Manual. In addition to the information given in the employee handbook, all new employees are apprised of the program during their orientation period. Included in the employee orientation kit is a copy of a written equal employment opportunity policy statement from the Department of Commerce. The Regional Director plans to prepare a policy statement which will be issued to all employees and which will reiterate local management's support of the program.

The Los Angeles office has a relatively small staff (20 employees of whom 3 are Negroes), does not have appointment authority for positions GS-7 and above, and indicated that registers have been adequate for filling their vacant positions. For these reasons they have engaged in very little recruiting activity to provide eligibles for these positions.

Schedule A appointments to Census Enumerator positions in the various regional geographic sections are made in response to workload requirements. Agency instructions for filling these positions require that first consideration be given to referrals from the County Chairman of the appropriate political party and authorize, in the absence of a sufficient number of applicants, recruitment in the geographical area in which the vacancy exists. (Present instructions for the Los Angeles office provide that contacts are to be made with the Southern California State Chairman of the appropriate political party.) Past practice has been to concentrate recruiting efforts with the local state employment office, although in some isolated instances, letters have been sent to churches in the community and notices have been posted on public bulletin boards. During one recruiting effort, a minority-group organization was contacted. The results were not significant since only six persons applied and all of them failed the written test.

During our review, the possibility of additional contacts with minority groups was discussed and the agency was furnished lists of minority organizations and news media. In future recruiting for Enumerators, the agency will utilize the lists to make contacts with minority-group organizations. In cases where newspaper or radio and television publicity is desired, minority news media will be contacted.

7. Veterans Administration Hospital, Sepulveda - A policy statement, including the name of the Deputy Employment Policy Officer and the two alternates, and a VA Employee Letter (Central Office issuance) were distributed to all employees. All new employees are furnished

with copies of the policy statement in the kit of information provided at the time of appointment. Full information is also given orally in the orientation training sessions.

The two alternate Deputy Employment Policy Officers are a Psychologist and the Chief of Social Service (the latter has been with the activity only since last September). The former has received four formal complaints and approximately twice as many informal complaints over a three-year period; the latter has received none. There have been no reversals of complaint decisions made at this level. Both alternates are concerned not only with determining whether there has been an overt act of discrimination but also, where findings are negative, with identifying the causative factors that led to the belief that discrimination existed. They then endeavor, by working with the parties involved, to gain understanding and insight.

There is full acceptance of the program. Minority-group members of all races are serving in a variety of professional and technical positions, as well as in supervisory positions. Two consultants, a Doctor and a Nurse, are Negro; a Negro was recently selected for promotion to a GS-13 Psychologist position; and one American Indian Doctor and one Oriental Doctor are at the Chief Physician level. The Chief Accountant, GS-9, is a Negro; within the last six months two individuals with Spanish surnames were promoted to wage board supervisory positions; a Filipino Dietician was reassigned from another hospital; an Oriental and a Negro were promoted to GS-9 positions; and two Negroes were assigned to GS-5 technician positions.

PART VII - ACTION TAKEN OR TO BE TAKEN AS A RESULT OF THE SURVEY

In our opinion, the somewhat passive field establishments can best be brought a better realization of their obligations to undertake a more positive program for equal opportunity through their contacts with other Federal establishments which have been actively developing successful approaches. We are fortunate in having a Federal Executive Board in Los Angeles which has an Equal Employment Opportunity Committee working along precisely these lines. The immediate plans of this Committee include:

- An Equal Employment Opportunity Conference at Lake Arrowhead, June 23-25, 1964. Invitations have been mailed to all Federal Executive Board members and to management officials of other establishments who attended the fall conference on the same subject at Lake Arrowhead. These establishments are being invited to send the person second in command, the Personnel Officer, and the Deputy Employment Policy Officer. If space is available, invitations will be sent shortly to other establishments in Southern California which did not participate last fall. This conference will emphasize the sharing of experiences in making equal opportunity effective.
- A project to work with school officials and other organizations interested in reaching members of the Mexican-American community to better acquaint them with the Federal government, with particular emphasis on encouraging students to prepare themselves for the kinds of careers available in the Federal service.

The continuing role of the Region, as we see it, will be:

- To encourage and support united efforts of Federal activities to strengthen the equal opportunity program by such methods as the conference described above;
- To coordinate Federal establishments' efforts to work with minority-group organizations by participating in their planning and by providing information on contacts and publicity media gained as a result of this review;
- To encourage the development of a Public Information Committee in the Federal Executive Board with responsibility for a long-range information program for the minority communities; and
- To identify through our inspections, Board visits, and continuing contacts with establishments those which need further assistance in improving the programs in their establishments.

Specifically, the staff of the Los Angeles Branch Office has already:

- Assisted the Federal Executive Board in securing minority-group speakers and resource people for its conferences;
- Provided the Federal Executive Board's Committee with suggested materials for distribution at the conference, selected from those used by the staff in conducting the review and otherwise;
- Offered the Committee copies of that section of this report which describes the community (Part III) for distribution at the conference;
- Provided local establishments contacted during the review with information on Los Angeles minority groups;
- Assisted key personnel of minority-group organizations in making useful contacts in the Federal service and in securing suitable materials for their needs;
- Helped the College-Federal Council establish an Equal Employment Opportunity Committee to assist college officials in counseling minority students;
- Encouraged this Committee to institute programs specifically for minority leaders engaged in vocational and educational counseling;
- Forwarded to the Commission's Central Office information about a major problem faced by the Youth Opportunity Board in job placements for young men who have had brushes with the law; and
- Maintained for the past year and a half an active membership in the Job Development and Employment Committee of the Los Angeles Urban League and worked with the League in college recruiting, publicizing its Skills Bank, etc.

APPENDIX

- PART A Federal Employment of Selected Minority Groups
in Los Angeles
- PART B Los Angeles Federal Agencies Estimated Hiring Needs
- PART C Ethnic Group Inquiries and Testing at Los Angeles Area
Boards of Civil Service Examiners for the Period
March 23 to April 17, 1964
- PART D Newspaper Reports on Matters Affecting Minorities
- PART E Racial Distribution, Male Unemployment Rate and
Median School Years Completed
- PART F Percent Increase in Population by Ethnic Groups
1950-1960
- PART G Percent Increase in Population by Ethnic Groups,
Los Angeles City 1950-1960
- PART H Employed Persons 14 Years Old and Over by Occupation,
Race and Sex
- PART I Employed Persons 14 Years Old and Over by Industry,
Race and Sex
- PART J Los Angeles County Negro Population as a Percentage
of Total Population by County Census Tract (Limited
Distribution)
- PART K Los Angeles County Spanish Surname Population as a
Percentage of Total Population by County Census Tract
(Limited Distribution)
- PART L Bibliography

FEDERAL EMPLOYMENT IN LOS ANGELES
OF SELECTED MINORITY GROUPS

PART A (1)

<u>Agency</u>	<u>Total</u>	<u>Negro</u>	<u>Spanish Speaking</u>	<u>American Indian</u>	<u>Oriental</u>
Defense Subsistence Supply Agency	<u>103</u>	<u>18</u>	<u>8</u>	<u>1</u>	<u>1</u>
GS	<u>99</u>	<u>16</u>	<u>7</u>	<u>1</u>	<u>1</u>
WB	<u>4</u>	<u>2</u>	<u>1</u>	-	-
Auditor General, AF and Western Contract Management Region	<u>654</u>	<u>57</u>	<u>15</u>	-	<u>16</u>
GS	<u>653</u>	<u>57</u>	<u>15</u>	-	<u>16</u>
WB	<u>1</u>	-	-	-	-
Space Systems Divi- sion, AF and Tenants	<u>1097</u>	<u>93</u>	<u>28</u>	<u>1</u>	<u>29</u>
GS	<u>1033</u>	<u>86</u>	<u>27</u>	<u>1</u>	<u>29</u>
WB	<u>11</u>	<u>5</u>	-	-	-
Other	<u>53</u>	<u>2</u>	<u>1</u>	-	-
Fort MacArthur	<u>664</u>	<u>49</u>	<u>41</u>	<u>3</u>	<u>20</u>
GS	<u>349</u>	<u>22</u>	<u>22</u>	<u>2</u>	<u>9</u>
WB	<u>315</u>	<u>27</u>	<u>19</u>	<u>1</u>	<u>11</u>
U.S. Army Engineer District	<u>734</u>	<u>70</u>	<u>31</u>	<u>4</u>	<u>40</u>
GS	<u>700</u>	<u>64</u>	<u>27</u>	<u>4</u>	<u>38</u>
WB	<u>34</u>	<u>6</u>	<u>4</u>	-	<u>2</u>
Long Beach Naval Shipyards and Naval Supply Center	<u>6117</u>	<u>935</u>	<u>295</u>	<u>10</u>	<u>149</u>
GS	<u>1368</u>	<u>87</u>	<u>42</u>	<u>4</u>	<u>38</u>
WB	<u>4749</u>	<u>848</u>	<u>253</u>	<u>6</u>	<u>111</u>
U.S. Naval Station	<u>472</u>	<u>61</u>	<u>13</u>	<u>2</u>	<u>18</u>
GS	<u>200</u>	<u>9</u>	<u>5</u>	<u>1</u>	<u>7</u>
WB	<u>272</u>	<u>52</u>	<u>8</u>	<u>1</u>	<u>11</u>
Navy Area Audit Office	<u>148</u>	<u>5</u>	<u>4</u>	-	<u>16</u>
Inspector of Navy Material	<u>354</u>	<u>45</u>	<u>9</u>	-	<u>10</u>
GS	<u>336</u>	<u>44</u>	<u>9</u>	-	<u>10</u>
WB	<u>18</u>	<u>1</u>	-	-	-
Navy Purchasing Office	<u>85</u>	<u>26</u>	<u>2</u>	-	<u>1</u>
GS	<u>83</u>	<u>25</u>	-	-	<u>1</u>
WB	<u>2</u>	<u>1</u>	-	-	-

PART A (2)

<u>Agency</u>	<u>Total</u>	<u>Negro</u>	<u>Spanish Speaking</u>	<u>American Indian</u>	<u>Oriental</u>
Agriculture Market- ing Service	<u>71</u>	<u>6</u>	<u>5</u>	-	-
GS	64	6	5	-	-
WB	3	-	-	-	-
Other	4	-	-	-	-
Agricultural Research Service	GS <u>141</u>	<u>34</u>	<u>6</u>	-	<u>2</u>
Bureau of the Census	<u>44</u>	<u>3</u>	-	-	-
GS	20	3	-	-	-
Other	24	-	-	-	-
Social Security Administration, L.A. District	GS <u>89</u>	<u>17</u>	<u>9</u>	-	<u>6</u>
Social Security Administration, Van Nuys	GS <u>55</u>	-	<u>3</u>	-	<u>2</u>
Social Security Administration, Hollywood	GS <u>48</u>	<u>4</u>	-	-	-
Food and Drug Administration	GS <u>147</u>	<u>17</u>	<u>2</u>	-	<u>5</u>
Fish and Wildlife Service, Interior	<u>111</u>	<u>5</u>	<u>3</u>	-	<u>6</u>
GS	101	5	2	-	-
WB	10	-	1	-	-
Geological Survey	GS <u>12</u>	-	-	-	-
Bureau of Indian Affairs	GS <u>32</u>	-	-	<u>16</u>	-

PART A (3)

<u>Agency</u>		<u>Total</u>	<u>Negro</u>	<u>Spanish Speaking</u>	<u>American Indian</u>	<u>Oriental</u>
Immigration and Naturalization Service, District Office	GS	<u>242</u>	<u>41</u>	<u>9</u>	-	<u>4</u>
Immigration and Naturalization Service, Regional Office	GS	<u>143</u>	<u>7</u>	<u>2</u>	<u>1</u>	<u>2</u>
	GS	<u>133</u>	<u>4</u>	<u>1</u>	-	<u>2</u>
	WB	<u>10</u>	<u>3</u>	<u>1</u>	-	-
U.S. Attorney	GS	<u>105</u>	<u>8</u>	<u>2</u>	-	<u>5</u>
	GS	<u>62</u>	<u>6</u>	<u>2</u>	-	<u>4</u>
	Other	<u>43</u>	<u>2</u>	-	-	<u>1</u>
Federal Correctional Institution, Pre-Release Guidance Center and Federal Prison Industries	GS	<u>293</u>	<u>15</u>	<u>1</u>	-	<u>1</u>
	GS	<u>250</u>	<u>15</u>	<u>1</u>	-	<u>1</u>
	WB	<u>43</u>	-	-	-	-
U.S. Marshall	GS	<u>36</u>	<u>3</u>	<u>4</u>	<u>1</u>	<u>3</u>
Internal Revenue District	GS	<u>1573</u>	<u>339</u>	<u>49</u>	<u>2</u>	<u>63</u>
Bureau of Customs, Treasury	GS	<u>338</u>	<u>22</u>	<u>25</u>	-	<u>22</u>
	GS	<u>312</u>	<u>14</u>	<u>18</u>	-	<u>21</u>
	WB	<u>26</u>	<u>8</u>	<u>7</u>	-	<u>1</u>
U.S. Savings Bond Division		<u>13</u>	-	-	-	-
Veterans Administration Center, Los Angeles	GS	<u>3640</u>	<u>1747</u>	<u>78</u>	<u>6</u>	<u>72</u>
	GS	<u>2454</u>	<u>1002</u>	<u>40</u>	<u>5</u>	<u>55</u>
	WB	<u>1186</u>	<u>745</u>	<u>38</u>	<u>1</u>	<u>17</u>
Veterans Administration Hospital, Sepulveda	GS	<u>1011</u>	<u>262</u>	<u>62</u>	<u>8</u>	<u>8</u>
	GS	<u>736</u>	<u>190</u>	<u>32</u>	<u>6</u>	<u>8</u>
	WB	<u>275</u>	<u>72</u>	<u>30</u>	<u>2</u>	-
Veterans Administration Outpatient Clinic	GS	<u>320</u>	<u>120</u>	<u>13</u>	-	<u>13</u>
	GS	<u>318</u>	<u>118</u>	<u>13</u>	-	<u>13</u>
	WB	<u>2</u>	<u>2</u>	-	-	-
Veterans Administration Supply Depot	GS	<u>49</u>	<u>10</u>	-	-	<u>7</u>
	GS	<u>27</u>	<u>1</u>	-	-	<u>3</u>
	WB	<u>22</u>	<u>9</u>	-	-	<u>4</u>

PART A (4)

<u>Agency</u>	<u>Total</u>	<u>Negro</u>	<u>Spanish Speaking</u>	<u>American Indian</u>	<u>Oriental</u>
Veterans Administration Regional Office	<u>693</u>	<u>152</u>	<u>14</u>	<u>3</u>	<u>15</u>
General Accounting Office	<u>81</u>	-	-	-	-
Selective Service System	Other <u>124</u>	<u>15</u>	<u>2</u>	<u>2</u>	<u>2</u>
Federal Aviation Agency	<u>1840</u>	<u>78</u>	<u>15</u>	<u>2</u>	<u>22</u>
	GS <u>1763</u>	<u>61</u>	<u>14</u>	<u>2</u>	<u>21</u>
	WB <u>77</u>	<u>17</u>	<u>1</u>	-	<u>1</u>
U.S. Civil Service Commission	GS <u>58</u>	<u>9</u>	-	-	-
National Labor Relations Board	GS <u>69</u>	<u>4</u>	-	-	<u>1</u>
Small Business Administration	GS <u>116</u>	<u>13</u>	<u>2</u>	-	<u>4</u>
Home Loan Bank Board	GS <u>120</u>	<u>5</u>	-	-	<u>2</u>
Federal Housing Administration	GS <u>211</u>	<u>35</u>	<u>3</u>	<u>1</u>	<u>2</u>
Federal National Mortgage Assoc.	GS <u>206</u>	<u>20</u>	<u>10</u>	-	<u>4</u>

<u>Agency</u>	<u>Total</u>	<u>Negro</u>	<u>Spanish Speaking</u>	PART A (5)	
				<u>American Indian</u>	<u>Oriental</u>
U.S. Post Office, Los Angeles	10,210	5,476	536	12	406
U.S. Post Office, Canoga Park	159	1	11	-	-
U.S. Post Office, Chatsworth	25	-	-	-	-
U.S. Post Office, Evanston	75	-	2	-	-
U.S. Post Office, Harbor City	18	1	1	-	1
U.S. Post Office, North Hollywood	475	4	7	-	4
U.S. Post Office, Northridge	78	-	-	-	-
U.S. Post Office, Pacific Palisades	59	-	-	-	1
U.S. Post Office, Pacoima	91	17	2	-	-
U.S. Post Office, Reseda	93	1	1	-	-
U.S. Post Office, San Pedro	217	13	22	4	10
U.S. Post Office, Sunland	28	-	3	-	-
U.S. Post Office, Sun Valley	59	-	6	-	1
U.S. Post Office, Tarzana	32	-	2	1	-
U.S. Post Office, Tujunga	29	-	-	-	-
U.S. Post Office, Van Nuys	588	2	25	-	1
U.S. Post Office, Venice	96	17	1	-	6
U.S. Post Office, Wilmington	73	3	13	-	2
U.S. Post Office, Woodland Hills	86	-	1	-	-

PART B (1)

LOS ANGELES FEDERAL AGENCIES
ESTIMATED HIRING NEEDS, APRIL - SEPTEMBER 1964

Estimates from many of the Los Angeles agencies were affected by the current curtailment of new hires; some agencies indicated that no vacancies were anticipated for the coming six month period. During our review the Post Office, which is the largest single Federal employer in Los Angeles, received instructions setting forth a new freeze on the hiring of any new employees. The second largest Federal employer in the area, the Long Beach Naval Shipyard, reported that their anticipated needs are dependent upon their future workload which presently is undeterminable. They reported negatively on projected vacancies and indicated that there is some possibility a reduction in force may be effected instead.

Space Systems Division, Air Force Systems Command

Clerk-Typist and Clerk-Stenographer	GS-3/4	50
Professional Personnel		15

Fort MacArthur, San Pedro

Stock Fund Manager	GS-2001-11	1
Illustrator	GS-1020-9	1
Clerk-Stenographer	GS-312-4	4
Clerk-Typist	GS-322-3	6
EAM Operator	GS-359-4	2
Stock Control Clerk	GS-2040-4	2
General Supply Clerk	GS-2001-4	3
Supervisory Position Classification Specialist	GS-221-11	1
TV Production Specialist	GS-1071-9	2
Radio Production Specialist	GS-1071-11	1
Radio Production Specialist	GS-1071-9	2
Teletypist	GS-385-3	2
Card Punch Operator	GS-356-2	2
Telephone Operator	GS-382-3	1
Plumber		1
Carpenter		2
Power Plant Operator		2
Heating Equipment Mechanic		1
Electronic Equip. Installer and Repr.		2
Radio Equipment Installer and Repr.		2
Tool, Stock and Parts Keeper		1
Refrigeration and Air Cond. Mech.		2
Guided Missile Mech. Repr.		3
Elect. Fire Control Installer and Repr.		2
Powered Ground Equip. Repr.		2
Sales Store Worker		1
Painter		2
TV Recording Equipment Oper.		1

Navy Purchasing Office

Procurement Assistant (Trainee)	GS-7	2
Contract Specialist	GS-11	2

(continued on next page)

PART B (2)

Navy Purchasing Office (continued)

Contract Negotiator	GS-11	1
Procurement Clerk	GS-3	1
Clerk-Typist	GS-3	2

U. S. Naval Station, Long Beach

Sales Checker	GS-3	4
Clerk-Typist	GS-3	6
Guard	GS-4	3
Electrician		2
Machinist		1
Plumber		1
Welder		1

Agricultural Marketing Service

Clerk-Typist	GS-322-3	1
Veterinarians (Poultry Inspect.)	GS-701-11	2
Agricultural Commodity Graders (Meat)	GS-1980-9	2

Food and Drug Administration, Los Angeles District

Administrative		2
Clerical		2
Chemists		8
Inspectors		8

Social Security Administration, Los Angeles District

Management, Supervisory and Technical	GS-7	10
Stenographer and Typist	GS-2/3	10
Clerk (Mail and Supply)	GS-3	1

Office of United States Attorney

Classification Act Employees		2
Other Pay Plan Employees		7

Internal Revenue Service, Los Angeles District

Internal Revenue Agent (Accountant)	GS-512-5/7	67
Revenue Officers	GS-1169-5/7	8
Special Agents	GS-1811-5/7	3

Veterans Administration Center, Los Angeles

Psychologist	GS-180-11/12	2
Social Worker	GS-185-9/10	4
Hospital Recreation Specialist	GS-188-7/8	1
Clerk	GS-301-2/3	5
Clerk-Stenographer	GS-312-4	12
Clerk-Typist	GS-322-3	24
Nursing Assistant	GS-621-2	120

(continued on next page)

PART B (3)

Veterans Administration Center, Los Angeles (continued)

Occupational Therapist	GS-631-6/7	2
Physical Therapist	GS-633-6/7	2
Manual Arts Therapist	GS-637-7/8	2
Educational Therapist	GS-639-7/8	1
Medical Radiology Technician	GS-647-5/6	2
Dental Assistant	GS-681-3/4	1
Dental Hygienist	GS-682-4/5	1
Electroencephalograph Technician	GS-659-5/6	1
Medical Aide	GS-699-4	1
Medical Laboratory Technician	GS-645-4/5	6
Medical Technologist	GS-644-7	6
Medical Records Librarian	GS-669-8	1
Physical Science Technician	GS-1311-5/7	6
Biochemist	GS-1320-9	3

Veterans Administration Hospital, Sepulveda

Medical Radiology Technician (Diagnostic)	GS-6	1
Card Punch Operator	GS-3	1
Clinical Social Worker	GS-9/10	1
Occupational Therapist	GS-8	1
Clerk-Stenographer	GS-4	6
Dictating Machine Transcriber	GS-3/4	2
Clerk-Typist	GS-3/4	8
Nursing Assistant	GS-2	60
Chief, Inventory Management Section	GS-8	1
Nurses		7
Physicians		2
Housekeeping Aids		6
Laborer		1
Food Service Worker		8

Veterans Administration, Outpatient Clinic

Fiscal Positions	GS-4/5	3
Social Worker	GS-9/10	1
Secretary-Stenographer	GS-3/5	4
Clerical Positions	GS-2/4	5
Typist and Dictating Machine Transcriber	GS-2/4	6

Veterans Administration, Los Angeles Regional Office

Personnel Management Specialist (Trainee)	GS-201-5	1
File Clerk	GS-305-2	36
Clerk-Stenographer	GS-312-3	3
Clerk-Stenographer	GS-312-4	6
Clerk-Dictating Machine Transcriber	GS-316-3	12
Clerk-Typist	GS-322-2	4
Clerk-Typist	GS-322-3	30
Card Punch Operator	GS-356-3	1
EAM Operator	GS-359-4	2
Veterans Claims Examiner	GS-996-9	2
Veterans Claims Examiner	GS-996-7	6
Loan Specialist (Realty)	GS-1165-9	1
Construction Analyst	GS-1642-11	1

PART B (4)

U. S. Accounting Office, Los Angeles Regional Office

Accountant	GS-510-7	16
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Federal Aviation Agency

General Supply Officer	GS-2001-13	1
Contract Specialist	GS-1102-13	1
Security Specialist	GS-080-11/12	1
Auditor	GS-510-9/12	1
Flight Test Pilot	GS-1681-11/12	1
Flight Inspector	GS-1681-11/12	1
Aerospace Engineer	GS-861-11/12	2
Electronic Engineer	GS-855-11/12	1
Airport Engineer	GS-862-9	1
Electronic Technician	GS-856-9	5
Air Traffic Control Specialist	GS-2152-6	32
Printing Clerk	GS-351-5	1
Clerk-Stenographer	GS-312-4	12
Card Punch Operator	GS-356-3	5
Mail Clerk	GS-305-3	3

Summer Employment Only:

Mail Clerk	GS-305-3	1
Printing Clerk	GS-351-4	1

Federal Housing Administration

Clerk-Stenographer	GS-312-3/4	2
Appraiser	GS-1171-9	6
Construction Analyst	GS-828-9	2
Construction Representative	GS-1640-9	2
Loan Specialist (Realty)	GS-1165-9	2

U. S. Bureau of the Census, Los Angeles Regional Office

Enumerators	* GG-3	80
Crew Leader, Enumerator	* GG-6	5
Clerical	GS-3/4	1

* Schedule A positions

PART C (1)

ETHNIC GROUP INQUIRIES AND TESTING AT LOS ANGELES AREA BOARDS OF
CIVIL SERVICE EXAMINERS FOR THE PERIOD MARCH 23 TO APRIL 17, 1964

<u>Agency</u>	<u>Total</u>	<u>Caucasian</u>	<u>Negro</u>	<u>Mexican- American</u>	<u>Oriental</u>	<u>Other</u>
<u>Federal Aviation Agency</u>						
Inquiries:	143	127	12	0	0	0
Competitors:	51	38	10	2	1	0
<u>Fort MacArthur</u>						
Inquiries:	148	95	40	9	4	0
Competitors:	10	8	1	1	0	0
<u>Los Angeles Post Office</u>						
Inquiries:	4766	2022	2267	277	142	58
Competitors:	724	392	276	40	9	7
	* 560	237	271	36	9	7
	** 164	155	5	4	0	0
* Los Angeles Post Office Board						
** North Hollywood Examining Point						
<u>Long Beach Naval Shipyard</u>						
Inquiries:	460	319	89	11	7	34
Competitors:	69	53	5	7	0	4
<u>Santa Monica Post Office Examining Point</u>						
Inquiries:	252	225	20	6	0	1
Competitors:	121	103	12	6	0	0
<u>Veterans Administration Hospital, Sepulveda</u>						
Inquiries:	162	100	45	13	1	3
Competitors:	* 40	21	15	2	0	2
* Applicants reporting for Nursing Assistant Oral Interviews						
<u>Western Contract Management Region</u>						
Inquiries:	190	158	19	9	4	0
Competitors:	7	6	1	0	0	0
<u>Federal Home Loan Bank</u>						
Inquiries:	2	2	0	0	0	0
<u>Federal Housing Administration</u>						
Inquiries:	15	13	2	0	0	0
<u>U. S. Corps of Engineers</u>						
Inquiries:	43	36	4	3	0	0

PART C (2)

<u>Agency</u>	<u>Total</u>	<u>Caucasian</u>	<u>Negro</u>	<u>Mexican- American</u>	<u>Oriental</u>	<u>Other</u>
Veterans Administration						
<u>Center Board</u>						
Inquiries:	1524	427	1038	34	17	8
* 206	152	20	12	15	7	
* Inquiries by students interested in summer employment.						
Veterans Administration						
<u>Regional Office</u>						
Inquiries:	89	54	33	1	1	0
<u>Total, All Counts</u>						
Inquiries:	7794	3578	3569	363	180	104
Competitors:	1022	621	320	58	10	13

Revision of School Transfers Brings Segregation Increase

White Students Exercise Same Right as Negroes in Changing Campuses

BY DICK TURPIN
Times Education Editor

School transfer policies aimed at the racial problem here have taken an unexpected turn: they are increasing instead of decreasing segregation.

This became apparent last week when results of liberalized transfer policies were disclosed.

A study of the transfer figures shows that already integrated secondary schools are losing their Caucasian students and increasing their percentage of Negro students.

A specific example is the group of 36 boys and girls from Fremont High School, a predominantly Negro school, who transferred to predominantly white South Gate High School.

Until this semester, transfers of those students to an out-of-neighborhood school would not have been permitted except under special hardship cases. But under the broadened plan, 29 Caucasian and seven Negro students obtained transfers before the Feb. 14 deadline.

The departure of the 29 white students from Fremont further reduces the already fractional number of Caucasians there while only seven Negroes chose to move from Fremont to South Gate.

school on the way to the parent's place of work.

Or another school may be closer to a job the student has after school hours.

In many cases students prefer other schools because friends or relatives go there or because of some church or organizational activity connected or close to the school.

Another common reason for transfer is to get the student away from certain groups or gangs or cliques. This is done on a "social adjustment" basis with parental consent.

Whatever the reason, transfers were issued to 1,368 junior and senior high school students this term.

From February to June last year, 1,788 transfer permits were issued. Thus even with a broadened transfer plan, fewer permits were issued.

The determining factor for transfers is availability of space at schools. Seven high schools had room for 20 to 50 students and 14 junior high schools were able to absorb between 25 and 50 transfer students.

In addition, 10 high schools and 34 junior high schools in the "open" category were able to increase their enrollment by as much as 5%. However, none of the schools received anywhere near that number of transfer requests.

With 62 permits, Chatsworth High School in the West San Fernando Valley had the most accepted transfers. North Hollywood High School had 59 and Birmingham High School had 40.

None of these valley schools have had integration problems.

Why so few transfers after the increased attention paid during the past year to race problems?

The answer seems to be simply a lack of overriding desire for transfers.

Kelly explained that students build up a loyalty to their schools.

Coupled with strong neighborhood ties, this factor tends to cancel out most personal reasons for transfer to a rival school.

School officials attach a great deal of weight to this student loyalty in assessing the transfer policy.

They feel that the lack of an exodus from predominantly Negro schools is firmly tied to the student's loyalty to his home school and to his friends there.

No senior high school is on half-day sessions, so crowded conditions are not a primary issue as it might be in the elementary schools, where more than 11,000 are on the double sessions.

Even at the elementary school level, though, the experimental, one-semester program to provide bus transportation for children from crowded Negro area schools to other schools with space was limited by lack of interest.

A projected 875-student plan, involving six of the city's most congested elementary schools, was scaled down to children from two other uncrowded schools. Response failed to warrant added expenditures.

Transfer Permits Deadline Nearing

LOS ANGELES — Tuesday is the final day for parents to apply for permits to send their youngsters to out-of-neighborhood elementary schools next fall, Superintendent of Schools Jack P. Crowther reports.

There are openings at 71 elementary schools, Crowther said, with approximately 3,400 permits available.

Schools have been accepting applications for the transfer permits since April 15, and will continue to take them until the close of school tomorrow.

The transfers would be effective beginning with the start of the fall semester on Monday, Sept. 14.

Permits are granted only to those schools classified as "open" elementary schools, that is, schools that have two or more vacant classrooms. Only a specified number of students are permitted to transfer from other schools, depending upon space available.

Application forms requesting permits must be secured from the principal of the "home" school. After the form is filled, the permit request is taken to the receiving school where the permit is granted, providing space is still available.

All applications at the receiving schools are stamped with the date and time the application is received, since the permits are issued on a "first-come, first-served" basis.

When an "open" school has reached its limit of allowable permits based on classroom capacity, the school is designated as a "closed" school.

Once a permit is issued, the student must remain at the new school — now his "home" school — unless a transfer is secured for other reasons, including change of residence.

Granting of a permit to attend a school other than the "home" school, does not carry free transportation privileges, and parents will have to make their own arrangements to get children to and from school, Crowther emphasized.

Hollywood Citizen News
April 27, 1964

Racial Survey in All L.A. Schools Completed

A racial survey has been completed of all Los Angeles school students, teachers and employees, Mrs. Carmen Warschaw, chairman of the Fair Employment Practices Commission, said Wednesday.

All data from the survey, made with the cooperation of school teachers, principals and administrators, has been given to the State Division of Labor Research and Statistics in San Francisco for evaluation, she said.

The racial census was an outgrowth of allegations last year by the United Civil Rights Committee to the FEPC that the school system was discriminatory in its policies regarding placement, transfer and promotions of Negro and other minority employees.

Mrs. Warschaw said none of the census information would be released until she hears from the state labor agency.

However, the FEPC will continue its interviews with teachers and other school personnel as part of the same investigation, she said.

The probe is expected to be completed by May.

Los Angeles Times
March 5, 1964

100 Negroes Mob Officers in Valley

PACOIMA — Seven persons were jailed early today following a rock and bottle throwing battle between police officers and a crowd of 100 Negroes last night, in which two officers were injured.

The incident occurred when patrolmen Dave Weisner and L. C. Mandersheid stopped a car with defective lights at 11901 Cometa Ave.

Bystanders poured into the street to prevent the arrest of the driver, Melvin Townes, of that address. The Foothill

Division officers called for help and some 10 cars and four motorcycle units responded. Their appearance precipitated the battle.

Both patrolmen Weisner and Mandersheid suffered minor injuries and were treated and released. However, later this morning, Weisner collapsed with a heart attack and was taken to Central Receiving Hospital.

The windshields of two police cars were smashed by the screaming mob before order could be restored, police said.

The officers said they had chased Townes to his home after he sped away while they were trying to give him a citation.

Booked on assault with a deadly weapon against a police officer were: Townes and his wife, Avilla; Charles Joe Armsted, 11957 Phillipi St., San Fernando; and four juveniles, Jeanette and Yvonne Hall, 11921 Cometa Ave.; Dyrall Donegan, 12726 Devonry St., and Sam Fulford Jr., 165 Bloom St., Los Angeles.

Citizen News
April 23, 1964

New Negro, Police Clashes Predicted

LOS ANGELES -- A prediction of further outbreaks between police and the Negro community was sounded today by police Chief William H. Parker and James Farmer, national director of the Congress of Racial Equality.

Forecast came on the heels of recent anti-police violence during the past week and demonstrations yesterday at the Newton Division Police Station by members of the Non-violent Action Committee.

Parker, in looking back on recent events, blamed the incidents on "social unrest and resentment against all forms of government authority."

He said "we have long been concerned about the tendency to blame the police for the inability of some people to conform to the law."

Farmer, in Los Angeles for CORE strategy meetings and speaking appearances, said Negro social unrest stems primarily from police brutality.

Yesterday he joined the pickets in front of Newton Station protesting what was described as "police harassment."

Seven persons were arrested

at South Park and later, pickets demonstrated in front of the Newton station. Farmer charged that police waited until "NVAS was about to stage new demonstrations before acting on warrants issued two days ago."

"Police do not respect the Negro's rights as a citizen," he said, "so how can Negroes respect the police?"

He was joined by Los Angeles CORE chairman Art Silvers in criticizing Parker for a "negative attitude" toward such incidents. Clashes will continue until city officials and the public take steps to prevent police brutality, they said.

Farmer's charge that the

Los Angeles Police Department has been recruiting policemen "in southern cities and southern newspapers" drew a heated denial from Parker who angrily replied "That is a vicious lie. We recruit from all over the world, and, as a recent survey showed, the south is very meagerly represented."

Parker expressed bewilderment at the press for giving space to statements by leaders such as Farmer and Silvers.

"I can't understand why the press deals with men like that. When such a charge is printed, there will be plenty of people who will believe it, and we will have to fight it out on the streets."

Farmer expressed fear for what he called "police brutality" and commented on the feeling of the Negro community:

"The feeling in the Negro community, especially in the north, is stronger against police brutality than anything else."

"Unless something is done, it's going to be a longer and hotter summer than ever."

Citizen News
April 27, 1964

Parker Cites Figures on Recruitment

Only 13% of New
Police From South,
Chief Tells CORE

BY PAUL WEEKS
Times Staff Writer

Police Chief William H. Parker said Monday that a survey has disclosed that only 13% of policemen recruited to the force in a three-year period were from 15 southern states.

The 15 states, he said, represent 30.4% of the national population.

He cited the figures in answer to charges made over the weekend here by James Farmer, national executive director of the Congress of Racial Equality, that the department has been recruiting policemen in Southern cities.

Period of Survey

The survey covered the period of June, 1960, to May, 1963.

Farmer's charges carried the implication that by recruitment in the South, Los Angeles was getting race-prejudiced police.

A spokesman for the department, however, released a letter to Chief Parker from Joseph W. Hawthorne, general manager of the Civil Service department, indicating no southern recruitment campaign, at least since Jan. 1, 1962.

Paid recruitment advertising since that date, he said

"has been almost entirely in the Los Angeles metropolitan area."

Five incidents involving police clashes with citizens while arresting Negroes prompted both Parker and Farmer to predict further conflict.

The most recent one occurred Saturday when about 20 Negroes followed traffic victims into Central Receiving Hospital and roughed up persons inside, police said.

Corrective Measures

The latest clash prompted the City Council to call on the Police Commission and various community agencies to determine the cause and recommend "appropriate measures for correction."

The council motion was referred to its Police, Fire and Civil Service and Public Health and Welfare committees.

CORE officials also called for an investigation of what civil rights spokesmen termed "harassment" by police.

"We heard the police side of what happened at the hospital," said a CORE spokesman. "We haven't been able yet to talk to those involved to see what provoked it."

J. Robert Grunsgaard, chairman of the CORE Police Malpractices Committee here, said CORE is demanding Parker's resignation.

Parker had no comment on the resignation demand, but a department spokesman said:

"It's fortunate for the community that organizations such as CORE don't decide who's going to be police chief and who isn't."

Mrs. Sylvia Richards, CORE vice president, said that Farmer and local leaders of CORE joined a picket line at the Newton Street police station Sunday "because of police harassment

of demonstrators." Warrants issued against seven members of the Non-Violent Action Committee

stemming from a previous demonstration weren't served until just before another demonstration planned Sunday, she said.

Police denied the charge and said the warrants were served as soon as the defendants could be located.

The seven were arrested on complaints signed by Jerry Compau, manager of a supermarket at 2600 S Vermont Ave., who said they came into the store on April 18, paraded up and down the aisles and urged customers not to patronize the Van de Kamp's bakery in the store.

Pastries Spoiled

Compau said they filled 12 carts with food products. A quantity of pastries were handled in a way they had to be destroyed, he said.

The charges were malicious mischief, disturbing the peace and trespassing.

Jailed and later released on \$550 bail each were Mrs. Goldman, 33, of 2784 Holly Ridge Dr.; Robert Lee Hall, 34, of 127 1/4 E 55th St.; Daniel Gray, 34, of 3722 Richardson Dr.; Bruce Hartford, 20, 308 Westwood Plaza; Woodrow Coleman, 30, 747 W 10th Pl.; Annette Becker, 26, 215 S Carondelet Ave.; and Jay Frank, 18, 5929 Jamison Ave., Reseda.

A civil rights rally is scheduled at 8 p.m. today at Temple Theater, 5853 S Vermont Ave., sponsored by the AFL-CIO and the NAACP.

Among those appearing will be City Councilman Thomas Bradley and Althea Simmons, regional field secretary for the NAACP.

In Monterey Park, the City Council voted 4-1 to permit a Walk for Civil Rights Committee to conduct a demonstration and rally Saturday at 2 p.m. in Barnes Park. Demonstrators will protest the initiative to repeal the Rumford Housing Act.

Police and Mills Differ on Outside Recruitment

Councilman Hints Racial Bias but Sources in Department Claim Misunderstanding

City Councilman Billy G. Mills, a Negro, hinted Tuesday that racial prejudice may be creeping into the police force through outside recruitment.

But police sources said his was a mistaken interpretation, through misunderstanding recruitment figures.

In a resolution introduced before City Council, Mills urged that the number of policemen recruited from outside the city be limited by law to 5% of the total recruitment.

Half Are Negroes

Mills then referred to "recent information" indicating that 13% of Los Angeles policemen recruited in a three-year period were from 15 southern states.

But Police Chief William H. Parker said later the 13% figure refers to place of birth—not residence at the time of recruitment.

"A great percentage of those are Negroes," said Parker. "And Mills' recommendation could eliminate a lot of Negroes from qualifying for the force."

Parker said Mills' recommendation was "hasty action without taking time and trouble to collect the facts."

It would be impossible to restrict recruitment as Mills suggested, said Parker, and still police the city properly.

"We had almost 200 vacancies when a new class started at the Police Academy Monday," he said,

"and we got only 72 men."

Mills had declared that the 13% figure "seems to be unreasonably high and would appear to impose upon resident prospective employees."

Apprehension Voiced

Without actually stating a fear that this might bring an influx of racially prejudiced policemen from the South, Mills said they "might possibly have negative attitudes inconsistent with social concepts in the city and might create a law enforcement problem in various segments of our community."

James Farmer, national director of CORE, charged here Sunday that extensive recruiting for policemen had been carried on in the South by Los Angeles.

Mill's resolution was seconded by Councilman Gilbert W. Lindsay, also a Negro. Councilman Karl I. Rundberg, a Caucasian, then rose to say

"I know this is a ticklish subject. I think it is about time someone on this body was taking some steps on behalf of the finest police department in the United States."

He was interrupted by Council President L. E. Timberlake, who said that since Mills did not ask for a suspension of the rules, debate was out of order.

Instead, the resolution was routed, as Mills had asked, directly to the Police and Civil Defense Committee for study.

Chief Parker Criticized by Civil Rights Panel

Group Challenges Assertion That Police
Executive Favors Equal Justice for All

Criticism was leveled Wednesday at Police Chief William H. Parker by leaders of the United Civil Rights Committee.

The remarks were made during the UCRC's evaluation of a report by the law enforcement committee of the County Commission of Human Relations.

The committee report, issued Monday, complimented Chief Parker and Sheriff Peter J. Pitchess but called for increased opportunities for minority groups in the two departments.

Approves of Pitchess
Attorney Thomas G. Neusom of the UCRC agreed on Pitchess but heartily disapproved on Parker, saying:

"We take specific exception to the committee's statements that the chief administrative officer of the Police Department has participated frequently and prominently in the activities of local and national human relations agencies, or has expressed to the community his personal commitment to the principles of liberty and equal justice for all.

"Such action, however, by the chief administrative officer, if taken, might go a long way toward improving relations . . ."

Attorney Hugh Manes, an official of the American Civil Liberties Union as well as the UCRC, said "the history of this particular chief of police is one of undermining" the courts, court decisions and the Constitution.

Want Review Boards

The UCRC renewed its requests for county and city police review boards, with power to give redress to citizens who have had their civil rights denied but no power to punish policemen.

Instead of decreasing police morale, Manes said, review boards "would give relief to those who perform their functions properly." Such boards would "instill morale," he said.

He said the city at present has to process complaints against policemen within 100 days under the Public Liability Act and the "promise" of an independent commission.

Neusom, Manes and attorney Arnett Harsfield expressed general disappointment in the law enforcement committee's report but said they were hopeful that it was at least a "beginning."

Mexican-American Community's Lack of Interest Told by Group

We can appreciate the concern of Charles Munoz, Jr. (Letters to The Times, April 15) regarding the apparent need of Mexican-American youths of some type of stimulus which will create an incentive and inspiration toward the betterment of the Mexican-American community.

We would like to inform him, however, that approximately two months ago the Ford Foundation granted the University of California at Los Angeles a \$460,000 grant to make a comprehensive study of the problems of the Mexican-American in the Southwest. It is our understanding that included in this project will be a study of the heritage and contributions of Americans of Mexican descent to the Southwest.

We agree with him that the Japanese-American community is to be congratulated on receiving a \$100,000 grant to publish a historical and sociological analysis of the Japanese in the United States. As a matter of fact the Japanese Americans are to be doubly congratulated because the first \$100,000 was raised by them.

In contrast to this, we have tried to obtain moneys from the Mexican-American community and found that there is no cooperation whatsoever. As an example, we recently tried to raise some money for scholarships for our Mexican-American youth. After much publicity through our local papers, the radio and especially the great co-operation of Spanish-language TV Sta-

tion KMEX, we have raised the grand total of \$25.

May we also point out that we have a lack of scholars who are interested in writing about the contribution and heritage of the American Mexican descent. We hope that he may be the one that will become the historian in order that he might help us to write about the contribution of our people to our society.

CARLOS F. BORJA, JR.,
President, Council of
Mexican-American Affairs,
Los Angeles.

Los Angeles Times
April 20, 1964

Mexican-American Group's View on Community Interest Disputed

The letter written by Mr. Carlos Borja, President of the Council of Mexican American Affairs, (Letters to the Times, April 20) merits no comment. However, I wish to express, not the views of the Americans of Mexican descent of the community, but merely the view of a concerned citizen.

Mr. Borja and his "group" tried to stimulate the Mexican American community to donate money for a scholarship fund by means of "much

publicity." Instead of describing his effort as a fiasco, he would rather put the blame on the community. (Perry Mason would object on the grounds that it is a con- jecture.)

Mr. Borja and his "group" should look into the history of the Armando Castro Memorial Scholarship. He should then ask the over 400 recipients of American Mexican descent, if the community has not shown an "interest." And this is only one such scholarship.

With respect to the community, by our community, may I say that a group of "interested" citizens are forming a community meeting in East Los Angeles College, May 16.

Mr. Borja and his "group" do not reflect my thinking, as a member of the community. If Mr. Borja and "group" wish to speak for the citizens of Mexican ancestry, why not ask their permission?

AL YANEZ,
Los Angeles.

Los Angeles Times
April 27, 1964

Mexican-Americans May Shun Integration Drive

Leader Says Efforts Would Be Retarded by Linking Up With Negro Campaign

Efforts to link the Mexican community to the current drive by Negroes for integration were vigorously challenged Thursday by a prominent Mexican-American leader.

"The Mexican-American today does not face discrimination to the degree that the Negro does," said Joseph A. Vargas, chairman of the Minority Employment Advisory Committee of the California State Employment Service.

"I have a deep sympathy and understanding for the Negro situation," Vargas said.

"But the fact is, the Mexican-American people do not have a common problem and cannot be helped—but only retarded—

by linking their situation to the Negro situation."

He attacked what he called "demagogues" who head "such ill-fated efforts," charging they are not motivated by any desire to better the lot of Mexican-Americans but "only by the desire to create strife and intensify racial feelings and divisions."

Vargas, who is vice mayor of South El Monte, spoke at a seminar on merit employment at the Biltmore sponsored by the Merchants and Manufacturers Assn.

He strongly challenged statements by some Mexican-Americans that his people are suffering by not taking stronger action or by not joining in more vigorous movement with the Negro movement.

Minority Hiring Report Issued by Food Council

By Paul Weeks

The Food Employers Council issued a report Thursday on the number of minority-group employees hired over a five-week period — a report promptly termed "unsatisfactory" by civil rights negotiators.

In the five-week period through the first week of December, it was disclosed

the large market chains belonging to the council hired 1,809 persons—264 of whom were Negroes and 135 Mexican-Americans.

The figures were compiled, said Robert K. Fox, president of the FEC, after a recruitment campaign that included advertisements in newspapers circulating primarily among minority groups.

"We are not satisfied with the number of qualified applicants the campaign has produced," Fox said, "and we do not think the results will be significant until the ethnic leaders themselves assume the responsibility for some type of merit employment agency system."

The United Civil Rights Committee broke off negotiations with the council last Friday, said Dr. Christopher L. Taylor, UCRC president, because it was dissatisfied with information made available by the council.

A spokesman for the council said UCRC "did not inform us of any break. This comes as a surprise to us."

But the UCRC said they decided against scheduling further meetings after they were unable to get the council to supply further hiring data.

"While the employers agreed to tell us the number of minority-group employees they'd hired, they refused to

break this down into which markets or chains had instituted non-discrimination policies," said Sylvia Richards, UCRC spokesman.

"We don't know, for instance, if Negroes have been hired only in Negro areas," she said.

The Congress of Racial Equality had started negotiations with Safeway Stores, then joined the UCRC in industrywide negotiations at the UCRC's request, said Mrs. Richards.

"CORE may go back to negotiating with individual chains," she said.

For the food employers, Fox said the ratio of minority employees to others "undoubtedly would have been higher if the industry could have received the fullest cooperation of ethnic leaders in recruiting qualified applicants."

The latest hiring figures could not be compared with previous figures, Fox explained, because the State Fair Employment Practices Commission only recently permitted records to be kept of the ethnic origin of employees.

Illustrating what he termed the difficulty of finding qualified applicants from minority groups, Fox said one member reported 787 job applicants in the five-week period—but only 23 were Negroes and 27 were Mexican-Americans.

Fox said 49 Negroes and 14 Mexican-Americans were hired as checkers, which he said indicated minority groups weren't being placed only in menial jobs.

Demonstrators Rapped by Clerks Union Chief

Joseph T. DeSilva, head of the Retail Clerks Union here, called upon the police Tuesday to curb what he termed "illegal and irresponsible" racial demonstrations against Los Angeles food markets.

DeSilva joined two spokesmen for employers in denouncing particularly the "shop-ins" and other protests by the Non-Violent Action Committee against Van de Kamp's bakery counters.

In a press conference at the Statler Hilton, DeSilva said the food industry has been unjustly accused of discriminatory hiring. Food employers had been negotiating with the Congress of Racial Equality and the United Civil Rights Committee until N-VAC came into the picture and demanded separate negotiations, he said.

W. E. Lawrence, labor relations counsel for Van de Kamp's, characterized N-VAC as "a splinter group not tied in with the regular minority group organizations."

Lawrence said his company was surprised when it was picked out by N-VAC as a demonstration target. The organization demanded a racial breakdown of Van de Kamp's employees, which was refused them, he said.

Racial Figures

But when a company coffee shop on Wilshire Blvd. was picked out for the first demonstration, Lawrence said he checked employment here and found that of 133 workers, 40 were Negroes, four were Spanish-American and two were Orientals.

Further, he said the No. 2 job at the shop—the chef—is a Negro.

Robert K. Fox, president of the Food Employers Council Inc, said the food industry established a merit employment program over a year ago and has followed a non-discriminatory employment practice "for many years."

At one time DeSilva termed N-VAC "just an offshoot" group which "enlisted Caucasians to do their work for them—and I don't think Negro leaders need white brains to whip them fight."

FEPC Orders Landlord to Rent Apartment to Negroes

Operator of Management Agency Advises Owners Not to Comply With Edict

In the first crackdown under the Rumford Housing Act, the State Fair Employment Practices Commission made a finding on Monday of racial discrimination and ordered a San Fernando apartment owner and his agents to rent to a Negro couple.

FEPC commissioners believe the Rumford Act is ruled that John and An-unconstitutional and de-tonette Ciufos, owners of an apartment at 302 Harding St. had violated the act in October by refusing to rent to Mr. and Mrs. David E. Wells, a retired Negro couple from Washington, D.C.

The Ciufos, their rental agent, Barry Marlin, and their resident manager, G. A. Parker, were ordered by the FEPC to rent the Wells couple a one-bedroom apartment unit like the one on which a \$115 deposit was made, or the next similar unit which becomes available.

Report Also Ordered

The respondents also were ordered to file a written report to the FEPC regarding their compliance with the rental instructions.

Marlin, operator of a Sherman Oaks management agency, told The Times he is advising the Ciufos to acknowledge receipt of the order and to notify the FEPC that they decline to comply.

"If it is required that the order be appealed to the courts, then that will be done," Marlin said. "We still

prives an owner of control of his property." FEPC legal counsel Charles E. Wilson informed commissioners the Ciufos would have 30 days in which to appeal.

Marlin said the Ciufos stick to their contention at a hearing Jan. 23 that economic hardship and financial loss would result from rental to Negroes. They did not dispute the FEPC contention that the Wells were denied the apartment because of their race.

FEPC commissioners rejected this argument on the grounds no showing was made that white tenants would move out if the Wells were allowed to move in.

No Present Vacancy

Marlin said all the apartments at the 302 Harding St. address are under one-year leases with options of renewal and that no present vacancy exists.

The Ciufo-Wells case produced the first public hearing under the Rumford Act, which forbids racial discrimination in most housing rentals or sales.

County Job Study Set on Mexican-Americans

Supervisors Fear Possible Discrimination in Hiring, Call for Review of Practices

A study of possible discrimination against Mexican-Americans in county hiring was ordered Thursday by the Board of Supervisors.

"I am informed that a preliminary survey reveals that less than 2,000 of our 41,000 county employees are of Mexican-American background," said Supervisor Ernest E. Debs.

"This is less than 5% of our employee group, a figure considerably below what we might reasonably expect from a community of more than 650,000 Mexican-Americans in Los Angeles County."

24% Negroes

Debs said 24% of county employees are Negroes. The board unanimously adopted his motion for:

1—A Civil Service Department tally of all Spanish-surname persons applying

for jobs during the next six months.

2—A report on those who fail to pass any county examination.

3—A study to determine county jobs for which a normal knowledge of English is not essential. (Examinations in such instances are to be given in the Spanish language.)

Job Advertisements

4—Civil Service Department utilization of Spanish-language newspapers, radio and television to advertise jobs.

5—Human Relations Commission and Civil Service Commission assistance to acquaint Mexican-Americans with civil service examinations.

6—Submission of a summary of the six-month study to a survey committee.

Los Angeles Times
December 12, 1963

Debs Stresses Efforts to End Discrimination

Supervisor Tells Race Relations Hearing He's Still Not Satisfied With Results

Maximum efforts are being made to erase discrimination from civil service employment in the county following surveys which showed its existence, Supervisor Ernest E. Debs said Thursday.

He was one of a parade of witnesses before a state Senate subcommittee on race relations and urban problems in the first of two days of hearings on civil service practices.

A survey ordered two years ago, said Debs, showed that 16 of the county's 39 departments "were obviously discriminating in hiring practices." Despite renewed efforts, Debs said, "I am not satisfied today."

Many in Menial Jobs

Other witnesses testified that while the rate of hiring of minority groups in public service is often higher than their ratio in the total population, they are more often found in menial jobs.

Loren Miller, national vice-president of the NAACP, said 1960 census figures show 9.8% of Negro men employed in the metropolitan area were in public administration as against 4.4% employed male whites.

This is evidence, he said, of "exclusionary practices of private industry," and also that public service couldn't meet its war and post-war needs without tapping the Negro labor pool.

In 1961, said Supervisor Debs, less than 1,800 persons of Mexican-American background were county employees.

The Rev. John Shabazz, spokesman for the Black Muslims, and Ronald Karen-

ga, for the Afro-American Assn., drew sharp cross-questioning from the committee on their contention the Negro prefers self-help to the "paternalism" of whites.

Change in Tests Asked

City Councilman Billy Mills and Wendell Green, of the United Civil Rights Committee, called for less weight being placed on oral tests in civil service to help attack discrimination.

George K. Simmonds, president of the city Board of Civil Service Commissioners, said flatly hiring is on the basis of ability. Negroes constitute 14% of the city's population, but hold 18% of civil service jobs, he said.

Spokesmen for the Mexican-American community were irked over being placed at the end of the day's parade of witnesses and expressed concern because Mexican-Americans hold a lesser percentage of civil service jobs than their ratio to the total population.

Latins Disillusioned

"The feeling has been," said Carlos F. Borja, of the Mexican-American Ad Hoc Committee on Employment, "Why try for a job when we're not going to get one, anyway?"

Negroes, he said, have been more militant in seeking their goals—"perhaps some of the energy spilling over from the drive in the South."

Los Angeles Times
December 6, 1963

Methodists Try New Integration Program

Four Negro, Four Caucasian Churches to Exchange Ministers for Three Weeks

BY DAN L. THRAPP

Times Religion Editor

Eight Methodist churches in metropolitan Los Angeles will try a top-level integration program for three weeks starting Sunday.

The churches, four Negro and four Caucasian, will exchange ministers in a

program announced by Bishop Gerald H. Kennedy.

The plan goes beyond a mere exchange of pulpits, however. It will take in pastoral functions such as calling, administration and counseling.

It may foreshadow a far-reaching shift in the approach of the church to the existing racial pattern.

"What we are after in this is a positive demonstration of an inclusive church, and the fact that ministers ought to be able to serve anywhere based on their ability and the need in the community," said the Bishop.

"This is one step

Assignments Listed

"What it will mean in terms of future appointment of ministers is impossible to tell. We will try this and evaluate our experience."

The special assignments by the bishop included:

Dr. Melvin E. Wheatley from Westwood Community Methodist Church, 10497 Wilshire Blvd., to Holman Methodist Church, 3320 W.

Adams Blvd. Dr. L. L. White, pastor of Holman Church, to Westwood Community Church.

Dr. E. W. Rakestraw, Wesley Methodist Church, 112 W 52nd St. to West-

chester Methodist Church, 8065 Emerson Ave. The Rev. Harold Essert, of West-

chester, to Wesley Church.

The Rev. Cornish R. Rogers, Calvary Methodist Church, 5268 W Adams Blvd., to Robertson Blvd Community Methodist Church, 1068 S Robertson Blvd. The Rev. John R. Spittler, Robertson pastor, to Calvary Church.

Three-Week Assignment

The Rev. Albert N. Smith Jr., Pacific Palisades Methodist Church, 801 Via de la Paz, to Hamilton Methodist Church, 6330 S Figueroa St. The Rev. John N. Doggett, Jr., Hamilton pastor, to Pacific Palisades Church.

The three-week assignments, said Bishop Kennedy, would give congregations and ministers "an opportunity to examine their reactions and feelings in working together day by day in the service of the church."

The ministers were generally enthusiastic over the experiment, it was reported

The churches also accepted the program willingly.

The Bishop commended pastors and churches for their reaction.

Situation Clarified

"At this time of year, with many churches making plans for the summer and fall, it is not an easy thing," he conceded.

"But we in the Methodist Church must proclaim

through our bishops and district superintendents that every minister who holds the witness of integration high, will have the backing of the whole church.

"What we have been saving for years, we must now make real. Long before the Declaration of Independence was written, the New Testament announced that the man who has no love for his brother cannot claim to have love for God."

Invitations Issued

Dr. Richard W. Cain, Los Angeles district superintendent, said churches and pastors were paired and invited to take part in the program on the basis of comparable size, leadership in community and denomination, and the cultural, economic and education level of the surrounding neighborhood.

He hailed the program as a "significant step" in helping the church "destroy the foolish limitations that weaken our witness and lower our effectiveness."

Acknowledging that the assignments were only temporary, he said that nonetheless they "are a positive contribution to the foremost crisis of our time." "It is important," he added, "that the church lead, and not follow."

15 Arrested for Sit-in at Van de Kamp's Shop

Members of Non-Violent Action Committee
Jailed for Blocking Restaurant Entrance

Fifteen members of the Non-Violent Action Committee were jailed Saturday for blocking the entrance to Van de Kamp's coffee shop in North Hollywood during a sit-in demonstration.

The organization has been demonstrating against the bakery-coffee shop chain for alleged discriminatory hiring practices.

The 15 persons, all but four of them white and three women, entered the building at 6261 Laurel Canyon Blvd. at 4:30 p.m. and sat on the floor. Ten interlocked their legs.

Batt. Chief William In-

gram of the city fire department declared them a menace to safety and police booked them on suspicion of creating a fire hazard.

Last Sunday the group staged a four-hour sit-in at Van de Kamp's main bakery and coffee shop at 2960 Fletcher Dr., but there were no arrests.

Among those arrested were Woodrow Coleman, co-chairman of the new civil rights group, and Jerry Farber, a lecturer at Los Angeles State College who has been active during the last year in anti-segregation demonstrations.

Los Angeles Times
March 22, 1964

CORE Posts Pickets at State College

About 50 persons began picketing California State College at Los Angeles Friday in support of a proposal to require landlords to sign no-discrimination statements before their housing is recommended to students.

Dan Cohen, chairman of the college's Congress of Racial Equality (CORE) chapter, said the sidewalk picketing at the administration building's main entrance will continue weekdays until the college agrees to its demand.

CORE said 1,600 students and teachers at the college signed no-discrimination housing petitions.

Los Angeles Times
April 4, 1964

RIGHTS GROUP PLANS MASS PARADE MAY 14

The United Civil Rights Committee will sponsor its first mass demonstration of the year here May 14 in a march from the Federal Building to the Board of Education, it was announced Thursday.

Dr. Christopher L. Taylor, chairman of the UCRC and president of the National Assn for the Advancement of Colored People chapter here, said the demonstration will be in support of the federal civil rights bill and in protest "of continued de facto school segregation here."

The march will precede a rally at the Sports Arena at which the speakers will include Assemblyman Byron Rumford, author of the Rumford Housing Act prohibiting race discrimination in housing and Nathaniel Colley, civil rights lawyer from Sacramento.

After the rally, the highlight of the day, previously announced, will be a two-hour, closed-circuit television program with a nationwide hookup to raise funds for the NAACP. Reports that the day's activities would include an attendance boycott of the city schools were denied by Dr. Taylor.

Los Angeles Times
April 24, 1964

Mexican-Americans Get Community Forum Bid

The Los Angeles Mexican-American community has been invited to express its problems at a "community hearing" May 16 at East Los Angeles College.

In endorsing the idea for the meeting, Dr. Paul Sheldon, chairman of Occidental College's sociology department, said "one of the problems in the Mexican-American community is that Spanish-speaking citizens rarely express their opinions."

"This is evidenced by our studies of these citizens," Dr. Sheldon said. "It appears Mexican-Americans are reluctant to give expression to their feelings, because either the approach has not been the right one or they have not been given an appropriate forum in which to speak. This conference would be one of the first, if not the first, directed at the people themselves instead of just 'experts'."

Fernando de la Pena meeting co-ordinator, challenged leaders and citizens to participate in this "democratic meeting to initiate action—now—before respect for democratic principles is lost."

An orientation meeting will be held at 8:30 a.m. in the East Los Angeles College auditorium. Workshops will follow, one to be conducted in Spanish.

Others who have endorsed the meeting include Judge Leopoldo Sanchez, East Los Angeles Municipal Court; Dr. Belle Dale Pool, California Public Health Department; Dr. David Martin, USC sociology department, and Rep. Edward R. Roybal (D-L.A.).

Los Angeles Times
April 23, 1964

Civil Rights Group to Sue Realty Unit

BY PAUL WEEKS
Times Staff Writer

The United Civil Rights Committee will accuse the Southwest branch of the Los Angeles Realty Board of racial discrimination in a \$100,000 suit to be filed today.

The committee will attempt to force the branch board, through legal action, to accept three Negro real estate brokers into membership.

The branch board will be accused of violating anti-monopoly laws by maintaining a multiple listing system to which the brokers say they do not have access, through being barred from membership. The Times was told.

The suit also will accuse Southwest of violating the Unruh Civil Rights Act.

A spokesman for the UCRC said all the plaintiffs are

members of the Los Angeles Realty Board, but that the Southwest branch, in whose area they do business, has no Negro members.

Robert B. Spivey, 42, a realtor at 2103 W 54th St., said he obtained two sponsors for his membership application, but that it was turned down on the basis the board was unable to get any information from the persons he gave as credit references.

"These people were never contacted," Spivey charged.

Spivey is a member of the equal rights committee of the California Real Estate Assn.

The others suing are William Turner, 39, of 8101 S Broadway, and Jerry Crane, of 7412 S Western Ave. Both say they have been unable to get two sponsors for membership.

The plaintiffs also will charge Southwest permits membership applications to be "blackballed" by a handful of members.

Representing them are attorneys for the American Civil Liberties Union, the NAACP and the American Jewish Congress, headed by A. L. Wiggin, Loren Miller and Herbert A. Bernhard.

PART E

RACIAL DISTRIBUTION, CALIFORNIA AND LOS ANGELES

<u>Group</u>	<u>California</u>	<u>Los Angeles- Long Beach</u>	<u>Los Angeles (County)</u>	<u>Los Angeles (City)</u>
Total	15,717,204	6,742,696	6,038,771	2,479,015
White	14,455,230 (92%)	6,148,220 (91.2%)	5,453,866 (90.3%)	2,061,808 (83.2%)
Spanish Surname	1,426,538 (9%)	629,292 (9.3%)	576,716 (9.5%)	260,389 (10.5%)
Negro	883,861 (6%)	464,717 (6.9%)	461,546 (7.6%)	334,916 (13.5%)
Other	378,113 (2%)	129,759 (1.9%)	123,359 (2.0%)	82,291 (3.3%)

MALE UNEMPLOYMENT RATE (% OF LABOR FORCE)

<u>Group</u>	<u>California</u>	<u>Los Angeles- Long Beach</u>	<u>Los Angeles (County)</u>	<u>Los Angeles (City)</u>
Total	5.8	5.6	5.7	6.7
White	5.8	5.2	5.3	6.1
Spanish Surname	7.7	7.4	7.6	8.3
Nonwhite	10.1	9.4	9.5	9.8

MEDIAN YEARS OF SCHOOL COMPLETED (PERSONS 25 YEARS OLD AND OVER)

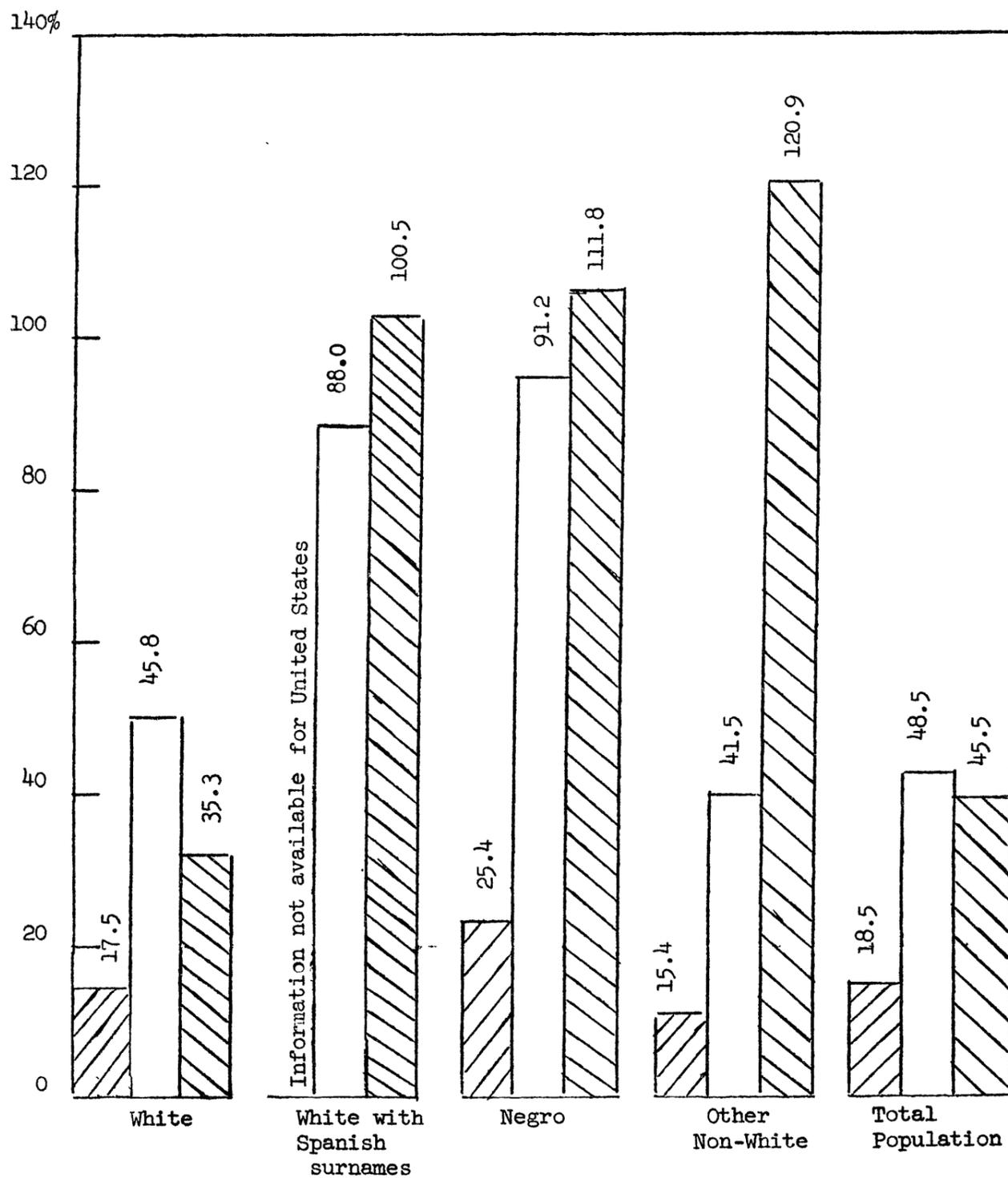
<u>Group</u>	<u>California</u>	<u>Los Angeles- Long Beach</u>	<u>Los Angeles (County)</u>	<u>Los Angeles (City)</u>
Total	12.1	12.1	12.1	12.1
White	12.1	12.2	12.1	12.2
Spanish Surname	8.6	8.9	9.0	8.9
Nonwhite	10.5	11.2	11.1	11.1

1960 Census

Percent Increase in Population

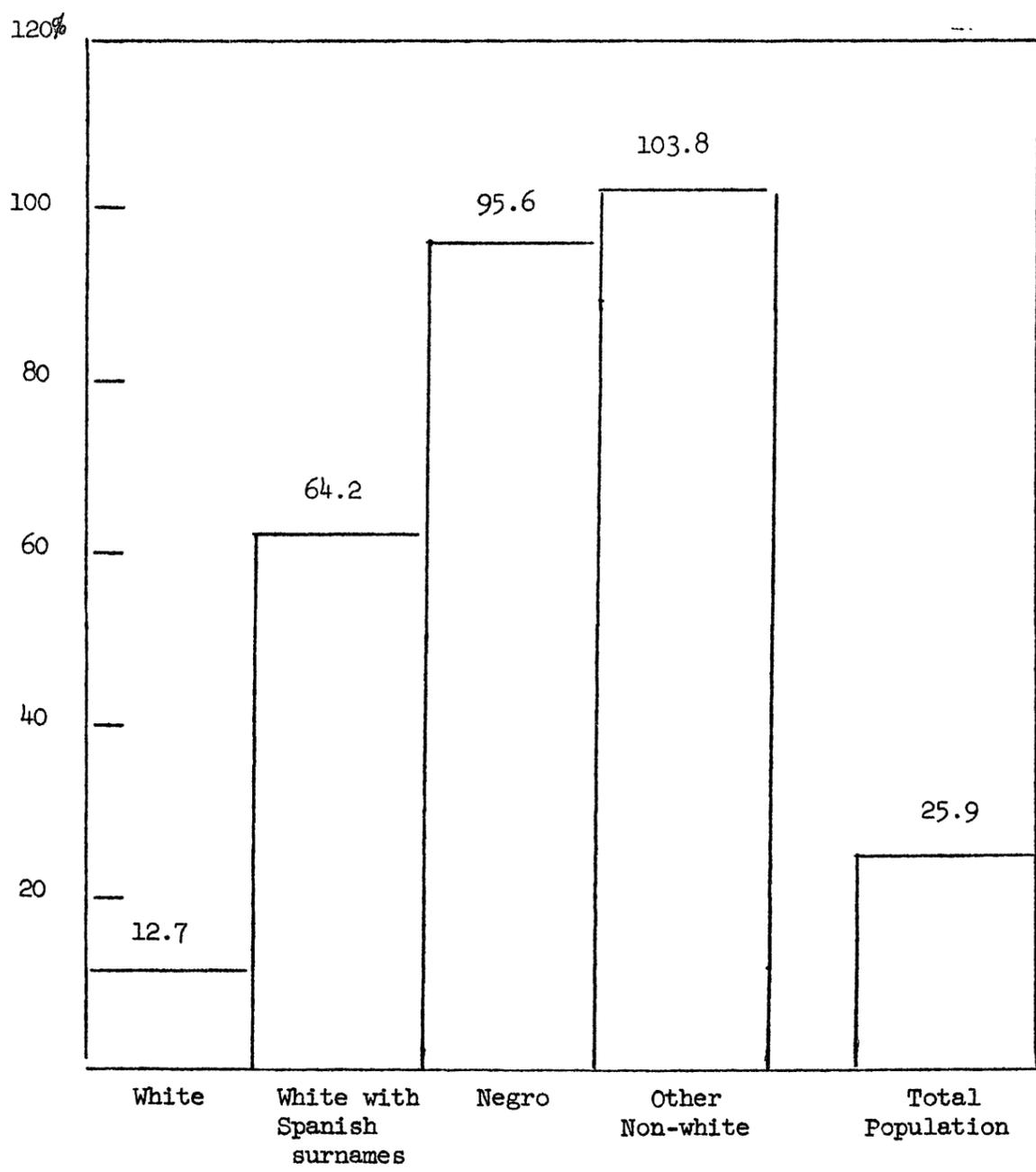
1950 - 1960

-  United States
-  California
-  Los Angeles County



PART G

Percentage Increase in Population - Los Angeles City
1950 - 1960



PART H

EMPLOYED PERSONS 14 YEARS OLD AND OVER
 BY OCCUPATION, RACE, AND SEX
 CALIFORNIA AND LOS ANGELES-LONG BEACH METROPOLITAN AREA, 1960

(Percent)

Occupation and sex	California			Los Angeles-Long Beach		
	White	Negro	Other	White	Negro	Other
Male, 14 years old and over	100.0	100.0	100.0	100.0	100.0	100.0
Professional, technical, and kindred workers	14.0	4.4	12.5	15.4	4.9	16.3
Farmers and farm managers	1.9	0.5	10.1	0.5	0.4	13.0
Managers, officials, and proprietors, except farm	12.5	2.3	7.9	12.8	2.4	8.2
Clerical and kindred workers	7.0	7.8	6.7	7.5	8.8	7.5
Sales workers	8.0	1.8	5.3	8.7	2.0	6.2
Craftsmen, foremen, and kindred workers	20.9	13.3	9.1	21.2	13.7	11.2
Operatives and kindred workers	16.3	21.9	11.5	17.9	24.2	12.5
Private household workers	0.1	0.6	1.1	0.1	0.7	0.7
Service workers, except private household	5.8	16.4	13.2	5.5	16.7	10.3
Farm laborers and foremen	3.1	1.9	10.8	0.6	0.2	2.8
Laborers, except farm and mine	5.6	17.8	5.4	4.7	14.1	4.8
Occupation not reported	4.8	11.3	6.4	5.1	11.9	6.0
Female, 14 years old and over	100.0	100.0	100.0	100.0	100.0	100.0
Professional, technical, and kindred workers	14.5	7.6	10.4	13.3	8.2	11.3
Farmers and farm managers	0.3	a	1.9	0.1	a	1.4
Managers, officials, and proprietors, except farm	5.2	1.3	3.1	5.0	1.3	3.3
Clerical and kindred workers	36.5	14.1	31.2	37.4	15.5	34.0
Sales workers	8.5	1.7	5.3	8.4	1.9	4.5
Craftsmen, foremen, and kindred workers	1.2	1.0	0.8	1.4	1.3	0.9
Operatives and kindred workers	11.2	14.6	13.6	14.2	18.2	21.5
Private household workers	4.6	27.2	8.4	3.7	23.5	6.6
Service workers, except private household	11.5	20.7	8.6	10.1	18.0	6.4
Farm laborers and foremen	0.6	0.4	4.7	0.2	a	2.9
Laborers, except farm and mine	0.4	1.1	0.7	0.4	1.1	0.7
Occupation not reported	5.5	10.2	6.3	5.8	11.0	6.5

a Less than .05 of 1 percent.

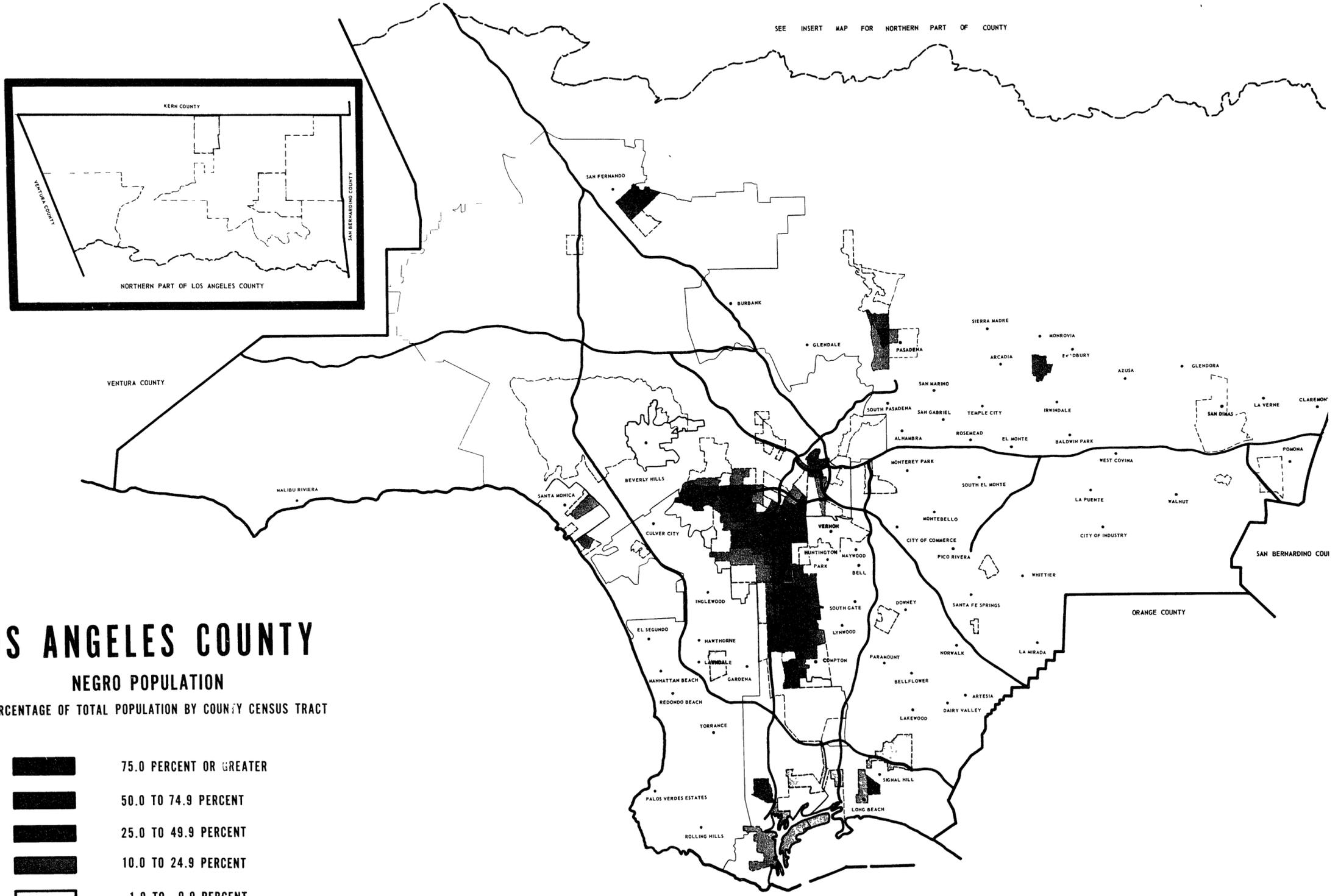
PART I

EMPLOYED PERSONS 14 YEARS OLD AND OVER
 BY INDUSTRY, RACE, AND SEX
 CALIFORNIA AND LOS ANGELES-LONG BEACH METROPOLITAN AREA, 1960

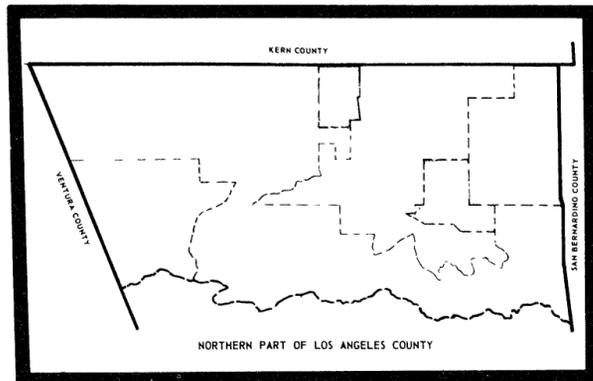
(Percent)

Industry and sex	California			Los Angeles-Long Beach		
	White	Negro	Other	White	Negro	Other
Male, 14 years old and over	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, forestry, and fisheries	5.9	3.1	22.8	1.6	0.9	17.7
Mining	0.7	a	0.1	0.5	a	a
Construction	9.0	10.1	2.4	8.0	8.5	2.2
Manufacturing	28.2	21.5	14.7	35.3	25.0	21.2
Transportation, communication, and other public utilities	8.2	10.1	4.3	7.3	9.1	3.8
Wholesale and retail trade	17.7	12.6	24.7	17.9	14.5	26.5
Finance, insurance, and real estate	4.0	1.7	1.8	4.2	1.8	2.1
Services	15.9	18.2	17.4	16.4	19.3	17.5
Public administration	6.3	12.6	6.0	4.4	9.8	3.7
Industry not reported	4.1	10.1	5.8	4.4	11.1	5.3
Female, 14 years old and over	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, forestry, and fisheries	1.3	0.5	7.3	0.4	0.1	4.6
Mining	0.1	--	a	0.1	--	0.1
Construction	1.0	0.3	0.5	1.0	0.3	1.0
Manufacturing	17.6	11.3	19.2	23.8	15.7	24.4
Transportation, communication, and other public utilities	4.4	1.7	2.5	4.3	1.7	2.5
Wholesale and retail trade	21.9	8.8	18.1	21.0	9.3	17.5
Finance, insurance, and real estate	7.8	2.2	7.8	8.2	2.6	9.4
Services	35.9	57.8	32.1	32.1	52.9	30.5
Public administration	5.2	8.0	6.1	3.3	7.3	3.8
Industry not reported	4.8	9.4	5.8	5.2	10.1	6.2

a Less than .05 of 1 percent.



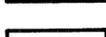
SEE INSERT MAP FOR NORTHERN PART OF COUNTY



LOS ANGELES COUNTY

NEGRO POPULATION

AS A PERCENTAGE OF TOTAL POPULATION BY COUNTY CENSUS TRACT

-  75.0 PERCENT OR GREATER
-  50.0 TO 74.9 PERCENT
-  25.0 TO 49.9 PERCENT
-  10.0 TO 24.9 PERCENT
-  1.0 TO 9.9 PERCENT
-  LESS THAN 1.0 PERCENT

1960 CENSUS

PART L (1)

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UNITED STATES GOVERNMENT

U.S. CIVIL SERVICE COMMISSION

Memorandum

Subject: Follow-up community review of equal employment opportunity -- Los Angeles, California

Date: SEP 11 1964
In Reply Refer To:

From: Donald R. Harvey

ED:ERS

Your Reference:

To: Chairman Macy

SOME HIGHLIGHTS OF THE COMMUNITY SITUATION

Demonstrations

The riots in the Watts Area of Los Angeles occurred after the follow-up community review and report had been completed. This accounts for the fact that the attached follow-up report makes no mention of the recent riots and what their effects may be on the Federal Equal Employment Opportunity Program.

The situation of the unhappy relationship between the minority groups and the police department had been touched on, however, in our analytical memorandum of July 16, 1964, which was prepared following the completion of the original community review conducted in April and May, 1964. Page 2 of the July 1964 memorandum commented that

"the relationship between the minority groups and the police department seems to have completely deteriorated. Newspaper articles attached to the report indicate that further clashes are predicted. Evidently the minority groups completely lack confidence in the police department. The Police Chief is adamant in his stand that justice is being fairly dispensed and refuses to make any changes in the method of operation."

Demonstrations during the intervening period between the original community review and the follow-up are outlined on pages 11 and 12 of the follow-up report.

Because of the disturbances in the area subsequent to the preparation of the follow-up report and their possible impact on Federal activities, it appears to be advisable to call for a further report in six months or so.

Keep Freedom in Your Future With U.S. Savings Bonds

Economic conditions

The unemployment rate for the Los Angeles area is given in the report at 5.7% which is in excess of the national average, quoted at 4.7%. For the first time in many years, a surplus labor force is reported of persons with skills and professional backgrounds, including minority-group members.

The Los Angeles Times is quoted as reporting that Defense cutbacks of prime contract awards during fiscal year 1964 resulted in a reduction of \$394,505,000 (or 56.9%) in funds going to California industries. The electronics industries are mentioned as being hardest hit. Further details of fluctuations in the labor supply and demand and the shifting in type of occupations considered hard-to-fill are given on pages 8 through 11.

Educational matters

On page 12, it is reported that the Los Angeles school system has been experimenting with various techniques to improve educational adjustment of culturally deprived children and to combat school dropouts. (In the original community review, Los Angeles was referred to as having more Negro children attending all-Negro schools than Little Rock, Arkansas, and Jackson, Mississippi, combined.)

Housing issue

A constitutional amendment (Proposition 14 on the November 1964 ballot) repealed the Rumford Fair Housing Act and similar previous acts and proscribed the passage of any legislation which would prohibit a property owner from discriminating in sales or rentals of residential property because of race, creed, or national origin. The proposition passed, the vote in the Los Angeles area being heavily in favor. Two or three cases of alleged discrimination in housing have been introduced in the courts to test the constitutionality of the amendment; one is reported pending in the California Supreme Court (page 6).

War on Poverty Program

The report indicates that the Los Angeles area was one of the first to receive Federal funds under the War on Poverty program and that more than \$14,000,000 in Federal and local funds have been committed for poverty projects throughout the country. The

report notes that by far the most significant community action which will have an impact on disadvantaged minorities is that already begun under the Economic Opportunity Program (pages 12; 13).

We believe we should be kept informed in a further follow-up report as to developments of those aspects of the War on Poverty Program to the extent that they affect the Federal recruiting and employment picture.

Composition of minority groups

The report gives a recapitulation of pertinent statistics for Los Angeles County from the 1960 census as follows:

Total population	6,038,771	
Spanish surname	576,716	(9.5%)
Negro	461,546	(7.6%)
Oriental American	108,712	(1.8%)
Indian and other	14,637	(0.2%)

FEDERAL EMPLOYMENT

Hiring by some of the major Federal installations has been curtailed due to planned reorganizations and proposed base and hospital closures.

Federal employment was reported as of December 1964 at 54,890. This is a reduction of about 1,100 employees since June 1964.

Federal employment is reported to represent only a little over 2% of the industrial workforce in the Los Angeles-Long Beach Area, given at 2,437,700.

SOME WEAK SPOTS REPORTED IN THE FEDERAL PROGRAMS

1. A problem identified is that the Mexican-American community leaders are concerned by the emphasis given to equal employment opportunities for Negroes. The Mexican-American leaders stated that, while they have seen some evidences of an increasing effort to interest members of the community in Federal jobs, their people in general are not aware of this concern. The members of the community regard the Federal government as being basically interested in improving employment opportunities for Negroes (pages 40-41).

2. A related problem is that several Federal installations expressed concern that the emphasis on minority-group employment related only to Negroes, or indicated that the headquarters offices of their agencies were interested only in this group (pages 39-40).
3. Another problem identified was particularly noticeable in the Negro community. This is a feeling that members of minorities are not so readily considered for promotion as members of majority groups (page 23).
4. The report states that a few Federal activities compare poorly against a favorably improved picture in general. It was reported that too many managers and supervisors view the Equal Opportunity Program as a basic responsibility of the personnel office, either locally or in Washington (pages 21-22; and 38-39).

The examples cited for the five agencies on pages 38 and 39 do not appear to be complete enough to refer to the Headquarters' offices for corrective action at this time. We will obtain more specific information from the region before taking up this matter with Headquarters officials.

ACTION TAKEN OR UNDER WAY

Parts V and VI of the report show many positive efforts and results. Among the positive factors are:

- ... The Los Angeles Federal Executive Board's program. This includes the activities of its Equal Employment Opportunity Committee (pages 18 - 20).
- ... Counselor institutes conducted by a committee of College-Federal Council (page 18).
- ... Conduct of Stenographer and Typist examination at high schools in Los Angeles and nearby communities (page 17).
- ... Cooperation with Urban League including Skills Bank and Federal Career Days (pages 18 - 19).
- ... Participation of Los Angeles Federal community in the Annual Career Guidance Center (page 20).

- ... Active participation by Federal employees in community organizations dealing with human relations or minority-group problems (pages 20 - 21).
- ... Activities of individual Federal establishments, including many positive actions with encouraging results. These activities are recounted in detail on pages 24 through 37.
- ... Among the many significant positions held by minority-group members are the following:
 - The Postmaster of the Los Angeles Post Office (over 10,000 employees) is a Negro (page 29).
 - During the last fiscal year two minority employees were promoted to GS-9 positions in the Agricultural Marketing Service, Meat Inspection Division (page 24).
 - Air Force: A minority-group employee was promoted to a GS-13 Contract Specialist position and another to a GS-12 Contract Negotiator position (page 25).
 - The District Manager, Social Security Administration, who is Chairman of the FEB Equal Employment Opportunity Committee, has appointed a minority-group supervisor in his office as his staff assistant on the Committee (page 27).
 - For Department of the Interior, two of three positions filled in the marketing and technological research occupations in the Los Angeles Office were filled at GS-9 by first-time minority group appointments (page 28).
 - In the Collector of Customs office, 20% of the agency's GS-11 employees are minority-group members, and all three employees of the personnel division are minority-group members (page 32).

The report describes plans for additional action on pages 42 and 43.

SUMMARY OF ACTION TO BE TAKEN

1. Because of the timing of the attached follow-up review and the subsequent events in Los Angeles, the Region is being requested to make a report, after sufficient time has elapsed (about December of this year), on any developments, including coverage of pertinent aspects of the War on Poverty Program, as they affect the Federal Equal Employment Opportunity Program, recruiting and employment.

2. The regional program, through the Federal Executive Board, its Equal Opportunity and Community Relations Committees, as well as the efforts of individual Federal installations, calls for continuing and expanded efforts to reach minority groups. The plans call for reaching Spanish-surname, Negro, and other minorities. It is hoped that through these projects and contacts any concepts held by minorities as to lack of employment and advancement opportunities in the Federal government can be rectified.

... We are asking the Region to keep us informed as the various projects outlined in Part VIII (Plans for Additional Action) develop.

... We are also asking that the progress report include an appraisal as to how the various projects affected the attitude of the Mexican-American minority leaders as well as the attitude of the Negro community leaders.

3. We are asking the regional office to furnish more specific information concerning the few Federal installations which were reported as not fully recognizing their responsibilities under the Equal Employment Opportunity Program. We will withhold attempts at corrective action at the Headquarters level until we have received more complete information regarding the deficiencies of the local installations.

Enclosure

CC: Commissioner Andolsek
Commissioner Hampton
Mr. Oganovic - Mr. Rosen - Mr. Gill
Mr. Stahl
Mr. Berlin
Mr. Schulte
Mr. Harvey - Mr. Dunton
Mr. Mello
Mr. Briley (San Francisco Region)
Mr. Beckman

REPORT OF FOLLOW-UP COMMUNITY REVIEW
EQUAL EMPLOYMENT OPPORTUNITY IN FEDERAL EMPLOYMENT
LOS ANGELES, CALIFORNIA
May 3 - June 11, 1965

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UNITED STATES CIVIL SERVICE COMMISSION
SAN FRANCISCO REGIONAL OFFICE

Part I

INTRODUCTION

Los Angeles was one of the nineteen communities selected for a 1965 follow-up of the community reviews conducted in 1964.

Problems of the community as a whole - population growth, de facto school segregation, inadequate transportation - continue. The labor market has softened somewhat during the year. The unemployment rate of 5.7% exceeds the national average of 4.7%. For the first time in many years, there is a surplus labor force of persons with skills and professional backgrounds, including minority-group individuals.

At the same time, hiring by some of the major Federal activities, such as the Department of Defense, Veterans Administration and Internal Revenue Service, has been curtailed because of planned reorganizations and proposed base and hospital closures. As of December 1964 Federal employment in the Los Angeles - Long Beach area was reported at 54,890, 1,129 fewer employees than were shown in the June 1964 minority census employment figures. Few new examinations have been announced. Some of the more popular examinations, such as the Clerk-Carrier examination for the Los Angeles Post Office, have been closed to the receipt of applications because competition has been more than adequate. This announcement, which is an indicator of general labor market conditions was open for a number of years prior to 1963 with an extended recruitment area. In the past three years it has been closed twice.

In the report of the 1964 community review, the following major problem areas were identified with respect to Federal employment:

- The largest minority group in Los Angeles, the Mexican-American, had the lowest proportionate representation in Federal employment.
- There was a need to create a better showcase for Federal occupations to disabuse minority-group citizens of the belief that only low-level jobs were open to minorities.
- Federal agencies were unable, because of ceilings on numbers of positions and suitability requirements, to provide post-training opportunities to youths being prepared for employment by the Youth Opportunities Board.
- A number of Federal establishments had taken no affirmative action in the field of equal employment opportunity and displayed little or no understanding of the positive aspects of the program.
- Competition for skilled and professional minority-group persons was pronounced because of the large number of Government-contract employers in the labor-market area and the scarcity of qualified minority individuals.

Part II

PLAN OF THE REVIEW

A questionnaire (see Appendix) was distributed to all Federal activities and offices in the Los Angeles area. Information provided by the responses to this questionnaire was supplemented by information secured through these additional sources:

- Visits to and audits of Boards of U. S. Civil Service Examiners
- Follow-up review of selected activities which were visited during the previous community review
- Telephonic contacts and personal visits to other selected agencies
- Inspections and special inquiries of agencies during the past year which included coverage of the Equal Employment Opportunity Program
- Minority census employment figures provided by agencies to the Commission in June 1963 and June 1964
- Various publications dealing with current population and economic trends in the Los Angeles area
- The operations of the Federal Executive Board, Federal Personnel Council and College-Federal Council in areas related to minority-group problems and equal employment opportunity
- Contacts with representatives of the following community and minority-group organizations:

Community and Governmental

California Fair Employment Practices Commission
California State Department of Employment
California Youth Authority
Economic Development Agency
Los Angeles County Commission on Human Relations
Youth Opportunity Board

Mexican-American

Council on Mexican-American Affairs
GI Forum
Los Angeles Community Service Organization
Mexican-American Political Association
Station KALI (Spanish broadcasting station)

Negro

Congress of Racial Equality
National Association for the Advancement of Colored People
United Civil Rights Committee
Urban League, Los Angeles Chapter
Urban League, Regional Office

Part III

THE COMMUNITY

Population Growth

Growth in the Southern California area continues at a steady pace. According to the Southern California Research Council, the present 1,000-a-day arrival rate for newcomers into California is expected to continue unabated until at least 1975. Of the number which arrives daily, the Council estimates that 700 will stay in California, 400 of these in Los Angeles and Orange Counties. The typical permanent newcomer is described in the Council's report as a member of a family of two adults and three school-age children.

The Regional Planning Commission estimated the population of Los Angeles County as of January 1, 1965, at 6,821,205, an increase of 164,237 during 1964; the population of the city, 2,712,168, an increase of 46,518 during the same period.

No information on the racial or ethnic background of these newcomers is available; there is every indication, however, that the proportion of minority-group members in the population continues to increase at a greater rate than that of the general population. As was pointed out in the previous report of the Los Angeles Community Review, the increase during the period 1950-1960 in nonwhite population in the county was 113.7% and in the city was 97.2%. During the same period the increase in the Mexican-American population of the county was approximately 100%. The increase in the total population of the county during 1950-1960 was 45.5% and the city, 25.8%.

According to population and labor-force projections issued by the Bureau of Labor Statistics in 1963, the number of persons 14 years of age and older in the State of California was expected to increase from the 1960 figures by 20.4% to 13,465,000 in 1965. Although the percentage of nonwhite persons in this population group remained about the same (8%), the nonwhite population over 14 years of age was expected to increase by 26.7%. The anticipated increase in the labor force in 1965 was expected to be 24.7%; the nonwhite labor force during this period was expected to increase by 32.8%. Since 46% of the State's nonwhite population in 1960 resided in Los Angeles County, it would appear, based on the Bureau of Labor Statistics projections, that about one-half of the anticipated 169,000 nonwhite individuals added to the California labor force between 1960 and 1965 would be in the greater Los Angeles area. Of this number, about 75% would be Negro. In the white labor force, based on these projections, about 64,000 would be Spanish-surname individuals entering the labor market in Los Angeles County during the period 1960-1965.

Schools and Housing

In October 1964 the California Fair Employment Practices Commission published the preliminary results of a general investigation of the

employment practices of the Los Angeles Unified School District which was conducted in November 1963 and included the ethnic distribution of pupils, teachers and regular classified personnel by geographical area within the Unified School District. This school district, the second largest in the United States, had nearly 534,000 pupils and 28,000 employees. The geographical areas identified were the six districts into which the system's elementary schools are divided. The Central and South districts have heavy concentrations of Negro population, and the West district has a smaller Negro population; the East district contains a concentration of Mexican-Americans; and the two districts in the San Fernando Valley are heavily Caucasian. The Fair Employment Practices Commission found:

1. More than half of the Negro pupils attend schools in the Central Elementary District and a total of 77% in Central and South districts, while more than half of the Mexican-American pupils attend schools in the East Elementary District. On the other hand, less than 4% of the Negro pupils are found in the two Valley districts; 4.2% of the white pupils other than Mexican-American are found in the Central district; and 9.4% of other white pupils go to school in the heavily Mexican-American East district.
2. There was a serious disparity between the proportion of teachers of Mexican descent and that of Mexican-Americans in the city's population, which is estimated at 11.5%. In November 1963 only 2.2% of teachers were Mexican-American, while pupils of that ethnic group represented more than 16% of school enrollment. The disparity between the proportion of Negro teachers and Negro pupils was far less severe; with Negro teachers accounting for 13.3% of all teachers; and Negro pupils, 18.1% of total enrollment. Negroes are estimated to represent about 14% of the Los Angeles population. Orientals and other nonwhites appear to be reasonably well represented in proportion of teachers.
3. Of all Negro teachers, more than 72% were employed in two districts, South and Central. Those two districts had about 77% of all Negro pupils. The concentration of Oriental teachers was not so apparent, nor was that of Mexican-American teachers. Still, more than 42% of all Mexican-American teachers were in the East district, where more than 50% of the Mexican-American pupils were enrolled.
4. The pattern of distribution of classified employees, principally the clerical and custodial staff of the school system, is entirely different from that of teachers. Nearly two-fifths of all the classified employees are Negro, and the percentage of Mexican-American classified employees is nearly twice (slightly over 4%) that of Mexican-American teachers.

These findings, the Commission concluded, are the results of a combination of housing patterns, past practices of assigning minority teachers to teach minority pupils, and a reluctance by minority teachers to seek or accept appointment in areas very far from their places of residence.

The housing issue in California drew nation-wide attention by the initiation of a constitutional amendment, Proposition 14, on the November ballot which repealed the Rumford Fair Housing Act and similar previous acts and proscribed the passage of any legislation which would prohibit a property owner from discriminating in sales or rentals of residential property because of race, creed or national origin. Proponents of Proposition 14 referred to existing legislation as "forced housing" and spent over half a million dollars in advertising and similar publicity on behalf of the proposition. The proposition passed, the vote in the Los Angeles area being heavily in favor.

One result of the introduction of the highly controversial Proposition 14 amendment and the legislation which preceded it was the increase in community human relations and fair housing organizations in the greater Los Angeles area, including the all-white communities. As is noted in Part V of this report, several Federal agencies report that they have employees who are active in such organizations.

Two or three cases alleging discrimination in housing have been introduced in the courts to test the constitutionality of the amendment; one is now pending before the California Supreme Court. A question of the legality of use of Federal funds for underwriting local urban renewal projects in the light of the possible conflicts between the California constitutional provisions and Federal requirements has also been raised by the Housing and Home Finance Agency and is also awaiting resolution.

Minority Groups in Los Angeles

According to 1960 census figures, 19.2% of the population of Los Angeles County was identified as belonging to minority groups. These groups were represented as follows:

	<u>Total Population</u>	<u>Spanish Surname</u>	<u>Negro</u>	<u>Oriental American</u>	<u>Indian and Other</u>
Number	6,038,771	576,716	461,546	108,712	14,637
Percent	100.0	9.5	7.6	1.8	.2

In his Employment Problems of the Mexican-American, Paul Bullock states:

"An appalling and almost universal indifference to the problems of this group has been reinforced, until recently, by the general inaccessibility of data on employment, educational, and cultural

patterns of Americans of Mexican descent. Only in 1950 did the Bureau of Census initiate a consistent series of reports on the "Spanish surname" population, a category which only approximates the Mexican-American totals for the five southwestern states. The few researchers toiling in this area have been lonely and isolated.

"The lack of knowledge and information concerning the Mexican-American population is all the more remarkable in view of its size. In California, Mexican-Americans outnumber other "minority" groups (including Negroes and Orientals) by a substantial margin. . . ."

A study published in May 1964 by the State of California Division of Fair Employment Practices, Californians of Spanish Surname, parallels Negro Californians published in June 1963. According to this publication:

"For some time in the future, it appears, cultural, language and educational handicaps and discriminatory practices which persist in some areas will prevent Mexican-Americans and others of Spanish surname from participating fully in the mainstream of California's economy. Meanwhile, automation and technological change threaten to eliminate a substantial portion of the jobs which have supported families of this group."

According to this study, in 1960, 44.1% of California's Spanish-surname population resided in Los Angeles and Orange counties (52.5% of the State's Negro population also lived in this area). The area of next greatest concentration of both of these groups was the San Francisco-Oakland area, which accounted for 12.4% of the State's Spanish-surname population and 27.0% of the State's Negro population.

In 1960 the median school years completed by persons 25 years old and over in the Los Angeles metropolitan area was 12.1 for both men and women in the total population. For the nonwhite male it was 11.1 and for the female 11.3. In the Spanish-surname group, the median school years completed by males was 9.0 and by females, 8.9.

In terms of income, the Mexican-American suffers by comparison with the total population and his unemployment rate is higher. In the Los Angeles metropolitan area, his proportionate employment in industry falls below that of the general working population except in construction, manufacturing (nondurable) and personal services.

Occupationally, in 1960, the Spanish-surname workers fell below the total white population in the percentage employed in professional, technical and related work; as managers and proprietors; in clerical and sales work; and as skilled craftsmen and foremen. Of all white males, 44.5% were employed in white-collar occupations such as professional, technical, management, clerical and sales; only 19.0% of

the Spanish-surname males and 18.1% of the Negro males were in these kinds of work. Among women, 64.1% were identified with these same white-collar occupations; only 35.3% of the Spanish-surname women and 26.9% of the Negro women were in this category. Only 4.6% of the Spanish-surname women were classified as professional, technical and kindred workers as compared with 8.2% of the Negroes and 13.3% of the total white population.

The major category of employment for both male and female Spanish-surname workers was operative and similar semi-skilled work. Unskilled labor and farm labor (16.8% for men and 2.1% for women) accounted for a higher percentage of the employment of Spanish-surname workers than of either the Negro or white groups.

Economic Conditions

The change in the Government-contract oriented economy, which had dominated Southern California and the Los Angeles area, began to be felt in 1962 and reached an accelerated pace in 1964. According to the Los Angeles Times, the Defense cutbacks of prime contract awards by 47.4% during Fiscal Year 1964 resulted in a reduction of 56.9% in funds going to California industries, or a reduction in the amount of \$394,505,000. The \$1,113,871,000 allotted to California firms represented 18.7% of the total Defense contracts for the period January-March 1964.

The electronics industries were hard hit. Small companies which had sprung up at the rate of one a day during in the late 1950's were completely dependent on Defense contracts and subcontracts; many of them are being bought up by larger companies which in turn are reducing overhead and consolidating plant facilities. As a result, electronic employment in the Los Angeles area fell from 159,000 at the beginning of 1963 to 152,000 in 1964 and to 141,000 in 1965 - a reduction of 18,000 employees in a two-year period. Many of these employees are skilled technicians and mechanics. The industry hopes to hold its own at the present level with NASA contracts, and civilian applications of microcircuits in a variety of products such as computers and color television.

Major aerospace and defense firms have also reduced employment because of Defense contract cutbacks, but have in some cases increased employment as the result of NASA prime contract awards. California received 50% of the NASA awards for the first six months of Fiscal Year 1964, an increase of \$345,942,000 over the same period in the preceding year. But the employment picture was an up-and-down one in all job categories from the engineer to the assemblyman on the line, with an overall reduction of 5,200 in the Los Angeles area between January and April 1964. Comparative figures for seven major contractors employing large numbers of persons in the Los Angeles area illustrate what is happening in aerospace and defense industries:

<u>Company</u>	<u>No. Employees 6/30/63</u>	<u>No. Employees 5/31/64</u>	
Lockheed Aircraft	79,683	74,237	
Douglas Aircraft	36,000	41,000	(DC-9 and Saturn)
North American	105,000	105,000	(Laid off 2500 week of 6/21/64)
Northrop	19,000	16,600	
Space Technology	6,180	7,089	
General Dynamics/ Astronautics	21,348	19,574	
Aerojet-General	34,161	29,700	

Monthly labor market bulletins issued by the California State Employment Service reflect the decline in this type of manufacturing activity. The September 1964 bulletin contained the following statement:

"Manufacturing was 2,200 under the comparable year-ago level because of retrenchment in defense and space activities. Since last August 15,000 jobs have been cut from the ordnance, electrical machinery, aircraft and instruments industries. The remaining manufacturing industries showed moderate growth over-the-year.

". . . While the overall demand for workers expanded during August, the manpower requirements in the defense and space industries continued to decline. The long-standing and widespread shortage of electrical, electronic and aeronautical engineers and physicists has eased because of recent layoffs in the aerospace field. Overall labor surpluses existed in nearly all occupational categories /underscoring ours/ but the majority of the available workers were in semiskilled, unskilled, clerical and service classifications. Well represented in the supply were managers, all types of clerical, sales persons, waiters and waitresses, kitchen workers, porters, truck drivers, semiskilled metal workers, service station attendants and laborers."

The November bulletin stated:

"October marked the seventeenth consecutive month that manufacturing employment has trailed the year-earlier levels. In addition to sizeable cutbacks which have occurred in aerospace activities the automobile industry was off sharply over the year because of a trade dispute.

". . . . The overall supply of available workers in nearly all occupational classifications was well in excess of total demand. The bulk of the surplus workers were in semiskilled, unskilled, clerical and service classifications."

Despite the cutbacks in manufacturing during 1964, the total employment in Los Angeles County continued to expand. In January 1965, the workforce of 2,741,600 had advanced by 74,200 or 2.8% over January 1964. But the number of unemployed increased during this period, also - from 173,300 in January 1964 to 179,500 in January 1965. Because employment and unemployment have stayed at relatively the same proportions, however, the monthly unemployment rates and seasonally adjusted rates for January 1964 and January 1965 were the same, 6.1% and 5.8%, respectively.

The March 1965 figures show only a slight improvement over earlier utilization of the available labor force. Manufacturing industries continued to lag in employment, but were compensated for by other activities. During the year ending March 1965, 8 out of every 10 new jobs in the county originated in trade (20,600 jobs), services (18,300), and government, primarily state and local (12,200). Gains in employment in construction, transportation and finance have helped to reduce the number of unemployed from 179,200 in February to 176,900. The unemployment rate for March was estimated at 6.0% of the civilian labor force. Nearly all occupational classifications continue to be represented among the jobless workers.

The adjacent labor market area of Anaheim-Santa Ana-Garden Grove (Orange County) has showed the same increase in the labor force and unemployment as Los Angeles County. However, in the smaller labor force of Orange County, 330,100 as of March 1965, the unemployment rates have stayed below those in Los Angeles County (an average of 5.2% during 1964 as compared with Los Angeles' average of 5.8%).

And that labor market has been able to absorb some of the displaced workers released by Los Angeles aerospace and electronic plants. Manufacturing has shown a small but steady gain during the past two years when the industry in Los Angeles was losing jobs in this category. For example, the number of persons employed in the manufacture of aircraft and missiles has slowly risen from 1,800 in January 1962 to 7,400 in March 1965.

The attractions of Southern California continue to draw a large number of persons from the Southeastern states. Many of these, both Negro and white, are poorly schooled, lacking in skills, or both. They are well represented in the surfeit of "semi-skilled, unskilled, service and limited-skilled workers" in the available labor supply identified by the State Employment Service, and account for the large number of persons applying for low-level positions in the Federal government, such as Post Office Custodian and Mail Handler and hospital Nursing Assistant and Kitchen Helper.

Perhaps there is some significance to the fact that the hard-to-fill openings in the labor market have shifted from engineers and technicians with experience in missile and space research to nurses, social and welfare workers and librarians. Certainly the Los Angeles Urban League's employment files and the applications being received by the Air Force Board of U. S. Civil Service Examiners bear witness to the fact that there are now surplus trained people in such categories as Electronic and Missile Technician and Contract Specialist for which the Federal government could formerly offer no adequate competition with salaries offered by the Government contractors. Even those still presently employed are applying under Federal examination announcements as a type of insurance against further reductions in Federal contracting. One individual, for example, who is presently employed at \$13,000 a year has filed application for Contract Specialist GS-11 and GS-12. The Urban League Skills Bank files contain an application of an individual presently earning over \$1,000 a month in a responsible position with a small aerospace firm.

As of February 1965, production workers in manufacturing averaged \$118.67 per week, an increase of 3.1% from a year ago. This February-to-February increase represented an actual increase in purchasing power of only 1.0%.

One of the peculiarities of the Los Angeles area which contributes to the constant drain on the wage-earner's pocketbook is transportation. Because of the woefully inadequate public transportation, an automobile is virtually a necessity for the wage earner - as well as for the job seeker. In 1964 the average expenditure per person in Los Angeles for automobile purchase and operation was \$1,002. Residents of New York City spend an average of \$529, and in the second largest automotive city, Detroit, the expenditure was \$870.

Demonstrations in Behalf of Minority Groups

Except for civil rights protests related to the Selma marches, demonstrations in Los Angeles have been minor in nature. In August 1964, eight persons were sentenced in the municipal court for a "shop-in" at Thriftmart Market in protest against the Van de Kamp bakery company which has concessions in various grocery markets in the Los Angeles area. Also in August fourteen CORE demonstrators were convicted of obstructing business at the Southwest Realty Board when they protested alleged denial of board membership to Negro real estate brokers. Twelve demonstrators, arrested in August 1964 outside a segregationist group meeting of the Greater Los Angeles Citizens Council, were found guilty of disturbing the peace and trespassing by a Negro municipal judge.

Sympathy protests and demonstrations over the Selma marches took place for a period of about ten days beginning March 10, 1965. About 700 persons attended a protest meeting outside the Post Office and Courthouse Building in Los Angeles; some 40 held a demonstration in U. S. Attorney Manuel Real's office. The elevator service in the building was disrupted by demonstrators in the lobby of the building. During

the second day, U. S. marshals arrested 98 persons; doors to the Federal Building were locked and entrances and driveways were locked. Eight judges signed an order declaring that any further demonstrations would constitute contempt of court; in response, 23 civil rights demonstrators held an all-night "prayer vigil" on the steps of the Federal Building. In the three days of demonstrations 101 persons were arrested for impeding Federal business. On Saturday, 6,000 demonstrators held a peaceful rally and marched from Pershing Square in downtown Los Angeles to the Federal Building. Four congressmen and the representative of a fifth congressman participated in the rally. Demonstrations continued at a greatly reduced rate for several days of the following week. Other rallies were held at Los Angeles City College with about 3,000 students and faculty members in attendance, in Pacoima and Van Nuys. Several students and faculty members from California State College, Los Angeles, were active in the demonstrations at the Federal Building.

Community Actions Affecting Minority Groups

The Los Angeles school system has been experimenting with various techniques to improve educational adjustment of culturally deprived children and to combat school dropouts. For example, some of the elementary schools in areas where Negro newcomers from other states tend to locate have introductory programs in which children receive special supervision and attention before being assigned to regular classes. One elementary school in East Los Angeles, where 97% of the students are Spanish speaking and 85% have problems with the English language, has 14 Spanish-speaking teachers who not only help students to learn English but help the children to learn about and take pride in their cultural background and its contribution to California history.

Several of the adult schools are geared to full-time enrollment and two of these are located in heavily populated Negro areas. Special counseling programs for drop-outs encourage students who must work to attend afternoon and evening classes at these schools.

By far the most significant community action which will have an impact on disadvantaged minorities is that already begun under the Economic Opportunity Program.

A valuable instrument for community planning is a 500-page research report, based on a project conducted by the UCLA Institute of Industrial Relations and financed by a \$67,000 grant from the U. S. Department of Commerce. This project, started in November 1963 and just released, concentrated on 545,000 residents in a survey area located in central, south central and east Los Angeles, heavily populated by Mexican-Americans and Negroes. Some 3,555 interviews were conducted to determine what the poor think and feel about their own problems and how much they know about existing programs designed to help them with those problems.

This survey identified areas where the average educational level is less than ten years (22% of the Mexican-American women, 17.9% of the Mexican-American men, 8.6% of the Negro men and 4% of the Negro women are "functionally illiterates"), the average family income is less than \$2,400, and unemployment is nearly 30%.

According to the survey report, many Mexican-Americans complained that as a result of fair employment legislation jobs which might otherwise have been available to them have gone to Negroes instead.

The survey report contains specific recommendations for action, a number of which relate to educational programs. Other recommendations include provision for medical care, financial aid to property owners and businesses located or considering locating in the area, and free public transportation to job seekers.

The Los Angeles area was one of the first to receive Federal funds under the War on Poverty program. On November 23, 1964, the Youth Opportunities Board was granted \$2,729,683 for a series of community action programs. More than \$14 million in Federal and local funds have now been committed for poverty projects throughout the county.

The Youth Opportunities Board will be responsible for a major share of the funds allotted under this program. The Board, a joint governmental agency of city, county and state governments and city and county schools was established in 1962 to coordinate youth programs under an experimental Department of Labor project. Present plans are to expand the organization to include representation of private welfare agencies and members of the minority and poverty communities.

Present anti-poverty projects are designed to help some 30,000 individuals. They include:

Community Action: \$3 million for a variety of educational projects and a neighborhood adult participation program.

Neighborhood Youth Corps: \$2 million for an in-school program for youths 16-21, and \$4 million for an out-of-school program.

Job Corps: \$2 million for a work training center for young women school dropouts and \$450,000 for a conservation camp in the Angeles National Forest for unemployed youths.

Work Experience: \$1.7 million to augment relief payments to unemployed persons who enroll in job training programs.

Work-Study Grants: Amount not identified, to colleges in the Los Angeles area.

The benefit to the Federal government as an employer from these programs is in the future.

A more immediate resource which can assist Federal agencies in locating qualified minority-group members is the Los Angeles Urban League "Skills Bank" and other job placement facilities. The week of April 4-10 was identified as "Skills Bank Week" and publicity was given by means of television, posters in supermarkets, and car bumper stickers. Since this publicity push, the Urban League has received over 2,000 applications. Placements during April amounted to 167; placements up to May 12 were already over 80. Some 50 or 60 companies have availed themselves of the Urban League's placement service, and several Federal agencies reported they had filled positions, such as attorney and home economist, through Urban League referrals.

The League is currently attempting to raise the necessary funds to permit it to open a branch office in East Los Angeles, the center of the Mexican-American community as a means of increasing the interest of members of that group in the League's services.

Part IV

FEDERAL EMPLOYMENT OF MINORITY-GROUP MEMBERS

The January 1965 employed nonagricultural workforce in the Los Angeles - Long Beach area, as reported by the State Employment Service, stood at 2,437,700. The total Government employment at that time was 322,900 of which 55,000 (17.0%) was Federal and the remainder state and local. Because Federal employment except for the post offices has remained relatively static in an increasing labor force, it now represents only 2.26% of the industrial workforce in Los Angeles County.

Despite cutbacks in Government contracts, 256,400 salaried individuals, or 10.5% of the nonagricultural workforce, were employed in companies engaged in aerospace, electronic and ordnance production - almost all of these companies being subject to the requirements of the President's Committee on Equal Employment Opportunity. Several thousands of additional persons were employed by other manufacturers, insurance companies and health benefit carriers which are also subject to the regulations of the President's Committee. As a consequence, competition for professional, clerical, and skilled minority-group employees is keen among these employers. Because of the limited number of such positions in the Federal agencies by comparison with those in contractor companies, the main thrust of the Federal government's efforts to increase the employment opportunities for the minority groups has been and continues to be through the equal opportunity requirements for Government contracts.

Employment statistics provided by Federal agencies for the minority-group census in June 1964 showed a reduction of 2,030 employees from June 1963. This reduction was largely due to the elimination of Orange County from the Standard Metropolitan Statistical Area. Four Navy activities, a number of post offices and some very small offices of other agencies are no longer included in the redefined area. The elimination of the four Navy activities account for most of the reduction of the 1,482 wage board positions; the elimination of about 2,200 post office employees in Orange County was apparently offset by an increase in postal employees in Los Angeles County, since the net loss between June 1963 and June 1964 for this group was only 326.

As of June 1964 the minority-group census for Los Angeles County showed a total of 56,019 employees with the following distribution:

	<u>Total Employees</u>		<u>Minority Employees*</u>	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent of Pay Plan</u>
All pay plans	56,019	100.0	14,267	25.5
Postal Field Service	24,037	42.9	6,996	29.1
Classification Act	23,113	41.3	4,327	18.7
Wage Board	8,350	15.9	2,847	34.1
Other	519	.9	95	18.3

* American Indian, Mexican-American, Negro, Oriental

According to these employment statistics, both the number and percentage of individuals in the lower pay levels decreased from June 1963 to June 1964 (from 30,803 or 53.1% of all employees to 29,241 or 52.5% of all employees) as did the number of minority-group employees in these levels:

	<u>1964</u>			<u>1963</u>		
	<u>All Emp- loyees</u>	<u>Minority Number</u>	<u>Employees Percent</u>	<u>All Emp- loyees</u>	<u>Minority Number</u>	<u>Employees Percent</u>
Class. Act GS 1/4	6,650	2,574	38.7	7,488	2,749	36.7
Wage Board Under \$5000	740	565	76.3	872	638	73.2
Postal Serv. PFS 1/4	21,588	6,669	30.9	22,249	7,075	31.8
Other Pay Under \$5000	263	72	27.4	193	42	21.8
TOTAL	29,241	9,880	33.8	30,803	10,504	34.1

Conversely, the number and percentage of employees in the skilled technical, supervisory and administrative levels (Classification Act and Postal Field Service positions GS-9 and above, and Wage Board and other pay systems paying \$6,500 and above) increased during this period from 26.4% of the employees in 1963 to 27.6% of the employees in 1964. So did the percentage of minority-group employees in these categories. During the year, the number of employees increased by 142 and the number of minority-group employees by 119.

	<u>1964</u>			<u>1963</u>		
	<u>All Emp- loyees</u>	<u>Minority Number</u>	<u>Employees Percent</u>	<u>All Emp- loyees</u>	<u>Minority Number</u>	<u>Employees Percent</u>
Class. Act GS 9/18	10,048	568	5.6	9,395	505	5.4
Wage Board Over \$6500	4,677	788	16.8	5,252	745	13.8
Postal Serv. PFS 9/20	608	35	5.8	551	26	4.7
Other Pay Over \$6500	152	8	5.3	145	5	3.4
TOTAL	15,485	1,399	9.0	15,343	1,280	8.3

Part V

ACCOMPLISHMENTS SINCE THE 1964 COMMUNITY REVIEW

As a result of contacts made during the 1964 Community Review the names of several minority-group organizations and publicity media were added to the Region's mailing list for examination announcements.

Another result of the community review has been an increased interest on the part of the Los Angeles schools in having representatives of the Federal government appear before students to speak on Federal careers for high school graduates. Among such schools at which Commission staff members talked with students were a parochial school with heavily Mexican-American student body, an adult school and a public high school which concentrates on dealing with problem young people. Both of the latter schools have sizeable numbers of minority-group students.

At the request of, or by arrangement with, school officials the clerical portion of the written tests for the Stenographer and Typist examination is being given in about 25 public and parochial high schools in Los Angeles and nearby communities. Four Boards of U. S. Civil Service Examiners have cooperated in this testing project, which has included a number of schools with sizeable minority-group populations, including Mexican-Americans, Negroes, and Orientals. Three of the individuals who administered tests in the schools were themselves minority-group employees. One Social Security District Manager arranged with school officials for the test to be given in a high school in the San Fernando Valley which serves the only area in the Valley in which a good many Mexican-American and Negro families are concentrated.

Several agencies indicated that in the past year there has been an increase in the number of minority applicants certified from civil service registers for clerical occupations. For example, the Los Angeles Railroad Retirement Board office stated that at least 50% of clerical applicants on CSC certificates were minority-group members. Other agencies, such as the Internal Revenue Service and the Veterans Administration Center, observed a noticeable increase in minority-group clerical applicants certified. The Federal Aviation Agency reported that register certification for Card Punch Operator positions recently included minority members for the first time.

Most agencies continue to experience difficulty in finding qualified minority applicants for their technical and professional positions. Minority applicants for occupational areas with higher qualifications requirements, such as engineering and accounting, are particularly in short supply, but there are apparently few minority-group members available on FSEE registers for administrative and technical positions. As indicated in Part VI of this report, some progress has been made through increased minority-group contacts and recruiting. Several instances of first-time appointments and promotion actions were reported for technical and professional jobs. On the other hand, we found that a number of agencies have directed extensive contact and publicity to minority groups with little or no results.

Hopefully, the increased attention to positive recruitment and additional assistance from sources such as the Urban League Skills Bank will help locate those minority persons now qualified for technical and professional positions. A more adequate solution apparently lies in the raising of the minority-group education and training level, particularly in the Mexican-American group.

A representative of the Los Angeles Urban League has worked in close cooperation with the various Federal College Career Day Committees and the Commission's Los Angeles Branch Office in a special effort to interest minority college students in the Federal Service Entrance Examination. During the year several special on-campus FSEE tests have been scheduled in connection with Federal Career Day activities for the major universities and colleges. Prior to the scheduled test date, the Urban League representative has made personal contact with Negro fraternities and sororities to advise them of the test and to urge their members to file for the examination. This approach was worked out when it was discovered that the Negro fraternities and sororities are not located at the different campuses, but are centrally located with members who may be attending any one of several schools. Results were difficult to measure since there were no records of previous FSEE participation by minority groups at the different schools. Generally, response was less than what was anticipated, as was the case in the special FSEE test which was held in the Urban League offices (see page 20 of this report). However, considerable interest was expressed by the groups contacted and it was felt that the start made this year will provide a basis for a more profitable program this fall.

A committee of the College-Federal Council of Southern California conducts counselor institutes. These institutes are panel programs in which Federal career information is presented to counselors representing schools from high school through college. The program also includes on-site tours of different Federal activities. A number of the counselors attending have been minority members or were from minority schools.

Activities of the Los Angeles Federal Executive Board have been directed toward education of the Federal community on the Equal Opportunity Program and providing information to minority-group communities on Federal job opportunities and Federal hiring policies.

Through the Board or its Equal Employment Opportunity Committee these activities have included:

- (1) A second conference on equal employment opportunity held at Lake Arrowhead in June 1964, attended by about 100 heads of small agencies, deputy employment policy officers and personnel officers. Speakers and resource persons included members of minority groups. The results of the conference were reported over a Spanish programmed radio station by the Associate Field Representative to Congressman George Brown, who also served as chairman of one of the conference discussion groups.

- (2) Distribution to FEB members of various program materials, such as seminar reports, magazine articles relating to civil rights issues, a "Compliance Officers Training Course" (prepared by the Chief Counsel, Western Operations Office, National Aeronautics and Space Administration), materials for use in supervisory training in the Equal Employment Opportunity Program, and the findings and recommendations of a hearing officer involving discriminatory action of an agency (not in the Los Angeles area).
- (3) Working closely with the Urban League in sponsoring a special Federal Career Day at the Urban League's offices. This career day was publicized to all minority-group news media and was attended by about 120 persons, primarily Negro, but members of the Mexican-American and Oriental-American groups were also represented. The Federal interviewers represented six different agencies and, with one exception, were minority-group members. The event was reported by radio to the Mexican-American community by one of the interviewers who was present at the career day.

Following the Federal Career Day, on the regularly scheduled examination date, the Federal Service Entrance Examination was given at the Urban League facilities. The results were disappointing - of the 64 persons who signed up to take the examination only 32 appeared and, of these, 3 passed. One particularly noteworthy placement was made as a result of the Federal Career Day, however. This was a young Negro woman with an LL.B. degree, with physical impairments resulting from poliomyelitis, who applied for and was selected from the Internal Revenue Service Estate Tax Examiner examination, a shortage-category position.

- (4) Subscribing to the "Carta Editorial For the Informed - Interested in Mexican-American Affairs", a local publication.
- (5) Cooperating with Mrs. Grace Montanez Davis, Associate Field Representative for Congressman Brown, in providing information on Federal activities and career opportunities for her use in making radio broadcasts over Spanish-speaking radio stations and distributing material to a list of Mexican-American college graduates who attended a meeting of the Latin-American Division of the Alliance for Progress.
- (6) Jointly, with the Federal Personnel Council of Southern California, sponsoring programs centered around the Economic Opportunity Act and its local implications.
- (7) Sponsoring a booth at the Career Guidance Center which emphasized the need for young people to stay in school and encouraging agencies to sponsor booths on specific occupations in the Federal service.
- (8) Publicizing the program in its regular meetings and calling attention of board members to such affairs as local seminars sponsored by the Federal Bar Association on the Civil Rights Act.

- (9) Attacking the problem of providing jobs in Federal agencies for trainees coming out of the Youth Opportunity Board Program, a step urged by representatives of the minority-group communities.

For the third consecutive year, the Los Angeles Federal community was represented at the Annual Career Guidance Center. The Center is a 10-day program under the general supervision of the County Superintendent of Schools and provides at a single location a broad base of career information representative of opportunities in government and private industry. This year, 12 of about 85 exhibit booths represented Federal agencies and included one exhibit sponsored by the Federal Executive Board emphasizing the importance of staying in school. Many of the agency personnel manning the booths and making personal contact with students and counselors were members of minority groups.

The Center was once again successful in providing a very large number of students and counselors with career information. More than 300 high schools took part in the program and estimates placed this year's attendance at over 47,000 persons which included about 30,000 students. As in the past, many of the schools participating have heavy minority-group populations.

Agencies reported a number of employees who are active in community organizations dealing with human relations or minority-group problems. The following examples are not at all inclusive of those reported, but typify the kinds and range of such activity. There are, no doubt, other agency personnel whose community action participation may be quite extensive but not known by their employing office.

An employee of the U. S. Naval Shipyard, Long Beach, serves as Chairman of the Long Beach Human Relations Committee and is also a member of the Fair Housing Foundation, City of Long Beach.

The General Counsel of the local NASA Western Operations Office is the Chairman for the State of California, Federal Bar Association Lawyer's Committee for Civil Rights Under Law.

A Spanish-speaking member of an Air Force personnel office is active in several organizations of the Mexican-American community. He has participated in several conferences sponsored by the Council of American-Mexican Affairs Education Committee for junior high school, high school and junior college students by providing information on Federal career opportunities to these groups.

An employee of the Los Angeles Post Office is the Vice-Chairman of the United Civil Rights Commission.

A Mexican-American employee of the Harbor City Post Office has had an active role in the Youth Opportunities Board Program in that community.

The Postmaster of the Pacoima Post Office has been active in the local NAACP Chapter, the Pacoima Human Relations Commission and is a member of the San Fernando Valley Fair Housing Council.

An Internal Revenue Service employee is very active in the Los Angeles Urban League and holds the office of a National Vice-President of the League's Council of Guilds. The same employee is also a member of the National Skills Bank Committee.

A counseling Psychologist on the VA Regional Office staff is the Chairman of the National Alpha Phi Alpha Fraternity Education Committee, which arranges for tutors from Harvard, Yale and Bryn Mawr to work with aspiring minority-group students who have difficulty in meeting university entrance requirements. The fraternity awarded the employee their 1964 outstanding service award for his contributions in this program.

An Oriental-American employee of the Los Angeles District Social Security Office is an active participant in the Japanese-American Citizens League.

An employee of the Commission's Branch Office is a member of the South Pasadena Human Relations Council and Chairman of its Housing Committee. Three members of the Branch Office technical staff have contributed voluntary time on weekends to assist with the occupational coding of applications filed with the Urban League Skills Bank.

Deputy Director (Los Angeles) continues to serve as a member of the Urban League Job Opportunity and Skills Bank Committees.

Outside of the coordinated activities of Federal groups, such as the Federal Executive Board and Federal Personnel Council as described above, there is evidence of program advances on the part of various Federal agencies. The findings of this review reflect an increase in the number of management and supervisory officials accepting program responsibility at the local level, an increase in agencies which have initiated positive programs, an acceleration of contact and cooperation between Federal activities and minority-group organizations, a number of breakthroughs in the placement of minority-group members in specific occupations and specific Federal activities, an increase in agency training on equal opportunity, and an increase in advancement of minority employees through promotions. The activities of individual Federal establishments in these various areas are described in more detail in the discussion of "Individual Federal Agencies" which follows.

Against the favorably improved picture, a few Federal activities compare poorly. A number of small offices and some larger offices without a formal personnel office organization have failed to comprehend their role in providing a positive program approach. Despite policy statements from higher headquarters, some of which specifically place the

responsibility for implementation on the individual supervisor, there is no evidence of any effort on the part of the local supervisor to apply or extend the policy to the local situation. Too many managers and supervisors view the Equal Opportunity Program as a basic responsibility of the personnel office, either locally or in Washington. In response to the questionnaire sent out at the beginning of this review, a number of telephone calls were made to the Commission by heads of offices (and in some cases by clerical employees) indicating that they did not feel they should answer the questionnaire because the program was the responsibility of the personnel office or of some higher echelon.

In some agencies and field offices there is little or no evidence of an understanding of the responsibility for contributing to the positive Federal image in the minority communities. "We are under an employment freeze" or "we are small and have very little turnover" are given as a reason for lack of positive action. Others state that they "hire from the top of registers" or "from certificates of eligibles which have not contained the names of minority-group eligibles." Some indicate a sincere belief in equal opportunity, but seem to fear that local initiative beyond making the agency's nondiscrimination policy known to the workforce will be construed as reverse discrimination.

Although these activities and offices represent a relatively small segment of the Federal population in the Los Angeles area, it appears that there are certain agencies which have somehow failed to communicate the importance and direction of this program to the level where it could or should be implemented.

Contacts with governmental organizations and minority groups interested in the problem of equal employment opportunity generally reflect the variation in the pattern of program interest we found among the agencies. The minority specialist in the State Employment Service, for example, expressed a general view when he stated that during the past year he had been made aware of some gains on the part of the Federal service, but had also heard a few complaints against it as an employer.

Organizations with which the establishments and the Federal Executive Board have worked specifically during the year reported the most gains. For instance, officers of the Urban League at both the local and regional levels felt that they had seen significant signs of an improved affirmative program in the Federal government and of the Government's being accepted as an employer concerned with equal opportunity at all levels. They spoke particularly of efforts to recruit at higher levels and to encourage young people to prepare and apply for Federal employment at these levels. They indicated, however, that the Federal service is being watched by many to ascertain whether this forecasts a continuing program or is merely a one-time effort.

Numerous establishments were mentioned for their aggressive approach during the past year, and the Federal community as a whole was commended

on its support of the Career Guidance Center, its intensified recruiting of college graduates, etc. However, it was pointed out that up to this point the minority communities do not have sufficient information about Federal activities and their importance to these communities.

There is still a feeling that members of minorities are not as readily considered for promotion as are members of majority groups; this feeling is particularly noticeable in the Negro community. Two leaders expressed the view that this problem reflects the failure of individual supervisors in certain establishments to overcome innate prejudices. Although this is a situation that undoubtedly exists, this belief is also colored by several well-publicized complaints about promotional opportunities referred to in the report of the previous community review.

Leaders of these community groups repeatedly offer suggestions and help to the Federal service with reference to the Equal Employment Opportunity Program. They urged that Federal establishments review their situations internally to assure that discriminatory practices are completely eliminated, that they both continue and step up their attempts to attract highly qualified minority members, and that they intensify their efforts to improve the Federal image in the minority communities so as to encourage more people to prepare themselves for the more attractive positions the Federal service has to offer. They particularly encouraged more direct contacts between the Federal establishments and the minority leadership of these communities.

Part VI

SUMMARY OF AGENCY ACTIVITIES

DEPARTMENTS

1. Department of Agriculture

The Angeles National Forest has for some time made use of the Mexican-American and American Indians on its workforce, although there has been a traditional concentration of these groups in fire prevention and fire control work. The total percentage for these two groups is low (less than 15%) and the percentage of Negroes is still lower (2%). In all three groups, the majority of employees are generally found at the lower salary levels. However, during recent months the proportion of minority employees in higher pay levels has improved somewhat through promotion actions involving a Negro and an American Indian. New appointments have included representatives of all three minority groups.

Angeles Forest management issued a memorandum to all supervisors outlining a program which included the addition of six ethnic newspapers to the announcement and recruitment mailing list, emphasis on the agency equal opportunity program in college recruiting contacts, staff office contacts with local minority-group organizations such as CORE and NAACP, coordination with minority-group specialists at California State Department of Employment Offices and increased agency contact with a Pasadena high school which has a heavy minority-group enrollment.

The Consumers and Marketing Service reports that their small staff consists of one Caucasian and one Negro.

The Agricultural Marketing Service, Meat Inspection Division area office reported that their workforce has increased by about 10% during the past fiscal year. Of this increase, a number represented minority groups, with total minority population increasing from 41 to 53, an overall increase of about 22%. Due to restrictions on obtaining career employees and fluctuation in the workload, a considerable number of GS-5 letter of authorization Meat Inspectors were employed. The majority of these employees hired were minority-group members. During the last fiscal year, two minority employees were promoted to GS-9 positions.

2. Department of Commerce

Departmental offices in the Los Angeles area are small in size. Those contacted during the review indicated that the total employee population remained static during the past year, with few new appointments made. Other than one agency which reported participation in an equal employment opportunity conference sponsored by the Federal Executive Board, no new activities in program implementation were cited, no local statements of policy were issued and only one agency reported contacts with minority-group organizations.

As reported on page 65 of the 1964 Community Review Report, the local office of Census Bureau fills most of their Schedule A positions from

referral lists provided by the County Chairman of the political party in power, and in the event that these lists are inadequate, from applicant referrals by the State Employment Office. The Census Bureau Office reported additional minority-group organization contacts; however, management reported that as in 1964 such contacts have been unsuccessful in obtaining qualified applicants.

The local office of the Weather Bureau reported that a minority-group member had been appointed for the first time to a position of Electronic Technician.

3. Department of Defense

Air Force activities have not experienced any significant changes in total employment or in the percentage of minority-group employment. Recruitment has been limited primarily to clerical areas, although limited activity was noted in a few other occupational areas and minority groups have been represented in appointments made. Some contact with minority organizations has been made; however, many of these have been indirect contacts made through attendance at meetings where minority organizations were represented by program participants. In many cases, attendance at these meetings has been by personnel office staff members. Activities have continued to utilize departmental issuances to bring the program to the attention of employees; generally this has been accomplished by bulletin board postings, newsletter references to AF regulations and policies and required information on Deputy Employment Policy Officers. Job level advances have been made by minority employees through promotion actions; for example, one activity reported a minority-group employee promoted to a GS-13 Contract Specialist position and another minority employee promoted to a GS-12 Contract Negotiator position.

While overall employment has declined in Army installations in the Los Angeles area during the past year, causing a reduction in outside recruitment, several steps have been taken to augment the equal employment opportunity program in a positive manner. All establishments contacted reported separate program training for management and supervisors during the past year. Since our last review the two major establishments in the area have issued positive policy statements, one of which particularly stressed the individual supervisor's responsibility for appropriate action.

Headquarters, Fort MacArthur added to the positive tone of their program through a variety of actions. Minority employees were counselled individually on opportunities for advancement to higher levels. Liaison was maintained with minority-group specialists in the California State Employment Service and publicity on the newly organized "Skills Bank" of the Los Angeles Urban League was provided. Special attention was directed to the distribution of newly issued announcements to assure maximum coverage of minority-group organizations.

The overall minority-group employee percentage at Fort MacArthur has increased slightly and there have been several minority employees promoted to GS-9 and higher level positions in the last year. A first time appointment of a minority-group member was made to an Equipment Specialist, GS-9, position.

Department of Navy establishments in the Los Angeles area are representative of the variation in Federal activities with regard to work-force size, organizational structure, occupational areas and delegated authority. Program accomplishments since the 1964 Community Review have varied with the different Naval agency offices, with the larger establishments showing the bulk of effective action taken. Special attention has been given by most activities to the area of discrimination complaints, emphasizing the basic policy and the responsibilities of individual employees, supervisors and hearing officials.

The Long Beach Naval Shipyard and the Long Beach Naval Supply Center held a two-hour training session on the program for all hearing officials and investigative officers, utilizing the Navy training guide "Discrimination Complaints - Guidelines for Processing." Other program actions included the establishment of a functional skills course at the Naval Shipyard which covers basic reading, mathematics, grammar, etc., and provides an opportunity for employees, including minority personnel, to advance their basic educational level. The course was developed through the joint efforts of the Long Beach City College and a member of the Shipyard Industrial Relations Training Staff and is taught by the Industrial Relations Staff member.

One nearby Navy activity, although not a part of the Los Angeles/Long Beach area covered in the review, has engaged in a positive recruitment program which we think is worthy of mention. As a part of their recruitment of qualified applicants for technical and scientific positions, the Naval Ordnance Test Station, Pasadena, made campus visits to minority schools in the South. The contacts were successful in that qualified applicants were identified and offers made, but the Station experienced difficulty in persuading the applicants to move to Southern California. Predominant among the reasons given by students for job declinations was the stated desire to return to their home communities for employment. In an attempt to establish a more favorable atmosphere for employment offer acceptance, the office cooperated with the NOTS China Lake personnel staff in arranging for a visit to the activity by the Dean of Tennessee A and I State University to promote cooperation and support for their recruitment efforts. The visit proved fruitful; the Dean indicated his appreciation for a "genuine interest" in employment of the school's graduates and appointment offers have been accepted by A and I students as a result of subsequent recruiting trips to the school.

4. Department of Health, Education and Welfare

The Los Angeles District Office of the Social Security Administration has provided considerable support for the Federal Executive Board

activities and has also implemented the Equal Opportunity Program in a positive manner within its own area of responsibility.

The District Manager serves as Chairman of the FEB Equal Employment Opportunity Committee and has had an active leadership role in the various programs coordinated through that committee. A minority-group supervisor in his office has served as his staff assistant on the committee.

Los Angeles District employment figures for the past year show an increase in total employment and the number of minority employees. Total employment rose from 85 in 1964 to 98 in 1965, while minority employment for the same period increased from 30 to 43 (35% to 44%). During the past year one minority employee was promoted to a GS-11 supervisory position and three minority employees were promoted to Claims Representative Trainee positions. The district manager indicated that the increase in one minority group (Mexican-American) may be attributed to special recruitment efforts, extensive high school testing in the East Los Angeles community and also the use of selective certification for Spanish-speaking candidates. As a part of a regional effort, the Los Angeles District participated in special recruiting which resulted in the employment of 14 Negro clerical employees in other district offices, most of which were "first-time" placements.

Other Social Security Administration offices such as the Van Nuys District reported numerous recruiting contacts made with various minority-group organizations and also with minority employment specialists in the California State Employment Service. The Hollywood District Office participated in the special FSEE test given in the Urban League facilities; the District Office employee who participated is a minority-group member.

Although the Food and Drug Administration office in Los Angeles has had a pattern of declining workforce, the minority-group population percentage has increased from 18% to slightly more than 19% during the period since the end of the fiscal year. The increase was largely due to the hiring of clerical employees.

Local Food and Drug Administration management reported that under normal recruiting procedures they have been able to find only a few minority applicants for their professional Chemist and Inspector positions. They have followed a number of different approaches in attempting to locate more qualified minority applicants for these jobs. Action included contacting minority-group organizations, requesting that qualified candidates be referred to the agency and utilizing minority-group employees in their recruiting trips to colleges and universities. The agency has also encouraged minority employees and applicants to take the appropriate examinations for professional positions. Prior to the 1965 spring recruitment period, management reminded recruiters of the need to emphasize the agency policy during all college visits and interviews. Although these actions have not resulted in job placements, the agency continues

to emphasize the program in this manner, looking to the long-range impact on the minority community. It was noted that, although there have been no minority members appointed to professional positions during the past year, a number of Chemist positions are held by minority-group members, both Negro and Oriental, and promotion actions have included minority employees.

The local Public Health Service Communicable Diseases office has been successful in obtaining minority-group members for interviewer positions. These jobs, which are considered to be in the professional category, are filled by excepted appointment at a special rate equivalent to GS-6. Recruitment is basically directed to local college graduates with a liberal arts degree and for retention and promotion purposes, those appointed are later required to pass the Federal Service Entrance Examination. The agency reported that out of a local staff of 28 employees, 5 are minority personnel, of which hold interviewer positions.

5. Department of the Interior

The Fish and Wildlife Service, Bureau of Commercial Fisheries, reported that the Assistant Regional Director for Administration and two staff members of the Portland personnel office met with the Los Angeles Urban League to discuss minority placement. Regional Office staff members have also made personal contacts with the Urban League in the San Diego area, where most of the Regional employees are located. As a result of their contact with the San Diego Urban League, arrangements were made for a group of high school minority students to spend a day at the Fishery-Oceanography Center at La Jolla, California. Management feels that their contacts with the Urban League had been productive.

Of three positions filled in the marketing and technological research occupations in the Los Angeles Office, two were filled with minority-group members. Both are considered professional positions and are at the GS-9 level; in both instances it was a first-time appointment of a minority-group member to the position.

As a result of a department-wide conference on equal employment opportunity and a positive policy statement from the Bureau of Commercial Fisheries, the region accelerated its program training at the local level during the past year and issued new policy statements in July and December of 1964. Illustrative of the firm tone of regional policy is the Regional Director's words in the July 1964 issuance, "I reiterate the Bureau's position that a record of passive nondiscrimination is not acceptable evidence of progress in this program." The new policy statement outlined measures for positive program implementation within the region.

6. Department of Justice

Offices in the area indicate that workforce levels for most occupations have remained constant during the past year. While normal recruiting

contacts have been held to a minimum, a number of contacts have been made by these various offices with minority-group organizations. The U. S. Marshal's Office reported letter contact with the Council of Mexican-American Affairs, the NAACP, the Japanese-American Citizenship League, and the Los Angeles Urban League. The Regional Office of the Immigration and Naturalization Service, contacted the Los Angeles Urban League, requesting referrals of Attorneys who might be interested in consideration for appointment as General Attorneys.

Although there was little overall increase in employment, there was a reported increase in minority-group employees. For example, the Immigration and Naturalization Service reported a total increase of 3 employees during the past year, but noted that minority-group employees increased by 7. The Los Angeles Office of the Federal Bureau of Investigation reported that a Special Agent, GS-10, is now on their rolls as a result of outside recruitment.

In addition to cooperating with the Federal Executive Board activities, three Department of Justice offices reported that the heads of their agencies are actively involved in community groups concerned with human relations or minority-group problems. Organizations cited were the Californians for Fair Employment Practices, the National Conference of Christians and Jews, and the Anti-Defamation League.

Of 14 new appointments made during the past year at the Federal Correctional Institution, Terminal Island, 3 were Negroes appointed as Correctional Officers. At the same activity, there has been a slight increase during the past year in the average grade level held by minority-group employees.

7. Post Office Department

This department represents the largest single Federal employer in the Los Angeles area with over 10,000 employees employed by the Los Angeles Post Office alone. Of these employees, 9,046 are in levels PFS-4 and below.

The Postmaster is concerned that 93% of the persons applying for and being appointed to the lowest-level categories of positions, Levels 1 and 3, are members of minority groups. Because of the nature of these jobs and the lack of education or training which would enable the incumbents to move up in the organization, many of these people have little or no chance for advancement. The Postmaster, a Negro, does not think it is healthy for an organization to have levels or occupations identified with a particular minority group or groups, either in the eyes of the public or by the employees of the organization.

In Level 4, where the majority of new hires are made, 51% were Negro and 10% were in other minority-group categories. The intake of Orientals has remained at about 3%, but there has been a slight increase in

the number of Spanish-surname persons hired (about 7% of the total), and these have been added at the rate of six or seven a month. This increase may be attributable to special efforts on the part of post office officials to achieve a better understanding on the part of the Mexican-American community of the availability of positions in the post office for its members.

Representation of minority members in higher levels of the workforce of the Los Angeles Post Office has increased somewhat. During the year preceding this review, a total of 116 promotions were made; 37% of these were minority-group members. In Levels 4 through 6 the promotions of minority-group employees outnumbered other employees 21 to 17; in Levels 7 through 13, 30% of the promotions went to minority-group employees. Three of the 21 positions at PFS-12 and above are occupied by minority-group members.

The minority-group employment picture varies considerably in the different post offices in the area, primarily as a result of the requirement that applicants live within the delivery zone of the office prior to the time they are given a competitive appointment. Many of the communities served by the outlying post offices have a very small minority-group population. Consequently, most of these offices reported little change in the number of minority-group employees, even when there had been an increase in the total employment. Many of the offices also reported very little or no contact with minority-group organizations, pointing out that there are no such organizations in their communities. In these cases contacts with the minority population is accomplished through distribution of announcements, mailing of Post Office Department employment brochures to all delivery-zone residents and contacts with service and community organizations which do not have goals or activities specifically related to minority groups. Internal program implementation is generally carried out under postal department policy and instructions such as the Postmaster's Program for Progress for the larger first-class post offices.

We found that several of the offices have made positive attempts to initiate and maintain a more extensive program in the communities, despite the fact that there are few minority-group members with which they can make contacts. For example, the Canoga Park Post Office reported last year that they had only one minority employee. The Postmaster reported that considerable recruiting activity had been necessary to locate even one person who was qualified and also interested. However, within the past year the office has appointed three additional minority-group employees, largely as a result of extensive outside personal contacts made by the Postmaster. The Postmaster is a member of the Valley Fair Housing Council and has engaged in other activities such as speaking to a youth group at the Guadalupe Youth Center.

Other post offices in communities with a large minority population have been active in community activities which have helped to enhance the Post Office Department image as an equal opportunity employer.

The Postmaster in Harbor City is the Chairman of the Goals Committee for the Community Master Plan; in this capacity he invited a representative each from the Japanese, the Negro and the Mexican-American communities to be members of his committee.

The North Hollywood Post Office has made numerous contacts with minority-group organizations for the purpose of improving their recruiting image in the community. The personnel officer attended the Lake Arrowhead Conference on equal employment opportunity and the office held a program training session for supervisors. In addition, the Equal Employment Opportunity Advisory Committee adopted a policy statement which was sent to all employees in the office over the signature of the committee members and the Postmaster.

The Pacoima Post Office, which has a large Negro population, has also emphasized the Equal Employment Opportunity Program with Mexican-American groups. Contacts have been made with the Latin American Civic Association to promote interest in a post office career. The Pacoima office reports that while the total workforce has remained the same, some appointments have been made which included minority-group members. The office also reported that one minority-group member had been promoted to a supervisory position.

The San Pedro Post Office has emphasized the Equal Employment Opportunity Program in the San Pedro High School Career Day, an event sponsored by the San Pedro Chamber of Commerce. The Postmaster, at his personal expense, reproduced excerpts of President Johnson's statement to the cabinet on March 25, 1965, along with his own statement supporting President Johnson's policies in the local office. These statements were posted in the main lobby, the office sub-stations and on employee bulletin boards. In addition, the statements of policy were also sent to a local daily newspaper, the San Pedro News Pilot.

8. U. S. Treasury Department

The total number of permanent employees in the Internal Revenue Service in the Los Angeles district has decreased from 2,418 to 2,297 during the past year. There has been a proportionate reduction in minority employees on the permanent staff; however, the agency has hired 121 temporary employees as a result of a reorganization within the agency Automatic Data Processing Section. Of the 121 temporary employees, the agency indicates that approximately 100 are from minority groups. When the permanent and temporary employment figures are combined, a sizeable increase in the total number of minority-group employees on the agency rolls is evident.

The agency reported a substantial increase in minority applicants for temporary and clerical positions; however, they indicate there has been a decrease in the number of minority applicants for technical and professional jobs. Despite the absence of a ready source of qualified professional and technical applicants, the agency has been successful in

recruiting a number of minority persons for these areas. Within the past year the agency has appointed or promoted 16 minority members to GS-9 or higher positions. Of these, 11 were to Internal Revenue Agent positions (1 GS-11 and 10 GS-9's), 3 were to GS-9 Tax Technician positions and 2 were to GS-9 Internal Revenue Officer positions.

The entire supervisory staff participated in an equal employment opportunity seminar on February 4, 1965. Doctor Harold A. Lett from the National Conference of Christians and Jews was the guest speaker with the topic "The Minority Member and Equal Opportunity." A portion of the program was devoted to separate sessions led by branch chiefs who administered a questionnaire "test" on the program, followed by discussion periods. Individual supervisors held follow-up sessions with their employees in which the program policy was discussed and distribution of a pamphlet entitled "Equal Employment Opportunity in the Internal Revenue Service" was made.

Extensive contacts with minority-group organizations have been made by the agency during the past year. Representatives of the personnel office met with the Los Angeles Urban League and the San Diego Urban League to provide specific recruiting information for referrals to the Internal Revenue Service. The Chief of the Recruitment and Placement Section met with leaders of the Mexican-American community, officials of the Internal Revenue Service Regional and National Offices, and representatives from community press and radio news media having a Mexican-American audience. The meeting was held in Congressman Roybal's office and was concerned with improvement in recruiting and obtaining Mexican-American employees. The agency stated that its contacts with minority groups have led to employment referrals from the Urban League for both temporary and permanent positions.

The Los Angeles Collector of Customs office has experienced an increase of 3.5% in total employment during the year ending February 1965. During this time the number of minority-group employees rose from 33 to 41 or 24.2%. This represents an increase in percentage of minority-group employees from 16.3% to 19.6% of the total workforce. Twenty percent of the agency's GS-11 employees are minority-group members.

Findings during a special inspection conducted by the Commission indicated good understanding and support of the Equal Employment Opportunity Program on the part of both supervisors and employees. During the inspection visit, it was noted that all three employees of the personnel division are minority-group members. This has probably been a favorable influence on other minority members who have called or visited the agency regarding employment.

Positive action by the Customs Office included sending letters to minority organizations to request the referrals of job applicants. While in most cases, these contacts have not resulted in placement

action, referral follow-up revealed that the applicants either failed to pass the written test, did not pursue the steps involved in filing for the examination or, in a few cases, decided to remain with current employers because of such factors as an increase in pay, a promotion, additional training for advancement, or a combination of these.

INDEPENDENT AGENCIES

1. The Federal Aviation Agency has maintained the positive Equal Employment Opportunity Program reported in our last community survey and has initiated action in other areas as well. Area coordinators for the program are used in carrying out program training activities through management-coordinator meetings and follow-up supervisory sessions conducted by the coordinators for their area. Communications on the program are routed to field personnel through coordinators so that appropriate emphasis may be given at the supervisory level. Program issuances have been distributed, including personal letters from the Director and outside source material such as Commission brochures and suggestions for program implementation.

As a part of a career counseling program at the Los Angeles Urban League, a Spanish-speaking personnel staff member represented careers in aviation and administration. In connection with the program, he was interviewed for a radio program to be aired over a local Spanish language station. He also prepared publicity on the counseling program for other minority news media. Continuing close contact with the Urban League has been maintained for general information and to notify the organization when agency vacancies occur.

Agency employment statistics give some measure of program results. Although the total workforce decreased by 58 employees during the past year, the number of minority employees increased from 155 to 161. The increase included a minority-group member employed as a GS-9 Attorney for the first time in the local office.

2. A minimal increase in overall employment during the last year was indicated by the Los Angeles office of the Federal Housing Administration. 1965 minority-group employee population remained at the same level of 1964; however, 3 clerical appointments and 1 appointment to a GS-9 Appraiser position were made from competitive registers during this period. In addition, one minority member was promoted to a GS-11 Architect position and a GS-5 Loan Assistant Trainee was promoted to the GS-7 level. Several promotions of minority employees to GS-4 and GS-5 clerical positions were also made, including a GS-4 Document Examiner who was given a promotion to Supervisory Receiving Clerk, GS-5.

Recruiting contacts have been made with the Urban League concerning minority applicants who may be qualified for employment with the agency. Additional program emphasis has been given by the agency's Zone Intergroup Relations Advisor in presentations on housing problems made before various community organizations.

3. The National Labor Relations Board office in Los Angeles reported a total workforce increase of 13 employees during the past year, 10 of which were minority-group members. The new minority employees included 3 Attorneys, 2 Field Examiners and 5 clerical employees. The appointments to Field Examiner positions were first-time actions and included one Field Examiner at the GS-12 level who transferred to the Los Angeles Office from the Chicago Region.

The Regional Director has made personal contact with different organizations including the Japanese Chamber of Commerce and the State Fair Employment Practices Commission, and has also made personal recruiting contacts with the various high schools in the Los Angeles area in attempts to recruit minority-group members. Personal referrals from minority attorneys have been utilized in locating minority-group applicants for other attorney positions.

Since the 1964 Community Review, the Region has received and distributed four separate program policy issuances from the NLRB's Office of the General Counsel. The issuances stress the requirements for a positive program approach and outline an extensive program for outside contacts, coordination with CSC examining offices, manpower resource surveys and monthly reports to the agency Employment Policy Officer.

The program was discussed at length, with emphasis given to positive implementation, at a meeting of Regional Directors and Regional Attorneys held at Carmel, California. A memorandum issued as a follow-up to the meeting reiterated the agency program requirement of "extraordinary effort to change attitudes and to reach qualified candidates" (from minority groups).

4. In a two and one-half year span from September 30, 1961 through February 29, 1964, the number of minority employees in the Small Business Administration office in Los Angeles rose from 13 to 19 employees. Overall employment for the same period dropped from 141 to 130 employees. Comparison of grade-level distribution for the above dates indicated that while most minority employees were at the lower levels, the 1964 distribution showed several more minority members at higher grade levels than in 1963. As a result of an agency reorganization in which some unit functions were transferred to San Francisco, total Los Angeles employment has further declined to a present figure of 104, with minority employment remaining at 20. These figures represent a continuing increase in minority employees.

The agency has had no difficulty in recruiting minority-group members for clerical positions, indicating that local civil service registers provide an adequate supply of qualified persons. However, locating qualified minority persons for technical positions has proved to be a problem. The normal recruiting sources (CSC certificates and California Department of Employment referral lists) have failed to produce minority applicants. Management stated that while some technical positions have

been filled with minority-group members, such actions were noncompetitive transfers from other Federal agencies. For example, during the past year 3 Loan Specialist jobs were filled for the first time with minority employees, but in each case the placement was effected through recruitment in other Federal agencies.

Response to positive recruiting efforts has been favorable and although no appointments have resulted, the agency activity in this area has no doubt made a definite impact on the minority community.

The office has maintained close communication regarding recruiting needs with the Field Representative for Congressman A. F. Hawkins, whose district is heavily populated with minority members. In addition, the SBA Regional Director has participated in various programs for Negro businessmen which were held in Representative Hawkins' Los Angeles Office. While the groups present at these programs did not represent a formal organization, the presentations and discussions revolved around minority-group problems.

Vacancies within the agency have been publicized in community organizations such as the Urban League, NAACP and a local Negro group, the "Men of Tomorrow." Management has also requested personal referrals for vacancies from various minority employees of the SBA staff and other Federal activities. Personal contact was made by the Regional Director with schools of business in local universities. The school contacts included emphasis on the Equal Opportunity Program.

The office has also communicated with the Los Angeles Sentinel, the California Eagle and La Opinion, all prominent minority newspapers. Response from these contacts brought several minority applicants to the agency's attention, one a recent law school graduate for whom the office had no appropriate vacancy. However, SBA management was impressed with the applicant's qualifications and through further referral, was instrumental in his receiving an appointment with the local office of the National Labor Relations Board.

Equal opportunity for minority members in all merit promotion actions was strengthened by the agency provision that the Deputy Employment Policy Officer be a member of all regular promotion panels. The local program policy statement, issued in 1964, emphasizes the role of the DEPO in assuring equal promotion consideration based on merit and also includes a personal statement by the Regional Director supporting this principle. Promotion actions during the past year included a minority attorney who was promoted to the GS-12 level. Based on a recent recommendation, consideration is currently being given to the promotion of a GS-7 Loan Specialist minority employee who has satisfactorily concluded his initial on-the-job training.

5. A survey of the employment figures for the Veterans Administration offices in the Los Angeles area indicates that in almost every case there have been increases in total minority employment, an increase in

the number of minority employees reaching higher level positions through the promotion program, and also an increase in the number of professional or technical positions held by minority-group employees for the first time. For example, the Data Processing Center reported that while their workforce had increased by four employees, minority employment had increased by seven and that one minority employee had been promoted to the position of Digital Computer System Analyst at the GS-11 level.

Another example is a comparison of the VA Regional Office employment figures of March 1964 with those of March 1965. In 1964 the Regional Office had a total of 195 minority employees out of a workforce of 692. A year later, the total workforce had declined to 642 employees but the minority employee population had risen to 203 employees. During the past year the Regional Office reported that 21 or 35% of promotions made involved minority members. The office also reported that for the first time they have hired a Negro physician at a GS-12 level to serve on one of their rating boards.

The Veterans Administration Center reported most hiring during the past year involved such positions as Nursing Assistant, Food Service Worker, Clerk-Typist, Housekeeping Aid, etc., but that minority-group members had been hired for all types of positions which have been filled and represent about 75% of all persons hired during this period.

A spot survey conducted by two Alternate Deputy Employment Policy Officers in the Sepulveda VA Hospital, covering personnel actions during February and March of 1965, showed that 22 of 52 accessions and 3 of 8 promotions were minority-group member actions.

A large number of contacts have been made with minority groups by the various VA offices, including numerous telephone contacts and personal visits to high schools and colleges which have a large number of minority-group students. The VA Center reported that as a result of such contacts, they arranged for an employment guidance session for student counsellors which included a tour of the Center's grounds and facilities. The four-hour session was attended by a group of counsellors from Fremont High School (located in one of the predominately Negro communities) and also thirty minority students from the school.

The VA Regional Office contacted all known Negro fraternities in the area by letter and by personal contact, the minister of one of the largest Negro churches in the area, the Urban League, and the NAACP, concerning recruitment of a minority-group Personnel Management Specialist Trainee. A Regional Office minority employee who holds a GS-12 Counseling Psychologist position has represented the Veterans Administration in various community activities, such as participating in the Urban League drive to get well qualified minority candidates interested in the Federal Service Entrance Examination.

The Regional Office began a program in which they ask leaders of various ethnic groups in the area to speak to their top staff. The first such

speaker was the minister of a large Negro church in the community; the second was Mr. Carlos F. Borja, then Deputy Attorney General for the State of California, who spoke on the Mexican-American community in Los Angeles. The office is now in the process of contacting a speaker from the Oriental community.

The impact of the contacts made by the Regional Office in the community was evidenced by a resolution made and passed by the Los Angeles City Council which commended the Equal Employment Opportunity Program administered by the office. The councilman who initially proposed the resolution, Mr. Gilbert W. Lindsay, a minority-group member, presented a copy of the resolution to the office in a meeting attended by supervisors and employees.

During the past year most of the VA offices have issued to all employees new policy statements indicating strong management support and implementation of the program. We were particularly impressed by one such statement made by the Veterans Administration Center management and issued to all supervisors. The issuance not only placed the burden of positive implementation on the individual supervisor, but also described in pointed terms how such things as unconscious discrimination or subtle, unintentional prejudice may offset gains made by a positive program. The issuance uses plain, understandable language which leaves little room for doubt as to management intent to promote the program in a positive manner and to avoid adverse situations or reactions which would in any way be damaging to the program.

A considerable amount of training and orientation on the program had been provided during the past year. For example, the VA Center scheduled a training program for all of their more than 500 supervisors during the year. The program included a presentation by the Center Director and discussions on such areas as the basic philosophy behind the Executive Order and the current program, minority problems arising from housing and economic conditions, and the responsibility of the individual supervisor under the program. Other top-level management personnel made presentations outlining specific program obligations of supervisors. The program also featured a discussion period led by the Alternate Deputy Employment Policy Officer, which included case studies and hypothetical situations encompassing the main facets of the Executive Order and the agency program. As an additional aid in the training program, the Center library staff compiled a special bibliography listing over 140 books available in the various VA libraries in the immediate area. The books listed cover the general topics of race, prejudice, tolerance and social psychology and the various minority groups. The bibliography, which was distributed to all supervisors attending the training course, includes a preface statement expressing the thought that "this listing of books is an invitation to browse and to read and to gather knowledge and insight and feel for one of the major problems of our times."

Part VII

SPECIFIC PROBLEMS IDENTIFIED DURING REVIEW

Field offices of all agencies in the city of Los Angeles were sent the questionnaire, except for the Atomic Energy Commission. The offices which neither replied to nor acknowledged the questionnaire are shown below, together with the total number of employees and minority-group employees, taken from the June 1964 minority-group census:

Civil Aeronautics Board (10 employees, no minorities)
Federal Communications Commission (18 employees, no minorities)
Federal Deposit Insurance Corporation (3 employees, no minorities)
Federal Mediation and Conciliation Service (11 employees,
no minorities)
Federal Trade Commission (8 employees, 1 Negro)
General Accounting Office (81 employees, 4 Spanish surname)
Renegotiation Board (37 employees, 2 Oriental)

Subordinate offices of certain agencies, all of them offices with few employees, did not reply. These included most offices of the Department of Labor, the Public Health Service Clinic, Secret Service, and a field office of the Department of Commerce.

Some of the offices which replied indicated that the local officials did not recognize any responsibilities at their level for the program, as demonstrated by the following extracts from the responses to the questionnaire:

Department of Air Force

"No applications received from members of a minority group. . .
/Attended/ Los Angeles Federal Executive Board Equal Opportunity
Employment Program. . . None /positive internal implementation/
taken by this organization. Civilian personnel servicing is pro-
vided by Space Systems Division of Air Force Systems Command (USAF),
under a cross-servicing agreement."

Department of Interior

"We do not do direct recruiting. Our Central Office handles
personnel."

"There is no local program." (But this establishment reported
hiring a Negro Electronic Technician during the year.)

"We do not have any minority-group employees. No contacts made."

Securities and Exchange Commission

"Have hired only two persons; 1 attorney; 1 secretary - neither a minority-group member. . . Only organizations contacted were law schools. . . Our one minority-group staff member moved to Hawaii. We assisted her (secretary) in getting a position."

Department of State

"The equal employment activities of the Department of State are administered on a centralized basis in Washington, D.C. and the information requested on the enclosed questionnaire was prepared in this office."

Railroad Retirement Board

"The head of this office [has] participated in and attended several meetings of the [Los Angeles Federal Executive] Board during the past year on the Equal Opportunity Program. . . Statements of policy to employees or supervisors regarding the program emanates from our headquarters office in Chicago. As such information is received it is discussed with personnel of this office."

It appears that comments of this kind indicate a need for reinforcement by headquarter's offices of the departments and agencies concerned of the instructions or guidelines on what constitutes an affirmative action program by managers. The efforts of the FEB have been extensive but need, of course, adequate support and emphasis through department or agency channels.

Several establishments expressed concern that the emphasis on minority-group employment related only to Negroes, or indicated that the headquarters offices of their agencies were interested only in this group:

San Nuys District Office, Social Security Administration

"It appears this questionnaire is directed at identifying Negroes as such."

Internal Revenue Service

"At the end of the fiscal year, June 30, 1964, our minority report showed 545 minority employees out of a total of 2,397; 385 were Negroes. As of our last report on December 31, 1964, we had 2,346 employees of which 350 were Negroes. The report asked only for Negroes on the rolls."

Federal Bureau of Investigation

"This office has a positive program aimed at circulating opportunities for members of minority groups, particularly Negro. . ."
(All responses to the questionnaire were specifically answered in terms of Negroes.)

Veterans Administration Outpatient Clinic

"Inasmuch as Southern California has the largest Mexican population in the country, it is felt that more emphasis should be directed toward this group for recruitment."

And agencies again renewed their pleas to be permitted to maintain records on minority-group employment:

"It would seem that the whole problem would be simplified if race were specified on application forms and registers. I have talked to one rather influential Negro who told me that they were seriously considering requesting such a procedure."

"It is strongly recommended that authority be given to identify minority applicants and employees in order that we may maintain the records necessary to respond to inquiries of this nature."

Of the four minority groups with which the Los Angeles Federal agencies are concerned - American Indian, Spanish-surname, Oriental American and Negro - only the latter is completely unidentifiable on application forms. The large majority of applicants in the first three groups can be identified by name.

California is, of course, unique in that it is the only state where Federal agencies report four groups in the minority census. Federal agencies in only two other states report three groups; and in nine states, two groups. Since the Negro is the only group of statistical concern in 36 states and Washington, D. C., it is understandable that agency headquarters should tend to equate "minority group" and "Negro". The Mexican-American community leaders, however, have for some time been concerned by the emphasis given to equal employment opportunities for Negroes, in general, and view with considerable skepticism local efforts to reassure them that the Federal government is anxious to provide opportunities for all minorities. It is unfortunate, for example, that the summary report of the 1963-1964 community reviews did not make reference to the more than a million Spanish-surname persons in Los Angeles County - the largest number reported in any of the communities reviewed. This omission was commented on by two persons contacted with respect to the Mexican-American community.

Leaders in the Mexican-American community stated that, while they have seen some evidences of an increasing effort to interest members of the community in Federal jobs, their people in general are not aware of this concern. The members of this community regard the Federal government as being basically interested in improving employment opportunities for Negroes. For example, despite the efforts of the post offices this last year to attract Mexican-American applicants, many consider that organization as being interested only in hiring Negroes.

Leaders of the Mexican-American community repeatedly stressed the need to rectify this conception and to clarify the Federal image to their

people. They emphasized the desirability of an aggressive program to get more information to appropriate high schools, junior colleges and the community as a whole. They encouraged the Federal service to make more use of Spanish-language news media, since those are the principal means of reaching parents, who exert a strong influence over the younger generation's educational and vocational decisions. They repeated the observations made during the 1964 community review - that Mexican-Americans are still hesitant about applying for Federal positions and that some actually shun Government because their experiences have been unfavorable, consisting of contacts with relief workers, school officials, and law enforcement officers. They reiterated the cultural problems involved in bilingualism and in the "red tape" involved in getting a public job as compared with the walk-in hiring prevalent in the private sector, and added that college and junior college graduates seldom think of Federal government as being available to them since their picture of Government jobs is one of primarily clerical employment.

In discussing the information program, they pointed out the importance of clarifying the "how" of securing a Federal job and the reasons why the Government must require its so-called "red tape".

Part VIII

PLANS FOR ADDITIONAL ACTION

The Federal Executive Board, through its Equal Opportunity and Community Relations Committees is exploring additional ways of informing the minority-group communities about the Federal government, its activities, and its employment opportunities.

Based on this spring's experience, the Board proposes again to hold a Federal Career Day for minority college graduates at the Urban League, followed by on-site FSEE testing. It also plans to continue its special efforts to reach minority students on campus, expanding its program to include more Mexican-Americans.

The Board also intends in the fall to explore the feasibility of holding a series of institutes on Federal employment opportunities for the benefit of counselors of minority young people who work in such organizations as the Urban League, the Economic Development Agency, the Youth Opportunity Board, community centers, State Department of Employment offices, etc.. Federal resources are available and only the necessary minority cooperation is needed.

Another project being considered is a booklet featuring pictures of minority and other employees at work in responsible positions, similar to a booklet prepared by the San Diego installations for the College-Federal Council of Southern California. A possible companion project is a series of slides, prepared at the same time pictures are taken for the booklet, which can be used by Federal employees in making presentations to high school and junior college students about Federal careers.

These committees will also keep in touch with minority-group community leaders to learn of other opportunities or channels for providing general or specific information on Federal employment opportunities.

The Commission's San Francisco Region is considering offering inter-agency training in the general area of civil rights and equal opportunity, depending upon the degree of interest shown by establishments in the Los Angeles area for such courses.

The Region also plans to survey the effectiveness of present mailings and to expand the minority organizations on its mailing lists.

Some agencies have specific projects underway to reach minority members who may be interested in current employment opportunities. For example, the local district office of the Social Security Administration invited individuals who had filed applications with the Urban League Skills Bank to appear for a special information and counseling session at the League with respect to the examination for Service Representative. Also, in recruiting for Claims Clerks and Claims Representatives, it is making a special effort to recruit Spanish-speaking applicants to work with its Mexican-American clientele.

The Bureau of Commercial Fisheries aimed for greater equal employment opportunity in a program initiated in the latter half of 1964. The program calls for increased positive minority recruitment and contact, development of cooperative work-study programs, attention to job analysis and work engineering to provide more opportunity at lower levels, development of training programs, minority recruitment for summer jobs, and assistance in counseling minority members toward studies in preparation for technical positions.

The one-day tour of the La Jolla Fishery-Oceanography Center by minority students, reported on page 29 of Part VI, represents one of the initial steps taken by local management in the program. The visiting students were given information on the educational background required for the various positions and management expressed their willingness to discuss job requirements with individuals or other groups. Urban League contacts have included such discussion. Management feels this program has been encouraging and plans to continue the emphasis on education and preparation. Future activity will include close cooperation with the Portland personnel office in recruiting and training minority members and expansion of minority-group contacts.

The Weather Bureau's Los Angeles office is participating in a Bureau program designed to advance equal opportunity for minority groups in summer student employment. In response to a telephone call on the program from the Salt Lake City Regional Office, management contacted various high schools, junior colleges and colleges which have large minority-group populations, indicating specific interest in minority applicants for summer appointments. Results to date include one minority member who will be given an excepted appointment as a summer student trainee. In addition to widening consideration of minority applicants for summer employment, the program should supply a source of minority appointees for permanent jobs as they complete their education and as such positions are available.

APPENDIX

- PART A Letter sent to heads of establishments in Los Angeles concerning the follow-up community review
- PART B "Talent has no race, creed, color, sex or national origin" - Ad used by Pasadena Board of Examiners for Scientists and Engineers
- PART C "Toward an Understanding of America's Minorities" - Cover sheet of bibliography prepared by Veterans Administration Center
- PART D Bibliography

PART A (1)

Address
DEPUTY DIRECTOR
BRANCH OFFICE
U. S. CIVIL SERVICE COMMISSION
714 WEST OLYMPIC BLVD
LOS ANGELES CALIF 90015

UNITED STATES CIVIL SERVICE COMMISSION
SAN FRANCISCO REGION
BRANCH OFFICE, LOS ANGELES, CALIF. 90015

IN REPLY PLEASE REFER TO
SF:PM:MSE:gam
April 21, 1965
YOUR REFERENCE

THIS LETTER WAS SENT TO HEADS OF ESTABLISHMENTS LOCATED IN THE CITY OF LOS ANGELES, ADDRESSED TO THE HEAD OF THE ESTABLISHMENT BY NAME WHEN KNOWN

In April 1964 we conducted a review to gain as comprehensive a picture as possible of the Equal Opportunity Program in Federal agencies in the Los Angeles area. We began this review with a meeting of establishment heads and other representatives with the Director of the San Francisco Region on April 6, 1964. Agency representatives attending that meeting were asked to bring up-to-date employment statistics showing the minority group composition of the work force of their establishments and to discuss accomplishments or problems in Equal Employment Opportunity. A detailed review, conducted by members of my staff, was made of the program in all of the large establishments, and some of the smaller ones. Reviews of the operations of all Boards of U. S. Civil Service Examiners included the contributions of the Boards to the program.

This review of Equal Employment activities in the Los Angeles Federal community was one of 71 such reviews conducted by the Civil Service Commission throughout the United States. Some of these communities have been scheduled by the Commission for a follow-up review this year, including Los Angeles.

This year we plan to make personal visits to a sample of the establishments we visited last year, and to review in the same way the Equal Opportunity Program in other establishments we have not previously visited for this purpose. Information on the activities of other Federal establishments is available to us from general inspections, inspections which emphasized coverage of Presidential interest programs, and projects undertaken by the Federal Executive Board and the Federal Personnel Council. For a report on the progress made in a number of the individual establishments which our limited staff cannot contact personally, we are depending heavily on information provided by you and the members of your staff. To assist you in understanding the kind of information we plan to cover in the report of the follow-up on the community review, we are attaching a questionnaire to which we would like you to gear your responses. We hope that

PART A (2)

2.

this kind of information can be provided without your having to conduct any extensive statistical compilation, since we believe the President's Committee will very likely be asking for an annual statistical report soon.

Please plan to mail your responses to the questionnaire to this office no later than April 30, 1965. If you have questions about the kinds of information desired, contact Mr. Delmer Jones, 688-4962.

Your cooperation in providing the requested information will be very much appreciated.

Sincerely yours,



S. E. Tarbox
Deputy Director
(Los Angeles)

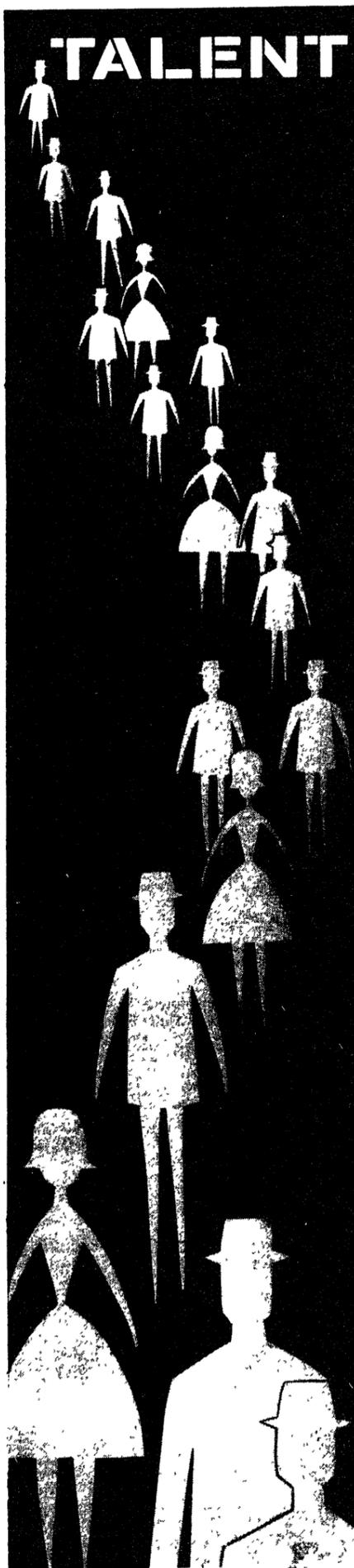
Attachment

PART A (3)

EQUAL OPPORTUNITY PROGRAM

(Concerns Federal Employees in Los Angeles County Only)

1. Has your workforce decreased or increased during the past year?
By how much?
2. How does your minority-group employee population compare with that of a year ago (at the time of the community review or at the end of the fiscal year)?
3. In what job categories have you done your major hiring? In which of these have you hired minority-group members? Are there any categories in which you have hired minority-group members for the first time? If so, please describe.
4. Have you seen any increase or decrease in the number of minority-group members on certificates or employment referrals during the past year?
5. If you have contacted any minority-group organizations or news media for the purpose of improving the image of your establishment or for specific recruiting purposes, describe the organization, the purpose of the contact and who within your establishment made it. Have these contacts been productive?
6. What, if any, other Federally sponsored equal opportunity programs or projects not described above have you participated in?
7. Have any members of your organization been active in community groups concerned with human relations or minority-group problems? Please identify the staff members and organizations involved.
8. Describe your efforts toward positive internal implementation of the equal opportunity program, such as training in equal opportunity, publications, etc. Please include a copy of any statements of policy issued to employees or supervisors during the past year.
9. Has the number of minority-group employees in your workforce increased at GS-9 and above as a result of promotions or outside recruitment? Give details as to job category and minority-group identification (but not names of individuals).
10. Have you any suggestions for local Federal action or Civil Service Commission action to advance the program?



HAS NO RACE, CREED, COLOR, SEX OR NATIONAL ORIGIN

AT THE NAVAL LABORATORIES IN CALIFORNIA

A career in science or engineering has realistic demands. . . it has no place for false values at either the mechanistic or human level. Here at the Naval Laboratories in California, talent, skill, experience, intelligence, education and the ability to work well with associates are the only acceptable criteria for employment in any of the scientific disciplines. . . no others are considered.

These criteria apply whether you are a physicist or a mathematician, an electronic engineer or mechanical engineer, a metallurgist or a chemist . . . or a specialist in any of the many other major disciplines prevalent at the Laboratories.

The only basic qualifications for joining the team, for becoming a member of the scientific, engineering and technical staff at one of our Laboratories are an applicant's overall capability, his capacity to grow, to absorb, and to perform to the highest degree the function for which he or she has been selected.

With these qualifications in mind, interested personnel are cordially invited to explore the wide choice of excellent career opportunities available at the Laboratories listed below. Contact the Personnel Director, Dept. F, at the facility of your preference.

**U.S. NAVAL ORDNANCE TEST STATION (NOTS)
CHINA LAKE AND PASADENA**

**PACIFIC MISSILE RANGE (PMR) AND U.S. NAVAL
MISSILE CENTER (MMC), POINT MUGU**

**U.S. NAVY ELECTRONICS LABORATORY (NEL),
SAN DIEGO**

**U.S. NAVAL CIVIL ENGINEERING LABORATORY
(NCEL), PORT HUENEME**

**U.S. NAVAL ORDNANCE LABORATORY (NOLC),
CORONA**

**U.S. NAVAL RADIOLOGICAL DEFENSE LABORA-
TORY (NRDL), SAN FRANCISCO**

**U.S. NAVAL PERSONNEL RESEARCH ACTIVITY
(NPRA), SAN DIEGO**

**U.S. NAVAL WEAPONS STATIONS, QUALITY
EVALUATION LABORATORY (QEL), CONCORD**

**U.S. NAVAL WEAPONS STATION, QUALITY
EVALUATION LABORATORY (QEL), SEAL BEACH**

**U.S. NAVAL SHIP MISSILE SYSTEMS ENGINEER-
ING STATION (NSMES), PORT HUENEME**

**U.S. NAVAL FLEET MISSILE SYSTEMS ANALYSIS
AND EVALUATION GROUP (NFMSAEG), Corona**

**U.S. NAVAL LABORATORIES
IN CALIFORNIA**

PART B

Ad with theme
of equality of
employment at
U. S. Navy
Laboratories
in California.

This ad, which
was prepared
for the Board
of Examiners
for Scientists
and Engineers,
Pasadena, was
highlighted on
the cover of
the Media Agen-
cies Clients
publication.

A series of
two-third and
full-page ads
were placed in
scientific
publications

Missiles and
Rockets

Physics Today

and

Scientific
American.

PART C (1)

Toward an Understanding of America's Minorities



A SPECIAL BIBLIOGRAPHY

Compiled by the Center Library Staff, V.A. Center
Los Angeles

Cover of bibliography prepared by the Veterans Administration Center in conjunction with its supervisory training course on equal employment opportunity

PART C (2)

A NOTE OF INTRODUCTION

This special bibliography on American minorities has been compiled by our librarians as an adjunct to the course on equal employment opportunities. This listing of books is an invitation to browse and to read and to gather knowledge and insight and "feel" for one of the major problems of our times.

Many of these books are dated. Some are of historical interest only. Others like "Uncle Tom's Cabin" should be read in conjunction with books like "Goodbye to Uncle Tom". Other books have just been released and reflect the latest thinking. A number of brand new books are on order.

Special thanks are due the library staff for making this bibliography available to us. It is hoped that through reading there will be an increase in understanding in this vital area.


H. MARTIN ENGLE, M.D.
Director

Introductory note for the 12-page
bibliography on minorities prepared
by the Veterans Administration Center

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CHAIRMAN

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D C 20415

APR 21 1965

Mr. William L. Taylor
Staff Director
Commission on Civil Rights
1701 Pennsylvania Avenue, NW
Washington, D. C. 20425

Dear Bill:

In the spring of 1964, the Civil Service Commission surveyed in some depth the Los Angeles, California area with the two-fold objective of measuring the overall Federal recruiting effort to assure equal opportunity in filling Federal positions and assessing social, economic and educational factors which might have a bearing on Federal staffing.

The survey of the Los Angeles area was part of an overall equal employment opportunity community review program extending into about eighty metropolitan areas throughout the country.

Follow-up studies were made in Los Angeles as well as in many of the other communities this past spring.

I have gone over the Los Angeles reports again in the light of the Watts area riots this past summer in order to become more familiar with conditions in that city just before the riots. Knowing the types of conditions which have potential for becoming troublesome may prove beneficial in considering and developing unified Federal action programs in other critical cities.

Because of our mutual interest in equal opportunity programs, I should like to share with you the results of this Los Angeles study. I am, accordingly, enclosing copies of the review report and the follow-up report along with summary analyses identifying need for further follow through.

Sincerely yours,


John W. Macy, Jr.
Chairman

Enclosures