

had some minority group experience and background would answer it one way, as compared to someone who hadn't. So, as far as I am concerned, this question is as much offensive as anything we saw in any of the earlier tests.

Now, going back a little, question 66, the Supreme Court would have difficulty with this one. It says, "Which of the following is designed to affect the social relationships between racial and ethnic groups: (a) court decisions; (b) mass demonstrations, 'the movement'; (c) Federal Government operation of installations; (d) civil rights legislation; and (e) executive decisions."

I can conceive of what you are trying to get at there, and I think if we all answered it up here, we might have varying types of answers.

Now, looking into the background of people, and eliminating obviously people from possibly low-income backgrounds, you are asking in question 29: "What was the average number of people living in your home during your childhood and your youth?"

Question 31: "Have you ever felt some important person was bending over backward to be fair to you, so you began to feel he or she was being too good to you?" And question 28: "Have you ever lived in a neighborhood with a large number of residents of the same minority group?" And this is one qualification for the job.

Question 21: "Just before your teens, how did you let off steam when you got angry: (a) by fighting; (b) by kicking or throwing something; (c) by cursing; (d) by talking it over with someone; (e) I didn't. I tried to hide my feelings."

Now, I honestly think, Mr. Chairman, that we are going to have to give the Department an opportunity to come back again with the people who are responsible for this test and let them have an opportunity to explain to us the validity, because it seems to me that some of the most offensive questions of not only the Minnesota test, but others, are contained in the new test, and this test is expected to be used after the Chairman of the Civil Service Commission said personality tests would not be used in hiring Federal employees. And you, yourself, have indicated there is a change of policy, vis-a-vis invasion of privacy. So I think we are really at a stalemate.

And I think the Department ought to be recalled so we can find out whether this new clean bill of health they are willing to call this test is just that.

Mr. GALLAGHER. I would agree. I think the Secretary is in an unfair position here this morning, since this is a new test. I would appreciate it very much if we could have the people who advocated these tests up here. I think that is the type of people we ought to question.

Question 14, I am not sure whether or not—it is a Peace Corps question—I applied for training, and it has four or five different steps. I did not apply, I was rejected, this type of thing is probably germane in the mind of someone who did or did not want to go into the Peace Corps.

But I agree with Mr. Rosenthal, that we ought to have people up here who can advise us as to what they are attempting to get at, rather than to put you on the spot here this morning to justify this.

However, since it did come up, I am sure that the members do have a right to ask about it.

Mr. Reuss—