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NOAA NEWS

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SPECIAL EDITION

JANUARY 15, 1978



In his commitment to fulfilling Dr. Martin Luther King's dream in NOAA, the Administrator stated the following at his confirmation hearings:

I am concerned that there are not enough women and minorities in high positions in NOAA, and indeed in other positions in NOAA. For example, NOAA now has no female supergrades. Part of the problem is caused by factors external to NOAA; universities and graduate schools in the past have enrolled very few minorities and women in oceanic and atmospheric sciences. As a result, there is not a large number of minorities and women with substantial experience who have graduated with scientific degrees.

I plan several approaches to increasing the number of women and minorities in senior level positions. First, NOAA through its Sea Grant program, can influence the numbers of minorities and women who will be attending universities and graduating with scientific degrees. We will use that leverage and use it effectively. Second, I will initiate now and in the future a search for qualified women and minorities at educational institutions, scientific and public interest organizations, and in business and industry, who are interested in joining NOAA. Third, I will inform my top managers that I look forward to their having women and minorities in senior level positions during this Administration. Finally, I will ask NOAA managers to increase the number of women and minorities in executive development programs to assure a source of internal candidates for senior positions as openings develop in the future.

FROM: SENATE HEARING FOR CONFIRMATION OF RICHARD A. FRANK, TO BE ADMINISTRATOR OF NOAA. (7/12/77) Serial No. 95-22

(Before Committee on Commerce, Science & Transportation Ninety-Fifth Congress).



U.S. DEPARTMENT OF COMMERCE
National Oceanic and
Atmospheric Administration

A Philosophy for Life

By Donny Jiron

Dr. Martin Luther King lived and died by a simple fact that was the foundation for all of his beliefs and teachings: Each individual is born with the inherent right and obligation to develop himself or herself to the greatest extent of his or her potential regardless of race, religion, sex, or national origin. Indeed, Dr. King believed that the continued development of the species of man is dependent on the sum of the accomplishment and advancements of each individual man and woman. To embrace Dr. King's beliefs is to embrace the fact that if you discriminate against anyone because of race, religion, sex, age, national origin, or any non-merit factor, you are committing the most serious of offenses—the denial of that person's opportunity for human fulfillment and development. Dr. King spent his lifetime trying to erase the crime of discrimination from our actions and institutions.

In NOAA today, there are many instruments and management structures attempting to improve our EEO situation. One task of each of these groups, whether it be the NOAA EEO Committee or the Upward Mobility Program, is to get its own act together—to define its goals and strategies in order to operate at peak efficiency and

output. One of the major goals of the NOAA EEO Committee and of the Administrator is to develop a NOAA-wide management strategy.

This strategy includes reorganizing our EEO organizational structure in order to upgrade and improve our management, development, and evaluation of our NOAA-wide EEO efforts. Our strategies also include improving EEO communications. NOAA is a nationwide organization and the communication links to our field offices and EEO Committees must be strengthened. In EEO, we must not isolate our efforts, we must act as a team.

In a way, NOAA's EEO programs are trying to build a more fuel-efficient automobile—we are trying to improve. However, like the automobile, no matter how efficient you design your systems, unless you have the gasoline to fuel it, your progress will be limited. In NOAA, the fuel for our car is support and commitment of each employee—particularly these individuals who are responsible for initiating personnel actions, NOAA's managers and supervisors. Until all managers and supervisors embrace Dr. King's simple philosophy of equal opportunity, NOAA's EEO Program will not be as successful as it must become.

In-House Upward Mobility Training in Kansas City

By R.A. Harmon

The EEO Committee representing the Central Logistics Supply Center and NOAA Field Finance Office, both located in Kansas City, Missouri, has developed an in-house upward mobility training program to provide training to employees to broaden their experience and help to improve their potential for promotion. This program is designed to help broaden the experience and knowledge of all employees of CLSC/FFO located in Kansas City, Mo. The

training program was developed under the guidance of the National Weather Service Central Region Personnel Officer, in coordination with the Chiefs of CLSC and Field Finance. The first candidate selected began on-the-job training September 26, 1977, with the second and successive candidates to be selected about every 60 days thereafter. This program will also allow candidates that are selected to take formal academic training.



The Executive Committee of NOAA Employees Against Discrimination (NEAD) shown here: Standing, left to right—Ronald Winston, Landry Williams, Jr., Norman Fitz, and Walter Colson. Seated, left to right—Sylvester Walker, Secretary; Worthington Ross, Vice Chairperson; Samuel McCoy, Chairperson; Exum Roberts, Outgoing Chairperson; and Rebecca Williams, Treasurer.

NOAA Employees Against Discrimination (NEAD)

By Samuel E. McCoy

In early 1973, a group of black NOAA employees, frustrated with the progress of Equal Employment Opportunity at NOAA, banded together to form a united group against discriminatory acts within NOAA. NOAA Employees Against Discrimination (NEAD) was the outgrowth of this bond. NEAD's goal was formulated to influence and persuade the power structure to eradicate all vestiges of unequal employment opportunities in the organization.

The nucleus of NEAD included some of the more dedicated members of the 1973 NOAA/EEO Committee. Warren Jacob, a research meteorologist with NESS, was the founder and first chairperson of NEAD. Founder Jacob also held the office of chairperson of the NOAA EEO Committee. The motivation for those who held membership on both bodies was the same, and that is an innate desire to see all people having the same opportunities. The strong dedication to the idea that discrimination can be eliminated in NOAA has not diminished, for the dedication of the founders of NEAD perseveres in the present NEAD membership.

In 1973, NEAD challenged the NOAA/EEO structure and policy. The NEAD challenge was, indeed, met with some

positive action by the administration. For example, that year a million dollars was allocated to commence a totally new EEO program at NOAA. NEAD played a part in generating the empathy necessary for the implementation of the new EEO program.

There has been somewhat of a positive change in NOAA's overall work force statistics of today when compared with the nagging problem of inequity woefully revealed by the EEO statistics of the years 1972-1973. However, unfortunately, NEAD has the opinion that a bona fide pattern of discrimination in hiring, promotion, awards granted, etc. still exists within NOAA. Equal Employment Opportunity is not a reality, as yet. NEAD's role is to continue, through recommendations to the present administration, to devise means and ways to make EEO a reality through new and innovative approaches.

The 1978 officers are: Samuel E. McCoy, Chairperson; Worthington S. Ross, Vice-chairperson; Sylvester E. Walker, Secretary; Rebecca T. Williams, Treasurer.

Even though NOAA is undergoing a reorganization including its EEO programs, the various EEO committees are hard at work.

EGO Helps NESS Employees Up Career Ladder

By Clifford A. Spohn

The Training Subcommittee (chaired by Hilda Gohrband) of the NESS EEO Committee has designed the EEO's Goal Oriented Data Base (EGO) to help NESS employees reach their career goals. EGO has been designed in conjunction with the career plan. Once a career plan is established by the NESS employee and counselor and the data input into the computerized notification system (EGO) will send the NESS employee a computerized notice of applicable training courses offered either at NESS, NOAA, another government agency, or a local college/university.

In addition to providing training information and a career counselor referral service, EGO will notify its participants of vacancy announcements in NOAA. EGO is located in the NESS Training Library which has copies of all training announcements issued by NOAA, Civil Service Commission booklets on courses

available, and catalogs from the various colleges and universities in the area and vacancy announcements. EGO is a reality and is located in Suitland, FB-4, Room 2047.

The EGO Library System functions under the management of a librarian for all NESS employees. All requests for notification of courses and vacancy announcements are submitted to the Training Librarian. The EGO system is for anyone in NESS.

The EGO system consists of:

-Training Material Library with, among its acquisitions, university catalogs, Civil Service training brochures, Federal Research Service, NESS Training Announcements, NOAA Vacancy Announcements, list of career counselors, and other government agency training courses.

-Computerized Notification System. The system is run every Monday morning and provides an output of notification

notices to the NESS employees on courses requested and vacancy announcements requested. This notice is printed by the computer and then the notice is sent out by the Training Librarian.

-Career Counselors. A list of career counselors is maintained in the Library and is updated by the Librarian as needed. The NESS employee chooses a career counselor from the list prior to developing a career plan and filling out an EGO Input Form.

-Career Plan. In order to be eligible to utilize the EGO Data Base, employees must submit an EGO Input Form. Once a career plan is established, and a career goal is determined, then the data on the career plan is transferred to the EGO Input Form. The data transferred is applicable courses and requested vacancy announcements.

-EGO Input Form. The data from the EGO Input Form is keypunched into the data base.

The benefits NESS personnel derive from the EGO Library System are that it provides a central location for all training material; NESS personnel receive direct notification of courses applicable to their Career Development Plan; and NESS personnel receive direct notification of seminars/short-term training applicable to their career field.

Shown are examples of the product produced by the EGO Data Base. The EGO Input Forms have been coded and reside in the data base. When notifications of courses and vacancy announcements are received by the Librarian, they are coded and keypunched into the computer. The EGO program is accessed and provides a list of all employees whose input form code matches that of the course or vacancy announcement. The librarian then sends notifications to those employees of the applicable course or vacancy announcement.

EGO INPUT FORM

NAME: _____ BLDG. _____ ROOM _____ STOP _____

POSITION TITLE: _____ GRADE _____ SERIES _____

SUPERVISOR/COUNSELOR: _____

TRAINING REQUIREMENTS (Please be as specific as possible).

SUBJECT AREA	LEVEL		
_____	ELEMENTARY <input type="checkbox"/>	INTERMEDIATE <input type="checkbox"/>	ADVANCED <input type="checkbox"/>
_____	ELEMENTARY <input type="checkbox"/>	INTERMEDIATE <input type="checkbox"/>	ADVANCED <input type="checkbox"/>
_____	ELEMENTARY <input type="checkbox"/>	INTERMEDIATE <input type="checkbox"/>	ADVANCED <input type="checkbox"/>
_____	ELEMENTARY <input type="checkbox"/>	INTERMEDIATE <input type="checkbox"/>	ADVANCED <input type="checkbox"/>

Additional Requirements: (i.e., seminars being held in certain fields, EEO seminars, FEW meetings, etc.)

CAREER GOAL: _____

REQUEST FOR VACANCY ANNOUNCEMENTS

NAME: _____ BLDG. _____ ROOM _____ STOP _____

JOB TITLE/SERIES: _____ GRADE LEVEL: _____

Metropolitan Area Anywhere in the U.S.

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C *****
C
C NAME-HILDA S. GOHRBAND
C GRADE/SERIES-GS-12/1320 POSITION-SYSTEM ANALYST
C DATE-06/10/77 COUNSELOR-W.G. PICHEL
C COURSES/LEVEL WANTED-0303,0401,0505
C COURSES TAKEN-
C TYPES OF POSITIONS WANTED-0750
C GOAL-BRANCH MANAGER
C COUNSELORS IN AREA-WILLIAM CALLICOTT, WILLIAM PICHEL, DANTARPLEY
C RESTRICTIONS-
C COUNSELOR REFERRED TO-WILLIAM G. PICHEL
C SUPERVISOR-SHAW
C MAIL STOP-E ORG CODE-S1122
C COMMENTS-I THINK THIS IS A GOOD IDEA
C *****
C
C *****
C NOTIFICATION OF COURSE
C NAME-HILDA S. GOHRBAND COURSE-0505 DATE-11/05/77
C OFFERED BY-214 COST-$75.00
C *****
C NOTIFICATION OF COURSE
C NAME-HILDA S. GOHRBAND COURSE-0303 DATE-01/05/78
C OFFERED BY -306 COST-$90.00
C *****
    
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NOAA EEOC Multiplies Its Effectiveness

By Landry Williams, Jr., and Peter (Donny) Jiron

During the period of July 1976 to December 1977, the NOAA Equal Employment Opportunity (EEO) Committee increased its visibility and multiplied its effectiveness as a management tool for monitoring and analyzing NOAA's responsibilities to EEO. Subsequently, the Committee made numerous positive, result-oriented recommendations to the Administrator.

Even though NOAA is undergoing a very serious reorganization, including its EEO programs, the various EEO Committees are hard at work. The NOAA EEO Committee realized that its major purpose for existing is to recommend to the Administrator solutions that will insure equal employment opportunities for all NOAA's employees and applicants.

Listed below are just a few of the accomplishments of the NOAA EEO Committee during the period referenced above:

- Established a closer working relationship with the Administrator (which has not been damaged by the change in Administrators), that allows open and candid exchange of information and recommendations.

- Made concrete and significant recommendations to the Administrator of NOAA and the Department of Commerce (DOC) consultant, Dr. J. Lucas, relative to formalizing the structure of EEO in both NOAA and DOC.

- Generated the first documented indepth assessment of NOAA's Upward Mobility and Cooperative Education programs which was applauded for its frank analysis.

- Established a formal written quarterly review of the Primary Organizational Elements' affirmative action plans to help promote EEO accountability.

- Increased communication and the exchange of minutes between the various EEO Committees in NOAA.

- Involved EEO Committee members in the EEO Evaluation process by having a member of

the NOAA EEO Committee serve on the NOAA EEO evaluation team. The member is selected relative to the area of NOAA under evaluation.

- Arranged for the NOAA EEO Committee to have its own full-time secretary.

- Worked with the NOAA Personnel Division and NOS management to initiate Project Harmony (a test program designed to continue the humanization of NOS as a work place).

- Conducted another successful EEO Awareness Day ceremony.

- Increased the NOAA EEO Committee budget from \$3,500 to \$11,000. (Still not enough to get the job done!)

- Established the first NOAA-wide EEO Newsletter.

The NOAA EEO Committee has had numerous other accomplishments; however, the above

The Personnel Management Specialist's Role in EEO

By Barbara J. Lindsay

Personnel management is a very dynamic arena and environment in which one can actively participate in the program of achieving the goal of equal employment opportunity in NOAA.

The personnel management specialist occupies a key spot—close to management where the EEO emphasis is decided and plans of accomplishment developed, and also responsive to the employees who are recipients of the tangible results of equal employment policies. The personnel management specialist can function as a vital resource person in providing important feedback necessary to assess the effectiveness of equal employment opportunities.

The personnel management specialist can be a real catalyst in assuring EEO through the following affirmative actions:

- Initiating necessary action to increase the yield of qualified minority and female applicants (i.e., distributing vacancy announcements to key organiza-

list is only a reminder to let you (the NOAA work force) know that your EEO Committees are constantly speaking on your behalf.

To start the new year off right, the NOAA EEO Committee has recommended that the Administrator allocate enough resources to celebrate the following events:

- Black History Week: 3rd week in February

- American Indians: 3rd week in April

- Asian/Pacific Americans: 3rd week in June

- Hispanic Heritage: 3rd week in September

- Handicapped: 1st full week in October

- Women: 2nd week in November

- Overall EEO Awareness Day: To be scheduled by the Committee.

tions and direct contact of private and government agencies).

- Assuring coverage in minority media when paid advertising is used.

- Counseling nonstatus applicants on appropriate registers to assure eligibility in the competitive service.

- Career counseling employees who are in dead-end jobs and those who are underutilized, bringing this to the attention of appropriate management officials.

- Identifying problem areas and counseling employees and supervisors to resolve conflicts.

- Analyzing employee complaints and assisting in resolving them.

- Identifying positions for upward mobility programs.

- Assuring that employees applying for supervisory positions are rated on EEO efforts.

- Participating in community outreach programs to strengthen communication with high schools and the NOAA community.

A Step in the Right Direction

By Barbara Gray

Landry Williams and I recently attended the American Association Seminars entitled "Career Development for Black Managers," held in Chicago, Ill., and Cambridge, Mass. The attendance was sponsored by the National Ocean Survey, Marine Data Systems Project.

The seminars were conducted by a team of specialists employed by Pacific Management Systems. Landry and I both believe that the qualifications of these specialists, their teaching techniques, and the subject matter were superior to any other management courses or seminars that we have attended.

The course was primarily concerned with improving management and executive styles of the black executive, and included these subjects: black realities in corporate life; effective executive style; risk-taking behavior; race related stresses; effective relationships in the corporate environment; utilization of organization to achieve results; assessment of individual needs; and strategies for ongoing self-development.

While the seminar is geared toward the continued self-development of blacks in corporate executive roles and all except one of the participants were black, the seminar is open to nonblacks. Several of the subjects discussed included a considerable amount of information that would be helpful to nonblacks in working with, or at social gatherings with, black subordinates, peers, or superiors. The seminar dealt with specific ethnic differences and ways to utilize those differences as company strengths.

Landry and I both agree that this program could be a real asset in developing both black and nonblack executives at all levels.

NGIC's Three EEO Programs

By James C. Wilson

The National Geodetic Information Center (NGIC) currently employs 25 personnel who are minorities and/or women. Since the center has 45 employees, minorities and women represent over 50 percent of the work force. In order to provide opportunities for advancement to the Center's employees, education and training are emphasized.

During the past few years, many of the Center's personnel have been involved in the Upward Mobility Program. This has resulted in those persons being able to advance from the clerk series into various technician series with more potential. They have obtained positions both in the Center and with other NOAA elements at higher grades than they previously held.

National Geodetic Information Center has also been involved in the Co-op program with various colleges and universities. Under this program the student usually works for one semester and goes to school for the semester. Currently, the center employs two minority students in the program on a rotating basis. The students work for the Cartographic Branch, NGIC. Another co-op student is planned to work on the Director's staff as a computer specialist.

Another program with which NGIC is involved is the summer/winter aide program. This has been a cooperative effort between the Information Center and Seneca Valley High School in Montgomery County. High school students whose families can show financial need work on a part-time basis (usually 16 hours a week during the school year and full-time during the summer). This renders a service to the community by providing jobs for students who may otherwise have a difficult time getting work. National Geodetic Information Center currently employs three winter aides—all three are girls and one is a minority.

National Geodetic Information Center has always given careful consideration to women

and minorities during the selection process when hiring for a new position, and has provided opportunities for advancement whenever possible. The three programs cited here have helped both NGIC and the employees involved and have enhanced our efforts in the area of Equal Employment opportunity.

The Field Operations Division of the National Geodetic Survey presently has four women assigned to its vertical control mobile field parties. These women are performing field observations on these field parties which are performing First-Order geodetic control surveys.

Report From Fisheries' Washington Office

By Einar Wold

There's only one way an EEO Committee can work effectively and that's through the employees of an organization: Employees like you who are interested enough in equal employment opportunity to do something about the many problems that affect the attainment of accomplishments by an organization. It takes the individual employee working through his/her office to make the difference. This is why one of the goals of the Office of Fisheries EEO Committee is to establish an identity with resource program objectives and operations and to help develop visible standards by which a conscious commitment will be made by managers in recruiting minorities and women.

In its capacity in advising the Directorate of the Office of Fisheries (formerly NMFS) concerning equal employment opportunities for minorities and women, the Committee has been involved in the following during the past year.

1. Sponsored the first NMFS EEO Awareness Day in the Page Complex to facilitate a better exchange of information between NMFS employees and the EEO Committee.
2. Distributed a question-



Walter Chappas, Associate Director of NOS's Aeronautical Charting and Cartography, briefs Thelma Robinson, Chief, Geosciences Division, Dept. of Geodesy and Surveys of the Defense Mapping Agency, during an orientation tour designed to give her a very comprehensive background in cartography. As a participant in the Federal executive development program, she visited numerous agencies involved in the science of cartography, including National Ocean Survey.

naire to all Washington Office NMFS employees to determine what kinds of EEO issues they believed needed to be addressed. The three highest priority items included increased on-the-job training opportunities, expanded upward mobility training, and the creation of a career counseling office in the Page Complex. A report of the results of the survey was provided to the Directorate.

3. Established a liaison between the Washington Office Committee and the Office of Fisheries Field Committees by assigning Committee members

as contact points to the field committees. This liaison was established to share ideas and information.

4. Initiated Committee representation at the Director's staff meetings by the Chairperson or alternate to provide input regarding EEO items.

We welcome your ideas and would be pleased to discuss any EEO matters at anytime. The Committee particularly invites NOAA/NMFS employees to the monthly EEO Committee meeting held at 9:30 on the first Tuesday of each month in Page Building Number 2, Room 401.



The Office of Fisheries EEO Committee: Front Row, left to right—Cornelius Iida, Val Bruce (Secretary), Jody Simms (Vice Chairperson), Dorothy Keller, Evelyn Wallace. Back row, left to right—Edna Ross, Grace Sutton, Einar Wold (Chairperson), Denton Moore, Jean Cardona, Tony Puglisi, Shirley Smith.

National Hurricane Center EEOC Helps Students Learn

The EEO Committee at the National Hurricane Center (NHC) in Miami, Fla., has been very active in bringing EEO awareness to its community.

This past year, Howard Friedman, Chairperson of the NHC EEOC and Dr. William Woodley of the ERL's National Hurricane and Experimental Meteorology Laboratory, were presented with the MAE Award by the Federally Employed Women (FEW).

Friedman, an NHC tropical weather analyst, was honored for his work as Chairperson, during which time the Committee sponsored the NOAA display at the Dade County Youth Fair, attended by half a million people; and seminars at more than 25 public and private schools in Dade and Broward Counties with a high percentage of minorities.

Woodley was cited for implementing EEO goals through the employment of persons in the Scientific Upward Mobility, 20/20 Work Study and Junior Fellowship Programs, and the Dade County Laboratory Research Program for high school students.

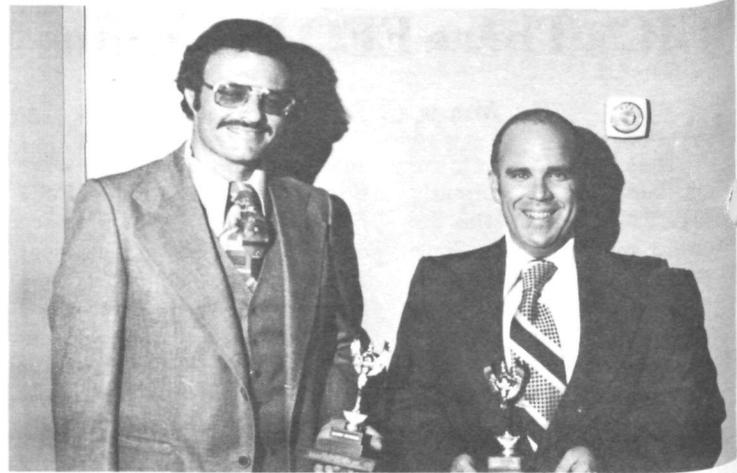
As part of its community out-

reach program, NHC EEOC is cooperating with local school officials by supporting a volunteer-teacher program designed to provide remedial training in math for high school students. The Committee was especially active in schools with large minority group enrollments, where the failure rate was significantly higher.

"But helping these students to obtain a high school diploma is but the first step in providing them with the skills necessary to compete for employment successfully," Friedman said.

In 1977, Friedman, with the help of NHC Forecaster Frederick Gonzales, and Jose Partagas, of the University of Miami's Rosenstil School of Marine and Atmospheric Science, prepared a Spanish-language version of hurricane season preparations. The article was published in "Diario Las Americas."

In addition, Friedman recently received an award from the American Meteorological Society for his work in the Local Speakers Bureau, where he had served as chairperson for the past two years.



Howard Friedman and William Woodley

Women and Minorities Are Sought for Meteorology

By Roland Chu

The National Weather Service (NWS) EEO Committee consists of members or representatives from six Financial Management Centers in the Washington, D.C., metropolitan area. There are 11 elected members whose apportionment among FMC's is: one from Office of Director, two from Office of Meteorology and Oceanography, one from Office of Hydrology, three from National Meteorological Center, one from Systems Development Office, and three from Office of Technical Services. In addition to the elected members, four more members were appointed by the Director of NWS in order to achieve a better representation of women, minority groups, and grade levels. The present Chairperson of the Committee is Michael Lipson, and the vice-Chairperson is Roland Chu.

Under the Committee, there are subcommittees and special interest programs established to carry out special functions. The subcommittees are: Affirmative Action Plan, Recruitment and Statistics, Internal and External Affairs, and Training and Manpower Utilization. There are currently three special interest programs: Federal Women's Program, Spanish Speaking Program, and Handicapped and Vietnam Veterans Program. Many of the Committee activities are carried out by the subcommittees and special interest programs.

For instance, the NWS School

Lecture and Visitation Program, which arranges to have volunteer lecturers visiting elementary and secondary schools, is under the auspices of the Training and Manpower Utilization subcommittee. Under the same subcommittee, a guidebook to job and training opportunities in the NWS has been compiled for the benefit of area high school students and counselors.

Under the Recruitment and Statistics Subcommittee, the NWS employment statistics are periodically tabulated and reviewed. The subcommittee also has two ongoing projects this year: one is the compilation of a list of colleges and universities where minority and female employee prospects can be located. This informative list will be valuable in the recruitment of future minority and female employees in the NWS. The other project examines the feasibility of producing a training film about NWS for the benefit of recruiters and those recruited.

Through representatives from various FMC's, the NWS EEO Committee works with the management to set goals for Upward Mobility, Cooperative Education and College Work Study, High School Co-op, Summer Aides, and other programs for the full utilization of skills and training. During the year, all the programs are monitored to ensure continued progress.



NOAA Administrator Richard A. Frank (right) hosted a get-together at Building 5 in Rockville this past Holiday season.

EEO Awareness Days Held at Northwest/Alaska Fisheries

By Dr. Dayton L. Alverson

September 14 and 15 were designated EEO Awareness Days at the Northwest and Alaska Fisheries Center (NWAFC) in Seattle, Wash. (NWAFC is under the National Marine Fisheries Service. The event was held to foster greater interest and awareness of EEO activities by all Center personnel within the Seattle area. The programs for both days were nearly identical.

Dr. D. L. Alverson, Center Director, officially opened the proceedings by declaring that EEO awareness was not the repeating of cliches but a way of living and that it was a way of indicating sensitivity to one's fellow human. Dr. Alverson was introduced by Ethel Blood, Chairperson of the EEO Awareness Day Committee.

Charles Gill, EEO Counselor, was Master of Ceremonies, and alluded to the Affirmative Action Plan taken by the Center. Alyce Wilson, Center's EEO Chairperson, introduced Committee members and Coordinators.

The Program was launched by Dawn Matson, Native American Coordinator, who introduced the film, "Prejudice," on the first day. On the second day, she introduced her speaker, Randy Scott, Executive Assistant of the United Indians of All Tribes Foundation. Among other items, Scott mentioned the 20 acres set aside at Fort Lawton, Seattle, for the Indian Cultural Center. Jack Lalanne, Handicapped Coordinator, introduced George

Johnson of NASO (NOAA Northwest Administrative Service Office), who reported on hiring of the handicapped—such as a blind typist at NASO. (She types over 100 words per minute and operates the Mag Card II typewriter.) Johnson mentioned the Host Program, under which a

handicapped person is paid a stipend through state funding. Interpreters for the Center's deaf employees were present during one full day of the sessions.

In the afternoon sessions, Rae Mitsuoka, Hispanic Coordinator, spoke on her experiences as Coordinator and on how organized the Hispanics are, both nationally and locally. She showed a film clip from "Heritage in Bronze." Alyce Wilson, Black Coordinator, introduced her speaker, Landry Williams of NOAA who had flown in from Rockville, Maryland, for his presentation.

Dorothy Cordova was introduced by Suetto Murai, Asian Coordinator. Mrs. Cordova is Acting Director of the Demonstration Project for Asian-Americans—the Chinese, Filipinos, Japanese, and Vietnamese—in the Pacific Northwest and on the different laws that affected them. Each wave of immigrants has had difficulties and periods of adjustment, she said. Gloria Snow, Federal Women's Program Coordinator, spoke briefly on Federal women and introduced the film, "Women up the Career Ladder."

The Program on both days closed with partaking of ethnic refreshments brought by the Center staff.

As a vehicle for focusing the attention of Center personnel on problems faced by minorities—namely, American Indian, Asian, Black, Handicapped, and Hispanics—as well as by women, the EEO Awareness Day Program attained some of the objectives of the EEO Committee. The ultimate objective would be to see the day when events of this type are no longer needed.



Charles Gill, EEO Counselor, Northwest and Alaska Fisheries Center (NWAFC), presides over EEO Awareness Day session. NWAFC is part of NOAA's National Marine Fisheries Service in Seattle, Wash.

Student/Summer Aides Learn Livelihood at NOS

During the summer of 1976, the Reproduction Division, Office of Aeronautical Charting and Cartography, National Ocean Survey, hired two young men as Summer Aides. These employees, David Taylor and Michael Abiera, were both attending the Joseph P. Kennedy Institute for the Handicapped, where they received training in elementary graphic arts subjects. After their summer employment, both returned to school.

In the following spring, after both men had graduated from the Institute, they were rehired as part-time laborers, and at present they continue to serve in the division printing plant.

The National Ocean Survey and the Reproduction Division have benefitted from the employment of both of these young men. Their dependability, courtesy and desire to learn continually reaffirms the agency's investment toward their respective livelihood.

In addition, the division has continued the employment of Barbara Ann Standard as a Student Aide at the expiration of her appointment as a Summer Aide.

Miss Standard is assigned to the Office of the Division Chief, and works part-time, while she attends Maryland University. She is in her Sophomore year at the University.



(Left to right) David Taylor, Barbara Standard and Michael Abiera.

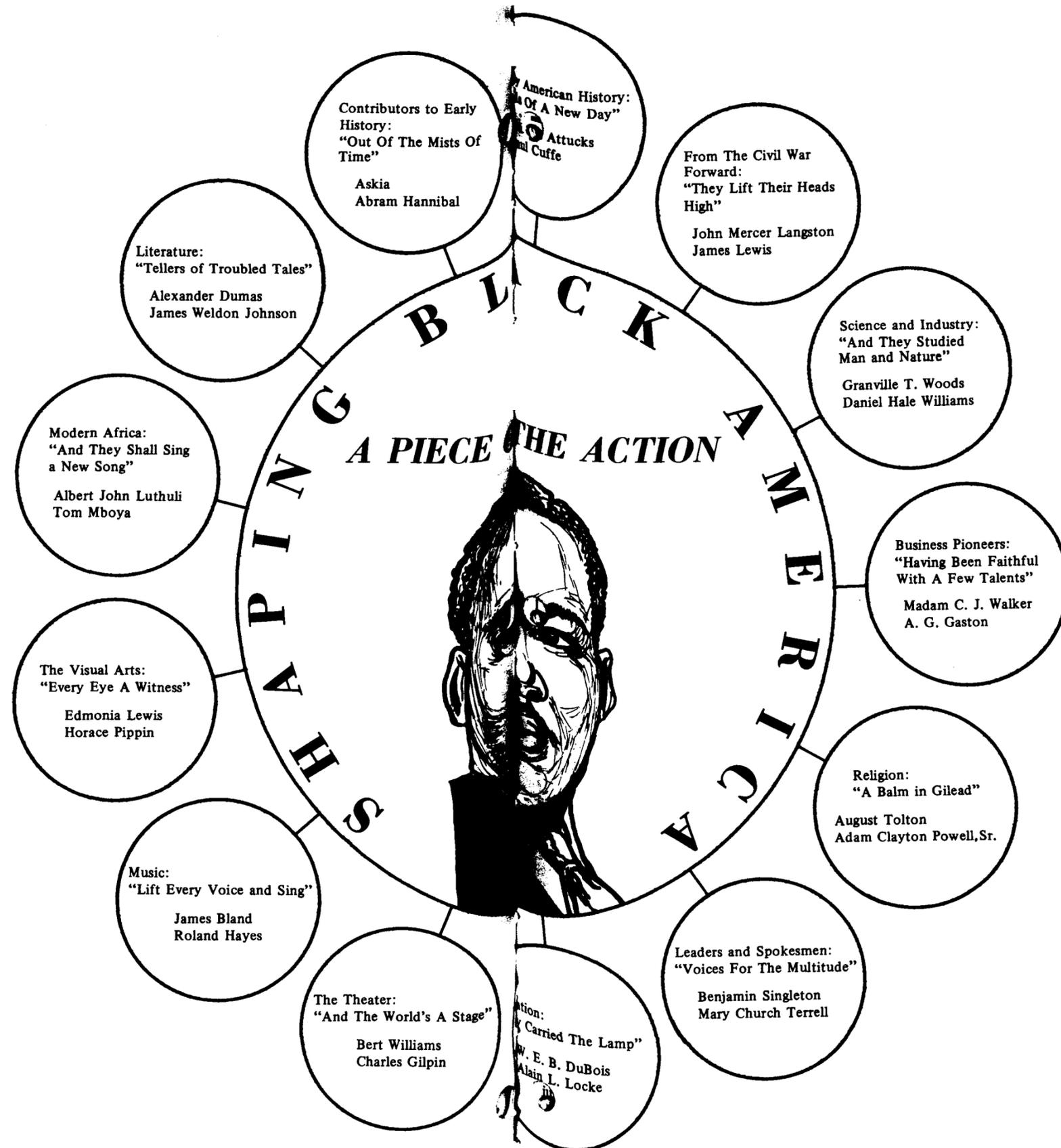
The Forces That Shaped Our Lives

By
Virginia Turner
NOAA Personnel

Early History

Askia, (1494-1538) Builder of Timbuctu. Timbuctu, the capital city of the Songhay Empire, was built by Askia the Great, a former general in the Army of Sonni Ali, the founder of this fabled domain. Under Askia, the Songhay Empire became one of the most enlightened and wealthy countries of the 16th century. For 36 years, Askia ruled over Songhay, an empire of culture, learning and wealth. On the banks of the Niger river, located nine miles from the city of Timbuctu, Askia had canals dug and a merchant fleet created to handle trade and commerce. Caravans arrived and departed in great numbers. The university of Sankore was a gathering place for scholars from all over the African and Arabic world. Askia died in 1538—and Songhay began to die a half century later.

Abram Hannibal (1697-1782) Soldier, Commander in Russia. Captured in Africa at the age of eight and sold to a Russian nobleman in Constantinople, Abram Hannibal was given as a slave to Tsar Peter the Great of Russia, where he soon became a court favorite. The young black captive was brought up in the Russian Orthodox Church. In 1716, he was sent to Paris to study military engineering with the expectation that he would join the Tsar's army. His crowning honor was his appointment as commandant of the city of Reval, as major in the garrison where he had been held captive. Abram married a German girl who gave him five sons; one of these sons became the father of Russia's greatest poet, Alexander Pushkin.



Crispus Attucks (-1770)
First to die for independence. In 1775, Patrick Henry declared, "Give me liberty or give me death"—and died in bed 14 years later. Earlier, in 1770, Crispus Attucks, a runaway slave, ex-seaman and common laborer, cried, "Do not be afraid"—and minutes later fell dead on the frozen ground of Boston Common before the bullets of British soldiers—the first to die for independence. That night became known to history as the Boston Massacre. Little is known about Attucks except that he escaped from his master some 20 years earlier, and worked as a seaman. The Boston Gazette and Country refers to him as a "stranger," 6 feet 2 inches high, short curled hair, known to the townspeople as "the mulatto." As a symbol of resistance to tyranny, Attuck's death placed him among the immortals. Today his name tops the names of the five carved in the monument of granite and bronze created to commemorate that historic night in Boston Common.

Early American History

Paul Cuffe (1759-1817)
Early businessman and colonizer. Paul Cuffe was one of the most unusual of all the men from New Bedford, Mass., who went down to the sea in ships. Unlike most blacks who sailed in those days, Cuffe was no mere deckhand or roustabout, but a shipowner and businessman. He owned several ships and made his living hauling cargo to different parts of the world. Starting with a small boat that he built, Cuffe became the owner of sloops, schooners, brigs and other ships of various sizes. The largest was the 218-ton Alpha which, in 1806, he and a crew of nine blacks sailed from Wilmington, Del., to Savannah, Ga., and thence to Sweden. After spending considerable sums of money on various projects, Cuffe was able to leave an estate of more than \$20,000. But Cuffe was not solely interested in making

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money. As a free black whose father had been a slave, he was concerned with the status of blacks in New Bedford and elsewhere. Going to sea at the age of sixteen, Paul Cuffe was able to purchase a \$3,500 farm in 1797 for himself and his Indian wife. At his own expense, he built a school on his farm and hired a teacher for free black children. A Quaker and a black, Paul Cuffe had a double interest in the freedom of blacks.

The Civil War Forward

John Mercer Langston (1829-1897) U.S. Congressman from Virginia. In 1855, at a meeting of the American Anti-slavery Society gathered in New York City, a slim, debonair mulatto went to the speaker's rostrum and uttered these words: "A nation may lose its liberties and be a century in finding it out. Where is the American Liberty? In its far reaching and broad sweep, slavery has stricken down the freedom of us all..." The speaker was John Mercer Langston, the first black elected to public office in the United States. The young lawyer whose remarks were quoted throughout the anti-slavery press was destined to be among the last blacks elected to Congress during the 19th Century. The road from the plantation of his master and father, Ralph Quarles of Virginia, to the U.S. House of Representatives was long and arduous, yet it was filled with significant achievements. John Mercer Langston was at various times a member of the city council, board of education, school inspector general of the Freedmen's Bureau, dean of the Law School at Howard University, president of Virginia Normal and Collegiate Institute, Congressman. He also was very active in the various movements and organizations devoted to enlarging the area of freedom for the American Negro. In 1865, he was president of the National Equal Rights League. After his congressional career came to an end, John Mercer Langston became a very popular lecturer.

James Lewis (1832-1897?) Port of New Orleans tax collector. Of the various figures who achieved prominence in Louisiana during the Reconstruction, James Lewis is one of the least known and appreciated. At various times, James Lewis was Surveyor-General for New Orleans, Colonel of the Second Regiment, State Militia Collector of the New Orleans Port, Naval Officer, and superintendent of the U.S. Bonded Warehouse in New Orleans. He was also administrator of police and public improvements for New Orleans. In 1864, Lewis resigned his commission and joined the Freedmen's Bureau as a traveling agent, setting up schools for the ex-slaves. He found this work more dangerous than soldiering. After this work, he was appointed to the post of United States inspector of customs, making him the first Negro in Louisiana to hold Federal appointive office. In 1870, he was appointed Colonel of the Second Regiment, State Militia, and in the same year was elected administrator of police for two years at the then considerable salary of \$6,000 per year. Becoming very active in Republican politics, Lewis in 1872 was nominated by the Louisiana State Convention for Congressman-at-large and served as chairman of the Louisiana Delegation to the National Republican convention. Shortly afterwards he was elected administrator of public improvement for New Orleans, a post then regarded as one of the most important in the city government. He was the only Republican in local government, but an appraisal of his handling of the city department may be found in a report of the City Council for 1873.

Science and Industry

Granville T. Woods (1856-1910) Prolific Inventor. The Catholic Tribune (Cincinnati, Ohio) of January 14, 1886 carried an article which included this statement, "Granville T. Woods, the greatest colored inventor in the history of the race, and equal, if not superior, to any inventor in the

country, is destined to revolutionize the mode of street car transit." A little more than a year later, April 1, 1887, it said, "Mr. Woods, who is the greatest electrician in the world, still continues to add to his long list of electrical inventions." During his lifetime he earned more than 35 patents, ranging from a steam boiler furnace, and incubator to a steam automatic air brake. Many of his electrical inventions were sold to the American Bell Telephone Company and the General Electric Company. The Westinghouse Air Brake Company eventually obtained his air brake patent. While he patented more than a dozen inventions, his most noteworthy device in this area was the "Induction Telegraph," a system for communicating to and from moving trains. In spite of his background and engineering skills, he was unable to advance in these jobs. He then started his own company to market his telegraph and other inventions.

Daniel Hale Williams (1856-1931) First Successful Heart Surgeon. Dr. Daniel Hale Williams was raised from an unsung master of medicine to a position of national renown as one of America's greatest surgeons, by a husky, young street fighter named James Cornish. In a brawl, Cornish suffered a knife wound in an artery a fraction of an inch from the heart. Heart wounds, or even wounds in the thoracic cavity, prior to the date of this incident in 1893, were treated with sedatives and prayer, and the patient invariably died. "Dr. Dan," as he was often called, decided to do something no other doctor had ever done: to open Cornish's chest and operate on the heart. X-rays, sulfa drugs, blood transfusion, now absolute necessities—were unknown medical tools at the time. Calling six of his colleagues on the staff at Providence Hospital in Chicago, Dr. Dan operated. The patient lived. The doctor had performed the impossible operation—"Sewed up his heart," headlined a Chicago paper.

Business Pioneers

Madam C. J. Walker (1869-1919) Cosmetics Manufacturer. While America has produced hundreds of millionaires, few ex-washerwomen are numbered among their ranks. One of the first American women of any race or rank to become a millionaire through her own efforts was Sarah Breedlove Walker. Orphaned in her native Louisiana at six, married at 24, widowed at 28, Madam Walker invented a new method of straightening hair. In 1905, Madam Walker invented her hair softener, and a special straightening comb. Overnight she found herself in business, with assistants, agents, schools, and eventually a manufacturing company. Before her death in 1919, Madam Walker could count more than 2,000 agents selling an ever-expanding line of Walker products. She organized her agents into clubs, trained operatives for her system, allocated franchises and provided the cosmetics and equipment required. Her payroll exceeded \$200,000 annually.

A. G. Gaston (1892-) Millionaire, Free Entrepreneur. The eminence of Arthur G. Gaston does not rest on his wealth alone, even though he is one of the few black millionaires in the U.S. today. Credit is due him for the way he made his money. Gaston is a self-made millionaire in an age when individual enterprise is a rarity. He made his money in business ventures—slowly and legitimately. He has invested in business projects which directly help meet the needs of blacks. His philosophy, both business and personal, that "success is founded on seeing and satisfying the needs of people," has proven to be a rewarding one in his business and an enriching one in his life. Today he is president and owner of seven different companies and corporations in Birmingham, Ala., including an insurance company, a chain of 14 funeral homes, a business college, realty and investment corporation, a string of motels, a hour

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ing development, a savings and loan association, and a cemetery. His business interests alone have assets totaling more than 11 million dollars.

Religion

Augustus Tolton (1834-1897) First Negro Priest in America. On Easter Sunday in the year 1886, a black man offered Holy Mass on the high altar at St. Peter's Basilica in Rome, Italy. As a rule only the Pope himself offers Mass over the tomb of St. Peter in this holy of holies of the Christian world. But this was no regular occasion. Instead, it was the church's way of honoring the first full-blooded American Negro ever to be acclaimed for the priesthood. Augustus Tolton, the priest, was from Quincy, Ill., and the road to Rome had not been easy. The pomp and circumstances of St. Peter's was a stark contrast to the austere life which lay behind and before the 27-year-old priest who has been described as having the "vivid and striking likeness of a solid man, true as steel, without a shadow of pretension." Before Augustus reached his teens, he was put to work in a tobacco factory where for 12 years he worked from sunrise to sunset. His intelligence and piety quickly brought Augustus to the attention of the priests and bishops of St. Boniface's parish. Brilliantly mastering the language and theological requirements, Augustus Tolton was ordained a priest on Holy Saturday, April 24, 1886. The newspapers made much of the fact that he was the first Negro priest in America, but he was more interested in service than in publicity.

Adam Clayton Powell, Sr. (1865-1953) Builder of America's Largest Negro Congregation. The world's largest Negro congregation is the Abyssinian Baptist Church of New York. Established by Thomas Paul and eighteen other Negroes in 1808, this church has more than 15,000 members and is a major force in the total life of the Negroes in New

York City. A community in itself, the Abyssinian Baptist Church is the elongated shadow of one man—Adam Clayton Powell, Sr. Born in a one-room log cabin set on five acres of hard scrabble dirt in the backwoods of Virginia, Adam Clayton Powell, Sr., built Abyssinian Church to the point where it could care for thousands of the needy, furnish recreation for hundreds of the young, and serve as the seat of power for a United States Congressman. Powell started life in a hurry. As a seven-year old on his first day at school, he learned his alphabet, and on the second, could recite it backwards. His family consisted of 16 brothers and sisters. Between school sessions, he worked in the mines in West Virginia. In 1888, he entered Wayland Academy, now Virginia Union University. After graduating from Wayland, he continued his education at Yale University School of Divinity. In 1908, Powell became pastor of the Abyssinian Church which was then located opposite the present site of the Herald Tribune. At that time the church had a membership of 1600 and an indebtedness of \$146,354. In 1921, the church was moved to its present location and housed in a \$350,000 gothic structure of New York bluestone. When the Depression of 1929 reached Harlem, Powell opened soup kitchens which served thousands of meals. With his son, Powell was in the forefront of the Harlem push for job equality and for a fair share of the city's services. After twenty-nine years, Adam Clayton Powell, Sr., retired in 1937. Abyssinian Baptist Church has 14,000 members and \$400,000 in assets. Before he died in 1953, Adam Clayton Powell Sr., had the satisfaction of seeing his church continue its growth and service in the hands of his son and heir, Adam Clayton Powell, Jr.

Leaders and Spokesmen

Benjamin "Pap" Singleton (1809-1892) Walk and Never Tire. "I started it all; I was the cause of it all," said Benjamin

"Pap" Singleton to a Congressional committee investigating the causes of the great "Exodus of 1879" when tens of thousands of Negroes simply packed up and moved northward from Tennessee, Texas, South Carolina, Mississippi and Louisiana. In this great movement of Negroes were some sixty to eighty thousand men and women seeking some better place, some more tolerable clime away from the South. "Pap" Singleton was only partly right in his statement to the Congressmen. Other causes for the migration were economic exploitation, denial of political recognition and the dreaded activity of the Ku Klux Klan. A native of Tennessee, Pap Singleton had escaped from slavery. For a time, he lived in Canada. After the Emancipation Proclamation, he returned to the South. He had been a carpenter and cabinet maker during slavery and now supported himself through these trades. He could barely read but was a most persuasive talker and a compulsive promoter. In 1873, "Pap" led some three hundred Negroes to Cherokee County, Kansas to found "Singleton's Colony." The great exodus halted in 1881; "Pap" Singleton died in Tennessee, the state where he was born.

Mary Church Terrell (1863-1954) Champion of Women's Rights. Mary Church Terrell was born in 1863, the year of the Emancipation Proclamation. Her entire life was devoted to the fight for equality. A writer, lecturer, organizer, and demonstrator, Mrs. Terrell was active in the successful campaign to secure women the right to vote. She was instrumental in the campaign to desegregate the restaurants in the nation's capital. Her achievements were numerous. In 1895, she was appointed to the District of Columbia school board; in 1896, she became one of the charter members of the National Association of Colored Women. In 1909, she joined the NAACP, then less than a year old. In 1913-14, she helped to

organize the Delta Sigma Theta sorority and 26 years later wrote its famous creed, setting up a code of conduct for Negro women. Mary Church Terrell was a United States delegate to several international conferences. At the International Council of Women in Berlin, she delivered her address in three languages—English, French and German—to the amazement of the assembled delegates. Her theme was the same: equal rights for women and the Negro wherever they may be found. Mary Church was born to wealth and ease. She was a "rare combination of the high intellectual in close understanding with the mass." She was born in Tennessee, educated in Ohio where she attended private and public schools, and later, Oberlin College from which she was graduated in 1884 with a major in the classics. She made her home in Washington in the 1890's, at that time a heavily segregated city. Except for public transportation, Washington remained segregated until 1953. In that year, at the age of eighty-nine, Mrs. Terrell won the biggest and toughest battle in her life-long struggle against racial intolerance. She headed a committee of distinguished citizens to demand enforcement of a 75-year-old law banning discrimination of "respectable persons" from restaurants. Mary Church Terrell died in Annapolis, Md., in 1954, a few months after hearing the United States Supreme Court declare that segregation itself was unconstitutional.

Education

William Edward Burghart DuBois (1868-1963) Scholar, Spokesman, Writer. Few scholars in American history become national legends in their own time. For over fifty years, W. E. B. DuBois has been regarded as the dean of Negro intellectuals. The sheer brilliance of his scholarship and the vigor of his pen have made him known throughout the nation. "Who's Who in America" has listed DuBois in its pages every
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year since it was first published in 1898. DuBois was a pioneer social scientist; he authored one of the standard books on the reconstruction era. He also conducted the first studies of the Negro in Philadelphia and Atlanta. Perhaps his greatest fame came not from his scholarly work but from his debate at the turn of the century with Booker T. Washington over the type of education needed by the Negro in America. Washington, of course, stressed vocational education while DuBois insisted on training in the liberal arts and the humanities. After the death of Washington, W. E. B. DuBois became the one generally recognized spokesman for the Negro. In 1905, he launched the Niagara movement, advocating the immediate ending of racial discrimination and segregation. He was one of the founders of the NAACP in 1908. In 1919 DuBois initiated the first of several early Pan-African Congresses in Paris with the hope of focusing world opinion on the conditions and status of blacks everywhere. At the time of his death on August 28, 1963, DuBois was a citizen of Ghana. He had been hard at work on a mammoth compendium of African history and culture entitled *Encyclopedia Africana*.

Alain L. Locke (1886-1954) Rhodes Scholar, Philosopher. The Nobel Prize is to the world of intellectual achievement what the Rhodes scholarship is to the world of academic preparation. Both prizes stand for the highest excellence. The Rhodes scholarships are based on intellectual ability, moral character and the potentialities for significant achievement in later life. Only three blacks have been selected for Rhodes scholarships since they were created by Cecil Rhodes in 1899. Two—John E. Wideman of Pittsburgh, Pa., and Joseph Stanley Sanders of Los Angeles—were chosen in 1962, 55 years after Alain LeRoy Locke was selected. A native of Philadelphia, Alain Locke went to Oxford as a Rhodes Scholar

1907. After three years he left Oxford for the University of Berlin. Upon his return to America from Germany in 1912, Locke joined the faculty of Howard University that same year, and became a full professor of philosophy in 1917, a year before he received his Ph.D. from Harvard University. Dr. Locke's intellectual influence spread far beyond his academic speciality. In 1925, he edited a collection of significant literature by young Negro authors in an epochal volume called "The New Negro." He published several books from 1933 to 1944. Many awards and honors came to Dr. Locke. He was the first Negro to be elected president of the National Council of Adult Education. He was an exchange professor to Haiti in 1943 and a visiting professor at several universities, including Fisk and the University of Wisconsin. Alain Locke lived up to every expectation of the donor of the Rhodes scholarships.

The Theatre

Bert Williams (1878-1922) A Comedian's Comedian. The late W. C. Fields once described Bert Williams as "The funniest man I ever saw; the saddest man I ever knew." Booker T. Washington declared that, "Bert Williams has done more for the race than I have. He has smiled his way into people's hearts. I have been obliged to fight." From about 1909 until his death in 1922, Bert Williams was perhaps the most famous Negro entertainer in America. He made thousands double with laughter in his portrayal of the lazy, comical stage Negro speaking an outlandish dialect. His talent as a comedian made him one of the highest paid performers in America. Many theatre-goers declared that Williams was successful because he was "himself" on the stage. A closer view of Bert Williams shows that his triumphs came from his talents as an actor rather than from his personal life. His stage characterizations were based on what he observed around him. In physical appearance, Williams

was a six-foot tall handsome man with decidedly Caucasian features. For his portrayals he had to use blackface make-up. The fun-loving, shiftless, ignorant buffoon Williams played on the stage was a far cry from the quiet, rather melancholy man that was the real Egbert Austin Williams. Instead of blackface comedy, the serious stage was his real interest. In 1910, Williams joined the Ziegfeld Follies and remained with them as the star for nearly ten years. This was followed by his appearance in "Broadway Brevities" and "Under The Bamboo Tree."

Charles Gilpin (1878-1930) Pioneer Dramatic Actor. James Weldon Johnson once wrote that Charles Gilpin "by his work in 'The Emperor Jones' . . . reached the highest point of achievement in the legitimate stage that had yet been attained by a Negro in America." In "The Negro in American Culture," Margaret Just Butcher declared that "Gilpin was the first modern American Negro to establish himself as a serious actor of first quality." In writing of Charles Gilpin's portrayal of Brutus Jones, Edith Isaacs asserted that when "the play and the player met they became one." Charles Gilpin astounded theatre-goers with his dramatic talents in a most demanding role which required him to carry O'Neil's play alone for six lengthy scenes. In 1921, Gilpin won the coveted Spingarn Medal for his contribution to the theatre and to the progress of the Negro. A native of Virginia, Gilpin had been connected with vaudeville and the theatre since 1890 but was unable to make a steady living as an actor. Between occasional appearances in vaudeville houses and parts with touring troupes, he supported himself with employment as a printer, elevator operator, porter and as a trainer for prize-fighters. In 1911-1914, he toured with a small group called the "Pan American Octette." In 1914, he had a small role in "Old Man's Boy." In 1916, he was organizer and manager of the Lafayette Theatre Company, one of the

first Negro dramatic stock companies in New York. Whenever an opportunity arose for him to perform, Gilpin forgot all else—he lived for the stage. In 1926, two years after "The Emperor Jones" closed, Gilpin lost his voice and had to go back running an elevator for a living. He died in 1930, and a year later was included among notable Americans in the Dictionary of American Biography.

Music

James Bland (1854-1911) Composer. Virginia, the proudest of the southern states, is perhaps the only state in the Union whose official song was written by a Negro. Whenever citizens of the Old Dominion rise to sing "Carry Me Back to Old Virginia," they are also giving homage to James Bland, a Negro composer who was born free in Long Island, N.Y. Other old-time favorites such as "Oh, Dem Golden Slippers," "In The Evening By The Moonlight," "Tapioca," "Pretty Little Caroline Rose," "Listen to the Silver Trumpets," and scores of other songs flowed from the pen of this untrained composer. Contrary to popular legend, James Bland was not a white-haired ex-slave writing songs for his former masters. He was a self-made professional descending from a long line of free Negroes. Having the distinction of being the first Negro employed as an examiner in the United States Patent Office, his father, Allen Bland, was a graduate of Wilberforce and Oberlin Colleges and had a degree from Howard University law school. His mother was a native of Wilmington, Del. James Bland fell in love with the banjo while in his teens. He began his career, singing and playing for parties and weddings. At the age of 14, he was hired to sing at a hotel in Washington, D.C. Thinking to discourage his son from a show business career, Allen Bland sent his son to Howard University. Once there, James promptly started organizing glee clubs and minstrel groups. In 1878, while working with

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George Primrose, James Bland published "Carry Me Back To Old Virginia," which became an instant success. On the strength of his popularity in America, Bland went to England in 1881 and found even greater professional and personal success. He gave a command performance for Queen Victoria. At one point, James Bland was earning \$1000 weekly. Dispensing with blackface and burnt cork, Bland could be seen as he was; a rather handsome, debonair man with an engaging smile. After twenty years abroad, James Bland returned to America to find that old-time minstrelry was no longer the vogue.

Roland Hayes (1887-) God's Own Tenor. For almost half a century, Roland Hayes has taken the world for his stage and has never lacked an audience. Blessed with a superb voice, he sang his way from a window sash factory in Chattanooga, Tenn., to the chandeliered halls of Buckingham Palace. Illiterates of the Deep South and musical sophisticates of the world have been touched by the voice of the man who has been called the "greatest tenor ever born in America." Born in Georgia in 1887, Roland Hayes seem destined for the fate of many a gifted but rudderless artist. Of his early years, the cultivated, mild-mannered Hayes has said, "It was as natural for me to sing as to breathe." Eventually making his way to Fisk University, Hayes joined the famed Fisk Jubilee Singers. On a trip to Boston, as a member of the Jubilee Singers, Hayes decided to give up Fisk and to secure competent training for his voice. Supporting himself with a variety of random jobs, he began the serious study of voice, and by 1916 felt ready for a concert tour. After several seasons of touring in America, Hayes decided to go to Europe to enhance his professional career. Shortly after his arrival in England, he was commanded to sing before the King of England, George V. This command performance helped to secure his reputation, and for

the next 15 years the concert managers who had rejected him earlier were proudly presenting "Roland Hayes in Concert," in America as well as abroad. Once financially successful, Hayes followed a policy of low-cost admissions so that the poor of all races could hear him. When Roland Hayes received the first Amistad Award for contributing creatively to the improvement of human relations, Virgil Thomson, himself an outstanding musical composer and critic, said to him, "You do the human race honor to exist."

The Visual Arts

Edmonia Lewis (1845-1890?) Pioneer Woman Sculptor. Edmonia Lewis was the first American Negro woman sculptor to achieve distinction in a field generally dominated by men. Riding the crest of the neoclassical revival in the 1870's, she attracted wide notice in artistic circles. Miss Lewis did portrait busts of a number of the prominent figures of her era, including Abraham Lincoln, Wendell Phillips, Charles Sumner and John Brown. Miss Lewis also executed a large number of complete figures and groups: Hagar, depicting a biblical theme; Hiawatha, The Marriage of Hiawatha and The Departure of Hiawatha on the famous Indian legend are among her better works. Miss Lewis first exhibited her work in Boston in 1864. At this exhibition, her sculptured portrait of Colonel Robert Shaw, the martyred leader of the all-Negro Massachusetts 54th Regiment, evoked such a favorable reaction that she was able to travel to Rome to study, with the proceeds from the sale of copies of it. As her skill and fame grew, Miss Lewis exhibited her work in Chicago in 1870, in Rome in 1871 and at the Centennial Celebration in Philadelphia in 1876. Born in New York, of mixed Negro-Indian parentage, Miss Lewis was first reared by her mother's tribe, then placed in an orphanage and finally adopted by an abolitionist family. Most of her adult career was spent in Italy. Sometime

during her later years she returned to America. However, the vogue of neoclassicism was passing. Edmonia Lewis also passed from public notice and her last years were so obscure that art historians can only surmise that she died in 1890.

Horace Pippin (1888-1946) Modern Primitive. Horace Pippin has been hailed as the greatest Negro primitive painter of this century. Some of his work has been judged the "equal of any surrealist masterpiece by Dali or De Chirico in its suggestion of typographical ruin, plastic space and the sadness of a deserted world." Completely self-taught, Pippin never took an art lesson and felt that the art of painting cannot be taught. Born in poverty in Chester, Pa., Pippin began drawing early in life. In 1917, he entered the army and served overseas until severely wounded. He received the Croix de Guerre and the Purple Heart and was discharged in 1918. Returning to America, he married in 1920 and settled down in New York. His war wounds made it impossible for him to raise his arm above his shoulder and his first efforts at serious painting required him to place a wooden panel in his lap, draw his outlines with a hot poker and then apply the house paint he used for oils. Not until 1931 did Pippin recover sufficiently to try his skill on canvas. His first picture was three years in the making and he labeled it "The End of the War; Starting Home." Then he executed another picture called "Shell Holes and Observation Balloon, Champagne Sector," which received very high praise. Through the efforts of friends, Pippin had his first one-man show at the Westchester Community Art Center. His "Cabin in the Cotton" won fourth Honorable Mention in 1944, and two years later his "Milkman of Goshen" won the J. Henry Scheidt Memorial Prize, one of the major awards of the Pennsylvania Academy of Fine Arts.

Modern Africa

Albert John Luthuli (1899-) 1960 Nobel Peace Prize Winner.

Only three Negroes have won the Nobel Prize since the award was established in 1922. The first was the internationally famous mediator and diplomat, Dr. Ralph J. Bunche. The second was Albert John Luthuli, the spokesman for 11 million black Africans, oppressed by three million fanatical whites in the Republic of South Africa. The third was Dr. Martin Luther King, Jr., the nonviolent crusader. Luthuli was selected Nobel Peace Prize winner in 1960 in recognition of his long struggle to achieve freedom for his black fellowmen in that harshest of African states, where the dominant whites seem bent on making animals out of non-whites. Against ever mounting provocation, Luthuli has counseled the use of reason to achieve freedom and justice for all who live in a land as yet untouched by the "winds of change." When he received the award, the South African government was extremely reluctant to permit him to journey to Oslo, Norway for the presentation ceremony. High white officials declared that the Nobel Prize Committee made Luthuli a Nobel Laureate only to embarrass the government of South Africa. Luthuli himself saw the prize as recognition of the efforts of many people also fighting for freedom and reason, justice and equality in his home land. Albert Luthuli was elected chief of his tribe in 1935. Ten years later he joined the non-violent African National Congress, and in 1952, he was elected its president. Thus, he became the acknowledged spokesman for all of the black South Africans. As he rose to his position of leadership, the South African government stepped up its effort to destroy him. First he was stripped of his chieftainship, then banished and restricted to his farm, forbidden to attend any kind of political meeting and, finally, a year after winning the prize, forbidden to write or speak publicly. Luthuli has continued to remain a symbol of reason and hope. His children, includ-

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ing one physician, two nurses and others securing higher education, are all dedicated to bringing freedom to this race-racked land.

Tom Mboya (1929-) Modern Africa. On April 15, 1959 at an African Freedom Day dinner given in New York a young rather handsome, powerfully built African speaking before an assemblage of dignitaries on the topic of the emergence of Africa, said: "My friends, the struggle is simple. It is for political freedom, economic opportunity and human dignity for all African goals, which can only be opposed by those who oppose the very concepts of democracy and human rights. Our struggle for freedom will continue without compromise until the liberation of all Africa is achieved." At the age of 29, Tom Mboya had become an international figure. Six years earlier, he had been a sanitary inspector in Nairobi, Kenya. Many persons who heard him speak were unaware that this man was not a graduate of Oxford, or the London School of Economics. His keen political insights and polished diction belied the fact that his education ended with his finishing the Kenya Royal Sanitary Institute training school which he entered in 1948 and left in 1951. He was active in the debates and discussions about the economic differences between the whites and blacks in Kenya. As he moved up through the mission schools and the Sanitary Institute, he became ever more aware of the plight of the blacks in their own country. Early he concluded that the best way to do something about the status of his people was to enter politics. Mboya resigned his sanitary inspector position to devote all of his considerable energies to the Kenya African Union. Within two years he was elected Secretary of the Kenya Federation of Labor. In 1955, Mboya led a successful strike of dockworkers at Mombasa. This victory spread his name throughout Kenya, for African

workers had long accepted whatever terms their white employers hand down. Moving from the relative narrow politics of labor to broader issues, Mboya found himself with a political following. In 1958 he was elected Chairman of the All African Peoples Conference held in Accra in December, 1958. In 1960, he was one of a score of Kenya leaders who drew up in London the outlines of a Kenya Republic to exist within the British Commonwealth. By 1961, he was Secretary of Labor for Kenya and on June 1, 1963, became Minister of Justice in Jomo Kenyatta's government.

Literature

Alexander Dumas (1802-1870) Time Does Not Dim. Sooner or later every boy and girl learns of the "Three Musketeers" and the "Count of Monte Cristo," romantic sagas of an earlier day. Few of them get to know of Alexander Dumas, their author. Born Alexander Davy de la Pailleterie, Alexander Dumas wrote more than two hundred volumes of plays and historical romances. He was the son of a General Dumas, a Haitian-born general and the natural son of Antoine Davy Pailleterie and Marie Cessette Dumas, a black woman of Haiti. With the Duke of Orleans as his patron, Dumas began turning out one play after another. In 15 years, he wrote more than 40 of them. In 1839, Dumas began writing historical novels with the intention of reviewing the history of France in them. In 1844 appeared the world famous "Three Musketeers" (8 volumes); in 1845, "Vingt Ans Apres" (10 volumes). Keeping several works in progress at the same time, Dumas completed the "Count of Monte Cristo" (12 volumes) in 1845 and "La Reine Margot" in 1845. Dumas even started a newspaper, and for four years he wrote most of the copy that appeared in it each day. In addition, he traveled in Italy and Russia. Dumas constructed his own theater for the performance of

his plays and maintained a splendid residence.

James Weldon Johnson (1871-1938) A Gentleman of Letters. James Weldon has been called "the only true artist among the early Negro novelists." Not only as a novelist but also as a poet, NAACP official and diplomat, Johnson left a lasting impression on the cultural and social life of the Negro in America. His famous poem "Lift Every Voice and Sing" (1900), set to music by his talented brother, James Rosamond Johnson, became a sort of Negro national anthem during the early forties. His strikingly dramatic poem "God's Trombones" (1927) may still be heard recited from the stages of many high schools and colleges in the South. His "Autobiography of an Ex-Colored Man" (1912) was one of the earliest accounts of a Negro exploring different levels of American society by "passing" and is still being reprinted in soft cover editions. Aside from his creative work, Johnson edited the "New York Age" and ran an extremely popular column in it for ten years. His essays on the roots of the Negro's cultural contributions helped to explain the foundation of the Negro's achievements in literature and music, especially during the decade of the twenties. In 1916, James Weldon Johnson joined the NAACP and for many years was its Executive Secretary. Among his many achievements with this organization are: sparking the drive behind the Dyer Anti-Lynching Bill in 1921; and leading the fight to make it illegal for Negroes to be denied participation in southern primary elections. Before he joined the NAACP, Johnson served as consul to Nicaragua and Venezuela. James Weldon Johnson was a native of Florida with family roots stretching as far south as the Bahamas. He was educated at Atlanta, and in New York. He was the first Negro to pass a written examination for the bar in Florida, and after practicing law and teaching school for a few years, he moved to New York

where he joined his brother in writing successful musical comedies. His last major post was that of Professor of Creative Literature at Fisk University in Nashville, Tenn.

The material for this section on black history was excerpted from "Great Negroes, Past and Present," published by the AFRO-AM Publishing Company, Inc., 910 S. Michigan Ave., Chicago, Ill. 60606, with the kind permission of the publisher.

High School Cooperatives Are A Success

By Nadine Doxey

In September 1976, NOAA initiated a new program at the suggestion of the Headquarters EEO Committee. This program was called the High School Cooperative Education Program and had as its primary objective, the encouragement of high school students to pursue a study of the physical and biological sciences relevant to NOAA. These students work on a part-time schedule while attending school, switching to full-time work during vacation periods. Appointments are made at the GS-1 level.

Since the initiation of the High School Co-op Program, four students have completed their co-op term in the National Weather Service and four students are currently enrolled in the Weather Service program. This program can be an effective method of reaching minority students and exposing them to NOAA careers. So far, schools such as Montgomery Blair, Anacostia, Roosevelt, Coolidge and Suitland High Schools have been used in seeking students.

The Spanish Speaking Program in 1977

By Anita Daymude

The Spanish Speaking Program acquired great visibility during the year 1977 through three major accomplishments.

IMAGE Convention, May 1977—San Antonio, Texas. For the first time, NOAA sent a delegation of 18 members to this very important Hispanic Convention. With the delegation, an attractive bilingual display and material on NOAA was sent to offer all attendees the opportunity to get acquainted with our agency.

Hispanic Heritage Week, September 12-16, 1977. With the backing of our new Administrator, NOAA celebrated this week with daily events in the Washington, D.C., area with inspired Hispanic speakers who brought their strong messages of equality of opportunity for Hispanics to all attending these events. A luncheon with 360 people attending featured Spanish food, a Mariachi band, the blessings of a Hispanic priest and the words of Dr. Wilmot Hess and of former president of

IMAGE, Gil Chavez, both forecasting an inevitable improvement in the Hispanic employment in NOAA.

NOAA News. The first NOAA News dedicated to Hispanic Heritage Week, featured articles by Rod Quiroz from the National Weather Service, and contributions from the Federal Woman's Program Coordinator, the AAP Coordinator, the Co-operative Education Program and others. Photos and biographies of Hispanics in NOAA were also featured.

In the FY 1978 NOAA National Affirmative Action Plan, effective October 1, 1977, again one of the objectives is the effort to be made to increase the Hispanic workforce in NOAA.

NOAA has always been in the vanguard scientifically. There is every indication that in the affirmative action effort towards the Hispanic program, it also will take the lead to extend its equal employment policy to the Hispanic population of the nation.

Handicapped and Disabled Veterans

By Frank Christhilf

President Carter, during his May 23, 1977, address to the "White House Conference on Handicapped Individuals," stated that "the time for discrimination against the handicapped in the United States is over." In recognizing the need for strong affirmative action, the President then emphatically stated the commitment of his administration to end all forms of discrimination against those who are handicapped.

The legal provisions which were stressed by President Carter go back to the Civil Rights Act of 1866. From then until the present time, as the Rehabilitation Act of 1973 (Public Law 93-112) and the Vietnam Era Veterans Readjustment Assistance Act of 1974 reveal, our society has been attempting to overcome all types of discrimination against handicapped individuals.

NOAA has emphasized the importance of the Selective Placement of the Handicapped and Disabled Veterans Program by placing it on the same level as other Civil Rights Programs. The program provides for the careful selective placement, including reassignments of handicapped persons, along with appropriate follow-up to assure that supervision, working conditions, physical accommodations, job performance, and opportunities for training and advancement are life enhancing for handicapped individuals. As part of the EEO

program evaluation, there will be periodic and regular evaluations of the Selective Placement Program to assess the effectiveness of NOAA's efforts in behalf of the handicapped.

The Selective Placement Program is coordinated at NOAA's headquarters by the EEO and Special Emphasis Programs Section, along with 13 Major Program Elements field offices.

There are various types of appointment authorities that can be used to facilitate the employment of the handicapped, and of disabled veterans. Short-term

temporary appointments, such as 700-hour appointment, give handicapped candidates a chance to show their abilities and their qualifications for a position. A new approach which is being used with success is the Host Enrollee Program which offers on-the-job training for unemployed handicapped/disabled individuals. This program is based on agreements that can be negotiated with the VA, and Vocational Rehabilitation agencies in local areas, so that an unemployed handicapped person can receive some unpaid work

experience to prepare him/her for future employment. These and other programs have assisted NOAA in maintaining good community relations, and at the same time provide some well qualified handicapped individuals with work opportunities.

Further information on these programs can be obtained either from Frank Christhilf (301-443-8247), the NOAA Coordinator, or by calling field personnel offices and asking for the Handicapped and Veterans Coordinator.



National Weather Service's Herbert Hoffman was one of the ten handicapped workers chosen nationwide by the Civil Service Commission to receive the 1977 CSC Award. Here Hoffman, a met tech with the WSFO, Chicago, Ill., talks with NOAA Administrator Richard A. Frank just before the ceremony. Looking on are (left to right), Ray Waldman, MIC, WSFO Chicago; Dr. George P. Cressman, Weather Service Director; John Golden, DOC Director of Personnel; Ralph Reeder, Chief, NOAA Personnel; and Hoffman's parents, who accompanied him from Chicago.

Women On The Move

By Ellen Overton

With the strong support of President Carter, Commerce Secretary Juanita Kreps, and NOAA Administrator Richard A. Frank, the Federal Women's Program (FWP) is moving forward toward its goals of representing all women. In NOAA, elections were held in February 1977 for the first Federal Women's Program Advisory Committee (FWPAC), naming 12 elected and two appointed members to the Committee. At the end of May, I came aboard as the NOAA Federal Women's Program Coordinator (FWPC).

The FWPAC has been meeting on a regular basis, the second Thursday morning of each month, and visitors are always welcome. In addition, there have been noon-time brown-bag "rap" sessions in the different metropolitan area NOAA buildings where women—and men—could voice their concerns and problems. A questionnaire, prepared by Rockville members of the Commerce Committee for Women, was filled out by participants and showed that the areas of highest interest are: workshops on job-related skills and the preparation of a SF-171, training and career development, advocating NOAA women to top management, assertiveness training, information on ERA and rape prevention. These topics, which are also of prime interest to the FWPAC, are on the agenda for future meetings and workshops.

The FWP is involved in several other areas. To better inform employees at NOAA about women's issues, books and periodicals on women are being purchased in several copies each and they will be available in several NOAA locations. Members of the Child Care Task Force are working on a child care questionnaire for use within NOAA to survey employees and

Williams Fund Now Totals More Than \$20,000

The Maurice Williams Scholarship Fund was established by the NOS/EEO Committee as a memorial to be used to assist aspiring journalism students. Maurice Williams, a reporter for Howard University Radio Station WHUR in Washington, D.C., and son of NOS Cartographer Otto Williams, was slain last March during the siege of the D.C. District Building.

The fund provides scholarships to students majoring in broadcast journalism at Howard University. Contributions are still being accepted by the radio station. Send your contribution to Maurice Williams Broadcast Scholarship Fund, WHUR, Howard University, 2600 4th St., NW, Washington, D.C. 20059.

The fund now totals more than \$20,000.

determine their needs with the long term goal of establishing child care for NOAA employees. An outreach program was begun to assist in the search for top-level women scientists and administrators. In addition, we are studying ways to help women already in NOAA to move up the career ladder.

A large proportion of my time is spent participating in meetings inside and outside the agency. I attend the monthly meetings for FWPC's at the Civil Service Commission, represent NOAA at the Federal Women's Interagency Board and serve on the NOAA Task Force for Age and Sex Discrimination. I helped organize the training program for field FWPC's who attended the Federally Employed Women's Conference last July and for the members of the FWPAC last October. Two days were spent visiting the Boulder Laboratories, where I talked with members of the FWP and EEO Committees, as well as ERL Lab Directors and managers. In November, I attended the National Women's Conference in Houston where, for the first time, all minority women agreed on one platform.



R. Adm. Allen L. Powell, Director of the National Ocean Survey (NOS), presents a check representing the contributions made by NOAA employees to NOS Cartographer Otto Williams for the Maurice Williams Broadcast Scholarship Fund. From left to right: R. Adm. Allen L. Powell, Ms. Niani Kileen of WHUR, Otto Williams, and Landry Williams NOS/EEO Committee.

AMC Holds EEO Awareness Day at Norfolk in October

October 14 was EEO Awareness Day at the Atlantic Marine Center, Norfolk, Virginia.

Ed Cabaniss, Acting EEO Chairperson, introduced the

on what EEO is all about and the EEO effort as it relates to the Civil Service Merit System in observance of EEO Awareness Day. Afterward, a question and answer period was held.



guest speakers.

Steve Martof and Frank Christhif, NOS, Rockville, and Alan Nelson, Area Manager, Civil Service Commission, Norfolk Office, spoke to AMC employees

All in all, many were enlightened by the speakers and were made aware of the policies and objectives of both the Civil Service Commission and the EEO Program.

National Oceanic and Atmospheric Administration

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