

CENTRAL INTELLIGENCE AGENCY

Executive Registry  
77-4472/1

OFFICE OF THE DEPUTY DIRECTOR

1 July 1977

*Answer 9/8  
ER 77-1715-1/1  
P-1.2*

NOTE FOR: Omega Ware

SUBJECT: Former Hispanic Program Coordinator

Omega:

Just a reminder that you owe me a proposed thank you from the DDCI to [redacted] I am attaching a copy of [redacted] memo for the DDCI and DCI on the Hispanic Program Coordinator's role and contributions.

[redacted signature box]

Assistant to the Deputy Director

Attachment:  
ER 77-4472

*P-1.2*  
(EXECUTIVE REGISTRY FILE)

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Executive Registry  
77-4472

1 June 1977

MEMORANDUM FOR: Director of Central Intelligence  
Deputy Director of Central Intelligence

VIA : Director, Equal Employment Opportunity

FROM :   
Hispanic Program Coordinator

STAT

SUBJECT : Hispanic Program Coordinator, Office of  
Equal Employment Opportunity

1. Having served as Hispanic Program Coordinator for more than three years I would now like to step down from the position and devote full time and attention to my regular duties.

2. When Director Colby appointed me Coordinator in February 1974 CIA was barely getting its EEO program underway. As a result the Agency did not know how many Hispanic employees were on duty, who they were, whether or not they held responsible positions, or what should be done to improve the Agency's performance with regard to this small but important ethnic minority.

3. Since that time, a massive internal search has been undertaken to identify and computerize the names of these employees. To insure that this information is kept current, a process has been established to identify ethnics as soon as applicant processing begins. We have also developed a program to hire increasing numbers of Hispanics. For example, we have progressed from a low of 0 new hires in 1974 to 19 in 1975, and 21 in 1976; by July 1977 we hope to have hired 10.

4. In 1974, Hispanics constituted around  percent of the Agency population; they now are around  percent. This figure is still short of the  percent interim goal set by me and approved by the Management Committee in 1975, but we are making progress. When this goal is met, a new one will have to be established so that the Agency will work toward  percent, which approximates the Hispanic population of the United States.

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5. In addition to these efforts, every office director and division chief in the Agency has been visited (some on more than one occasion), informed of the program and encouraged to help meet the goals. This extraordinarily time-consuming effort unfortunately has not had the desired results. Managers, even at the highest levels, have not always been committed to furthering EEO goals. We have also undertaken an investigation of Hispanic personnel at the grade of GS-07 and below to insure that they have benefited from available training and other opportunities for advancement.

6. In creating a better understanding of the Hispanic and his value to the Agency, I have also attempted -- in numerous visits to universities in the United States [redacted] [redacted] to improve understanding of this Agency and how it serves the nation. I have never encountered any hostility during these visits.

7. To insure that the program remains viable I have developed "Task Force Hispanic", which was described to you in my memorandum of 19 May 1977. I would like to be relieved of my EEO duties at the end of Hispanic Week, on or about 1 August 1977.

cc: Deputy Director of Intelligence  
Director, ORPA

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SECRET

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### ROUTING AND RECORD SHEET

P 1.2

SUBJECT: (Optional)

Hispanic Program Coordinator, Office of Equal Employment Opportunity

FROM:

Hispanic Program Coordinator  
5 E 47

EXTENSION

NO.

DATE

1 June 1977

x Ref  
77-1715

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. D/EEO  
5 E 47

RECEIVED

FORWARDED

6/1

6/1

DW

1 to 5: At our next meeting I'll discuss [ ] replacement and our Hispanic program with you.

2.

3.

E/Reg  
7 E 12

4.

5.

DDCI  
7 D 60

6.

7.

DCI  
7 D 60

8.

9.

10.

11.

RELATIVE REGISTRY FILE

P 1.2

12.

13.

14.

15.

STAT

STAT

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