

Administrative - Internal Use Only

PEPS 75-383/A
DD/A 75-2856

Executive Registry
75-281/1

19 FEB 1975
DDI-563-75

MEMORANDUM FOR: Deputy Director for Administration
SUBJECT : Comments on Year-End Report for Sixteen Point Program
REFERENCE : Memo to DCI, dtd 22 Jan 75, same subject

I have read the referenced report with interest and my comments follow:

STAT

1. [redacted] indicates that Hispanic-American Agency employees can now be identified. This is true. It is also worthy of note that Hispanic-American applicants can now be identified and statistics maintained on them in a manner similar to those we keep and report on black and women applicants.

2. I do not believe we have a formal "hiring goal" for Hispanic-Americans. [redacted] is working closely with Chief, Recruitment Division and the DD/Pers/R&P in the total area of requirements as well as recruiting. He is aware of the limited amount of employment we are undertaking in FY-1975 and FY-1976. I believe he will be trying at the Management Committee Meeting to get some kind of a goal established for the remainder of FY-1975 and into FY-1976.

STAT

STAT

3. [redacted] advises me that [redacted] uses the word "recruitment" in the same sense Tom Holmes initially did when talking about minority problems. To him it means the entire employment process, from interview through selection to EOD. In this sense he has a point. I don't believe we have EOD'd one professional Hispanic-American employee in the last several months.

STAT

Administrative - Internal Use Only

STAT

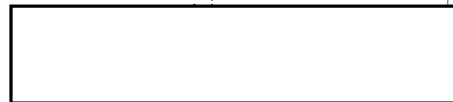
4. [redacted] has personally stressed that he is not demeaning the activities of our recruiters. However, they have been instructed to increase their efforts in seeking out well-qualified Hispanic-American applicants. Clusters can be found in the New York, Austin, Texas and Los Angeles areas. We alerted our recruiters to this minority concern as soon as [redacted] brought the matter to our attention. I have every reason to believe that they will be equally as productive in this field as they have proved to be in seeking out black applicants.

STAT
STAT



6. In the writer's last paragraph he again is referring to the "recruitment effort" in the sense of "employment." We in Personnel will do all we can, within our means, to carry out the Agency's Affirmative Action Plan which includes Hispanic-Americans. I think we can make progress in the next year or two -- especially in the identification of qualified applicants. Internal placement will be the biggest problem, given the ever-tightening monetary and ceiling constraints.

STAT



F. W. M. Janney
Director of Personnel

EXECUTIVE SECRETARIAT
 Routing Slip

TO:		ACTION	INFO	DATE	INITIAL
1	DCI				
2	DDCI				
3	S/MC				
4	DDS&T				
5	DDI				
6	DDA				
7	DDO				
8	D/DCI/IC				
9	D/DCI/NIO				
10	GC				
11	LC				
12	IG				
13	Compt				
14	D/Pers				
15	D/S				
16	DTR				
17	Asst/DCI				
18	AO/DCI				
19					
20					
21					
22					
SUSPENSE		Date			

Remarks: The attached two documents, one from D/Pers and the other from EEO [redacted] relate to MCA-86/B.

STAT
 STAT

STAT

Approved For Release 2005/07/01 : CIA-RDP80B01495R000400040030-4

Next 3 Page(s) In Document Exempt

Approved For Release 2005/07/01 : CIA-RDP80B01495R000400040030-4