

employment texAS DEPT
EMPLOYMENT TEXAS DEPT OF PUBLIC
WELFARE OCT 9, 1968.
MEX. AMERICANS ETC



Texas Dept Public Welfare

OFFICE OF THE SECRETARY

OCT 9 1968

Dear Vicente:

This is in reply to your letter of June 20, 1968, concerning the staffing picture in the Texas Department of Public Welfare as to the employment and promotion of persons of Mexican descent. As I wrote you on July 24, 1968, the Social and Rehabilitation Service has looked into this matter, calling upon their regional staff who have worked with the Texas Department of Public Welfare over the years and who have current, first hand knowledge of that Department's operations and practices as well as of the State's merit system operation.

This is unquestionably a matter of considerable importance, and we believe it highly constructive that attention has been called to it. As you will see from the summary of the main points, progress is being made and you can be assured that the Social and Rehabilitation Service, through its regional staff, will continue to make it the focus of their sustained effort in working with the State agency.

The main points of the Social and Rehabilitation Service findings and reports are these:

1. A survey of the employment of persons with Spanish surnames in the Texas Department of Public Welfare as of May 31, 1968, shows:
 - 417 persons with Spanish surnames, of a total staff of 3460, representing 12 percent of total employment. This appears to be about 2 or 3 percent above the proportion in the State's population.
 - Of these, 150 persons are in the public assistance and child welfare professional classifications, including 1 Regional Director, 15 Public Assistance Area Supervisors, 2 Project Supervisors, and 2 Child Welfare Supervisors. The remaining 130 are Public Assistance and Child Welfare Workers.

From these figures and from the list you sent with your letter it seems fairly plain that the Mexican-American staff are entering agency employment mainly through the public assistance and child welfare worker positions and are moving from these positions into the supervisory levels.