

UNITED STATES DEPARTMENT OF AGRICULTURE
Office of the Secretary
Washington

CIVIL RIGHTS -- 1965

This report was prepared from information supplied by the agencies it covers. It depicts their efforts as of January 1966 to obtain compliance with Title VI of the Civil Rights Act of 1964 and is best understood when measured against the adverse conditions found in these agencies in the 1965 Civil Rights Commission Report, "Equal Opportunity in Farm Programs."

The report shows steady though uneven progress.

Your comments are invited.

UNITED STATES DEPARTMENT OF AGRICULTURE

CIVIL RIGHTS -- 1965

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UNITED STATES DEPARTMENT OF AGRICULTURE

CIVIL RIGHTS -- 1965

The new year brings the first anniversary of the Department's civil rights regulations and an opportunity to record the past year's activities.

Beginning in early 1965, the Department of Agriculture was characterized as the "bad guy" in civil rights in the Federal Government. Our record was poor; we admitted it. We did something about it. What we did we describe in the following pages in two sections: The first section discusses our actions in implementing the four recommendations made by the Civil Rights Commission in its March 1965 report "Equal Opportunity in Farm Programs"; the second section records numerical progress in implementing Title VI of the Civil Rights Act of 1964. We boast that we have begun the job of assuring justice for everyone, but we do not pretend to have finished that job. We report continuing progress, but it is uneven and unfinished.

SECTION ONE

PART I -- DEPARTMENT ACTIONS TO ELIMINATE DISCRIMINATION

A. Reorganization

The Department reorganized to insure efficient management of growing civil rights responsibilities in the areas of employment, contract compliance, and Title VI. The Secretary appointed an Assistant to the Secretary for Civil Rights to work with agency civil rights coordinators and to act as the overall coordinator for all Departmental civil rights activities. To bolster efforts to achieve equal employment opportunity in Federal contracts, the Department created in July 1965 a Contract EEO Management Division in the Office of Plant and Operations and appointed a chief. A professional staff of eight has been employed over the past few months. The Office of Personnel remained responsible for assuring equal employment opportunity in the Department.

B. Policy Declaration

During the year the Secretary clarified the Department's equal opportunity policy in several important areas: "The Department of Agriculture, as a matter of policy, shall conduct all its business fully in accord with the principle that every citizen shall receive fair and equal treatment in order that there be no discrimination in any of our activities or programs." The Secretary requested immediate action to: (1) Encourage minority group participation in both administration and benefits of local program activities; (2) Eliminate all remaining segregation and discrimination in office space and related facilities at field

installations; (3) Establish procedures to enforce nondiscriminatory assignments so that all personnel serve all clientele equally without regard to race; (4) Establish methods of evaluating effective procedures to bring about full participation for all in Department programs.

Procedural guidelines were sent to agency heads and civil rights coordinators to assure prompt and effective handling of complaints of discrimination. The guidelines directed that such complaints be sent to the Office of the Inspector General with copies going to the appropriate agency head and to the Assistant to the Secretary for Civil Rights.

C. Dissemination of Policy

The Department had a luncheon meeting for USDA personnel at each of the regional Title VI Civil Rights Commission conferences last fall to reemphasize the Secretary's commitment to eliminate all discrimination and to bring equal service and participation to all.

To reaffirm top-level commitment to stated civil rights policies the Executive Assistant to the Secretary, the Assistant to the Secretary for Civil Rights and the Director of Personnel traveled nationwide to seven cities in November and December to meet with more than 350 top USDA personnel in the field. They discussed problems and progress in the implementation of equal employment opportunity and nondiscriminatory service.

In addition to sending civil rights materials to their field staff, those agencies with substantial program activity in the South have spent a great deal of time in conferences and training programs to explain the Civil Rights Act. For example: (1) Washington C&MS personnel held training schools for two days in the Southeast and Southwest Area Offices to inform C&MS personnel of the provisions of the Civil Rights Act, the implementing regulations, and their responsibility for putting these regulations into effect. (2) SCS representatives, after training in conferences, have discussed civil rights policy and its application with almost every governing body of soil conservation districts and organizations sponsoring Resource Conservation and Development projects and subwatershed projects. (3) In four regional meetings held last June, the FHA Administrator put major emphasis on USDA nondiscrimination policies.

D. Appointment of Advisory Committee

In April the Secretary appointed 16 men of distinguished and varied backgrounds to the Citizens Advisory Committee on Civil Rights to assist in implementing both the letter and the spirit of the Civil Rights Act. The Committee has met with administrators of several agencies in four meetings this year to acquaint itself with some of the problem areas in the Department. Because of its concern over the failure of a great percentage of graduates from predominately Negro colleges to qualify on the Federal Service Entrance Examination and therefore to qualify for USDA employment, the Committee met with representatives of the Negro and white Land Grant colleges to explore this problem. Subsequent meetings with college representatives may produce some recommendations for expanded course work in a strengthened agricultural curriculum or a centering of specialized training opportunities on one campus in the State.

The Committee recommended a more substantial program to bring information about Department services to low-income people. Pursuant to this suggestion, the Office of Information has developed special materials which will be described in Section II-A.

E. Service Regardless of Race

In addition to disseminating the Department policy of service without regard to race, color, or national origin of either the employee or the client, agencies have directed specific attention to this area.

ASCS -- The agency has issued a specific policy and reports that all employees are serving clients without regard to race.

C&MS -- The agency has issued specific instructions on service and reports that all employees are serving without regard to race.

FCS -- The agency's employees are serving clients without regard to race in accordance with specific policy issued on this subject.

FHA -- FHA issued a policy statement prohibiting assignment of FHA personnel by race and assigned the county supervisor the responsibility to see that service was without regard to color. To assure policy implementation the area supervisor who makes continuing reviews of county offices must report to the State Director whether employees are assigned duties without regard to race. From the monthly reports from State Directors, FHA believes progress is being made in assuring that Negro employees serve all borrowers.

FS -- The policy requiring employees to serve National Forest users on an equal basis without regard to race, color, or national origin has been fully enforced.

REA -- The REA compliance report submitted by borrowers on November 30 contained a certification that borrowers' employees served all persons without regard to the race, color, or national origin of the employee or the client. Field personnel will be checking this during their next regular compliance review.

SCS -- All employees are required to serve clients without regard to race. SCS reports that its staff has followed up to see that this policy has been implemented and that audits and inspections indicate things generally are going well in this area.

Success in providing nondiscriminatory service will be assured by continuing agency surveillance of field staff activity as well as by the independent investigations of the Office of the Inspector General.

F. Integrated Housing

In the first survey of discriminatory practices in April 1965 the Office of Plant and Operations reported 188 instances in which our offices were located in buildings having segregated facilities, such as separate restrooms and drinking fountains. Due to the commendable efforts of the State Advisory Committees, the Office of Plant and Operations reported as of December 15 all but seven cases resolved. Four of the seven cases were to be settled by December 31, 1965. The three cases remaining await the outcome of pending court action to remove segregation signs in one instance and new facilities in the other two instances.

Forest Service reports that all State Foresters, State employees who administer the Forest Service Cooperative State and Private Forestry Program, are now housed in nonsegregated buildings.

G. Civil Rights Audits and Investigations

The Office of the Inspector General finished the first phase of its special three-phase civil rights audit in June. The initial audit was performed to learn the extent of compliance with Title VI of the Civil Rights Act and to examine compliance with Executive Order 10925 in 8 major USDA agencies in 134 locations in 35 States. In evaluating USDA activities through June 1965 the Office of the

Inspector General saw the period of January through March as a time of agency self-evaluation and slow action. From April through June action was considerably more aggressive and resulted in substantial progress. The June review revealed, however, that many of the discriminatory practices reported by the Civil Rights Commission still existed and that there were additional problems to deal with, such as instances of inadequate efforts to recruit and employ minority group personnel and of inadequate plans to insure that minority group clientele are informed of USDA programs.

The second phase of the civil rights audit will begin shortly. In addition to checking corrective action in some locations initially reviewed, coverage will be extended to other locations and to an examination of equal employment opportunity in contract compliance.

The Office of the Inspector General also has had the prime responsibility for investigating all allegations of discrimination in Department programs. According to procedure prescribed in the Department's Title VI regulations all discrimination complaints are sent to OIG for determination of the manner of investigation. If OIG determines that the complaint arises from a misunderstanding of the operation of the program or is solely a program problem with no racial overtones, the complaint is referred to the agency for appropriate handling. From January 1965 to December 1965, OIG had completed 61 investigations of discrimination charges in 20 States and the District of Columbia. Forty-one of the complaints originated in the 15 southern States (Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia). The distribution of complaints among agencies was as follows: Agricultural Research Service - 2; Agricultural Stabilization and Conservation Service - 21; Consumer and Marketing Service - 14; Cooperative State Research Service - 1; Farmers Home Administration - 7; Federal Extension Service - 7; Forest Service - 3; Plant and Operations - 1; and Rural Electrification Administration - 5. Forty-three complaints alleged discrimination in employment practices including complaints of discrimination in the employment practices of USDA contractors. Twenty-two complaints alleged discrimination in provision of services and in ASCS elections. (Some complainants made more than one charge.) OIG reports that the number of complaints is increasing particularly from the southeastern States. Twenty-five additional complaints are currently being investigated or are awaiting investigation.

PART II -- DEPARTMENT ACTIONS TO ENCOURAGE AND EXTEND FULL
PARTICIPATION IN DEPARTMENT PROGRAMS OF ALL CLIENTELE
WITHOUT REGARD TO RACE

A. Increasing Information to Minority Groups

The Office of Information has developed a variety of materials designed to inform minority groups of USDA programs and services and how to take part in them as well as to help convince them that they have a full right and are expected to participate.

To this end, and at the recommendation of the Citizens Advisory Committee on Civil Rights, a set of 50 color slides entitled "At Your Service" was developed to explain USDA programs and services to hard-to-reach families. More than 300 sets of slides and accompanying narration are being distributed by agency offices in the rural South. The Office of Information is making sure that the slides are used widely. To encourage use by civil rights groups, 200 copies of the pictorial narration guide describing the slides were sent to these organizations.

The Office of Information also produced four different slide spot-announcements which have been sent to 75 selected TV stations on a trial basis. As soon as the acceptability of these spots is measured, materials will be sent to additional television stations.

In addition, at the recommendation of the Citizens Advisory Committee, the Office of Information prepared a 24-page publication describing Department programs in simple language and pictures to low-income people. This booklet, "You Too Can Get Help," was issued November 29, 1965, and 200,000 copies were printed for distribution by the Department as well as by vocational agriculture teachers, churches, civic and civil rights organizations and the press.

Work with the Negro press has been intensified with increased emphasis on providing information on sources of assistance. Success stories about Negro farm families plus announcements of Negro appointments to significant positions in the Department is increasing confidence in the Department's nondiscriminatory policy and is encouraging Negro students to seek work opportunities in Agriculture.

The Office of Information, again at the suggestion of the Citizens Advisory Committee, is exploring with HEW and agency representatives the possibility of using educational television to reach low-income rural people with information to help them help themselves. Educational television pilot projects are expected to get underway shortly.

Several agencies have given special attention to preparing information to acquaint minority groups with available services and their right to participate in the programs.

ASCS -- Over 1,800,000 leaflets entitled, "ASC Elections," (Pa-676) were issued to farmers and others, primarily in the South. Here are excerpts from this leaflet: "Minority group farmers will be placed on the ballot in the same proportion as they are to the total number of farmers in the county"; "The place where they count the votes will be open to everyone, regardless of race, creed, or color." ASCS also distributed 35,000 leaflets, "Electing Farmer Committeemen to Administer ASCS Programs" (Pa-677) to county and community committeemen and to civil rights organizations.

The agency sent a memorandum to all State Chairmen for news for press and radio which read in part: "Eligibility to vote or to hold office as a committeeman is not restricted by reason of race, color, creed, or national origin."

C&MS -- The Consumer and Marketing Service is reviewing a preliminary draft of a popular style leaflet which will include information on the applicability of the nondiscrimination rules and regulations for distribution to persons involved in the State and local operations of the program. Publication is planned for early 1966.

C&MS has developed program material in Spanish and the agency is considering translating radio and television materials into Spanish.

FHA -- Farmers Home Administration has undertaken a variety of publicity techniques to impress the public that the agency services are available to all. Examples include: Public dedications or tours of all major FHA financial projects in communities where projects serve Negroes; a weekly action bulletin for State Directors reporting specific "success" stories highlighting successful techniques and reminding the directors of the continuing need for more effective communications with the public; Washington and field personnel cooperation in the preparation of hundreds of articles for news media that demonstrate the agency serves all people; agency pamphlets explaining FHA services are available to all people; integration of projects where separate applications have come from Negro and white families for financial assistance to develop water systems and cooperative enterprises; major emphasis on working with and speaking before Negro and other minority group organizations and seeking out local Negro leaders to discuss local problems.

FS -- A standard sign informing the public that no discrimination is permitted and that complaints should be addressed to the Chief of the Forest Service was distributed for posting on all permit areas of a public service nature.

Forest Service is designing brochures to include pictures of Negroes using recreational areas.

B. Increasing Communications With Minority Groups

The Office of the Assistant to the Secretary for Civil Rights has maintained direct and continuing contact during the year with many local and State civil rights organizations. All agencies are initiating contacts with civil rights groups and other groups concerned with the rural poor in an effort to broaden the knowledge of opportunities offered under their programs and to be more responsive to the needs expressed by these groups. For example:

ARS -- The Assistant Director of Agricultural Research Service has made visits to several predominately Negro colleges exploring the possibility of contracts and grants, employment of their graduates and employment of their faculty during summer.

ASCS -- Agricultural Stabilization and Conservation Service has increased its communication with minority groups by inviting them to various meetings held by ASCS personnel and by meeting with farm and civil rights groups to discuss farm programs, elections procedures, and employment practices. Groups ASCS has had contact with include SNCC, Alabama Council on Human Relations, CORE, and the National Sharecroppers Fund.

C&MS -- Work has been done with the Office of Economic Opportunity to get material on their programs distributed and explained to low-income groups. The agency has met with a representative of the Mississippi Freedom Democratic Party to get suggestions on further steps to assure that Mississippi Negroes are adequately informed on all food distribution programs. In addition, the administrators of the National School Lunch and Special Milk Programs have met or communicated with CORE, NAACP, COFO, Mississippi Freedom Democratic Party, New Harlem Tenants League, and SNCC. Since September 1965, C&MS field people have attended 17 meetings sponsored by church, civic, and civil rights groups to explain the program to low-income people. The contacts have provided an excellent opportunity for explaining the programs and clearing up misconceptions.

C. Increasing Participation of Negroes in the Decision-Making Process

In the past minority groups have not been represented in the local administration of program benefits and consequently their program participation has been limited in too many instances. Agencies have been busy increasing minority group involvement in decision making bodies.

ASCS has increased minority group participation in the decision-making process through election and committee participation. Prior to January 1965 Negroes' names had not, with rare exceptions, been placed on ballots as candidates, and Negroes participated in ASCS elections in few areas in the South. In January 1965, when ASCS first assumed responsibility for the elimination of discrimination in these elections, 75 Negroes were serving as community committeemen in 11 southern States. Today there are 519.

As of January 1965 there were no Negroes elected to county committees in the South. Today there are 5 who serve as second alternates.

ASCS -- Prior to January 1965 no Negro had ever been appointed by The Secretary of Agriculture to a State ASC committee in the South. Since then, the Secretary has appointed three Negroes to ASC State committees. They are now serving in Arkansas, Maryland, and Mississippi and their names have been submitted for reappointment in 1966.

ASCS -- To increase the participation of Negroes in policy-making decisions the Administrator appointed 47 Negroes to ASC State Advisory Committees in 11 southern States. The Committee members are to assist in assuring nondiscriminatory program administration at the State and county level, equal access to ASCS information and full participation in ASCS elections. ASCS will work on ways to make this committee's participation more effective.

ASCS -- In 1965 the administrator appointed 62 Negroes for regular one-year terms on Review Committees in southern States. These committees, established under the authority of 1938 legislation, function to review appeals from farmers dissatisfied with their marketing quota. Seventy-three Negroes have been appointed to this committee for 1966.

C&MS -- Consumer and Marketing Service has appointed a Negro to its Advisory Committee on Criteria for Poultry Inspection.

C&MS -- The Food Stamp Act provides that the Department take steps to obtain cooperation on the part of State, local, or private agencies to carry out informational and educational programs concerning nutrition. C&MS has encouraged the development of committees to prepare nutrition education materials designed to assist low-income people in making better use of their increased purchasing power. In 18 counties in the Southeast which have nutrition education committees there are 187 committee members of which 64 are Negro. The Office of the Secretary has assisted C&MS in making many of these contacts with local Negro leaders.

FHA -- Prior to the Administrator's memorandum in April 1965 directing State Directors in the southern States to appoint a Negro as a

regular committeeman in each county in selected States where there were 20 percent or more nonwhite farmers in the county, there were 18 regular and 127 alternate county committee members. As of October 31, 1965, there were 349 regular Negro committee members and six alternate county committee members in Arkansas, Louisiana, Florida, Mississippi, Georgia, North Carolina, South Carolina, Tennessee, Texas, Alabama, and Virginia. Nationwide on the same date there were 374 regular Negro committee members and 11 alternates. Compliance reports from State Directors have uniformly indicated that Negro committeemen have been given the same training as other committee members and are participating fully and equally in the committee work.

SCS -- Phase I Audit reports showed that SCS work units had no plans to increase participation of minority groups, so SCS listed methods to achieve greater participation of minority groups and required States to see that they were put in use. Although States indicate appropriate steps have been undertaken, SCS's review of quarterly progress reports will measure actual accomplishments.

D. Extension of Service to Minority Groups

Agencies accompanied increased information programs with efforts to extend service to those previously unserved. For example:

FHA -- FHA progress in increasing loan service to Negro farmers in 16 southern States during the 1965 fiscal year is recorded below:

Initial Loans to Negro Applicants By Type of Loan Sixteen Southern States - 1964 versus 1965

<u>Kind of Loan</u>	<u>1964</u>		<u>1965</u>	
	<u>No. To</u> <u>Negroes</u>	<u>Percent</u> <u>to Negroes</u>	<u>No. to</u> <u>Negroes</u>	<u>Percent</u> <u>to Negroes</u>
Operating	3,425	26	4,391	31
Farm Ownership	354	8	526	12
Soil and Water	51	11	38	10
Rural Housing	548	7	1,282	14
Emergency	2,174	29	2,476	26
Economic Opportunity	--	--	2,293	40
TOTAL	<u>6,552</u>		<u>11,006</u>	

RCDS -- One of the principle challenges to the Rural Community Development Service is to make effective contact with impoverished rural Negroes in the South. The agency brings information on services and assists people to take the steps necessary to benefit from these services. In spite of the newness of the task, notable

progress has been made in getting information to low-income minority people. In some instances better information has resulted in important strides toward increased income, better training, and better living conditions. During the past year field representatives serving Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Tennessee, and Virginia have all been involved in the extension of programs to unserved areas and to minority groups. The field representatives have been helpful to OEO in extending and promoting integrated community action programs in rural areas, in promoting Title III and Title IV loans to all needy persons, and in developing a number of integrated "Head Start" preschool programs in rural areas. These field representatives have also assisted in promoting programs of the Small Business Administration, the Economic Development Administration, the Department of Housing and Urban Development and others on an integrated basis.

C&MS Food Stamp, Commodity Donation Programs -- Participation by Negroes in counties where the program operates is comparatively high because Negroes comprise such a large proportion of low-income families. However, there are dozens of very low-income, high-Negro-population counties in the South which do not have either program -- gaps in coverage are particularly severe in Alabama, Georgia, South Carolina and Virginia. However, some progress has been made in extending the programs, notably in Mississippi, which with the assistance of the Department recently worked out a 6-month demonstration project designed to bring all counties in the State into a commodity food program available to all needy persons.

C&MS School Lunch -- To increase participation in the School Lunch program in low-income areas which are frequently areas with a large Negro population, Consumer and Marketing Service is applying the newly appropriated \$2 million (Section 11, National School Lunch Act). Results, as demonstrated in a special project in North Carolina, are dramatic. The six Negro schools chosen for the North Carolina Project were charging 25¢ or 30¢ for lunch and had participation of from 19 to 35 percent of the student body. When the price of the lunch was reduced 15¢ by increased Federal assistance the average increase in participation was 157 percent.

Other efforts over the past 2 years, such as increasing the reimbursement rate for free lunches, have stimulated participation and succeeded in extending the program to 1,200 needy schools with 170,000 children participating.

Special Milk -- The level of participation of Negro children in the Special Milk program is fairly high because subsidization has reduced the price to 3¢ or 4¢ in most areas.

REA -- The area coverage policy of providing service to all consumers in the service area of borrowers and the wide acceptance of this policy by borrowers generally has been responsible over the years for the high percentage of farms now receiving electric service and the substantial progress that has been made in extending modern telephone service in rural areas.

FCS -- The Farmer Cooperative Service has responded to numerous requests for information and advisory assistance from minority groups considering the establishment of cooperatives and has also had productive discussions with managers of some of the key cooperatives in the South on increasing the participation of minority groups.

ERS -- The Economic Research Service is extending assistance to predominately Negro institutions which in the past have had little opportunity to participate in USDA research grants. The new Economic Development Division is focusing on the improvement of living conditions of low-income people and on the development of low-income areas. This effort will bring greater research attention to the problems of rural racial minorities who comprise a sizable segment of the rural poor.

CSRS -- Cooperative State Research Service has requested \$1 million for fiscal year 1967 to support research grants to improve agricultural research competence in former Negro Land Grant Colleges. Present authority (for basic research) exists under two acts, however, the proposed amendment to PL 89-106 to include authority for training would increase the possibility of assistance to these institutions.

PART III - DEPARTMENT ACTION TO ASSURE EQUAL EMPLOYMENT OPPORTUNITY

A. Reaffirmation of Policy

The Assistant Secretary for Administration reaffirmed the Department's commitment to take affirmative action to secure equal employment opportunity ... "Qualified minority personnel are to be sought out ... they shall have full access to training programs, work assignments, details, and many other techniques to qualify them for appropriate advancement ... All supervisory personnel of the Department must make it unmistakably clear -- by deed as well as by word -- that it is the policy of the Department to vigorously support the letter and the spirit of affirmative action for equal employment opportunity."

To be sure that the major field offices understood the need to obtain results in the EEO program, agency personnel officers reviewed the program in 10 field conferences during October, November, and December 1965. The Executive Assistant to the

Secretary, the Assistant to the Secretary for Civil Rights and the Director of Personnel also stressed equal employment at seven regional civil rights meetings held recently.

Contract Compliance Policy -- Federal Regulations provide that each contract of \$10,000 or more let by Department agencies must contain a nondiscrimination clause pursuant to Executive Order 11246, which assures that the contractor will provide equal employment opportunity. There are approximately 7,500 USDA contractors covered by this Executive Order.

B. Actions

The Office of Personnel worked with agency representatives to coordinate recruitment of minority personnel. The group distributed copies of a directory of Negro Colleges and Universities to Department agencies and is considering alternate means of reaching minority group applicants and proposals to assure all agencies adequate information on qualified minority group applicants.

Agencies were encouraged to utilize the resources of the National Urban League Skills Bank. Letters were sent to 147 displaced Negro teachers on recommendation of the Citizens Advisory Committee.

The Department published "Occupational Summary -- Best Employment Opportunities in Agencies of the Department of Agriculture" as source material to aid in the recruitment of minority group individuals. Copies of the booklet and examination announcements listed are going to all predominately Negro colleges and universities.

Teams visited four headquarter cities for audit conferences and information on progress, conditions and attitudes.

Agencies have greatly expanded their recruitment contacts with predominately Negro high schools and colleges.

They have also furnished detailed plans for progress in the Equal Employment Opportunity Program from which an overall Department plan was prepared.

In the area of equal employment among USDA contractors, the newly established Contract EEO Management Division reviewed, as directed by the Office of Federal Contract Compliance, 15 contractors with 100 or more employees and no Negro employees, located in areas with at least 4 percent Negro population. Plans for 1966 include on-site compliance reviews of 50 percent or 315 contractors or

subcontractors employing 100 or more and a number of multiplant firms employing less than 100 per facility.

The Contract Compliance unit also has responsibility for processing complaints of employment discrimination filed against covered contractors. Since 1963 they have received a total of 23 cases of employment discrimination against Department contractors. Eight cases have been sent to the Office of Federal Contract Compliance for final disposition, since September 1965. In each case negotiations resulted in corrective action by the employer.

C. Results

For the year ending June 30, 1965, Negro employment in the Department increased 41.4 percent over the previous year. In actual numbers this reflects an increase from 3,057 to 4,324 or 4.5 percent of the total employees in the Department. There is progress in promotion -- an increase of 23 percent in Negroes holding GS-5 to GS-11 positions and an increase of 22 percent in positions for GS-12 to GS-18. A June report showed that formal training for minority groups in fiscal year 1965 approximated the proportion of these groups to the total full-time employee population, and the plans for 1966 will increase the numbers to be trained. Current plans and actions should assure continuation of this accelerated trend toward increased utilization of minority group employees.

ASCS -- Not recorded in the Federal Employment story are the Agricultural Stabilization and Conservation Service's efforts to increase employment at the county office level. Prior to January 3, 1965, Negroes had not been employed in permanent positions in county ASCS offices in the South and only a few Negroes had been appointed to temporary positions each year by county committees. Today there are 27 Negroes permanently employed in county offices and field positions in the southern States. During the year 1965, a total of 5,267 Negroes were employed in temporary positions in ASC county offices throughout the South and at the end of December 1965 there were 426 Negroes in pay status in temporary positions at the county level. During 1966 the agency will further emphasize increasing minority group employment in permanent county office positions.

PART IV -- ACTIONS TAKEN TO ESTABLISH METHODS FOR REVIEW AND EVALUATION OF IMPLEMENTATION OF THE EQUAL OPPORTUNITY POLICY IN DEPARTMENT PROGRAMS

A. Committee Appointment

The Secretary appointed a Departmental Committee for Program Review and Evaluation to establish continuing review and evaluation of Department programs which will assure that these programs are efficiently accomplishing the objectives of Congress on a completely nondiscriminatory basis.

B. Committee Actions and Agency Plans

As directed, the Committee on Program Review and Evaluation conducted extensive meetings with all agencies of the Department that provided any service to the public to design evaluation systems which would measure quantitative and qualitative service to minority groups. As a result, seven agencies have completed plans and of these agencies three (FHA, FCIC and SCS) have obtained initial data from the field. The Rural Electrification Administration is revising a previously rejected questionnaire to resubmit to the Bureau of the Budget. Several other agencies are able to compile useful ancillary statistics.

Apart from the agency evaluation procedure, the Office of the Inspector General independently evaluated agency implementation of equal employment opportunity and civil rights policies.

SECTION TWO

"No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." (Title VI, Section 601, Civil Rights Act of 1964)

Ten agencies of the Department have programs which provide assistance through, in the language of Title VI, recipients to beneficiaries. These agencies having indirect programs subject to the Civil Rights Act are: ARS, ASCS, C&MS, CSRS, FCS, FHA, FES, FS, REA, and SCS.

Realization of the intent of Title VI -- nondiscriminatory service, available to all and utilized by all -- is accomplished by three approaches: (1) Requiring the recipient of Federal assistance to sign a statement (an assurance) saying he is not discriminating or, in the case of a continuing program which is not in compliance, requiring a detailed plan for coming into compliance, (2) reviewing the activity of the recipient to be sure that the recipient is, in fact, not discriminating and (3) providing information to the public on the applicability of the Civil Rights Act to USDA programs and the public's right to complain.

The attached report summarized for the 10 agencies involved the number of assurances required and received, the number of compliance reports received, and the number of compliance field reviews conducted by the agency and the State agencies. The report shows that agencies have obtained nearly all required assurance and that most agencies have begun to review the recipients of assistance. In those few cases where assurances are outstanding or where noncompliance remains, the Department will move to initiate hearings. To date the Department has gone to only one hearing and this one case was settled without the full formal proceedings.

UNITED STATES DEPARTMENT OF AGRICULTURE

NONDISCRIMINATION IN FEDERALLY ASSISTED PROGRAMS

AGENCY & PROGRAM	ASSURANCES & PLANS		COMPLIANCE REVIEWS & REPORTS COMPLETED as of 12/15/65	
	Required	Received	Reports	Reviews
AGRICULTURAL STABILIZATION and CONSERVATION SERVICE				
Cropland Conversion Program	112	108		57
Gum Naval Stores Price Support	20	20	20	11
Peanuts Price Support	587	587	65	265
Tobacco Price Support	356	356	225	347
AGRICULTURAL RESEARCH SERVICE	95	95	Anticipating coordination with Department of HEW	
COOPERATIVE STATE RESEARCH SERVICE				
Hatch Act Grants	53	53		27
Cooperative Forestry Research	60	61		26
Research Facilities	23	23		5
Basis Research	17	17		1
CONSUMER and MARKETING SERVICE				
School Lunch	22,172	22,162		3,672
Special Milk	32,680	32,590		3,184
Direct Distribution	38,309	37,889		6,398
Food Stamp	869	863		181
Matching Funds	46	46	45	15
FARMER COOPERATIVE SERVICE	52	47		27
FARMERS HOME ADMINISTRATION	622	622	Not available yet	
FEDERAL EXTENSION SERVICE	51	51	15	15
RURAL ELECTRIFICATION ADMINISTRATION:	1,686	1,686	1,052	1,347

(Cont'd next page)

Attachment

(Continued)

UNITED STATES DEPARTMENT OF AGRICULTURE
NONDISCRIMINATION IN FEDERALLY ASSISTED PROGRAMS

AGENCY & PROGRAM	ASSURANCES & PLANS		COMPLIANCE REVIEWS & REPORTS COMPLETED as of 12/15/65	
	Required	Received	Reports	Reviews
SOIL CONSERVATION SERVICE				
Soil & Water Conservation Districts	2,976	2,970	NONE	
Sponsoring Organizations (Watershed, Sub-watershed, Resource Conservation & Development Projects)	1,897	1,895		
Project Agreements, Plans & Amendments	436	416		
FOREST SERVICE				
Revenue Sharing Payments	1,278	1,246	Coordination with HEW	
Cooperative State Forestry	263	263	Not Reported in Washington; in Process	
Research	119	119	Anticipating Coordination with HEW	
National Forest Administration	5,155	4,291	Not Reported in Washington; in Process	

Attachment

ADDENDUM

In accordance with an earlier understanding, the Federal Extension Service has furnished a report of civil rights progress in the Cooperative Extension Services during 1965. The factual information presented in this report is largely a summary of reports of status of compliance furnished by those states which have not furnished assurances of compliance.

It is noteworthy that this report does not attempt to describe the employment situation within the Cooperative Extension Services. This is an area of real concern, however, and much effort will be expended in correcting abuses where they are found to exist.

The Extension program has a greater sociological impact than any of the other programs offered by the Department of Agriculture, and the program itself is implemented by the states under memoranda of understanding with the Department. For these two reasons, we may expect civil rights progress to be irregular at best and lacking altogether at worst.

CIVIL RIGHTS PROGRESS IN THE COOPERATIVE EXTENSION SERVICE
January 1, 1965 - December 31, 1965

The Cooperative Extension Service made rapid strides in 1965 toward full compliance with Title VI of the Civil Rights Act of 1964.

In one year of voluntary compliance, the 14 Southern States have overturned the traditional pattern of separate educational services for white and Negro rural people. Extension leaders in the South deserve praise for their many accomplishments in effecting changes in this complex problem area which involves the financial cooperation of county governments and the voluntary cooperation of many thousands of local unpaid leaders.

Compliance with the Civil Rights Act of 1964 was a primary goal of the Federal Extension Service in 1965. All FES staff members have been advised repeatedly of their responsibilities under the Act and have been kept informed of progress.

The FES Administrator held individual conferences with each Southern State Extension Director and his staff to help implement the new legislation most effectively. Requirements under the Act and the need for prompt aggressive action were discussed at five meetings of Southern State Directors.

Most of the adverse findings of the United States Commission on Civil Rights have been corrected. New complaints have been referred to the Office of Inspector General for thorough investigation. Teams

of Federal Extension Service program leaders were sent into each of the 14 States in August 1965 to make a special review of civil rights progress, and to assist states in developing means of eliminating noncompliance.

Success in overcoming racial discrimination in Extension programs, as of December 31, 1965, as reported by the 14 Southern State Directors on January 15, 1966, is encouraging. Their reports consist of answers to 38 direct questions on compliance with the Civil Rights Act of 1964. The following accomplishments are especially noteworthy:

1. All of the 1,327 counties in these States prepared combined work plans for white and Negro clientele for 1966.
2. Mailing lists in all counties include all interested persons regardless of race, color, or national origin.
3. Distribution of publications and other information is made without regard to race.
4. Equal and integrated training opportunities and facilities are provided for all agents.
5. All State, district, and county staff conferences are held without discrimination.
6. Equal opportunities are provided for all 4-H Club members and leaders to participate on a nonsegregated basis in program activities at the State, district, and county levels in all but one of the 1,327 counties.
7. The same results were achieved in providing equal opportunities for all home economics and club members.
8. All farmers are given opportunity and encouraged to participate in Extension programs without segregation, except in one county.
9. About half (650) of the 1,327 counties have both white and non-white members on their program planning committees.
10. Extension agents conduct integrated training programs for local leaders of 4-H Clubs, home economics groups, and other organized groups in counties with both white and non-white leaders in all but two counties.

11. All persons have equal opportunities to participate in tours, field days, and other program activities on a nonsegregated basis in all but one county.
12. In only one county does Extension Service allow segregated meetings or permit speakers to appear on programs where the audience is segregated.
13. Of the 9 Southern States where exclusively Negro Extension staffs were located at predominantly Negro colleges, the Negro Extension staff has been combined with the white staff in five States and still remains separate in the other four.
14. Of the six States that have Extension Service planning or advisory committees at the State level, five are integrated.
15. Supplies, equipment, and other office facilities are provided without racial discrimination in all except one county.
16. All 14 States now assign workers without regard to race. Staffing changes have been made in all States to eliminate dual systems of supervision based on race.
17. Extension offices in all 14 States have provided staff training and orientation of Extension workers on policies and requirements of the Act and have adopted procedures and program reviews to guarantee continuing compliance.
18. The State Extension Director in each of the 14 States has assured the Department of Agriculture that Extension staff members will not work through organizations that discriminate on the basis of race.

Some question still remains as to whether five of the States have properly disseminated information to the public on the policies and requirements of the Act.

Also, a question remains as to whether four States have adequately notified organizations receiving Extension assistance that such assistance cannot be continued for organizations that discriminate on the basis of race.

19. One of the most significant achievements in Extension, and one that is easy to measure, is the consolidation of white and Negro county Extension offices. Of the 424 counties that have both white and Negro agents, 341 had completed housing of all employees without regard to race, color, or national origin. This total had been reached by April 15, 1966. Lack of local availability of housing is the major delaying factor in many of the remaining areas and each situation is being handled on an individual basis to achieve full compliance.