HEW report outlines minority hiring plans

By Norman D. Sandier

After over one year of preparation, MIT has completed a report to the Department of Health, Education and Welfare, on its Affirmative Action Plan for equal opportunity for minorities.

The plan is in compliance with standards set down by HEW, and is aimed at increasing representation of minorities and women at MIT. Originally the committee on equal opportunity consisted itself with employees—administration, faculty and staff. However, the final report which is to be released tomorrow deals with all categories of employment, and all educational programs.

As a major federal contractor, MIT has been compelled to develop an Affirmative Action Plan. A draft of the HEW report emphasizes that the Institute is not undertaking the new plans and policies due to government requirements, rather because it is "right and proper" for MIT to commit itself to the program, as a large contractor and employer.

Policy of action

The HEW report committee MIT to a "neutral" stand of non-discrimination. The new plan has MIT taking "affirmative action" in the hiring of minorities and females. The report defines minorities as Blacks, Indians, Orientals, and Spanish Americans.

The body of the report outlines steps to be taken and policies which are to be adopted by MIT in taking on the program. For the achievement of long-term goals with respect to representation, seven principles are outlined:

1) Imbalances in representation of women and minorities in all categories of employment must be identified and eradicated by more vigorous recruiting efforts.
2) Employers will be encouraged to take advantage of the Institute's programs in career development with special efforts made to inform women and minorities of all opportunities as they become available.
3) All employees in similar positions with equivalent credentials will receive equal compensation.
4) Educational programs, financial assistance and other benefits will be made available to all employees.
5) Efforts will be made to increase the numbers of women in both the undergraduate and graduate student bodies.
6) Changes in employment and admission procedures will eliminate discrimination against women and minorities applicants due to prior limitations which may have influenced previous achievement records.
7) MIT will ensure maximum opportunities for placement of services and products from minority and female vendors.

In addition to setting forth (Please turn to page 7)

Alumni discuss education

By Walter T. Middlebrook

Black students used the discussion session of the Black Conference on Science and Technology held Saturday to relive their grievances with their administrators. The administrators are black and alumni of the school.

Their stories were different, but there was basically the same theme—"Tech is Hell"—as they addressed the question of what they felt the MIT black student today and as the alumni should be giving light from the MIT black student of yesterday.

One female student noted that the social life for the black woman was not as joy an affair as it was for the white students surrounded by many men. MIT women are considered "too heavy (very smart)" to deal with by black men.

Another position of the black foreign student was also questioned. Foreign students come here to be educated and statistics show 90% are becoming Americanized." One foreign student, who expressed what he felt, said, "Education of foreign students has been a total failure." He said, "students should return home and help their own countries."

Another student described his ordeal as "a one man band playing all alone." Another questioned MIT's position to its black students. "Most projects are student initiated, student developed, and student run. Very few faculty and staff play any other role than teaching the courses required for their classes." This idea was further developed by another student who said, "students approach the administration and say, 'we have a problem,' The administration then says, 'well set up a committee to study it.' After months of studying the problem, the committee reports, 'after four to six months of study, we have found that we do have that problem,' and that is it, very little done in the end.

A graduate student on the panel disclosed that since MIT had lagged its equal opportunities programs five years ago, "There are still several graduate schools at MIT which have no black students, and in a majority of the others the percentages are ten or less." To bring any kind of change about, he said, "We, as students, should have to go about researching and doing the jobs of the professionals, they should get on the ball, so that we can be shown the business of being students.

MIT President Jerome B. Wiesner, who was present at the conference, remarked that it was quite evident that we have a big problems on our hands. "One immediate problem is that Wiesner discusses OTA, tech assessment

By Mike McNamara

"The idea is to get away from the idea of technological assessment if I had any way, but we had no choice—we had to face the questions being raised." MIT President Jerome Wiesner, speaking recently at a Technology and Culture Seminar, emphasized the need to have a fund of technological assessment. "As President Science Adviser to the nation, ... to face one that technology was growing faster and faster, and the older generation, instead of growing slowly, it was increasing exponentially, with a doubling period of five to six years. This was much faster than the increment of technology, the evolution of what it could do and be, was growing." The awareness of technology and its effects, according to Wiesner, is what is lacking in many governmental officers and programs, "therefore, I have chosen to investigate the subject, I found that a small group in government was well disposed that had important implications for the whole country, and that the decision were..." (Please turn to page 2)