



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D. C. 20506

OFFICE OF THE
COMMISSIONER

CONFIDENTIAL

DECEMBER 14, 1982

MEMORANDUM

TO: CLARENCE THOMAS
CHAIRMAN

FROM: ARMANDO RODRIGUEZ
COMMISSIONER

TONY E. GALLEGOS
COMMISSIONER

RE: NATIONAL EEOC HISPANIC TASK FORCE

PURSUANT TO THE CONTINUING DISCUSSIONS WE HAVE HAD REGARDING THE AGENCY'S PERFORMANCE SPECIFICALLY AS IT RELATES TO THE DELIVERY OF SERVICES TO HISPANICS, WE ARE PROPOSING THE ESTABLISHMENT OF A NATIONAL EEOC HISPANIC TASK FORCE. SAID TASK FORCE WOULD HAVE 2 COMPONENTS: ONE ADDRESSING THE AGENCY'S MISSION AND ATTENDANT FUNCTIONS (INTERNAL) AND ONE WHICH WOULD UNDERTAKE A STUDY TO DOCUMENT THE ROLE OF THE AGENCY AS IT IS PERCEIVED BY HISPANICS (EXTERNAL).

THE PRIMARY GOAL OF EACH TASK FORCE COMPONENT WOULD BE THE DEVELOPMENT OF A PLAN (INTERNAL) AND STUDY (EXTERNAL) RESPONSIVE TO THE SPECIFIC ISSUES WHICH HAVE BEEN RAISED IN WRITTEN COMMUNICATION TO THE COMMISSION AND IN THE VARIOUS MEETINGS CONDUCTED OVER THE PAST SEVERAL MONTHS, INCLUDING THE SESSION YOU HOSTED ON SEPTEMBER 16TH WITH SOME 2 DOZEN REPRESENTATIVES FROM LOCAL AND NATIONAL HISPANIC ORGANIZATIONS, AND THE OPEN FORUMS ORGANIZED BY CONGRESSIONAL AFFAIRS FOR COMMISSIONER WEBB AND GENERAL COUNSEL DESIGNATE SLATE. IN EACH OF THESE MEETINGS, ONE THEME REPEATEDLY SURFACED: THIS AGENCY HAS NOT BEEN SUCCESSFUL IN RESPONDING TO THE CONCERNS OF HISPANICS. SPECIFIC EXAMPLES INCLUDED THE NUMBER OF HISPANIC CHARGES, TITLE VII, EPA, ADEA, LITIGATION COMPOSITION (INCLUDING SYSTEMIC), AND THE IMPLEMENTATION OF AN AFFIRMATIVE ACTION EFFORT WHICH WOULD RESULT IN A MEASURABLE CHANGE IN THE WORK FORCE PROFILE IN THE PRIVATE AND PUBLIC SECTORS.

SUFFICIENT DOCUMENTATION IS AVAILABLE TO SUPPORT EACH OF THE ISSUES REFERENCED HERE AS WELL AS OTHERS; THAT IS NOT, OR SHOULD NOT BE, IN DISPUTE. HOWEVER, UNLESS IMMEDIATE,

COORDINATED AND SUBSTANTIVE EFFORTS ARE UNDERTAKEN BY THE COMMISSION, A SIGNIFICANT SEGMENT OF THE POPULATION WILL CONTINUE TO REMAIN INADEQUATELY SERVICED, DESPITE THE SINCEREST INTENTIONS OF THIS AGENCY. FURTHERMORE, GIVEN THE DIVERSE POPULATION AND GEOGRAPHY, LIMITED RESOURCES AND THE CONCLUSIONS RECENTLY CITED BY THE UNITED STATES COMMISSION ON CIVIL RIGHTS (CLEARINGHOUSE PUBLICATION 74), THE NATIONAL COMMISSION ON EMPLOYMENT POLICY (REPORT, NO. 14) AND THE SENATE COMMITTEE ON LABOR AND HUMAN RESOURCES, IT IS OUR COLLECTIVE JUDGEMENT THAT A NATIONAL FOCUS FOR THIS ISSUE IS IMPERATIVE.

WE PROPOSE A TASK FORCE WORK PLAN AS FOLLOWS:

A. INTERNAL

GOAL:

IMPROVE THE DELIVERY OF SERVICES TO HISPANICS.

OBJECTIVE:

PURSUANT TO THE STATUTORY REQUIREMENTS OF THE COMMISSION AND CONSISTENT WITH THE AGENCY'S MISSION ADOPTED AUGUST 17, 1982 DEVELOP A PLAN WHICH WOULD SUBSTANTIALLY IMPROVE THE PORTFOLIO OF HISPANIC CHARGES, ENFORCEMENT ACTIONS, TECHNICAL ASSISTANCE, AND WORKFORCE REPRESENTATION IN THE FEDERAL SECTOR.

COMPOSITION:

CHAIRERD BY COMMISSIONER GALLEGOS, AND INCLUDE COMMISSIONER RODRIGUEZ; DEPUTY GENERAL COUNSEL, MIKE MARTINEZ; DIRECTOR OF PROGRAM OPERATIONS, ODESSA SHANNON; DIRECTOR OF POLICY RESEARCH, AL GOLUB; DIRECTOR OF MANAGEMENT, JOHN SEAL; OFFICE OF THE CHAIRMAN, J. C. ALVAREZ, AND OTHERS AS MIGHT BE APPROPRIATE ON SPECIFIC ISSUES INCLUDING BUT NOT LIMITED TO: SYSTEMIC PROGRAMS, ORGANIZATIONAL PERFORMANCE SERVICES, PUBLIC SECTOR PROGRAMS AND EEO/HEP.

TIMEFRAME:

CONVENE IMMEDIATELY AND COMPLETE WITHIN 90 DAYS.

B. EXTERNAL

GOAL:

DETERMINE WHY HISPANICS DO NOT FILE CHARGES.

OBJECTIVE:

SEEK A CONTRACTOR TO STUDY AND DOCUMENT THE PERCEPTIONS OF HISPANIC COMMUNITY BASED ORGANIZATIONS, CONSTITUENT GROUPS, RESPONDENTS, LABOR UNIONS, AND INDIVIDUALS WHO HAVE UTILIZED THE AGENCY'S CHARGE RESOLUTION PROCESS TO ASCERTAIN THEIR EXPERIENCES WITH THE AGENCY. THE STUDY MAY INCLUDE PUBLIC HEARINGS IN DISTRICT/AREA OFFICES WITH A SUBSTANTIAL HISPANIC POPULATION.

COMPOSITION:

CHAIRER BY COMMISSIONER RODRIGUEZ AND INCLUDE COMMISSIONER GALLEGOS, OFFICE OF THE CHAIRMAN, J. C. ALVAREZ, AND AN ADVISORY COMMITTEE OF REPRESENTATIVES FROM AT LEAST 5 NATIONAL HISPANIC ORGANIZATIONS TO INCLUDE IMAGE, LILAC, PMAA, THE NATIONAL PUERTO RICAN FORUM AND ONE CURAN ORGANIZATION.

TIMEFRAME:

DEVELOP A REQUEST FOR PROPOSAL (RFP) BY JANUARY 1, 1983 AND HAVE A VENDOR SELECTED CONSISTENT WITH EEOC DIRECTIVE 365. STUDY TO BE COMPLETED WITHIN 120 DAYS.

WE ANTICIPATE THAT THE WORK OF EACH TASK FORCE COMPONENT WOULD REQUIRE SOME COORDINATION WITH OTHER EXISTING TASK FORCES, SUCH AS THE ONE IN SYSTEMIC, OR STUDY GROUPS, SUCH AS THE ROZZI EFFORT CURRENTLY UNDERWAY IN THE WESTERN REGION, TO POSSIBLY ADDRESS SOME OF THE SPECIFIC FINDINGS OF THE HISPANIC TASK FORCE.

WE FURTHER SUGGEST THAT THE ESTABLISHMENT OF THE TASK FORCE BE FORMALLY ANNOUNCED BY THE COMMISSION WITH MAJOR PRESS CONFERENCES TO BE HELD IN NEW YORK (RODRIGUEZ); MIAMI (RODRIGUEZ); SAN ANTONIO (RODRIGUEZ); CHICAGO (GALLEGOS); LOS ANGELES (GALLEGOS) AND DENVER (GALLEGOS).

THERE ARE NO DOUBT ASPECTS OF OUR PROPOSAL THAT NEED REFINING AND TO THIS END OUR STAFFS ARE PRESENTLY DEVELOPING DETAILED AND COMPREHENSIVE PAPERS WHICH WILL BE USED IN FINALIZING THE NATURE AND SCOPE OF THE INTERNAL AND EXTERNAL COMPONENTS. GIVEN THE CONCERNS WE ALL SHARE AND CONSISTENT WITH THE COMMISSION'S MISSION IN ELIMINATING DISCRIMINATION IN THE WORKPLACE, WE ARE CONFIDENT THAT THE APPROACH WE ARE PROPOSING IS THE MOST EFFECTIVE MANNER IN WHICH THIS PROBLEM CAN BE SYSTEMATICALLY AND SUCCESSFULLY ADDRESSED.



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

CONFIDENTIAL

2401 E. St. N.W.
Room 5214
Washington, D.C. 20506
December 27, 1982

Dr. Hector P. Garcia
1315 Bright Street
Corpus Christi, Texas 78405

Dear Dr. Garcia:

Pursuant to Commissioner Gallegos's request, enclosed is a copy of a proposal that has been submitted to Clarence Thomas, Chairman of the Equal Employment Opportunity Commission. It is not for circulation, but for your information only at this time.

Discussions are ensuing as to action by the Chairman on the request to form a National EEOC Hispanic Task Force, and it is expected that a final decision will be forthcoming sometime after the first of the year. When the final decision is made, I will notify you of the decision and of the final form the proposal takes.

If you have any questions, please do not hesitate to contact me at 202-634-6720.

Sinceramente,


Frank J. Quevedo
Executive Assistant to
Commissioner Gallegos

Attachment