MIT seeks to implement minority employment report

By Bob Dennis

Plans are currently being developed for the implementation of the goals of the Ad Hoc Task Force on Equal Employment Opportunity.

The Task Force, under the chairmanship of Jack Rains, Vice President for Special Laboratories, was appointed by President Edward Johnson in September 1968. The Task Force analyzed MIT's employment of minority group citizens and made many recommendations for improving the minority employment situation at the Institute. Toward the implementation of the goals, Mr. James C. Allen, MIT's Opportunity Development Officer, is completing work on an "affirmative action" program (a document required of all government contractors). The program, which is expected to be released next week after approval by Johnson, will incorporate the basic recommendations of the Rains Report as well as some new ideas.

3.7% Blacks

It was reported that in the working population of MIT, excluding academic appointees, the percentage of Blacks at the end of 1968 was 2.7%. The vast majority of these were employed in unskilled or semi-skilled jobs. This percentage was 2.9% in 1964. The Report concludes: "Though this shows progress, it is not a satisfying record for four years of announced equal opportunity efforts."

Recruiting efforts in 1968 produced 288 Blacks out of total applicants of 6,762. Of the 1,777 hired, 102 were Black. From these figures, 4.3% of the total applicants were Black. 35% of the Black applicants were hired, contrasted with 29% of the total number of applicants.

"Intensive effort"

The Report declares: "It is incumbent upon the Institute to mount an intensive effort to extend equal opportunity in all employment categories and to sustain it until this critical national problem is solved. The specific long-term, minimum goal should be a ratio of black employees to the total in each major occupational grouping - staff, office, hourly - approximating the ratio of blacks to the total population of the United States, currently around 11.9%.

Recommendations

Among its recommendations for immediate action, the Rains Report called for:

(please turn to page 6)

Relax and Divert

CAMPUS CUE

570 Commonwealth Ave.
(Opposite B. U. Towers)

Pocket Billiards

"Great for a Date"

AT YOUR NEWSSTAND NOW

Toward the implementation of the goals, Mr. James C. Allen, MIT's Opportunity Development Officer, is completing work on an "affirmative action" program (a document required of all government contractors). The program, which is expected to be released next week after approval by Johnson, will incorporate the basic recommendations of the Rains Report as well as some new ideas.

3.7% Blacks

It was reported that in the working population of MIT, excluding academic appointees, the percentage of Blacks at the end of 1968 was 2.7%. The vast majority of these were employed in unskilled or semi-skilled jobs. This percentage was 2.9% in 1964. The Report concludes: "Though this shows progress, it is not a satisfying record for four years of announced equal opportunity efforts."

Recruiting efforts in 1968 produced 288 Blacks out of total applicants of 6,762. Of the 1,777 hired, 102 were Black. From these figures, 4.3% of the total applicants were Black. 35% of the Black applicants were hired, contrasted with 29% of the total number of applicants.

"Intensive effort"

The Report declares: "It is incumbent upon the Institute to mount an intensive effort to extend equal opportunity in all employment categories and to sustain it until this critical national problem is solved. The specific long-term, minimum goal should be a ratio of black employees to the total in each major occupational grouping - staff, office, hourly - approximating the ratio of blacks to the total population of the United States, currently around 11.9%.

Recommendations

Among its recommendations for immediate action, the Rains Report called for:

(please turn to page 6)

Relax and Divert

CAMPUS CUE

570 Commonwealth Ave.
(Opposite B. U. Towers)

Pocket Billiards

"Great for a Date"

AT YOUR NEWSSTAND NOW

The Burgundy Street Singers were just 10 unknowns from Kansas.

Then they entered the Intercollegiate Music Festival.

The Burgundy Street Singers performed as regulars this summer on CBS TV's Jimmie Rodgers Show and are now under contract to Budweiser. From Kansas State University students...to professional entertainers in one year!