

SPECIAL INQUIRY ON INVASION OF PRIVACY

U.S. DEPARTMENT OF LABOR,
BUREAU OF EMPLOYMENT SECURITY,
Washington, D.C., December 17, 1965.

Hon. HENRY S. REUSS,
House of Representatives,
Washington, D.C.

DEAR MR. REUSS: This is in response to your telephone conversation with me on December 4, 1964, in which you expressed concern about the possibility of discrimination in the selection process of the recent counselor-adviser university summer education (CAUSE) project.

I wish to reiterate my assurances to you that there was no discrimination on the basis of race, color, or creed in the selection process of these trainees.

As I mentioned in my previous letter to you of November 20, every effort was made to encourage members of minority groups to apply for the program. The presidents of 35 predominantly Negro colleges and universities received personal letters from Secretary Wirtz, asking them to cooperate in publicizing the program among their recent graduates. In addition, 9,200 letters were mailed to the 1962, 1963, and 1964 graduating classes of these Negro colleges informing them of the program. Since there was no way of determining the applicants' race from our records, we have no way of knowing the number of Negroes who took the examination. We did, however, make a head count of the trainees on each campus (after they were selected) and found that at least 169, or 9 percent, of the trainees were nonwhites. Since this is a much higher percentage than that of Negroes who are attending or have graduated from college, we feel that our recruitment efforts were somewhat successful.

The selection process, we must admit, was a difficult one. The examination which all trainees had to take consisted of two major sections; the cognitive battery, which was a mental ability and aptitude test and noncognitive battery, which measured personal characteristics required for successful work in counseling. Of the 21,993 people who took the examination, only 5,419 passed the cognitive portion successfully. Only 3,524 of these were judged to have the necessary personal characteristics and relevant education and/or experience from the non-cognitive portion of the test and from information obtained from their applications, and were invited to training.

One of the principal reasons for having the selection of CAUSE trainees take place in Washington was to assure that each applicant would be judged by exactly the same standards, and to avoid the possibility of these criteria being misinterpreted and misunderstood as might have happened if the selection process had taken place in the States. Applicants were judged as much as is humanly possible on an objective basis. Additional credit was given on the personal characteristics portions of the applicant's rating for membership in social reform organizations including NAACP, CORE, etc., as well as the applicants from a disadvantaged background.

A number of the Project CAUSE staff in Washington were nonwhites including members of the selection panel. Several of the 27 colleges and universities which trained counselor aids and youth advisers were predominantly Negro institutions, including Howard University, Tuskegee Institute, and Fisk University, and hundreds of faculty members at the 27 colleges who taught our trainees were also Negroes. I feel that we in the Department of Labor and the staff of Project CAUSE have done everything possible to avoid discrimination on the basis of race or color, and I believe that we have succeeded.

I am enclosing a copy of the application form for Project CAUSE so that you may see the questions which were asked of the applicants. If I may be of any further assistance, please contact me.

Sincerely yours,

ROBERT C. GOODWIN, *Administrator.*

JANUARY 6, 1965.

Mr. ROBERT C. GOODWIN,
Administrator, Bureau of Employment Security,
Department of Labor, Washington, D.C.

DEAR MR. GOODWIN: Thank you for your letter of December 17 with respect to the nature of the selection process for the CAUSE project. As you know, I was mystified because I was informed that some 60 qualified Negro college graduates applied in Wisconsin, but that only 1 was included in the 28 persons selected for training (and even this one shortly thereafter dropped out).