

UW STILL LAGGING IN MINORITY HIRING

At steady progress in minority and female employment has been achieved at the University of Washington during the past year, but plenty of room still exists for improvement.

This is the gist of a 1972 report on the University's Affirmative Action Program by Carver Gayton, Special Assistant to the Executive Vice President.

Gayton also is Director of the Office of Equal Opportunity for Minorities. He prepared the report in collaboration with Katherine Thom, Director of the Office of Equal Opportunity for Women. The two offices report directly to Executive Vice President Philip W. Cartwright.

One exception in the general improvement was noted in minority faculty employment which reflected the same percentage as the previous year, 7.1 percent. Women comprise approximately 16 percent of the faculty, an increase of 2 percent.

The total minority percentage of staff personnel is approximately 16 percent. In the classified area, women comprise 63 percent of the staff, but only 28 percent are in the "exempt" or higher paying job categories.

"Although the total percentage of minorities and women employed at the University is a positive indicator, it is clear that they are still not represented in equitable numbers in the higher job categories," Gayton said. "The affirmative Action Program will continue to establish programs and activities to place minorities and women in those jobs where they traditionally have not been represented."

To develop these opportunities, a training administrator, Franklin L. Donahoe, was hired last September. He has expanded and revised the University's minorities awareness seminars for staff supervisors and managers and is now formulating a similar seminar relating to the concerns of women.

He also has expanded the number of participants in the Public Service Careers Program, which concentrates on developing skills from both entry-level and higher-level disadvantaged employees. Participants in this program are expected to double within six months.

A management training program for staff women that was started last year by the Office of Equal Opportunity for Women also is being developed and a new Women's Council has been established specifically to improve opportunities for women employees. This Council, consisting of faculty, staff and students, assists and advises the office on many matters such as counseling, child care, women's studies and training programs.

The recruitment of minorities and women for fa-

culty positions was facilitated when University Provost Solomon Katz advised deans early in 1972 that open faculty positions should be listed with both offices of equal opportunity. In addition, under University policy, no faculty can be hired unless department chairmen can show good faith efforts to hire minorities and women.

Further attempts to increase the effectiveness of the Affirmative Action Program on a grass roots level are continuing. These include the recent selection of some 30 representatives to monitor and report affirmative action activities in their units.



In observance of Negro History Week, the National Council of Negro Women will present a benefit tour of Black Music from Gospel to Jazz to Modern Music on Sunday, February 11 at 7:45 p.m. in the Garfield High School Auditorium, 400 23rd Ave.

Featured in the Musical Odyssey will be the Gerald Turner Community Choir and the Garfield High School Choraleers and Dancers.

Chairman for the National Council of Negro Women is Mrs. Elma Horton.

Tickets are \$1 for adults and 50 cents for students. Proceeds will benefit the Garfield High School Choraleers.

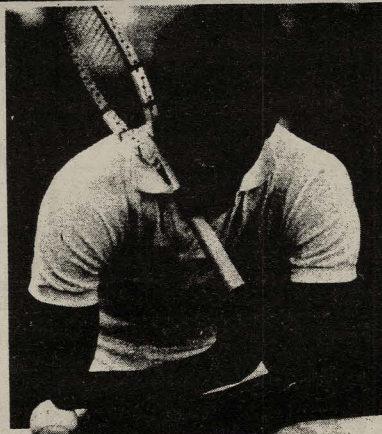
For information call Mrs. Alexander, 325-2991.

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