

would be, is there anything to this? Are you making studies, and what progress is being made?

Mr. MACY. Yes. The answer is that these allegations have been frequently made. We have been reviewing the content of all of our tests, not only to assure that there is an absence of any cultural bias, but also to make certain that the tests that we are using are relevant to the tasks that are to be performed by the people that we are examining. And I am frank to admit that we have found some instances where certain of the test questions appear not to have relevance to the task that has to be performed. We are trying to gear our whole examining program so that there is a relationship between the test measures that we are applying, and the work that is going to be performed by the people that we are testing.

Mr. BROOKS. I think this is a good point. I don't think that examinations in any sense of the word should be designed to make it easy for any class of people, Negro, white, rich, poor—they must pass the test. The test ought to be designed to yield people who can do the job.

(Discussion off the record.)

Mr. MACY. One further response to Mr. Moorhead's question, a further response to your question which would be of interest to you. For the past 3 years we have been working with the Educational Testing Service which conducts most of the college entrance examinations, because they have been subjected to the same charge with respect to the tests that they conduct. What we are trying to do jointly with money from the Ford Foundation is some research in depth to see whether or not tests do in fact appear to disadvantage those who have come from a different culture but may very well have the necessary intelligence to do the work that is required.

Mr. MOORHEAD. Thank you, Mr. Chairman. I noted in going through your programs, A through F, on this Equal Employment Opportunity, that there were some programs—only two under heading C—that seemed to be directly on this point, and I would hope that as the various program directors testify, they will mention any activities in this field so the impression is not left that the Commission isn't dedicated.

Mr. MACY. We would be very happy to do this, because this thread runs through many of the programs and it is very close to the center of most of them.

Mr. BROOKS. Could we now hear from your program directors?

Mr. MACY. Yes, sir. Mr. Jacobson.

Mr. JACOBSON. I can start quite directly on the point that Congressman Moorhead was just raising, because it seems to me that in the program that I am responsible for, that is the merit staffing and recruiting and examining program, constant attention to the problem of equal opportunity is the very foundation of the merit system. The Civil Service Act requires us to operate a system which provides equal opportunity to all—

Mr. BROOKS. Pardon me. Without objection, I would like at this point to put in exhibit F on program category A, administering the merit staffing system.

(Exhibit F follows:)