

THE FEDERAL GOVERNMENT



DEPARTMENT OF HOUSING
AND URBAN DEVELOPMENT

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FAIR HOUSING 1976



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

This publication is a reflection of Federal agency accomplishments in fair housing in 1976. Overall accomplishments directly related to Council goals were published in the 1974 publication on Council activities. The chart at the end reflects earlier and on-going agency activities.

THE FEDERAL GOVERNMENT

FAIR HOUSING 1976

HUD

FAIR HOUSING . . . AN AMERICAN IDEA

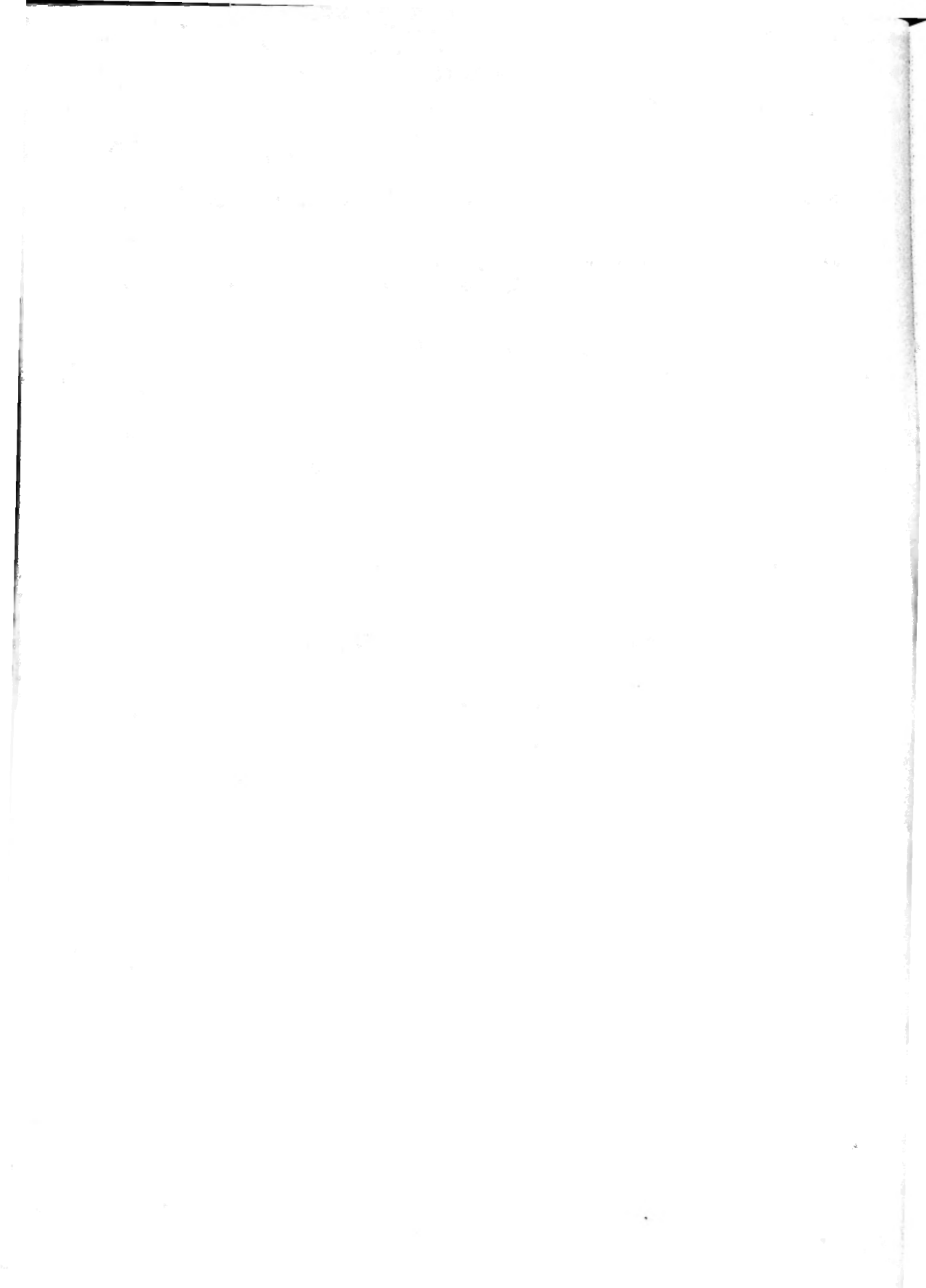
AN IDEAL FOR AMERICANS



U.S. Department of Housing and Urban Development • Office of Fair Housing and Equal Opportunity

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INTRODUCTION

Although the Federal Fair Housing Law, Title VIII of the 1968 Civil Rights Act, has been in effect for nearly a decade, residential segregation and overt discrimination in housing continue.

While each individual American has rights and responsibilities under the Federal Fair Housing Law, the obligations and duties of Federal Government departments, agencies and offices are significant and far-reaching in their scope and impact.

The Federal Equal Housing Opportunity Council was founded to assist Federal Government agencies as they administer programs and activities related to housing and community development in a manner that affirmatively furthers fair housing opportunities for all Americans. Equally important, the Council was founded to assure that this mission was accomplished in each of the offices and installations of these departments and agencies, nationwide.

The Council is chaired by the Assistant Secretary for Fair Housing and Equal Opportunity who works with the 52 member body to advance fair housing through the following objectives:

- 1.) plan facility locations so that housing options for employees, particularly minorities and women, are not hampered;
- 2.) install an equal housing locator service for employees, particularly minorities and women; and
- 3.) use agency program funding authority to further fair housing.

Because of the diversity of agency missions and operational procedures, HUD has requested Council members to sign an Interagency Fair

Housing Agreement that tailors each agency's approach to the Council's goals. To date, HUD has signed such Agreements with the following seven agencies:

- 1.) Department of Commerce
- 2.) Department of Labor
- 3.) Department of Agriculture
- 4.) Consumer Product Safety Commission
- 5.) Department of the Treasury
- 6.) National Aeronautics and Space Administration
- 7.) Department of Justice

This publication is a summary of fair housing efforts in the Federal Government during 1976. It also contains HUD recommendations for improving the promotion of fair housing in selected Federal programs and a discussion of some directions for future efforts.

FAIR HOUSING AND THE FEDERAL GOVERNMENT

As Chairman of the Federal Equal Housing Opportunity Council it has been my goal to assure that every Federal agency maintains standards of conduct that reflect the government's overall commitment to enforce the Nation's fair housing laws.

Each government agency has certain obligations and responsibilities with regard to fair housing and equal housing opportunity. We recognize, of course, that no uniform program of activities can be superimposed on every Federal agency. Instead, each agency is encouraged to examine its own mission and goals, and to determine the ways in which it can uniquely serve to implement fair housing law for its employees in the cities and communities it serves.

First among the concepts that have guided our efforts is the recognition that fair housing is an American idea -- a right implicit in the principles upon which this Nation was founded and a right guaranteed to every American by law.

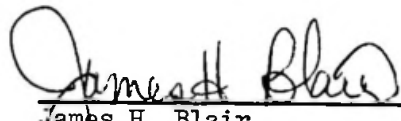
Our second guiding principle is the understanding that fair housing is the proper business of Federal agencies and their employees. The Federal government touches virtually every community in America, and among the standards of conduct it is expected to establish and uphold is that which assures that government policies work toward the elimination of discrimination of every kind.

Our third guiding principle is the recognition that, throughout American history, the most effective social changes have been brought about when individuals and institutions invoked the spirit as well as

the letter of the law. We recognize that the way in which something is done can often be as meaningful as that which is being done.

The National Fair Housing Law was introduced to American life almost a decade ago, but even before passage of the 1968 Civil Rights Law other statutes and executive orders spoke to the elimination of discrimination and the principle of equality of opportunity for all. Despite this tradition of national intent, fair housing is not yet a national reality; it remains an American ideal, a goal that is desired and a goal toward which we strive.

In the effort to achieve the ideal of fair housing, every American, as well as every Federal agency and every Federal employee, must be involved.



James H. Blair
Assistant Secretary for Fair
Housing and Equal Opportunity

RESPONSIBILITIES OF THE ASSISTANT SECRETARY FOR FAIR HOUSING AND EQUAL OPPORTUNITY

Title VIII of the Civil Rights Act of 1968, as amended (Fair Housing)
Title VI of the Civil Rights Act of 1964 (Nondiscrimination in Federally-Assisted Programs)

Executive Order 11063 - (Federal Agency Prevention of Housing Discrimination in Related Functions)

Executive Order 11246 and 11375 (Equal Employment Opportunity)

Executive Order 11478 (HUD Employment)

Executive Order 11625 (Minority Enterprise)

Section 3 of the Housing and Urban Development Act of 1968

Section 109 of Title I - Housing and Community Development Act of 1974

Titles of the Assistant Secretary for Fair Housing & Equal Opportunity

Executive Order 11246 and 11375 - Contract Compliance Officer

Executive Order 11478 - Director of Equal Employment Opportunity

Delegations Relating to Equal Opportunity

Title VIII - Secretary-Assistant Secretary for Fair Housing & Equal Opportunity-Regional Administrator-Assistant Regional Administrator for Fair Housing & Equal Opportunity

Title VI - Secretary-Assistant Secretary for Fair Housing & Equal Opportunity

Executive Order 11063 - Secretary-Assistant Secretary for Fair Housing & Equal Opportunity

Executive Order 11246 and 11375 - The Assistant Secretary and the Assistant Regional Administrators for Fair Housing and Equal Opportunity are designated Deputy Contract Compliance Officers. (Regional Administrators are not designated at all).

Executive Order 11478 - The Assistant Secretary is designated Director of Equal Employment Opportunity. The Director has designated various officials (including Regional Administrators) as Equal Employment Opportunity Officers.

Executive Order 11625 - Listed as responsibility in Equal Employment Organization Handbook.

Section 3 of the Housing and Urban Development Act of 1968-Section 3 regulation (effective 11/23/73) state that the functions of the Secretary of HUD are delegated to the Assistant Secretary for Fair Housing and Equal Opportunity except as otherwise provided. (Section 135.10)

Note-There are no delegations to the region for Title VI, Executive Order 11063, and 11625. The first two authorities are listed as assigned to the Assistant Regional Administrator for Fair Housing and Equal Opportunity in the Regional Office Organization Handbook.

FEDERAL EQUAL HOUSING OPPORTUNITY COUNCIL

Title VIII requires all Executive departments and agencies to administer their programs and activities relating to housing and urban development in a manner that affirmatively furthers fair housing opportunities for all Americans. Departments and agencies are also required to cooperate with the Secretary of Housing and Urban Development for this purpose. The authority of the Secretary is by delegation the responsibility of the Assistant Secretary for Fair Housing and Equal Opportunity.

ACTION

The purpose of ACTION is to mobilize and maintain a service corps of American volunteers, ready to provide personalized assistance to individuals at home and abroad. It is divided into three administrative areas - Headquarters in Washington, D.C., ten domestic Regional Offices, and an overseas operation supported by country staffs.

ACTION, as a small agency with minimal involvement in housing, plays a relatively minor role in promoting compliance with equal housing laws. The Agency depends on GSA in terms of renting office space for Headquarters and Regional installations. Although there are no funds allocated for equal housing, the ACTION Office of Minority Affairs includes equal housing as an integral part of the total Equal Employment Opportunity Program.

Memoranda have been sent to all headquarters and Regional personnel explaining ACTION's role relative to the President's policy statements on fair housing. The Office of Minority Affairs acts as a referral service for employees with housing concerns, provides employees with housing information and distributes bulletins on Equal Housing Opportunity.

DEPARTMENT OF AGRICULTURE

The Department of Agriculture administers programs relating to research, education, conservation, marketing, regulatory work, agricultural production, rural development, family food assistance and child nutrition. It has approximately 115,000 permanent, full- and part-time employees located in approximately 15,500 offices, most of which are at the local level. Approximately 10 percent of all USDA employees are minority group persons. Less than 25 percent are women.

USDA programs involve equal housing opportunity in three ways: housing grant and local programs administered by the Farmers Home Administration; community impact in the siting of USDA offices; and access to conveniently located, reasonably priced, nondiscriminatory housing for all employees.

In 1974, the Farmers Home Administration made more than 98,000 housing loans and grants amounting to almost \$1.8 billion. Of housing loans made to individuals, 17.3 percent went to minority borrowers.

USDA agencies report that housing locator services are being provided to employees at the field level wherever needed with little or no difficulty in providing suitable assistance. Examples of actions reported include: contact sheets on available housing facilities for new employees; supervisory briefings on Federal housing regulations and the formation of carpools to ensure necessary transportation. In one agency region, suitable housing was made available to women employees, making it possible to integrate forest work crews.

The Department has signed the Interagency Agreement with HUD and an implementation plan for advancing equal housing opportunity in USDA. Key features of the implementation plan include: appointment of agency field level equal housing opportunity officers; housing locator services; equal housing opportunity assessments on all USDA office locations involving ten or more employees; equal housing opportunity component in agency civil rights training programs; equal housing opportunity in all appropriate audit and compliance review activities; and mechanisms for evaluating the impact of FmHA housing programs upon minority borrowers.

As part of the advance work before implementing the Agreement, the USDA Office of Civil Rights conducted a seminar for employees responsible for providing housing locator assistance in the agency. That office also developed a brochure to inform every present and new employee of their fair housing rights and of the interagency Agreement.

CENTRAL INTELLIGENCE AGENCY

The Central Intelligence Agency (CIA) is the Federal agency responsible for correlating and evaluating intelligence relating to the national security, providing for the appropriate distribution of intelligence, and making recommendations to the National Security Council in matters concerning intelligence activities of Federal departments and agencies as they relate to national security.

The Agency has for some time made extensive use of bulletin boards for open occupancy housing lists for employees with houses for sale or rent on an open occupancy basis.

The CIA has assured HUD that it will continue efforts to promote fair housing among CIA employees in accordance with Title VIII, and, in so doing, will concentrate during Fiscal Year 1976 on developing activities related to the three-pronged strategy of the Federal Equal Housing Opportunity Council.

DEPARTMENT OF COMMERCE

The Department of Commerce is responsible for programs that promote the Nation's economic development and technological advancement. It is comprised of fifteen offices and bureaus in Washington, D.C., and in numerous field offices.

The Department of Commerce joined HUD in support of the interagency program for the advancement of fair housing on January 30, 1975, making Commerce the first agency to endorse the HUD plan to expand housing options for minorities and women.

The major effort of the Department in planning facility locations to advance housing opportunities and choices for employees, particularly minority employees, is emphasized by the program of the National Oceanic and Atmospheric Administration (NOAA) at its Fort Lincoln New Town Project. Bringing NOAA's activities from suburban Montgomery and Prince George's Counties and locating them in the inner city, will materially assist minority employees.

Housing Coordinators provide housing locator services for all new employees and any on-board employees needing assistance. Each coordinator stresses fair housing in issues of the various house organs in the operating bureaus of the Department.

COMMUNITY RELATIONS SERVICE (JUSTICE DEPARTMENT)

The Community Relations Service (CRS) is a small agency, with a personnel ceiling of 110. CRS experienced an extensive reduction in force three years ago, and has had little occasion to recruit new employees. A small number of employees have been relocated to Regional Offices but since the largest Regional staff is less than 10, there has been no need of a housing locator service. Instead, informal housing counseling and guidance has served the need in Regional Offices.

CRS is not a funding agency and so is not in a position to provide dollar-leverage in support of fair housing. However, the conflict resolution program, which is the single service provided by CRS, has been supportive of fair housing on a number of occasions.

The housing condition of minorities was a significant factor in 12 of the 457 cases conciliated or mediated by CRS in FY 1975. In general these cases involved either white resistance to minority housing construction or move-ins, or minority protest to discriminatory housing circumstances.

In the course of their work, CRS conciliators and mediators frequently encounter individuals with housing opportunity complaints. Since such matters are not within CRS jurisdiction, they are referred to the appropriate local, State or Federal agencies.

CRS is generally included in the Department of Justice's overall signed Agreement with HUD to advance fair housing.

CIVIL SERVICE COMMISSION

Through a merit system that includes recruiting, examining, training, and promoting people on the basis of their knowledge and skills, the Civil Service Commission is the government's provider of qualified people for Federal service. It provides the human resources of government from its headquarters in Washington, D.C., and ten Regional Offices, whose geographical coverage conforms to that of the standard Federal Regions.

Within the Commission, a number of specific actions have been taken relative to fair housing and equal opportunity:

- (1) New Commission offices are established only when equal housing opportunities are available for our employees in accordance with HUD and GSA fair housing policies.
- (2) A fair housing service, including VA and FHA property listing and FHA housing projects, is maintained in the Personnel and Labor Relations Division in the Central Office and each of the Regional Offices so that employees will be aware of available open housing.
- (3) Regional directors are supporting this program through their involvement on Federal Executive Boards and in Federal Executive Associations. The Regional Personnel Office has responsibility for fair housing within the Commission's Regional Office.
- (4) Notices which are placed on bulletin boards in CSC facilities by employees indicating houses and apartments for sale or rent now bear a notice that such housing is open to all interested persons without discrimination.
- (5) Solicited recommendations from all employees concerning appropriate action CSC could take to promote fair housing practices.

The basic provisions of the Fair Housing Law, as well as the various activities CSC has undertaken to promote fair housing, were publicized to all Commission employees earlier this year. They have also been given the HUD telephone number where discrimination acts covered by the Fair Housing Law may be reported.

COMMUNITY SERVICES ADMINISTRATION

The Community Services Administration's (CSA) overall purpose is to reduce poverty in America. CSA seeks to help the poor help themselves out of poverty by providing economic and educational opportunity and financial support. There are 888 Community Action Agencies located in 2,210 of the Nation's 3,141 counties, with more than 14 million people participating in Community Action Programs.

CSA has consistently been sensitive to the goals of HUD to promote fair housing through Federal agency efforts. Human Rights Chiefs in each of the 10 CSA regions are kept apprised of Council activities and receive copies of all information given to the Headquarters Council Representative. Information is updated weekly on housing available under HUD and VA programs.

CONSUMER PRODUCT SAFETY COMMISSION

The purpose of the Consumer Product Safety Commission (CPSC) is to protect the public against unreasonable risks of injury from consumer products; to assist consumers in evaluating the comparative safety of consumer products; to develop uniform safety standards for consumer products and minimize conflicting State and local regulations; and to promote research into the causes and prevention of product-related deaths, illnesses, and injuries.

The Commission joined the Council in late 1974, becoming the 44th member. Although CPSC is one of the smaller agencies on the Council and joined late in the group's existence, CPSC has moved forward in signing an Interagency Fair Housing Agreement with HUD. Through the in-house efforts of the Office of Equal Employment Opportunity and Minority Enterprise, CPSC signed the Agreement on May 17, 1976.

As with the other Agreements, signing is only the beginning of the work that must be accomplished to implement the document. HUD and CPSC will be working together in 1977 to give the Agreement meaning for CPSC employees.

DEPARTMENT OF DEFENSE

The Department of Defense (DOD) is responsible for providing military forces needed to deter war and protect the security of the country. The combined elements of these factors consist of about 2 million men and women on active duty. In case of emergency they are backed by the 2-½ million members of reserve groups.

The DOD Off-Base Housing program for enlisted people and their families has provided the basis for an on-going working relationship between HUD and DOD.

The military departments have a comprehensive program to assist military personnel in securing off-base housing. This program involved the operation of Housing Referral Offices at all major installations in the United States and at many overseas locations. These offices obtain nondiscriminatory listings of housing units in the commuting area, inspect property when there is a question of environmental suitability, and attempt to assure, through voluntary certification by landlords, that rental property is available to all military personnel. These offices serve as the focal point for receipt and initial investigation of housing discrimination complaints. Those which cannot be resolved readily by Housing Referral Offices are turned over to the local commander for appropriate action under civil rights statutes and DOD equal opportunity policy directives. Civilian employees transferred from one place of residence to another because of job requirements, or recruited for job

opportunities away from their current place of residence, are provided the same services that military personnel receive.

The Department of Defense continues to fully support Council goals and strives to provide equal housing opportunities for its personnel.

ENERGY RESEARCH AND DEVELOPMENT ADMINISTRATION

The Energy Research and Development Administration (ERDA) came into being on January 19, 1975, absorbing activities from various other Federal agencies including the operations part of the Atomic Energy Commission, which was a member of the Federal Equal Housing Opportunity Council.

The magnitude of the task of organization, or reorganization, facing ERDA has been such that ERDA could not provide a meaningful report on the fair housing activities of the constituent parts of ERDA since its inception. The policy of ERDA is that no credit is taken for actions of its predecessors, thus, for example, its EEO Plan addresses itself only to affirmative action activities taken since January 1975.

This non-reporting action on ERDA's part by no means indicates that it is not aware of, or acting upon, fair housing responsibilities. OEO staff continue to attend Council meetings and report back on action items. ERDA developed a manual chapter on fair housing to reflect the new ERDA organization and especially the new reporting requirements and rating system designed by HUD for membership of the Housing Council.

Fair housing representative appointments were requested from all ERDA offices to replace or supplement those previously appointed under AEC. Headquarters and field offices were encouraged to develop or expand the housing assistance they provide to their employees.

ENVIRONMENTAL PROTECTION AGENCY

The Environmental Protection Agency (EPA) was established to protect and enhance our environment for future generations to the fullest extent possible. EPA's mandate is to mount an integrated, coordinated attack on environmental pollution in cooperation with State and local governments.

EPA has been continuously concerned with national fulfillment of fair housing goals and the role it could play in achieving those goals. In general, the first two provisions of the three-part strategy set forth in the proposed Agreement which call for EPA to plan its facility locations so as to insure an adequate supply of low-and moderate-income housing on a nondiscriminatory basis for EPA employees, and to install an equal housing locator service in EPA headquarters and field offices for all of the Agency's employees, appear satisfactory for endorsement by the Administrator.

The third provision of the Agreement's strategy, however, which calls for the use of the Agency's funding authority to advance the purposes of the Fair Housing Law, raised matters which must be studied by the Agency's affected grant programs and the Office of Enforcement and General Counsel before any recommendations for adoption could be made to the Administrator.

HUD and EPA have met several times in the past year to understand how the EPA Waste Water Treatment Facility grants process can be tied into fair housing. A final Agreement is expected in the near future.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

The purpose of the Equal Employment Opportunity Commission (EEOC) is to end discrimination based on race, color, religion, sex, or national origin in relation to all conditions of employment, and to promote voluntary action programs to put equal employment opportunity into actual operation. The relationship between fair housing and equal employment opportunity has long been recognized, and EEOC is committed to programs to promote both goals.

Discrimination in housing limits employment opportunity. When major employers move from the central city to suburban areas, there is a risk that the segregated residential patterns in predominately white suburbia will be reflected in the employer's workforce. In turn, discrimination in employment, by limiting income, limits housing opportunities.

The EEOC has a goal of assuring that EEOC programs which can have an effect on discrimination in housing are conducted in such a way as to affect the objectives of Section 801 of the Civil Rights Act of 1968; and that housing discrimination which has an adverse impact on employment opportunity is eliminated.

Additionally, the Commission encourages employers voluntarily to consider housing programs designed to increase employment opportunity.

EEOC advises employees to consider working for fair housing in the labor market area from which they draw employees. For example, EEOC's recent publication "Affirmative Action and Equal Employment: A Guidebook for Employers," includes the following guidelines:

Many companies have moved away from the areas where most minorities live. Employment opportunities are often in areas where racial or economic restrictions prevent minorities and lower-paid employees from living within reasonable distance.

Consider working, as some companies already are doing, to get more housing in your labor area that is racially open and within the financial means of lower-paid employees. Without such housing, it will continue to be difficult to provide equal employment opportunity for many.

EEOC also attempts to achieve fair housing objectives through its programs of joint compliance activities with State and local anti-discrimination agencies (which often have jurisdiction over both housing and employment discrimination). EEOC has encouraged these agencies to develop new approaches to eliminating employment and housing discrimination. Specifically, a project with the Administrative Process Project of the Rutgers Law School and the New Jersey Division on Civil Rights (a project to which both EEOC and HUD contributed) resulted in the publication of a report entitled "Enforcing Equality in Housing and Employment through State Civil Rights Laws." Chapter Eleven of this publication on "Plant Location" reports on a project concerning the effects on employment discrimination of locating plants in white suburbia.

EEOC has included in its conciliation agreements with employers, provisions aimed at eliminating the adverse impact of housing problems on employment opportunities. For example, on March 8, 1974, EEOC announced the signing of a conciliation agreement with Jersey Central Power and

Light Co., which includes an allocation of funds by the company to secure transportation for minorities in high density areas to travel to the company's facilities, which in most instances are removed from normal modes of public transportation. Further funds will be used in subsidizing minority housing.

EEOC has also participated as amicus curiae in litigation concerning the question of the responsibilities of an employer planning to relocate its facility. Where it can be shown that plant relocation is undertaken for the purpose of limiting minority opportunities, EEOC takes the position that such action constitutes a violation of Title VII. EEOC advanced this position in its amicus curiae brief recently filed in the case of Bell v. Automobile Club of Michigan.

EXPORT-IMPORT BANK OF THE UNITED STATES

The Export-Import Bank is small (425 employees, all located in a GSA multiple occupancy building in Washington, D.C.). The Bank's programs are designed to assist in financing the cost of equipment, materials, etc., for use in projects in foreign countries. There is no agency funding for government-sponsored projects to further the purpose of the Fair Housing Law of the Civil Rights Act of 1968. While the Bank does not maintain an Equal Housing Locator Service because of its small size, the Personnel Office promotes equal housing service for employees with particular emphasis on minorities and women. The Bank also received numerous fair housing publications from HUD to distribute to employees.

FARM CREDIT ADMINISTRATION

The Farm Credit Administration, which is an independent agency in the executive branch, is responsible for supervising the banks and associations in the Farm Credit System. These institutions are privately-owned and capitalized and own or lease their own business facilities. The Federal Government does not provide loan funds to the banks and association, nor does it guarantee or insure their loans or the bonds the banks sell in the private financial market to obtain loan funds.

The Farm Credit Administration is a very small agency having only about 230 employees, most of whom are located in the District of Columbia area. The facilities for all Administration employees are leased, but not by or through the authority of the General Services Administration, or under any Government contract. Instead, the banks of the System, as authorized by the Farm Credit Act of 1971, lease property in the District of Columbia and elsewhere for quarters of the Farm Credit Administration (12 U.S.C. 2251).

The Farm Credit Administration is in agreement with the purposes and objectives of Title VIII of the Civil Rights Act of 1968 and Executive Order 11063. However, in its operations the Administration has never encountered the problems which the goals of the Federal Equal Housing Opportunity Council were developed to deal with. For that reason, and because of the size of the agency, the Farm Credit Administration feels its signing of the Agreement would have an insignificant impact upon the fair housing objectives of HUD.

FEDERAL COMMUNICATIONS COMMISSION

The Federal Communications Commission (FCC) was created by the Communications Act of 1934 to regulate interstate and foreign communications by wire and radio and in the public interest. It was assigned additional regulatory jurisdiction in 1962 to include radio and television broadcasting; telephone, telegraph, and cable television operation; two-way radio and radio operators; and satellite communications.

Regarding agency progress toward achieving fair housing goals, the FCC has sent a memorandum on the 1968 Fair Housing Act to all employees at FCC field and headquarters offices.

Copies of the HUD chart on EEO laws affecting Equal Housing Opportunities were distributed to all thirty-one members of the staff of the Equal Employment Opportunity Office for Employment, Heads of Bureaus and Staff Chiefs, and all field office supervisors and other key staff members.

Posters providing information on fair housing were posted on all agency bulletin boards at headquarters and distributed to district field offices.

Housing information is provided on request to new and on-board employees by the Personnel Office. The FCC has not found it necessary to provide any assistance in relocation or property acquisition in terms of employees who may have been forced to move by eviction or property condemnation. Financial assistance, in relation to moving expenses, is provided to employees whose duty station changes.

The FCC does not have fund set-asides which would be covered under Section 808(e) of Title VIII but does make set-asides for small business and labor surplus under the 1958 Small Business Act, 15 USC 637. Therefore, due to the nature of the mission of the FCC in regulating the communications industry, these set-asides have no relation to the building or provision of housing.

The FCC participated in the first Regional Seminar on Equal Housing conducted by HUD in New York, New York.

FEDERAL DEPOSIT INSURANCE CORPORATION

The Federal Deposit Insurance Corporation (FDIC) is the independent agency within the executive branch of the government established to promote and preserve public confidence in banks and to protect the money supply through provision of insurance coverage for bank deposits.

The FDIC remains interested in supporting the goals of the Federal Equal Housing Opportunity. The FDIC joined other Federal regulators of banks and savings institutions in a test program using racial and ethnic questionnaires to detect unlawful discrimination in mortgage lending.

The FDIC, along with other regulatory agencies, has long been aware of discriminatory practices in banking institutions that lead to unfair housing opportunities for minority group people and women. Guidelines have been developed and issued to the banks it regulates on nondiscrimination in making loans for housing purposes. Regulations were issued in the early 1970's, and have been updated several times.

FEDERAL HOME LOAN BANK BOARD

The Federal Home Loan Bank Board (FHLBB) is an independent agency in the executive branch of the government. The purpose of the Board is to encourage thrift and economical home ownership through supervision and regulation of savings and loan associations which specialize in lending out money on homes. Savings and loan associations are the country's major private source of funds to pay for building and buying homes.

The FHLBB has continuously been supportive of fair housing and equal opportunity. This has been displayed through activities such as its involvement in the pilot record-keeping program of loan applicants' race and/or ethnic origin in selected Standard Metropolitan Statistical Areas to determine compliance with the Civil Rights Act of 1968. Additionally, the FHLBB General Counsel's Office issues opinions on real estate practices (such as redlining) that are counter to the regulations of the Board. Such interpretations have a significant impact on the lending activities of the institutions which the Board regulates.

FEDERAL MARITIME COMMISSION

The Federal Maritime Commission regulates the waterborne foreign and domestic offshore commerce of the United States, assures that U.S. international trade is open to all nations on equitable terms, and guards against unauthorized monopoly in the waterborne commerce of the United States.

Since joining the Council, the Federal Maritime Commission has consistently worked to accomplish the goals of the Council.

The Commission maintains a well advertised housing locator system for the greater Washington, D.C. area, within the agency. Fair housing posters have been posted within the agency and sent to field offices in the Gulf, Puerto Rico, East Coast and West Coast.

At present there are planned talks with management to appoint Fair Housing Representatives in the field to coordinate and duplicate the agency efforts.

FEDERAL MEDIATION AND CONCILIATION SERVICE

The Federal Mediation and Conciliation Service (FMCS) helps prevent disruption in the flow of interstate commerce caused by labor-management disputes by providing mediators to assist disputing parties in the resolution of their differences. The service has offices in 80 principal cities, and eight major Regional Offices.

The FMCS assures HUD that it is completely in accord with national fair housing goals. Since 1967 it has had a policy statement on fair housing signed by the National Director, which states in part: "It has become increasingly evident that freedom of choice in housing must be an essential part of our program if we are to preserve and expand equal employment opportunities."

In furtherance of its goals, the Service maintains listings of housing opportunities in the National Capital Area and urges employees to identify and patronize those who offer housing on a non-discriminatory basis when renting or selling their homes or when renting or purchasing homes.

FEDERAL POWER COMMISSION

The Federal Power Commission (FPC) regulates the interstate aspects of electric power and natural gas industries. FPC actions directly or indirectly affect the great majority of electric and natural gas consumers throughout the Nation.

The Commission has a staff of 1,398, of which 136 are located in six field offices. Due to its small size, the Commission does not think it feasible to set up a Housing Locator Service exclusively for the FPC. However, there are a number of other small regulatory agencies located in its general vicinity, and the FPC is currently exploring the possibility of establishing a common locator service. In addition, the Federal Power Commission, as a regulatory agency, does not have the responsibility for administering federally-sponsored programs over which it could exercise funding authority.

Currently, HUD and FPC staff are working together to develop a draft interagency agreement representative of the size, mission and authority the smaller agencies are able to exercise.

BOARD OF GOVERNORS OF THE FEDERAL RESERVE SYSTEM

The Federal Reserve System (FRS) is charged with administering and making policy for the Nation's credit and monetary affairs. The FRS influences the lending and investment activities of commercial banks and the cost and availability of money and credit. Through its supervisory and regulatory banking functions, the Federal Reserve System helps maintain a commercial banking system that is responsive to the Nation's financial needs and objectives.

There are twelve Federal Reserve Banks and twenty-seven branches throughout the United States.

The FRS has been positive in its actions relative to fair housing and equal opportunity. The FRS participated in the Pilot Record Keeping Project along with other Federal regulatory agencies. During Fair Housing Month, the FRS issued the following bulletin to all FRS employees.



BOARD OF GOVERNORS
OF THE
FEDERAL RESERVE SYSTEM

WASHINGTON, D. C. 20551

April 8, 1976

OFFICE OF STAFF DIRECTOR
FOR MANAGEMENT

TO ALL MEMBERS OF THE BOARD'S STAFF

April marks the eighth anniversary of the National Fair Housing Law, Title VIII of the Civil Rights Act of 1968. The Law provides that it shall be unlawful "to discriminate against any person in the terms, conditions, or privileges of the sale or rental of a dwelling, or in the provision of services or facilities in connection therewith, because of race, color, religion, sex or national origin."

Beyond this precise legal language there is an implied spirit that is, perhaps, just as important as the letter of the law.

Simply put, each of us should resolve to fight discrimination in our personal, daily lives, as well as in the conduct of government business.

April is an appropriate time for all Board employees to reexamine the meaning and intent of the Fair Housing Law as well as the ways in which each of us relates to the Law. We all share responsibility for assuring that the Fair Housing Law is implemented in personal as well as legal life. Everyone is involved.

Fair housing is an American idea because as Americans we must believe in fair play. The way we understand and implement this idea will determine, in large measure, the kind of person we are and the kind of nation we will build as America begins its next hundred years.

John R. Shultz

FEDERAL TRADE COMMISSION

The basic objective of the Federal Trade Commission (FTC) is the maintenance of strongly competitive enterprise as the keystone of the American economic system. Generally, the Federal Trade Commission Act charges the Commission with keeping competition free and fair. The FTC's main office is in Washington, D.C., with eleven field offices in major cities across the country.

The FTC has consistently been supportive of the goals of the Federal Equal Housing Opportunity Council. While unable to promote fair housing on the scale possible for the larger cabinet level agencies, the FTC has shown awareness of the concerns of new and current employees relative to their housing needs. The FTC Housing Officer has developed a Housing Kit available to all FTC employees to assist them in locating housing in the Greater D.C. Area and to welcome new employees to the area. Personal counseling is also available for employees who need assistance beyond the information in the housing kit.

The following is a copy of the FTC Housing Memorandum:

UNITED STATES GOVERNMENT

Memorandum

TO : New Employees.

DATE:

FROM : Kenneth Hunter,
Housing Officer. *[Signature]*
Division of Personnel.

SUBJECT: Housing in Washington, D.C.
and suburban areas.

Federal employees new to Washington and seeking suitable housing within their means will find a plentiful supply and an active housing market.

Good homes and rental units may be obtained within the existing housing supply. Many new houses and apartments are constructed each year. As in most U.S. cities, prices range from moderate to levels common for luxury housing.

The newcomer's main problem is to determine which area is most appealing to his tastes and then locating a house or apartment which best fits his income and needs. Such factors as commuting time, transportation convenience, and availability of schools, churches, shopping and recreational facilities will influence his choice.

This information is intended as a general guide to housing in the Washington, D.C. area. The guide identifies major residential sections, their characteristics, and gives commuting times. Major arteries and the location of principal Federal buildings are shown on maps.

The purpose of this housing kit is to save the newly arrived employee time and effort in settling in Washington, D.C. and make the relocation smoother and easier. "All About Living in Washington," provides information regarding taxes, schools, transportation, parks, recreation, and other services in the Washington Metropolitan area. It provides many answers for a prospective resident. "The Guide to Low-and Moderate-Cost Apartments in Suburban Washington, D.C.," lists apartments in suburban Maryland and Virginia. The guide also lists the size of the apartments and the rent.

The Washington Post, which is the area's largest newspaper, will be a valuable tool in locating housing. The Washington Post's Classified Section lists apartments and houses for rent. It also lists houses for sale. This listing is for the Maryland, Virginia, and the District of Columbia areas. The Friday edition of the Washington Star and the Saturday edition of the Washington Post have complete sections of the newspaper devoted to real estate. These sections have articles relating to Real Estate news and advertisements practically every new Housing Development in the Metropolitan area.



5010-108

I hope the information contained in this housing kit will simplify your relocation to the Washington Area. Welcome to Washington and I look forward to meeting you at the Federal Trade Commission.

32a
Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

GENERAL ACCOUNTING OFFICE

The General Accounting Office (GAO), under the direction of the Comptroller General of the United States, is responsible for assisting the Congress in carrying out oversight and legislative responsibilities. It provides legal, accounting, auditing and claims settlement functions relative to Federal programs and operations, and makes recommendations on providing more efficient and effective government operations.

GAO became active on the Council in early 1976 with the appointment of a Representative to the Council. During the year GAO reviewed literature on the history of the Council and on individual agency accomplishments. The GAO Deputy Director of Field Operations was designated the agency's fair housing representative. GAO management also has agreed to fully realize the third goal of the Council by including fair housing-related considerations in its site selection process.

GENERAL SERVICES ADMINISTRATION

The General Services Administration (GSA) establishes policy and provides for the government an economical and efficient system for the management of its property and records, including construction and operation of buildings, procurement and distribution of supplies, use and disposal of property, traffic, transportation, and communications management, stockpiling of strategic material, and the management of a government-wide automatic data processing resources program.

GSA has worked closely with HUD in the past in developing and implementing the HUD/GSA Memorandum of Understanding. The Agreement speaks to the goal of the Council that addresses site selection. GSA has published site selection criteria to assist GSA and other agencies in identifying the most favorable location for an agency to locate with housing related needs of the employees taken into consideration. Even though GSA has site selection authority for the majority of the Federal offices, HUD urges agencies and departments to take an active role in choosing sites and to advise GSA of the type of housing and other factors that must exist for the employees. GSA periodically sends administrative notices to employees informing them of their fair housing rights.

Currently HUD is working with GSA to finalize the Interagency Fair Housing Agreement. HUD has also discussed with GSA the possibility of including fair housing requirements in the GSA lessor contracts for space.

GOVERNMENT PRINTING OFFICE

The Government Printing Office (GPO) is responsible for printing and binding the numerous publications of the Congress and the departments and offices of the Federal government. It also furnishes printed supplies to all government activities, prepares catalogues, and distributes and sells government publications.

The GPO has expressed to HUD that it is heartily in accord with policies and programs to further fair housing and equal opportunity.

GPO plans to keep in touch with developments in this area by continuing to send our representative to meetings of the Federal Equal Housing Opportunity Council.

GPO has developed a Fair Housing Opportunity Action Plan based on years of experience in filling the needs of its employees. Given the minimum number of new employees hired from outside of the Washington, D.C. area and the general lack of interest on the part of employees in a housing locator system, GPO does not feel that extensive programs, beyond the services currently offered, are warranted, and believes that execution of the interagency agreement would not be meaningful.

DEPARTMENT OF HEALTH, EDUCATION AND WELFARE

The Department of Health, Education and Welfare (HEW) is committed to the cause of fair housing and strives toward effecting the three-pronged strategy as developed by the Federal Equal Housing Opportunity Council.

The Department plans Federal facility locations in accordance with the HUD-GSA Memorandum of Understanding and other Federal directives.

Employee Housing Services are maintained for the Southwest Complex, Social Security Administration, National Institutes of Health and Parklawn. The services include not only housing locator services but also day care information. In some locations, transportation information is provided.

A sample review of activities of two of the Department's Housing Services reveals that of the 165 housing requests received in fiscal year 1975 by the Housing Office located in the Southwest Complex, 63 were from males and 102 were from females. Moreover, 71 were Caucasian, 83 were Black and 11 were other minorities.

For the quarter ending June 30, 1975, 768 cases were processed by the SSA Housing Office. Of that number, 185 were male and 583 were female. 493 of the cases involved minorities, while 275 of the cases involved Caucasians.

In addition, staff persons serve on boards of various organizations concerned with housing such as the Citizens Planning and Housing Association, Baltimore Neighborhoods, Inc., the Regional Planning Council and the National Federation of Housing Counselors, Inc., an organization of State housing counselor agencies and individuals joined together in the interests of housing consumer education.

The Social Security Administration has a person in each of the ten HEW Regional Offices engaged in housing activities, at least on a part-time basis.

The proposed Interagency Agreement Between the Department of Housing and Urban Development and the Department of Health, Education and Welfare Concerning Federal Agency Advancement of Fair Housing and the Location of Government-Sponsored Facilities was prepared and is in the HEW Secretary's office for approval.

INDIAN CLAIMS COMMISSION

The Indian Claims Commission, established in 1946, hears and determines claims against the United States on behalf of any Indian tribe, band, or other identifiable group of American Indians residing in the United States.

The total staffing of the Commission is 44, and is scheduled to expire in 1977 or 1980. Accordingly the Commission can do little to fully realize the goals of the Federal Equal Housing Opportunity Council. There are no field locations and no site selection process will occur prior to its expiration. The Commission has, however, received fair housing information from HUD, and makes it available to employees encountering housing discrimination.

DEPARTMENT OF THE INTERIOR

The Department of the Interior (DOI) is the Nation's principal conservation agency, responsible for most of the country's public lands and natural resources. DOI assesses the country's energy and mineral resources and works to assure that their development is in the best interest of all Americans. The Department also has a major responsibility for American Indian reservation communities and people living in island territories of the United States.

DOI's Office of Equal Opportunity has cooperated with HUD in achieving the goals of the Council since the Council began three years ago.

In developing the Interagency Fair Housing Agreement, DOI has been concerned with including essential elements of DOI programs. One of the primary program areas is under the DOI Bureau of Outdoor Recreation Fund awarded to communities to develop open space and park lands. HUD and DOI staff are working together to develop a meaningful, mutually acceptable Agreement.

INTERSTATE COMMERCE COMMISSION

The Interstate Commerce Commission (ICC) regulates interstate surface transportation. The ICC assures that the carriers it regulates will provide the public with rates and services that are fair and reasonable.

As part of the Equal Housing Opportunity Program, the ICC provides its employees housing locator services; periodic issuances of informational bulletins on equal housing opportunity; a ready supply of housing and apartment guides; and accessibility to personnel counselors trained to give housing assistance, and in certain cases to provide legal assistance where discrimination has occurred.

Information regarding housing is made available at Headquarters by the Staffing and Employee Relations Specialists and by Administrative Assistants to the Regional Managers in the field.

The ICC does not have program funding authority that can generally be used to facilitate equal housing although it does provide staff resources to provide counseling and housing information services to ICC employees.

ICC has displayed the fair housing poster recently received from the Office of Fair Housing and Equal Opportunity, and fully supports the elimination of housing discrimination.

DEPARTMENT OF JUSTICE

The Department of Justice is legal counsel to the citizens of the United States, representing them in enforcing the law in the public interest. It construes the law under which other departments act. It conducts all suits in the Supreme Court in which the United States is involved, supervises the Federal penal institutions, and investigates and detects violations against Federal laws. The Department also represents the government in legal matters generally, rendering legal advice and opinions, upon request, to the President and to the heads of the executive departments, and supervises and directs the activities of the U.S. Attorneys and Marshals in the various judicial districts.

HUD and the Justice Department's Civil Rights Division have worked in close cooperation in pursuit of fair housing through enforcement and voluntary measures.

Many of the goals of the Office of Voluntary Compliance are accomplished with the assistance of the Civil Rights Division. National organizations such as the National Organization of Realtors, National Association of Home Builders, and the American Institute of Real Estate Appraisers have developed fair housing-related programs as a result of interagency cooperation between HUD and Justice.

The following is a recent news release by the Department of Justice relative to Title VI of the Civil Rights Act of 1964.



Department of Justice.

FOR IMMEDIATE RELEASE
WEDNESDAY, DECEMBER 1, 1976

CR
202-739-2014

Attorney General Edward H. Levi today issued regulations strengthening the enforcement of nondiscrimination in federally assisted programs.

The regulations apply to 28 federal agencies that provide financial assistance of \$50 billion a year through some 400 federal programs.

Executive Order 11764 of January 21, 1974, gave the Attorney General the authority to coordinate and assist efforts of federal agencies to enforce the non-discrimination provisions of Title VI of the Civil Rights Act of 1964.

The new regulations, published today in the Federal Register, establish minimum standards for federal agencies in enforcing Title VI and related statutes and require active steps by the agencies to monitor compliance.

"The purpose of these regulations is to insure that federal agencies properly enforce the law, which prohibits discrimination on the ground of race, color, or national origin in programs receiving federal financial assistance," Mr. Levi said.

The regulations require federal agencies to:

-- Publish Title VI guidelines for each federal aid program, including examples of prohibited practices and remedial action required, or state why guidelines would not be appropriate.

-- Require federal aid recipients to publicize the nondiscrimination provisions and to provide information to significant groups of non-English-speaking persons in their own languages.

-- Collect racial and ethnic statistics and other information essential to enforcement of Title VI, or state why the collection would not be appropriate.

-- Determine whether a federal aid applicant is in compliance with Title VI before approving an assistance program.

-- Establish an effective monitoring program of federal aid recipients to insure continued compliance with Title VI.

-- Establish and publish procedures for the prompt processing and disposition of complaints.

-- Provide a sufficient staff to enforce Title VI.

In addition, the regulations require state agencies administering federally financed continuing programs to establish similar compliance programs for themselves and for other recipients who obtain federal funds through the state agencies.

Assistant Attorney General J. Stanley Pottinger, head of the Civil Rights Division, said the regulations have been preparation for more than two years.

Proposed regulations were published last July 29, and a number of comments were received and fully considered before the final regulations were approved by the Attorney General, Mr. Pottinger said.

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DEPARTMENT OF LABOR

The Department of Labor is responsible for promoting and developing the welfare of the wage earners of the Nation through various programs that improve wage earners' working conditions and advance their opportunities for profitable employment.

In April 1976, the Department of Labor joined the growing number of agencies signing the Interagency Fair Housing Agreement with HUD. The Department's Office of Equal Employment Opportunity was responsible for in-house efforts to finalize the document.

The various Personnel Offices of the Department of Labor provide limited information on housing available in the greater Washington, D.C. area. This also applies to the ten Regional Offices of the Department. Information consists mainly of where to go, what other Federal, city or county agency to contact, where to file complaints, etc. Limited information on housing is also available through the Departmental EEO Office.

The Director of EEO represents the Department of Labor at all "Fair Housing" and "Federal Equal Housing Opportunity Council" meetings. He attends all Department of Labor meetings and functions dealing with the planning for, or location of, facilities to ensure compliance with the intent of the Interagency Agreement.

Consolidation of most agencies of the Department in the new building at 200 Constitution Avenue, N.W. has greatly increased the number of personnel that can be serviced by the Equal Opportunity Office which also provides fair housing information to employees.

LIBRARY OF CONGRESS

The Library of Congress was established under the law approved in 1800, appropriating "\$5,000 for the purchase of such books as may be necessary for the use of the Congress." The scope of responsibility and budget for the Library has been expanded considerably by subsequent legislation. The Library's first responsibility is service to Congress, but it has developed to provide a wide range of services to the entire government and the public at large.

Although the Library of Congress has expressed full support for fair housing principles, the Library has taken the position that Title VIII does not apply to the Library of Congress since it is an agency of the Legislative Branch.

Accordingly, while the Library will not enter into the interagency agreement, the Federal Equal Housing Opportunity Representative does continue to participate in and keep the Library apprised of the Equal Housing Opportunity Council activities.

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

The National Aeronautics and Space Administration (NASA) engages in a variety of programs designed to carry out the policy of the Congress that activities in space should be devoted to peaceful purposes for the benefit of mankind.

In relation to its fair housing responsibilities, NASA, on a continuing basis, constantly seeks to solve problems associated with transportation from urban centers since many of its installations are permanently located in somewhat remote areas. Several of NASA's Centers have already appointed housing officers to assist new employees, as well as those presently on board, to obtain housing on a non-discriminatory basis.

NASA has distributed to all of its installations copies of HUD's "Fair Housing 1974 Report" to make Center officials aware of actions taken by various Federal agencies and departments to promote equal opportunity in housing. Copies of the fair housing poster have also been sent to the field with the suggestion that they be posted in conspicuous locations throughout the installation. NASA has signed the Interagency Fair Housing Agreement with HUD.

NATIONAL CREDIT UNION ADMINISTRATION

The National Credit Union Administration (NCUA) regulates the Federal credit union system, which has the greatest number of financial institutions in the United States. NCUA charters, insures, supervises and examines the thousands of credit unions throughout the country. NCUA has regional offices in six cities servicing most major American cities.

NCUA fully supports the aims of fair housing and equal opportunity and compliance with Title VIII and Executive Order No. 11063. The draft Interagency Fair Housing Agreement provides in the Articles of Agreement various procedures which would further affirmative action on the part of an Executive Department or Agency to assure that Federal employees will have equal opportunity in the area of housing. NCUA feels that the procedures in these Articles appear to be valid for larger departments or agencies but not feasible for NCUA to adopt currently.

The National Credit Union Administration is not an appropriated fund agency and operates on a restrictive budget which does not permit the hiring of personnel for the establishment of an Equal Housing Locator Service.

The NCUA Regional Office staff is comprised chiefly of examiners who work from their own homes. Their housing needs are based upon the location of the Federal credit unions which they examine rather than the location of a Regional Office. Therefore, the cost of implementing any programs to assure equal housing opportunities in this instance would be prohibitive.

GSA is responsible for assuring that fair housing objectives are reached in determining the location of federally-constructed buildings and leased space. NCUA works closely with GSA in regard to those functions.

NCUA also implements programs that provide for upward mobility among NCUA personnel and provides housing assistance to employees who are transferred from the Regional Offices to the Central Office in Washington, D.C. In view of the size of Regional and Central Office employee groups, we believe that NCUA has judiciously located office facilities to best serve the needs of employees, including minorities and women.

NATIONAL FOUNDATION OF THE ARTS AND HUMANITIES

The National Foundation of the Arts and Humanities was created in 1965 to encourage and support national progress in the humanities and the arts. The Foundation consists of the National Endowment for the Humanities, and the Federal Council on the Arts and Humanities. Activities of the Endowment for the Arts are designed to foster the growth and development of the arts in America, to preserve and enrich cultural resources, and to award grants to fulfill the goals of the Endowment.

The National Endowment for the Humanities is designed to promote and support the production of knowledge in the humanities, especially as it relates to the serious study and discussion of contemporary values and public issues.

The Foundation reports to HUD that due to the small number of Foundation staff; the ability of most staff to locate satisfactory housing reasonably close to Foundation offices; and the relatively few programs and projects funded by the Foundation related to housing, the Foundation does not consider itself in a position to contribute significantly to the advancement of fair housing and the location of government-sponsored facilities by signing the Interagency Agreement.

The Foundation has assured HUD, however, that every effort will be made within the realm of its statutory responsibility to promote the goals of Title VIII.

NATIONAL LABOR RELATIONS BOARD

The National Labor Relations Board (NLRB) administers the Nation's laws relating to labor relations. It has the power to investigate and settle labor disputes, safeguard employee's rights to organize, and prevent unfair labor practices. The NLRB Headquarters Office is assisted by 46 field offices in major cities across the country.

It has long been the policy of the NLRB to actively support and promote fair housing programs. In addition to issuing special notices to agency employees concerning equal housing opportunity laws and activities, NLRB has been providing counselling and referral services, maintaining supplies of program literature, and advising employees on the filing of complaints with HUD. The Agency Fair Housing Officer represents NLRB at all meetings when participation is requested.

NATIONAL SCIENCE FOUNDATION

The National Science Foundation (NSF) promotes the progress of science through the support of research and education in the sciences. Its major emphasis is on research to improve understanding of fundamental laws of nature upon which our future well-being is dependent.

The Foundation has indicated to HUD that because of its general character, signing the agreement could not stimulate meaningful fair housing activity within the National Science Foundation's responsibilities.

Although NSF does own facilities-National Research Centers-it is prohibited by legislation from operating them. A university consortium is charged with operating each center and the employees, therefore, are not Federal employees. Since the thrust of the agreement is toward fair housing for Federal employees, implementation of this agreement would have no effect on these people. The choices of site location for the centers are driven by scientific consideration and the university and the individuals involved are responsible for obtaining housing for the employees.

The Foundation is headquartered in Washington and has no field offices which might benefit from an equal housing locator service. We presume that if a locator service is desirable for Washington either HUD or GSA will

develop such a service, and there would be little gain in constructing a separate one for NSF.

Funding authority and appropriation for NSF have stringent restrictions imposed on the use of funds, none of which include fair housing or other provisions under Title VIII of the Civil Rights Act of 1968. Since NSF's primary mission is to grant funds, mostly for university research, the use of university personnel necessarily means there are no Federal employees who fall under NSF responsibility.

The Foundation Director has stated his belief that equal housing opportunity is vital to the Nation, and that NSF remains fully supportive of Federal fair housing goals.

NATIONAL TRANSPORTATION SAFETY BOARD

The National Transportation Safety Board is a small, newly independent Federal agency. It has a total of less than 300 employees, some 70 of which are located in 11 different field offices throughout the United States. Thus the impact which this agency can make in furthering the objectives of Title VIII of the Civil Rights Law of 1968 are minimal in relation to the programs which executive departments and other large independent agencies can mount. The Board nevertheless cooperates in any way it can with the Department of Housing and Urban Development in carrying out its responsibilities for administering this program.

Because of the small size of its field installations (ranging from 4 to 10 employees at each), facility locations must be placed in centers of Federal activity (primarily the 10 Federal Regional Centers) to enable receipt of the necessary housekeeping and administrative support services to function effectively. Because of its accident investigation responsibilities field offices must be very near transportation facilities to permit investigators to travel to the scene of accidents by the most rapid transportation means available. The Safety Board, therefore, is dependent almost exclusively on the General Services Administration to select sites for the small field contingents which, in addition to serving our program needs, also advance housing options and choices for employees, particularly minorities and women.

The small size of the field installations, which do not have any personnel services available on site, preclude maintenance of equal housing locator services within the agency. Field offices are thus

dependent on other larger Federal agencies with which they are collocated, or upon Federal Executive Boards for this type of service. In the headquarters office, because of its location in Southwest Washington, the need for a formal equal housing locator service for employees is not deemed necessary. The Board's Personnel Office, however, counsels with employees having problems with existing community conditions affecting their work situations, and attempts to resolve any such problems identified.

NUCLEAR REGULATORY COMMISSION

The Nuclear Regulatory Commission (NRC) established in 1974, licenses and regulates the uses of nuclear energy to protect the public health and safety, and the environment. The NRC licenses people and companies to build and operate nuclear reactors and to use nuclear material. The NRC also establishes the standards for the licenses and inspects activities to ensure nuclear energy safety.

The NRC is vigorously supportive of equal housing opportunity programs and complies in an affirmative manner with the requirements of Section 808(d) of Title VIII of the Civil Rights Act of 1968, as amended, and Executive Order 11063. To promote this policy, the Commission has formulated objectives, responsibilities and general guidelines with regard to open housing programs for Commission employees and prospective employees.

To assist HUD in its efforts to promote fair and open housing, the Commission is currently reviewing the draft Agreement, and working with HUD to develop any formal arrangements that may be appropriate to further the goal of fair housing opportunities.

OFFICE OF MANAGEMENT AND BUDGET

The Office of Management and Budget (OMB) supervises and controls the administration of the Federal Budget. OMB carries out a variety of budget-connected functions, all aimed at efficient and coordinated implementation of Federal government activities.

OMB fully supports the Council's goals, as well as the broader efforts of HUD to promote fair housing.

With respect to the draft Interagency Fair Housing Agreement, OMB operates from one location; consequently, it is not faced with the problem of acquiring new facilities or relocating employees; also, OMB receives few employee requests for assistance in finding housing and those requests which are received are handled by the OMB Personnel Office. The Director of OMB has stated his willingness to endorse the agreement, thereby acknowledging OMB support for the Council's three-pronged strategy.

OMB continues to support HUD's efforts in fair housing and encourages all Federal agencies to carry out their fair housing responsibilities.

UNITED STATES POSTAL SERVICE

The major purpose of the United States Postal Service is to provide postal services promptly, reliably, and efficiently, to individuals and businesses in all areas of the Nation.

The Postal Service was created as an independent establishment of the Executive Branch by Section 2 of the Postal Reorganization Act, approved August 12, 1970.

The Postal Service is committed to the objective of fair housing for its employees. In fulfilling this commitment, planning actions for new facilities are monitored to assure reflection of genuine concern for the postal employees affected by the plan, concurrently with the need to provide public service and accommodate the transportation of mail.

The Postal Service therefore continues to focus attention on (1) site selection and (2) activation of planning.

Some achievements of the Service are as follows:

1. During FY '75, 19 sites were evaluated and selected for location of new major facilities. Sites were selected based on decided minimal impact on housing and transportation needs of affected employees. Consistent with operation requirements, sites determined to be incompatible with established criteria regarding employee impact factors were dismissed from consideration.
2. Five major facilities were activated during this period of consideration. Employees were provided orientation packages, including information on low-and moderate-income housing units

available within convenient commuting distances to respective facilities. Locator and referral services were provided through combined efforts of Postal Service personnel and local city and State organizations.

3. Applicability of the Fair Housing Law is disseminated through Postal Service training programs for staff, and through distribution of HUD fair housing posters and literature.
4. During the final six months of activation planning, milestone reviews of employee impact factors are conducted at the direction of the appropriate program manager.
5. Headquarters staff conducts monthly reviews of activation reports and visits facilities to assure employee impact factors are accounted for.

RAILROAD RETIREMENT BOARD

The Railroad Retirement Board administers the Railroad Retirement and Railroad Unemployment Insurance Acts. The Board also participates in the administration of the Social Security Act and the Health Insurance for the Aged Act insofar as it affects railroad retirement beneficiaries.

The Board was established in 1935 and is composed of three members appointed by the President. The Board has its headquarters in Chicago and five field offices located in centers of railroad population.

The Board has been informed that one of the goals of the equal housing opportunity counsel is to expand the program's efforts to the field. Since its headquarters are in Chicago, it is best for the Board to work with the Chicago Region. The Board is a centralized agency with about 1,300 of its 1,900 employees located in Chicago. The remaining employees are scattered through almost 100 small offices.

The Director of the Bureau of Personnel has been appointed Equal Housing Opportunity Representative. The Board looks forward to working with HUD as the Region Council is activated.

RENEGOTIATION BOARD

The Renegotiation Board established in 1951 seeks the elimination of excessive profits on defense and space contracts and related subcontracts. This is accomplished through informal and nonadversary proceedings before the Board and its Regional Boards. Contractors not agreeing with Board determinations may petition the Court of Claims for redetermination.

Representatives from the Renegotiation Board have attended the various meetings of the Federal Equal Housing Opportunity Council. The Board supports the concept of equal opportunity for all Americans in employment, housing, and all other areas of pursuit.

Although the Board supports fair housing, it does not have program funds that could generally be used to promote fair housing. The Renegotiation Board depends on GSA as its renting agent for office space.

SMALL BUSINESS ADMINISTRATION

The Small Business Administration (SBA) was established in 1952 to counsel, assist, and protect the interests of small business. SBA ensures that small business concerns receive a fair number of government purchases, contracts, and sale of government properties. SBA makes loans to small business concerns and small business investment companies, which it also regulates and licenses. Training in management skills is also offered by SBA to potential and existing businesses.

The SBA involves itself in housing as it relates to its Home Loan Disaster Program. SBA makes loans either directly or by way of guarantees to disaster victims under certain circumstances. In addition SBA might get involved in the foreclosure and sale of a dwelling unit as a result of a default on the part of a borrower.

The Compliance Division actively monitors disaster lending programs to assure that all disaster victims, without regard to race, color, creed, sex or national origin, receive equal and courteous treatment. SBA also thoroughly looks into every complaint of discrimination against an SBA office or official based on race, color, creed, sex or national origin.

SMITHSONIAN INSTITUTION

The Smithsonian is not an executive agency but a trust establishment administered by an independent Board of Regents (20 U.S.C. 41 et seq). Smithsonian buildings are directly appropriated to the Institution by Congress; they are not administered by GSA.

The Smithsonian sends an observer to the Federal Equal Housing Opportunity Council, and, acting under its charter authority, pursues Institution programs which further fair housing and equal opportunity. For instance, there has been distributed to every employee an explanation of the 1968 Fair Housing Act and the name and telephone number of a contact within HUD who can advise on specific questions which may arise under the Act. The Smithsonian Personnel Department makes this same information available to every prospective Smithsonian employee. In addition, equal employment opportunity staff maintains close liaison with the Federal Equal Housing Opportunity Council to assure the continuing effectiveness of Smithsonian programs.

DEPARTMENT OF STATE

The Department of State provides the President with his primary advice in the formulation and execution of foreign policy. The Department engages in ongoing consultations with other States and negotiates treaties and agreements with foreign nations. The Department also speaks for the United States in the United Nations and in more than 50 major international organizations. The State Department has Foreign Service Offices in 137 countries throughout the world and represents the country's 10 field/passport offices.

The Department of State is primarily a Foreign Affairs agency and does not involve itself in new site selection for Federal buildings in the United States. The procedure used by the Department to acquire space is to give its full requirements as to purpose, type and amount of space needed to the General Services Administration which in turn solicits bids. The lowest bid is accepted and the Department is told what it must accept.

The Department has no project funding which might indirectly be used to advance the cause of equal housing opportunity.

The State Department has cooperated with HUD in working to finalize the Interagency Fair Housing Agreement.

TENNESSEE VALLEY AUTHORITY

The purpose of the Tennessee Valley Authority (TVA) is to conduct a unified program of resource conservation, development, and use to advance the economic development of the Tennessee Valley region.

TVA is wholly owned by the U.S. Government. While its electric power program is required to be financially self-supporting, other programs are financed primarily by appropriations.

TVA endorses and fully supports the policies of Title VIII.

While TVA does not have a formal program involving the planning of facility locations which might advance housing options and choices for employees, it does give careful consideration to employee housing when the need arises to plan the location of a major office facility.

TVA has designated employees to serve as Housing Officers in each area where there are concentrations of TVA employees. Their principal objective as Housing Officers is to assist new or transferred employees moving into these areas to find suitable housing. This assistance has been given on a case-by-case basis and has been successful to date. The Housing Officers canvas real estate people and others who own and operate dwelling units to determine the availability of housing on a nondiscriminatory basis. In these contacts they have always sought to encourage and persuade voluntary compliance with the Fair Housing Policy. All TVA Housing Officers are active in various community movements to improve fair housing conditions in their areas. Lists of realtors serving each of these areas as well as lists of apartments available for rent are maintained and updated regularly.

The University of Tennessee's Graduate School of Planning Research Center, under a grant from and in cooperation with the Tennessee Valley Authority, produced the Knoxville-Knox County Homeseeker's Guide. If this guide proves to be a successful tool for helping new or transferred employees--especially minorities and women-- find housing in the Knoxville area, TVA plans to produce similar guides for the Chattanooga and Muscle Shoals, Alabama, areas, TVA's two other major employment centers.

In an effort to assist working mothers, Housing Officers also provide child day-care center locator service for the Knoxville, Chattanooga, Muscle Shoals areas. The Knoxville and Muscle Shoals listings are updated annually and the Chattanooga listing is updated biannually.

As outlined in the TVA Plan of Action: Equal Employment Opportunity, TVA provides legal assistance, when necessary, to employees and prospective employees, particularly women and minorities, who encounter discriminatory practices in their efforts to obtain suitable housing.

Finally, TVA has developed a draft Interagency Agreement and is working on finalizing the document in the near future.

DEPARTMENT OF TRANSPORTATION

The Department of Transportation (DOT) is responsible for establishing the Nation's overall transportation policy, continues to move forward in its fair housing activities.

An affirmative housing policy has been established for U.S. Coast Guard military personnel to assure equality of opportunity for every member of the Coast Guard in the assignment and occupancy of public quarters and off-base rental housing leased by the Coast Guard. Off-base quarters are subsidized and leased by the Coast Guard. Housing billets under such leases must be open to all persons.

There are currently 31 housing referral personnel in 21 locations throughout the Coast Guard. These officials serve military and civilian personnel on housing needs.

The Federal Aviation Administration (FAA) has established housing officers in each of its Regional Offices and centers. Of the 13 housing officers, six are civil rights division chiefs, six are personnel management officers, and one is a logistics officer. These housing officers maintain liaison with field housing groups and local commissions against discrimination to determine housing practices and the availability of open housing for FAA employees.

The Urban Mass Transportation Administration (UMTA) conducted a comprehensive review of the Rochester Genesee Regional Transportation Authority, Rochester, New York, relocation program which included interviews with all persons to be relocated, analysis of official relocation plans to ascertain their compliance with DOT regulations, and contact with community-based groups.

Through the intervention of the UMTA Office of Civil Rights, an impact study of the Bay Area Rapid Transit District rapid rail system was modified to examine its effect on minority communities in the Bay Area, particularly in the area of racial isolation, housing patterns, and accessibility.

UMTA conducted a comprehensive review of the Metropolitan Atlanta Rapid Transit Authority (MARTA), Atlanta, Georgia, to evaluate community complaints of discrimination in relocation by MARTA. This included an in-depth interview procedure based on a comprehensive questionnaire schedule through door-to-door canvassing of residents, discussion with community-based organizations (e.g., the NAACP, Urban League, etc.), and interview of MARTA officials as well as examination of MARTA records.

The Federal Highway Administration (FHWA) has published two booklets relating to fair housing. The booklets explain the rights, benefits, and purposes of the Federal relocation assistance program and housing replacements as a last resort for Federal aid highway projects. The booklets are titled "Your Rights and Benefits As a Highway Relocatee Under the Federal Relocation Assistance Program," and "Housing Replacement As a Last Resort."

FHWA has developed guidelines for review and evaluation of the implementation of the relocation assistance program in regional, division and State offices.

FHWA has designed a 32-hour comprehensive training course which covers the major facilities of the relocation assistance program. The course is based on 25 percent lecture and instruction, 75 percent problem-solving, discussion and suggested solutions.

DEPARTMENT OF THE TREASURY

The Department of the Treasury is responsible for formulating and recommending financial, tax, and fiscal policies, serving as financial agent for the U.S. government, law enforcement, and manufacturing coins and currency. The Treasury Department has nine Regional Offices and 45 district area offices.

The Treasury Department has always pursued a policy of equal employment opportunity, as has been clearly expressed in Departmental activities and in the various provisions of the Department Affirmative Action Plan.

Treasury Department signed the Interagency Agreement with HUD on October 14, 1976, and is prepared to begin implementing the articles of Agreement.

U.S. COMMISSION ON CIVIL RIGHTS

The Commission on Civil Rights was created in 1964 to encourage constructive steps toward equal opportunity for minority groups and women. The Commission investigates complaints, holds public hearings and conducts studies on denial of legal rights. Findings and recommendations are presented to both the President and Congress. The Commission also serves as a national clearinghouse for civil rights information.

The Commission has been extremely helpful to HUD in developing strategy and direction for the Council. Mr. John Buggs, Staff Director of the Commission, has offered the assistance of Commission staff in consummating and implementing interagency fair housing agreements. HUD and Commission staff are currently involved in meetings to strengthen the terms of the draft Agreement.

The Commission also issues publications on progress in and barriers to achieving fair housing.

UNITED STATES INFORMATION AGENCY

The U.S. Information Agency (USIA) has responsibility for the conduct of overseas information and cultural programs to promote greater understanding of the United States, its government, people, customs, traditions, and its policies, both foreign and domestic.

Relative to fair housing goals, USIA makes available to their employees materials explaining the rights of individual homeseekers, available recourses of action and whom to call upon for assistance. Practical information pamphlets, maps, apartment and housing guides are also available. Most of this literature is provided by HUD and the Housing Opportunities Council of Metropolitan Washington. This information is routinely available in the personnel offices, recruitment office, retirement and counseling office, foreign service lounge, on bulletin boards and from members of the equal employment opportunity staff.

The Agency cooperates in a fair housing program with the Department of State and the Agency for International Development (AID). This program is administered in cooperation with the Office of Protocol and the Association of American Foreign Service Women (AAFSW). The AAFSW housing referral listings, including those from real estate concerns and private individuals, must certify in writing that the housing is available without regard to race, color, religion, sex or national origin. No listing is accepted without this written certification.

A bulleting board within the USIA headquarters office building has been specifically designated for the use of employees to advertise housing

needs and availability. A statement to the effect that all housing notices on Agency bulletin boards must comply with fair housing practices is prominently displayed. Boards are regularly monitored to assure adherence to this policy.

The resources of the Agency's Equal Employment Opportunity Staff and the Office of Personnel and Training are available as well as appropriate legal consultation to assist any employee who encounters an act of discrimination with regard to housing.

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

The Department of Housing and Urban Development (HUD) was created to administer the principal programs which provide assistance for housing and for the development of the Nation's communities.

Each year HUD commemorates the principles and spirit of the National Fair Housing Law of 1968 with a variety of activities during April - Fair Housing Month. The following is an indication of the types of activities HUD sponsored for Fair Housing Month.



INAUGURATES 'FAIR HOUSING MONTH' --- Secretary of Housing and Urban Development Carla A. Hills signs Fair Housing Month display in lobby of HUD headquarters building during brief ceremony April 2 launching the eighth nationwide observance of the passage of the National Fair Housing Law of 1968. Looking on at right are James H. Blair, HUD Assistant Secretary for Fair Housing and Equal Opportunity and Thomas O. Jenkins, who assists Mr. Blair as Director of Management and Field Coordination. (HUD photo by Joseph Barcia)

April 2, 1976



HUD NEWS

U.S. DEPARTMENT OF HOUSING
AND URBAN DEVELOPMENT
WASHINGTON D.C. 20410

REMARKS PREPARED FOR DELIVERY BY

James H. Blair

Assistant Secretary for Fair Housing

and

Equal Opportunity

at

Ceremony marking Eight Anniversary

of

Fair Housing Month

Washington, D.C.

April 2, 1976

I wish to thank Secretary Hills for her statement in support of Fair Housing Month and I would like to add some brief comments of my own.

Fair Housing is an American idea. Early in our history it was recognized that true personal freedom hinged on the individual's ability to move freely, hence to settle freely wherever he wished to settle.

It is an American idea for another reason: Segregated housing and the denial of access to any home within a person's financial means threatens the heart of the American way of life.

Fair housing is an American idea, lastly, because Americans believe in fair play, and fair housing is but an extension of that fundamental concept.

I believe fair housing is also an idea whose time has come. For if we are to meet the challenges that lie before us in other areas of concern -- energy, economy, environment, industrial productivity and the like -- if we are to meet these challenges, we must first set aside the differences that can prevent the fulfillment of our nation's manifold promise.

This year we are, in part, celebrating a revolution -- one that helped create a unified nation from a handful of colonies. It is time now to set our sights toward another revolution -- one of attitude -- that can recreate a nation unified in the purpose of meeting the challenges that lie ahead.

The provision of "a decent home in a suitable living environment for every American..." is only one part of the overall task we face as we move into our third century.

If we achieve this, I believe we will gain the measure of maturity necessary to carry us successfully into and through the next two hundred years.



HUD NEWS

U.S. DEPARTMENT OF HOUSING
AND URBAN DEVELOPMENT
WASHINGTON D.C. 20410

HUD-No. 76-98
Phone: (202) 755-5284
(Day)

FOR RELEASE:
Monday
March 22, 1976

Carla A. Hills, Secretary of the Department of Housing and Urban Development, will inaugurate activities in commemoration of Fair Housing Month during a special ceremony in the South Lobby of the Department's Headquarters Building on Friday, April 2.

Accompanying Secretary Hills at the 11:00 A.M. ceremony will be other HUD and Federal agency officials, guests from the White House and Congress, members of national civil rights leadership groups and representatives of the real estate industry.

The ceremony will feature brief statements by Secretary Hills and James H. Blair, HUD Assistant Secretary for Fair Housing and Equal Opportunity. Secretary Hills and the attending guests will sign a ceremonial document calling for personal commitment to the principles and spirit of the National Fair Housing Law of 1968.

Immediately following the ceremony, a news conference conducted by Assistant Secretary Blair will be held in Suite 5100 on the fifth floor of the HUD Building, 451-7th St., S.W.

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NOTE TO EDITOR: The signing ceremony will offer a photo opportunity.



HUD NEWS

U.S. DEPARTMENT OF HOUSING
AND URBAN DEVELOPMENT
WASHINGTON D.C. 20410

HUD-No. 76-104
Phone: (202) 755-5284
(Day)

FOR RELEASE:
Saturday
April 3, 1976

The Office of Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development, will sponsor a women's conference on housing and community development at the Ramada Inn-Rosslyn, in Arlington, Va., April 5 and 6.

Titled "Housing and Community Development: Making it Work for Women," the conference is the first in a series of HUD-sponsored events that will commemorate "Fair Housing Month" throughout April.

Allene Joyce Skinner, coordinator of HUD's Women's Program,* said the main thrust of the conference is to educate women about housing and community development programs and about the impact of these programs on individual women and women's groups.

The conference, she added, will also explore the special needs of women as consumers of HUD programs and inform women of the affirmative aspects of the Housing and Community Development Act of 1974. In addition, the conference will examine local government decision-making processes used throughout the United States and the points at which women can most effectively influence and utilize these processes to achieve their aims.

*The National Federal Women's Program was moved to the Office of Consumer Affairs and Regulatory Functions.

-more-

HUD-No. 76-104

-2-

Constance B. Newman, HUD Assistant Secretary for Consumer Affairs and Regulatory Functions, will give the keynote address. Carla A. Hills, Secretary of the Department of Housing and Urban Development, will host a reception for conferees Monday evening, April 5, immediately following the first day's activities.

Other HUD officials participating in the conference include: James H. Blair, Assistant Secretary for Fair Housing and Equal Opportunity; David Cook, Assistant Secretary for Housing Production and Mortgage Credit; David Meeker, Assistant Secretary for Community Planning and Development; and Mrs. Glendora Putnam, Deputy Assistant Secretary for Fair Housing and Equal Opportunity.

Speakers and panelists include: Dr. Ethel Allen, City Council member, Philadelphia, Pa.; Ruth Rasmussen, executive director of the Michigan Civil Rights Commission; Dorothy Height, President, National Council of Negro Women; Maxine Brown, Association of Bay Area Governments and chairperson of The NOW Housing Task Force; Aileen Hernandez, urban affairs consultant; and Carol Greenwald, Commissioner of Banks, State of Massachusetts.

The conference will feature workshops on sex discrimination in the sale, rental and financing of housing; planning to meet the needs of women; and new rights and responsibilities of women under the HUD Community Development Block Grant Programs.

The Federal Women's Program is that portion of HUD's Fair Housing and Equal Opportunity effort charged with assuring that women in the Department are given equal opportunity in all phases of employment.

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HUD NEWS

U.S. DEPARTMENT OF HOUSING
AND URBAN DEVELOPMENT
WASHINGTON D.C. 20410

HUD-No. 76-104
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THIS FEDERAL AGENCY FULFILLS ITS OBLIGATION

TO SUPPORT THE U.S. FAIR HOUSING LAW

Federal employees who encounter housing discrimination should file a complaint with the Assistant Secretary for Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development. Discrimination in housing can occur in any of the following areas:

- In the sale or rental of housing or residential lots
- In advertising the sale or rental of housing
- In the financing of housing
- In the provision of real estate brokerage services (Blockbusting is also illegal)

Remember:

Discrimination in housing because of race, color, religion, sex, or national origin is ILLEGAL.

If you feel you have been discriminated against, file a complaint immediately with

Assistant Secretary for Fair Housing
and Equal Opportunity
U.S. Department of Housing and Urban
Development
Washington, D.C. 20410

or call the toll free HUD Hot Line on 800/424-8590

FUTURE DIRECTIONS

The success or failure of the Federal Equal Housing Opportunity Council directly depends on the commitment of the heads of the various member agencies and departments to Federal fair housing goals. HUD plans to develop a better understanding among these top decision makers through identification of specific program areas in various departments and agencies that can have an effect on fair housing.

In addition to Headquarters activities, field Councils are being established to coordinate agency activities in local jurisdictions. Instead of using the ten basic Federal regions, field Councils are being established in major metropolitan areas. The first city with a Council will be Chicago, where the ground work has been laid to involve all the agencies located in that city, and the Federal Executive Board in the effort.

Another future direction is in the area of the HUD Community Development Block Grant Program. The CDBG Program permits communities to use funds to deconcentrate economic and minority groups within geographic areas, and to promote and increase the vitality of neighborhoods. Under the Housing Assistance Plan of the CDBG program, fair housing is an eligible block grant activity. HUD plans to provide the representatives with information on the program and to coordinate a systematic review of agency programs in selected cities to determine what programs can affect the fair housing activities as defined in the CDBG program.

HUD, with the cooperation of other agencies, also plans to offer training to personnel who have the responsibility for providing agency

housing locator assistance. In addition to providing a basic understanding of duties and responsibilities, the training will also serve as a means to sensitize personnel to the housing needs and concerns of many minority and women employees, and to the types of housing discrimination they may encounter.

Finally, the Council will also be concerned with directing more attention toward the Council goal calling for agency utilization of program funds to promote fair housing; working with and encouraging Federal regulatory agencies to assume more aggressive postures in dealing with discrimination in mortgage financing; and issuing joint statements of concern to the public and the President.

We are confident that this continued combining of the laws and policies of the Federal agencies will be a successful approach to ending the repressive practice of translating personal prejudice into active discrimination.

CREATIVE USE OF PROGRAM FUNDS BY FEDERAL AGENCIES TO FURTHER
FAIR HOUSING AND EQUAL OPPORTUNITY

The dictionary defines development as the act or process of bringing out the possibilities of something. As the name indicates, the Department of Housing and Urban Development is in the business of developing housing and urban areas, i.e., bringing out their greatest potential. Yet the concept of urban development goes far beyond the scope of HUD and its programs. When we speak of urban development, we connote community - that realm in which the life of an individual is realized. Going one step further then, a beneficial community realizing its full potential is one which provides an environment that permits, encourages, and makes it possible for individuals to grow to full maturity. When the development of a beneficial community is stifled because of prejudicial actions, it then becomes the role of the Federal government to work to correct those ills so individuals and communities are not hampered from realizing their full potential.

The overall goal of the Federal Equal Housing Opportunity Council is to use all feasible avenues of Federal activity to promote fair housing in the United States. Specifically, the Council goals call for agencies to make creative use of program funds to further fair housing and equal opportunity. To that end, the Office of Voluntary Compliance has compiled the following chart of selected agencies with a brief description of accomplished and suggested uses of program funds to promote fair housing. The agencies used in the chart were selected at random, and the examples are used solely as a way of stimulating creative agency activity relative to fair housing.

AGENCY	SUGGESTED ACTIVITIES TO USE FUNDING AUTHORITY TO PROMOTE FAIR HOUSING	Tried	Untried
Department of Commerce (Economic Development Administration)	A large portion of EDA monies are directed to water and sewer projects. As a condition for the approval of every project, a community survey is conducted to ascertain the civil rights posture of the community. Fair housing is one of the key elements in the survey. Community response determines receipt of funds.	X	
Department of Defense	In 1967, the Secretary of Defense ordered a nationwide survey of housing to determine how many facilities had adopted a policy of non-discrimination. Since passage of the Fair Housing Act of 1968, another survey should be made to measure change over the past eight years and determine the current and future path DOD needs to follow in their efforts to eliminate housing discrimination for military personnel.		X
Environmental Protection Agency	In relation to EPA's Wastewater Treatment Works Construction Grant Program, EPA is seeking guidelines for use in their grant regulations, whereby EPA can require appropriate Title VIII affirmative action by grantees. EPA and HUD should develop fair housing guidelines for EPA as a goal for fiscal year 1977.		X
Health, Education and Welfare	Since bussing to achieve racial balance in public schools is a heated issue, HEW might note that where there are racially balanced communities, bussing is not necessary. Many preconceived racial attitudes occur because of hearsay and fear. To build healthy attitudes toward inter-racial living, HEW should promote and sponsor an annual Fair Housing Day in the public schools during the month of April. The students would be involved in an assembly (or similar activity) where parents can be present to share the experience of learning about other people, and of the advantages of open communities. Better understanding among people breaks down many of the barriers to fully realizing the goals of fair housing and equal opportunity legislation.		X

AGENCY	SUGGESTED ACTIVITIES TO USE FUNDING AUTHORITY TO PROMOTE FAIR HOUSING	Tried	Untried
Tennessee Valley Authority	TVA has produced the KNOXVILLE-KNOX HOMESSEEKERS GUIDE For TVA employees and other County residents. The guide provides information on sale and rental housing in the county, transportation routes, and child care service information. The Guide was developed with the assistance of the University of Tennessee at Knoxville.	X	
Federal Home Loan Bank Board	The FHLBB has a Neighborhood Housing Service Program in Chicago to preserve declining neighborhoods. The local employees of member FHLBB organizations meet with community people regularly and determine the needs of communities to prevent blight and decline in the neighborhoods. This project has lessened hostility in many areas and given the community residents a different attitude toward the government. Other Federal regulatory agencies could participate in similar activities.	X	
Library of Congress	A display could be developed for use in the lobby of the Library during the month of April - Fair Housing Month.		X
Department of Transportation	DOT could deny highway development and improvement funds in communities with discriminatory housing practices. Granting of the funds would depend on the community developing a plan for ending its housing discrimination practices.		X

FEDERAL EQUAL HOUSING OPPORTUNITY REPRESENTATIVES

AGENCY	REPRESENTATIVE	ALTERNATE
Action	Burt J. Crivella Director, Office of Minority Affairs Washington, D.C. 20250 254-8350	
Agriculture	William Payne Program Analyst Office of Plans & Program Development Washington, D.C. 447-4806	Raymond Small 447-4806/07
Central Intelligence Agency	Gladys Devane Housing Officer Washington, D.C. 20505 351-1100	
Commerce	Luther C. Steward, Jr. Special Assistant for Civil Rights Room 4065 Washington, D.C. 20230 374-4993	Arthur Cizek EEO Coordinator 377-5049
Civil Service Commission	Clinton Smith Director of EEO 1900 E Street, N.W., Room 1304 Washington, D.C. 20415 632-6272	John E. Gimperling 632-6266
Comm. Rel. Service (Justice)	Gilbert Pompa Associate Director Equal Employment Opportunity Washington, D.C. 20503 739-4016	Roscoe Nix Chief of Support Service 739-4016

ALTERNATE

REPRESENTATIVE

AGENCY

Comm. Services
Administration

O. Marion Jones
E.O. Specialist and Housing Rep.
1200-19th St., N.W.
Washington, D.C. 20506
655-4000

Consumer Product
Safety Commission

John Barrett
Office of Equal Opportunity &
Minority Enterprise
5401 Westbard Avenue
Bethesda, Maryland 20207
496-7433

Defense

H. Minton Francis
Dep. Asst. Secretary of Defense
(Equal Opportunity)
Washington, D.C. 20301
697-6381

Dale L. Eppinger
Asst. Director of EO

Energy Research
and Development
Administration

Geraldine Verlarde
Equal Opportunity Specialist
Washington, D.C. 20545
353-4731

George Courtney
973-4445

Environmental
Protection
Agency

Mr. Carol M. Thomas
Director
Office of Civil Rights
(A-105)
Washington, D.C. 20460
755-0555

Antonio Burros
755-0530
Edgar Jenkins
755-8245

Equal Employment
Opportunity
Commission

Robert Peterson
Director, Office of Federal Liaison
Washington, D.C. 20506
343-1100

AGENCY	REPRESENTATIVE	ALTERNATE
Export-Import Bank	Francis P. Colling Vice President - Administration Washington, D.C. 20571 393-3111	
Farm Credit Admin.	Richard J. Peterson Director, Personnel & Administrative Services Division 485 L'Enfant Plaza West, S.W. Washington, D.C. 20578 655-4000	
Federal Communications Commission	Curtestine Boardley Director Equal Employment Opportunity Washington, D.C. 20554 632-9882	
Federal Deposit Insurance Corp.	Thomas C. O'Neill Director, Bank Customer Affairs Washington, D.C. 389-4295	Carmen Sullivan Consumer Affairs Specialist 389-4637
Federal Home Loan Bank Board	Rebecha H. Laird Attorney 101 Indiana Avenue, N.W. Washington, D.C. 20552 386-5556	
Federal Maritime Commission	Horace Botts, Jr. Transportation Analyst 1100 L Street, N.W. Washington, D.C. 20573 393-3111	
Federal Mediation & Conciliation Service	Ruth M. Wunsch Chief, Personnel Division Washington, D.C. 20427 783-9200	

AGENCY	REPRESENTATIVE	ALTERNATE
Federal Power Comm.	LaVerne Robinson Office of Personnel Programs 825 N. Capitol Street, N.E. Washington, D.C. 20426 275-4097	
Federal Reserve System	Janet Hart Office of Saver & Consumer Affairs 20th & Constitution Ave., N.W. Washington, D.C. 20551 452-2726	Henry Newport Chief of Fair Housing 452-2776
Federal Trade Commission	Pernell Caple Employee Relations Specialist 6th & Pennsylvania Ave., N.W. Washington, D.C. 20580 755-6228/9	
General Accounting Of.	Frank T. Davis, Asst. Dir. OPM 322 Farragut Street, N.W. Washington, D.C. 275-6261 - work 723-2333 - home	
General Services Admin.	Robert S. DiLucchio Executive Director Public Building Service Washington, D.C. 20405 343-4502	Tom Bush Director of Special Projects Division 343-4773
		W.J. McCoy Office of Space & Mgt. 343-5364

AGENCY	REPRESENTATIVE	ALTERNATE
Government Printing Of.	Ms. Audrey Fine Employee Relations Specialist Office of the Director of Personnel North Capitol & H Streets, N.W. Employee Programs & Services Washington, D.C. 20401 275-2530	
Health, Education & Welfare	Victor Labat Assistant Director Planning & Program Coordination HEW/OCR Washington, D.C. 245-6216	
Indian Claims Comm.	David H. Bigelow Executive Director Ridde Building - 6th Floor 1730 K Street, N.W. Washington, D.C. 20006 382-6433	
Interior Department	Edward E. Shelton Director Office of Equal Opportunity Washington, D.C. 20240 343-5693	Edward D. Clarke 557-2175
Interstate Commerce Comm.	Richard H. Mooers Personnel Management Specialist 12th & Constitution Ave., N.W. Washington, D.C. 20423 343-1100	
Justice Department	J. Stanley Pottinger Assistant Attorney General Civil Rights Division Washington, D.C. 20503 737-8200	

AGENCY	REPRESENTATIVE	ALTERNATE
Department of Labor	Velma M. Strode Director, Equal Employment Opportunity Washington, D.C. 20503 961-2827	John Hopkins 961-2827 Robert J. Neyhart EEO Officer 523-7001,2
Library of Congress	Dr. Eugene Walton Asst. Dir. of Personnel for Equality Programs 10 First Street, S.E. Washington, D.C. 20540 426-5479 426-5494	
National Aeronautics & Space Admin.	Roscoe Monroe Minority Community Relations Officer Equal Opportunity Office Washington, D.C. 20546 755-8525	
National Credit Union Admin.	Ms. Joan Felzien Program Analyst 2025 M Street, N.W. Washington, D.C. 20456 254-4925	
National Foundation of the Arts & Humanities	Norvell Smith Office of Administration Room 812 Washington, D.C. 20506 393-3111	
Nuclear Regulatory Comm.	Edward E. Tucker Director of EEO Washington, D.C. 20555 Mail Stop 7203 655-4000	Kenneth Jackson Office of EEO Mail Stop 7203

AGENCY	REPRESENTATIVE	ALTERNATE
National Labor Relations Board	Maurice Brice Chief of Personnel Operations Washington, D.C. 20570 Room 300 254-9044	Karen Jefferson EEO Officer 254-7816
National Science Found.	Lewis A. Gist Director of Equal Opportunity 1800 G Street, N.W. Washington, D.C. 632-9178	
National Transportation Safety Board	Robert Burchard Director of Administration Department of Transportation Washington, D.C. 20591 655-4000	
Office of Management & Budget	Paul H. O'Neil Deputy Director Washington, D. C. 20503 395-3000	
U.S. Postal Service	Alvin J. Prejean Director, Office of EEO L'Enfant Plaza, S.W. (Room 9700) Washington, D.C. 20260 245-4702	Vic Dunbar Affirmative Program Specialist 245-5067
Railroad Retirement Board	James Costello Bureau of Personnel 344 Rush Street Chicago, Illinois 60611 (312)751-4700	
Renegotiation Board	James E. Garside Director of Personnel Washington, D.C. 20505 655-4000	

AGENCY	REPRESENTATIVE	ALTERNATE
Small Business Admin.	George N. Robinson Special Asst. to the Administrator & Director of EEI & Compliance Washington, D.C. 20416 382-8863	Malcolm Hall Chief, EEO 382-5065
Smithsonian Institution	Archie Grimmett Director of Equal Opportunity L-Enfant Plaza, Room 2408 Washington, D.C. 20560 628-4422	
State Department	Glen G. Mabray Deputy Dir. for Minority Affairs Washington, D.C. 20520 655-4000	Jose Fernandez 632-9295
Tennessee Valley Auth.	George O. Schmidt Asst. to the Director P+SVS, TVA (Division of Reservoir Properties) 301 West Cumberland Avenue Knoxville, Tennessee 37902 8 (615) 852-3152	
Transportation Dept.	Carmen Turner Director of Civil Rights Washington, D.C. 20590 245-4648	Dorsey R. Thomas Title VI and VIII 426-4509
		Robert Coates Civil Rights 426-4754

FEHOC Reps.
10/76

AGENCY	REPRESENTATIVE	ALTERNATE
Department of the Treasury	Francis L. Clay Special Assistant to the Director of EO Washington, D.C. 634-5594	
US Commission on Civil Rights	Thomas Watson Office of Program & Policy Review Washington, D.C. 20425 655-4000	
US Information Agency	Naomi Harris Office of Equal Opportunity Washington, D.C. 20547 632-5908	
Veterans Administration	Robert Coons Director, Loan Guaranty Service Washington, D.C. 20420 389-3175	R. Bruce Smith EO Specialist 389-3175
Dept. of Housing & Urban Development	Assistant Secretary for Fair Housing & EO Washington, D.C. 20410 755-7252	Lloyd Davis Director, Office of Voluntary Compliance 755-5904



FEDERAL AGENCY FAIR HOUSING RATING SYSTEM



FEDERAL AGENCIES	CATEGORIES							PERCENTILE OF ACHIEVEMENTS			
	1 20%	2 10%	3 15%	4 10%	5 10%	6 20%	7 15%	1st QUARTER	2nd QUARTER	3rd QUARTER	4th QUARTER TOTAL
Information and Agency Locator Service											
Action	X	X	X		X						70
Agriculture	X	X	X	X	X	X					100
Central Intelligence	X		X		X						60
Civil Service Comm.	X	X	X		X						70
Commerce	X	X	X	X	X	X					100
Comm. Rel. Service			X	X	X						50
Comm. Serv. Admin.		X	X	X	X						60
Consumer Prod. Saf. Comm.			X	X	X						50
Defense	X	X	X		X						65
Energy Research & Dev. Administration	X	X	X	X	X						80
Environmental Protection Agency	X	X	X	X	X						80
Equal Employment Opportunity Comm.			X		X						40
Export-Import Bank		X	X		X						50
Farm Credit Admin.			X		X						40
Federal Communications Commission	X	X	X		X						70
Federal Deposit Insurance Admin.		X	X		X						50
Federal Home Loan Bank Board	X		X		X						60
Federal Maritime Commission	X		X		X						60



FEDERAL AGENCY FAIR HOUSING RATING SYSTEM



	CATEGORIES							PERCENTILE OF ACHIEVEMENTS			
	1	2	3	4	5	6	7	1st QUARTER	2nd QUARTER	3rd QUARTER	4th QUARTER
FEDERAL AGENCIES	20%	10%	15%	10%	10%	20%	15%	TOTAL			
Federal Mediation and Conciliation Service	X		X		X						60
Federal Power Comm.			X	X	X						50
Federal Reserve System			X		X						40
Federal Trade Comm.	X	X	X		X						70
General Accounting Off.			X		X						40
General Services Administration			X	X	X						50
Government Printing Office			X	X	X						40
Health, Education and Welfare	X	X	X	X	X						80
Indian Claims Comm.	X	X			X						55
Department of Interior	X		X	X	X						70
Interstate Commerce Commission	X	X	X		X						70
Department of Justice			X	X	X						50
Department of Labor	X	X	X	X	X						80
Library of Congress			X		X						25
National Aeronautics & Space Administration		X	X	X	X						60
National Credit Union Administration		X	X		X						50
National Foundation on the Arts & Humanities		X	X		X						50
Nuclear Regulatory Commission			X	X	X						50



FEDERAL AGENCY FAIR HOUSING RATING SYSTEM



FEDERAL AGENCIES	CATEGORIES							PERCENTILE OF ACHIEVEMENTS				
	1	2	3	4	5	6	7	1st QUARTER	2nd QUARTER	3rd QUARTER	4th QUARTER	TOTAL
	20%	10%	15%	10%	10%	20%	15%					
	INFORMATION AND AGENCY LOCATOR SERVICE	APPOINTMENT OF FIELD FAIR HOUSING REPRESENTATIVE	FAIR HOUSING CONSIDERATION IN SITE SELECTIONS	INTERAGENCY AGREEMENT SIGNED OR IN PROCESS	WRITTEN REPORTS AND UPDATES	CREATIVE USE OF PROGRAM FUNDS	ATTENDANCE (4 QUARTERLY MEETINGS)					
National Labor Relations Board	X		X		X							60
National Science Foundation		X	X		X							50
National Transportation Safety Board			X		X							40
Office of Management and Budget		X			X							35
U.S. Postal Service		X	X	X	X							60
Railroad Retirement Bd. (Chicago based agency)		X	X		X							50
Renegotiation Board		X			X							35
Small Business Admin.			X		X							40
Smithsonian Institution		X	X		X							50
Department of State	X		X		X							60
Tennessee Valley Authority	X	X	X	X	X	X						100
Dept. of Transportation	X		X	X	X							70
Dept. of Treasury			X	X	X							50
U.S. Commission on Civil Rights		X	X		X							50
U.S. Information Agency	X		X		X							60
Veterans Administration		X	X	X	X							60
Housing & Urban Dev.	X	X	X	X	X	X						100

DEFINITIONS OF CATEGORIES

1. Information and Agency Locator Service - A well advertised, easily accessible location where employees can receive information on housing vacancies in the greater Washington, D.C. area, information on fair housing rights of individuals, and housing discrimination counseling or referral to the appropriate office.

It is desirable that this service also offer housing related information such as location of child care facilities and availability of transportation service.

The locator service may be within one agency facility, or it may be a jointly-operated facility maintained by smaller organizations in close proximity.

2. Field Fair Housing Representatives - Each agency with field jurisdictions is expected to appoint a Fair Housing Representative for each jurisdiction to coordinate and duplicate agency headquarters fair housing efforts in the field.

3. Site Selection Considerations - Whenever an agency relocates all or part of its facilities, changes in the housing needs of the employees caused by the relocation must be considered and responded to by the agency. This includes (1) adequate low-and moderate-income housing in a reasonable distance from the new site, available to employees on a non-discriminatory basis, and/or (2) adequate public transportation between residences and the work site, or the provision of adequate transportation by the agency.

When an agency is included in the 1973 HUD/GSA Memorandum of Understanding for agency site selection procedures, the above mentioned needs are responded to in concert with HUD and GSA. Agencies with their own site selection authority must respond to the above stated needs with assistance from HUD when warranted.

Agencies which do not relocate during a fiscal year will receive three points for this category automatically at the end of the year.

4. Interagency Agreement - Agencies which have signed a fair housing interagency agreement with HUD will receive the points for this category.

5. Written Reports - To receive points in this category each agency must submit at least two reports per fiscal year on their efforts to advance fair housing. One report should be received at the beginning of the fiscal year (July), and the second report at the end of the third quarter (February), with appropriate updates submitted throughout the year.

6. Creative Use of Program Funds - The points in this category are received from the agency's approach to their fair housing responsibility. The key here is creativity, which makes a viable, responsive agency fair housing program.

Examples of creative use of program funds include:

1. on-going special displays
2. child care center information
3. transportation information
4. media advertisements
5. articles on fair housing in the in-house publication
6. community programs on fair housing.

7. Attendance - Agencies receive 15 points for attendance at all four meetings during the fiscal year. 3.75 points are recorded for attendance at each meeting. *

* Since attendance was not recorded for the first half of the year, all agencies, with the exception of one, the Library of Congress which sent no Representative to any meetings in 1976, were given full credit for attendance at Council meetings.

STAFF SUPPORT

Fair Housing and Equal Opportunity Staff Support is from the Office of Voluntary Compliance.

Director - Mr. Lloyd Davis

Director, Division of Housing and Community Development - Mr. Nathaniel Smith

Council Liaison - Ms. Deborah Seabron

Secretary to the Council - Ms. Carole Pollard

Any questions concerning the Council can be addressed to that staff by writing to:

Office of Voluntary Compliance
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Department of Housing and Urban Development
Room 5230
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