

THE WHITE HOUSE

WASHINGTON

June 22, 1983

Dear Madame Ambassador:

I would respectfully like to request the use of the Blair House for a reception on the evening of June 28, 1983.

The purpose is to honor the President's new Advisory Council on Private Sector Initiatives and would be held from 6:00 p.m. to 8:00 p.m. The council consists of 30 individuals from the private sector, 7 cabinet officers, the Director of Action and the Deputy Chief of Staff. Approximately 100 guests will be invited.

Your approval of this request will be greatly appreciated and because of the obvious time constraints an expeditious reply would be welcome.

Any questions may be directed to Michael Castine (456-6676), Deputy Director, Office of Private Sector Initiatives.
Thank you for your assistance.

Sincerely,



MICHAEL K. DEEVER
Assistant to the President
Deputy Chief of Staff

Ambassador Selwa Roosevelt
Chief of Protocol
Department of State
2201 C Street, N.W.
Room 1232
Washington, D.C. 20520

THE WHITE HOUSE

WASHINGTON

June 22, 1983

Dear Ms. Winic:

Thank you for the small poster and nice letter to Mr. Deaver regarding the desire of Miss Ameche to have one of her paintings serve as a future postage stamp.

Although the White House cannot intercede in this request, we wish you success in your endeavor.

Sincerely,

SHIRLEY MOORE
Staff Assistant to
Michael K. Deaver

Ms. Lucy Winic
2950 Neilson Way, Suite 209
Santa Monica, CA 90405

LUCY WINIC • REPRESENTATIVE to KAY AMECHEE

2950 Neilson Way, Suite 209
Santa Monica, California 90405

June 13, 1983

Mr. Michael K. Deaver
Assistant to the President
Deputy Chief of Staff
The White House
17th and G Streets
Washington, D.C. 20500

Re: America - The Light of the World

Dear Mr. Deaver:

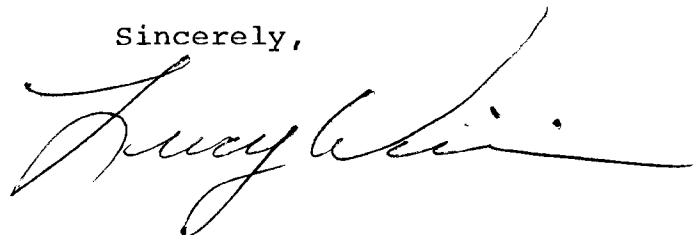
I recently had the pleasure of reading your correspondence with Kay Amechee concerning the popularity of her work, "America - The Light of the World" in the White House. I really feel that in this painting she has captured the spirit in which this country was created and which has enabled Americans, individually and as a nation, to overcome insurmountable obstacles in pursuit of their dreams.

She senses and appreciates, more deeply than many, the beauty and idealism of the principles which have made America the light of the world. And it is her dream to share this vision with the entire country. She would like to do so by offering a print of her painting to the postal service for use as a future U.S. postage stamp. In this form it could serve as a reminder that the American Spirit is still the most powerful force in support of inalienable human rights. And that the light that this country has to share with the world grows stronger as each of our own hearts grow lighter.

Upon contacting the Postmaster General's office we learned that this is not so easily accomplished. As with every large dream this one too has its obstacles. We are writing you now because you have expressed so much pleasure in viewing this painting we felt you would share our desire to see more Americans enjoy it. Since we understand that President Reagan also admires this print we wondered if we could impose upon you to relate Kay's proposal to him. If he agrees it is worthwhile, perhaps a word from him would persuade the Postmaster General to exert the additional effort that could place this inspiring symbol in the hands and hearts of all Americans. From there it would spread to the rest of the world through international correspondence; and the message from America would be unanimous!

We do hope you'll find time to give this some thought; and thank you in advance for your kind assistance.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lucy Winic". The signature is written in dark ink and is positioned below the typed name "Sincerely,".

THE WHITE HOUSE

WASHINGTON

June 22, 1983

Dear Richard:

First of all let me say how glad I am to hear that you'll be Chairing the Coalition and working with us.

As you know, the Coalition is very important to the President and his policies.

I'm looking forward to meeting with you and hope you'll let me know if there is anything I can do.

Sincerely,

MICHAEL K. DEAVER
Assistant to the President
Deputy Chief of Staff

Mr. Richard J. Fox
150 Monument Road
Cala Cynwyd, Pennsylvania 19004

RICHARD J. FOX

**150 MONUMENT ROAD
BALA CYNWYD, PA. 19004**

June 15, 1983

Mr. Michael Deaver
The White House
Washington, DC 20510



Dear Mike:

Following our discussions with the President on June 7th, the Republican Jewish Coalition met in Washington this past Sunday. The Coalition took appropriate action which will enable it to actively increase its national membership and to develop programs necessary to provide significant results in the 1984 campaign.

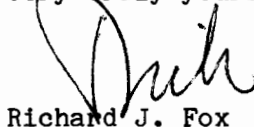
As part of the reorganization of the Coalition, new officers were elected. I was elected Chairman with Gordon Zacks and George Klein as Vice-Chairmen. Max Fisher was elected Honorary Chairman.

The Coalition reaffirmed its support of the President and specifically authorized its Chairman to issue a statement supporting the President's efforts to resist the overthrow of the Salvadoran Government and to bring stability and peace to Central America.

Working closely with Faith Whittlesey, the Coalition has already initiated efforts to obtain the support of major Jewish organizations for the President's Central American Policy.

I will be looking forward to meeting with you to continue the discussions that were initiated with the President.

Very truly yours,



Richard J. Fox

RJF/eah

THE WHITE HOUSE

WASHINGTON

June 22, 1983

Dear Tom:

Thank you for your kind invitation to join you in Nantucket this summer.

I can't think of anything more pleasant, however, Carolyn and I have opted to go back to Lake Tahoe as we did last year.

Please give my best to Judy.

Sincerely,

MICHAEL K. DEEVER
Assistant to the President
Deputy Chief of Staff

Mr. Thomas H. Bruinooge
85 Orient Way
Rutherford, New Jersey 07070

THOMAS H. BRUINOOGUE
PATRICE SMILEY ANDREWS
(N.J. & PA. BARS)

*Thank you
will try to
go to take Jakob*

BRUINOOGUE & ANDREWS
COUNSELLORS AT LAW
85 ORIENT WAY
RUTHERFORD, N.J. 07070
(201) 939-3303

June 14, 1983

Mr. Michael K. Deaver
c/o The White House
Washington, D.C. 20500

Dear Mike:

In the past we have kidded about Nantucket, but seriously, Judy and I would like to have you and your family join us this Summer for a few days to "step back in time" to "the whaling capitol of America."

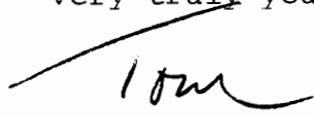
I am sure that the President will be taking a vacation in California during the month of August. We, however, will be on the Island of Nantucket through the 6th of September and Judy and I would be more than happy to have you and your family as our guests on Labor Day Weekend if your schedule does so permit.

Commuting is relatively easy; there are numerous flights from Boston at the Eastern Terminal directly into Nantucket.

Please check your schedule and try to make every effort to join us.

With best personal regards, I remain,

Very truly yours,



Thomas H. Bruinooge

THB:emv

THE WHITE HOUSE

WASHINGTON

June 22, 1983

Dear Peter:

Thank you for the Olympic Stamp. As you know I am deeply involved in the 1984 Olympics and it is a wonderful memento.

Thanks again for taking the time to write.

Sincerely,

MICHAEL K. DEAVER
Assistant to the President
Deputy Chief of Staff

Mr. Peter E. Voss
Board of Governors
Washington, D.C. 20260

*Stamp sent home
to Blair
6-22-83*



BOARD OF GOVERNORS
Washington, DC 20260-1000

*Thank you to
Blair*

June 16, 1983

Michael K. Deaver, Assistant to the President
Deputy Chief of Staff
The White House
1600 Pennsylvania Avenue, N. W.
Washington, D. C. 20500

Mike:

Thought you might like to have this First Day of Issue
Commemorative of the 1984 Olympics for your collection.

With warm regards,

Peter E. Voss

PEV/ms

Enclosure

*NOT THAT YOU HAVE
ANY INTEREST IN THE
OLYMPICS! — BEST*

MEMORANDUM

THE WHITE HOUSE
WASHINGTON

June 21, 1983

TO: Legal Counsel's Office
FROM: Michael K. Deaver *M*
SUBJECT: Correspondence from Louis C. Marazita

Please advise as to proper disposition of attached
correspondence from Mr. Louis C. Marazita.

Thank you.

THE WHITE HOUSE

WASHINGTON

June 22, 1983

Dear Ms. Wieder:

Thank you for your letter offering to assist the President in his efforts to promote fairness and equal opportunity for women. He is heartened by the great number of women--and men--who volunteered their time and energy to this worthy objective.

Although there is no formally chartered task force, the President has asked me to become more deeply involved in issues of particular concern to women. Indeed he has asked all of his appointees to do so. President Reagan is always looking for ways to achieve full equality for women.

However, the President is justly proud of major reforms in place now which are beneficial to women. For example, the Economic Recovery Tax Act of 1981 greatly reduced the "marriage tax penalty" suffered by working wives. Tax credits for child care expenses were nearly doubled. In addition, widows now suffer much less from estate taxes.

Thanks to a law supported and signed by the President, a divorced woman no longer is forced to wait until her former husband retires before she can receive Social Security. President Reagan has tightened enforcement of child support laws, which protect the fundamental rights of unmarried women and their children. For ex-spouses of military personnel, the President implemented new laws establishing the rights of women to receive benefits and medical care in return for their years of support and devotion.

President Reagan has taken equally strong action to assure greater women's participation in government. He has selected more women--700-- for top policymaking jobs than any previous President. For the first time, there are three women in the Cabinet, as well as a female Supreme Court Justice.

The President is proud of these accomplishments. He feels that the steps he has taken are in the best interests of all Americans. He seeks to lead a unified America towards recovery and greatness. He does not use these important matters as an excuse to divide the nation for political advantage, as some do.

Only through a genuine commitment to equal rights and opportunity--not political extremism or opportunism--will women achieve their full potential. Ronald Reagan has made that commitment and he needs the help of all Americans to finish the job of redeeming it.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Deaver", with a long horizontal flourish extending to the right.

MICHAEL K. DEEVER
Assistant to the President
Deputy Chief of Staff

Ms. Harriett M. Wieder
Supervisor, Second District
Orange County Hall of Administration
10 Civic Center Plaza
P. O. Box 687
Santa Ana, California 92702-0687

THE WHITE HOUSE

WASHINGTON

June 22, 1983

Dear Paul:

Just a short note to let you know that I've received your recommendation for Bob Shepherd.

I've taken the liberty of sending your letter and recommendation to John Herrington for consideration.

I'll keep you informed.

Sincerely,

MICHAEL K. DEEVER
Assistant to the President
Deputy Chief of Staff

The Honorable Paul Laxalt
United States Senate
Washington, D.C. 20500

THE WHITE HOUSE

WASHINGTON

June 22, 1983

Dear Ms. Beecher:

Thank you for your letter offering to assist the President in his efforts to promote fairness and equal opportunity for women. He is heartened by the great number of women--and men--who volunteered their time and energy to this worthy objective.

Although there is no formally chartered task force, the President has asked me to become more deeply involved in issues of particular concern to women. Indeed he has asked all of his appointees to do so. President Reagan is always looking for ways to achieve full equality for women.

However, the President is justly proud of major reforms in place now which are beneficial to women. For example, the Economic Recovery Tax Act of 1981 greatly reduced the "marriage tax penalty" suffered by working wives. Tax credits for child care expenses were nearly doubled. In addition, widows now suffer much less from estate taxes.

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The President is proud of these accomplishments. He feels that the steps he has taken are in the best interests of all Americans. He seeks to lead a unified America towards recovery and greatness. He does not use these important matters as an excuse to divide the nation for political advantage, as some do.

Only through a genuine commitment to equal rights and opportunity--not political extremism or opportunism--will women achieve their full potential. Ronald Reagan has made that commitment and he needs the help of all Americans to finish the job of redeeming it.

Sincerely,



MICHAEL K. DEEVER
Assistant to the President
Deputy Chief of Staff

Ms. Graciela Beecher
Chairman
National Federation of Cuban American
Republican Women
310 First Street, S.E.
Washington, D.C. 20003

THE WHITE HOUSE

WASHINGTON

June 24, 1983

Dear Mr. Hope:

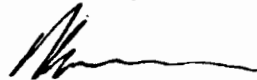
Thank you for writing to me and expressing your concerns about Federal civil rights policies. I was interested in Chairman Pendleton's letter to the President and also the statement of the Commission on civil rights enforcement in education.

The President is committed to effective enforcement of all civil rights laws. The President has followed through on his firm belief in equality with positive action. I'm sure, for example, that you are aware of the activities of the President's 50 States Project. Working with the governors, the Project seeks to identify discriminatory state laws and assist the states in eliminating them.

The President has asked me to become more involved in women's issues. Indeed he has asked all his appointees to do so. I think you will see the tangible effect of the President's heightened commitment to civil rights enforcement in the near future.

There is no formally chartered council on women's issues; but I have already sent copies of the materials you enclosed to the appropriate policymakers in the Administration for further review.

Sincerely,



MICHAEL K. DEEVER
Assistant to the President
Deputy Chief of Staff

Mr. John Hope III
Acting Staff Director
United States Commission on Civil Rights
Washington, D.C. 20425

UNITED STATES COMMISSION ON CIVIL RIGHTS
WASHINGTON, D. C. 20425



STAFF DIRECTOR

June 20, 1983

Honorable Michael K. Deaver
Deputy Chief of Staff
The White House
Washington, D.C. 20500

John Hope III

DB
File
Womens
Issue

Dear Mr. Deaver:

I am enclosing for your information a copy of a Commission statement released June 14, 1983 on equal opportunity in Presidential appointments. Based on data provided by the Carter administration in October 1980 and by the Reagan administration in April 1983, the statement evaluates the race, sex, and ethnic origin of Presidential appointees to full-time, top-level positions during those two administrations. A copy of the letter transmitting the statement to the President also is enclosed. The Commission hopes you will find this analysis useful in your work as an advisor to the President and chairman of the new White House coordinating council on women.

Sincerely,

JOHN HOPE III
Acting Staff Director

Enclosure

UNITED STATES COMMISSION ON CIVIL RIGHTS

Washington, D. C. 20425

June 14, 1983

The President
The White House
Washington, D.C. 20500

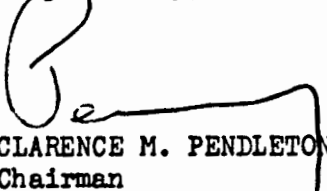
Dear Mr. President:

The Commission is pleased to present you this statement on equal opportunity in Presidential appointments. The statement evaluates the race, sex, and ethnic origin of Presidential appointments to top-level, full-time positions during your administration and that of President Carter. Such an evaluation is now possible, as we note in the statement, because of the more comprehensive and systematic appointments data that have been assembled by your and the Carter administration. The data on your appointments were provided the Commission in April 1983 by the White House Office of Presidential Personnel. The Commission anticipates preparing similar evaluations in the future.


The statement notes your commitment to increasing representation of women and minority men in these important policymaking positions, many of which, such as Federal judges and United States attorneys, have critical, direct civil rights impact. We are concerned, however, that the data reveal declining representation of women and minority men, generally, among your full-time appointments to date. Accordingly, we urge that you make a major effort during the remainder of your present term to increase your appointments of members of these groups to maintain progress in ensuring that top Federal Government officials increasingly reflect the diversity of our pluralistic society.

We would be pleased to discuss this matter with you at your convenience.

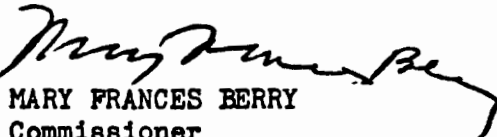
Respectfully,

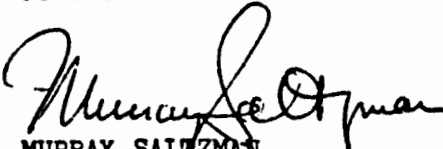

CLARENCE M. PENDLETON, JR.
Chairman


BLANDINA C. RAMIREZ
Commissioner


MARY LOUISE SMITH
Vice Chairman


JILL S. RUCKELSHAUS
Commissioner


MARY FRANCES BERRY
Commissioner


MURRAY SALTZMAN
Commissioner

Enclosure

EQUAL OPPORTUNITY IN PRESIDENTIAL APPOINTMENTS

A Statement of the United States Commission on Civil Rights

June 1983

Introduction

Presidential appointees include department secretaries, undersecretaries and assistant secretaries, other executive branch agency heads, U.S. attorneys, judges, and ambassadors. Over 1,000 such appointments may be made during a President's 4-year term. Few women or minority men 1/ have been included in these top Federal Government policymaking positions during this Nation's history.

Appointment of women and minority men to these positions carries out the principles of equal employment opportunity, sets an example for the rest of the Nation, and helps increase the responsiveness of the Federal Government to their interests and needs. 2/ Presidents have acknowledged the importance of increasing representation of women and minority men in these positions and have made important strides in recent years in this

1/ The term "minorities," as used throughout this statement, includes American Indians or Alaska Natives, Asians or Pacific Islanders, blacks, and Hispanics. These are the groups which, along with "whites," are the standard classifications for collection and presentation of data on race and ethnicity in Federal program administrative reporting and statistical activities. See, U.S., Department of Commerce, Office of Federal Statistical Policy and Standards, Directive No. 15, "Race and Ethnic Standards for Federal Statistics and Administrative Reporting," May 1978. 43 Fed. Reg. 19,269 (1978). This office is now part of the Office of Management and Budget.

2/ The idea that equal employment opportunity can have a direct bearing on the nondiscriminatory provision of services is articulated in Federal agency regulations. See, e.g., the regulations of the Department of Agriculture, 7 C.F.R. §15.3(c) (1982) and the Department of Health and Human Services, 45 C.F.R. §80.3(c)(3) (1982). See also, U.S., Commission on Civil Rights, The Federal Civil Rights Enforcement Effort, Vol. VI, To Extend Federal Financial Assistance (1975), which clearly states our view that the appointment of more women and minority male high-level administrators would make the Federal Government more responsive to the concerns of women and minority men.

regard. 3/ President Gerald Ford appointed, what appears to have been up to that point, a record number of women to these positions, 14 percent of the total. 4/ During his first year in office, President Jimmy Carter appointed minorities to 14 percent and women to 12 percent of these full-time and part-time positions. 5/ By the end of his administration, those figures had risen to 21 percent and 22 percent, respectively. 6/ During the Carter administration, black males were appointed for the first time as United States Representative to the United Nations and Secretary of the Army. 7/ The first black woman was appointed to a cabinet position, 8/ and another woman became the first of her sex to be named Secretary of Commerce. 9/

3/ The Nixon administration, for example, established an Office of Women's Programs to monitor the administration's appointments of women and prod agencies to select more women for top-level positions. U.S., Commission on Civil Rights, The Federal Civil Rights Enforcement Effort -- 1974, Vol. VII, To Preserve, Protect, and Defend the Constitution (1977), p. 17.

4/ Ibid., p. 48.

5/ The White House, Presidential Personnel Office, Profile: Presidential Appointments (Dec. 28, 1977), cited in U.S., Commission on Civil Rights, The State of Civil Rights: 1977 (1978), p. 32.

6/ Data, effective October 6, 1980, provided by the White House Office of Presidential Personnel (hereafter cited as October 1980 data). The Carter administration appears to have been the first to assemble, by computer, a complete list of all Presidential appointees, full time and part time, agency by agency, and by race, sex, and ethnicity.

7/ Andrew Young and Donald F. McHenry, and Clifford Alexander, respectively.

8/ Patricia Roberts Harris as Secretary of Housing and Urban Development.

9/ Juanita Kreps.

In January 1981 the Commission urged incoming President Ronald Reagan to continue this progress as he selected persons to fill top-level positions in his administration. 10/ The Reagan administration has committed itself to this goal and has reported publicly some appointments data. 11/ During his first 2 years in office, President Reagan has named a black male as Secretary of Housing and Urban Development and an Hispanic male as Assistant Secretary for Fair Housing and Equal Opportunity at the Department of Housing and Urban Development. 12/ He has named the first women to become an Associate Justice of the Supreme Court, Secretary of Transportation, U.S. Representative to the United Nations, and Peace Corps Director. 13/

Reagan and Carter Administration Appointments

In light of the commitments of the last few administrations, the apparently unprecedented levels of women and minority men appointed by President Carter, and the fact that the Reagan administration is the second to compile and report comprehensive data on its appointments, it is appropriate and possible to examine in detail representation of women and minority men in the most responsible positions in the Federal Government. The data in this statement on persons appointed by President

10/ U.S., Commission on Civil Rights, Report to the President and the Congress (Jan. 1981), p. 4.

11/ See, for example, White House, Office of Public Affairs, The Reagan Presidency: A Review of the First Year, 1981 (undated), pp. 82, 83, and 86.

12/ Samuel R. Pierce, Jr. and Antonio Monroig, respectively.

13/ Sandra Day O'Connor, Elizabeth H. Dole, Jeane J. Kirkpatrick, and Loret Ruppe, respectively. Another woman, Margaret M. Heckler, has been appointed Secretary of Health and Human Services.

Reagan since January 20, 1981, refer to full-time positions, most of which require Senate confirmation; they do not include appointments of persons to part-time boards or commissions or to lower level Senior Executive Service or other noncareer positions that generally lack the policymaking authority of these full-time positions. These data were provided by the White House in April 1983. 14/

Comparable full-time appointments data covering the Carter administration also are provided, with the exception that the Reagan administration data include persons appointed to, but no longer holding, certain positions. The Carter administration figures do not include past Carter appointees no longer in those positions as of October 6, 1980. 15/ This evaluation covers 980 appointments during the first 2 years of the Reagan administration and 1,182 appointments during nearly 4 years of the Carter administration. Tables 1A through 6A are compiled from data provided by the Reagan administration, while tables 1B through 6B were prepared from parallel Carter administration data.

As table 1A reveals, President Reagan has appointed minorities to 8.2 percent and women to 8.0 percent of the 980 full-time positions filled

14/ Craig L. Fuller, Assistant to the President for Cabinet Affairs, letter to Clarence M. Pendleton, Jr., Chairman, U.S. Commission on Civil Rights, Apr. 8, 1983. (More recent data were submitted on April 20 and 22, 1983.) The Commission previously requested and received similar data from the 13 cabinet departments and a sample of 26 agencies. As the April data provided by the White House were more comprehensive and current than those provided by the 39 departments and agencies, the former are used in this statement.

15/ There is no reason to believe availability of those figures would alter significantly the conclusions in this statement.

TABLE 1A

Race, Ethnic Origin, and Sex of Full-time
 Presidential Appointments
 January 20, 1981 - April 20, 1983 a/

	<u>Female</u>	<u>Male</u>	<u>Total</u>
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	1	2	3 (0.3%)
Black	6	34	40 (4.1%)
Hispanic	5	32	37 (3.8%)
White	<u>66</u>	<u>834</u>	<u>900 (91.8%)</u>
Total	78 (8.0%)	902 (92.0%)	980 (100.0%)

a/ Data include pending appointments, incumbents, and appointees who have left their positions. Some double-counting is included in these data, whereby persons holding concurrent presidentially appointed positions are counted for each position held, but this does not have an appreciable effect on the percentage figures or conclusions in this statement. Data for Reagan administration appointments also include persons who were appointed to but left positions to which they were appointed between January 20, 1981 and April 20, 1983. Data are not included here for White House staff appointments, nor are three persons included whose race was not reported.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 1B

Race, Ethnic Origin, and Sex of Full-time
 Presidential Appointments
 As of October 6, 1980 a/

	<u>Female</u>	<u>Male</u>	<u>Total</u>
American Indian/ Alaska Native	0	4	4 (0.3%)
Asian/Pacific Islander	1	6	7 (0.6%)
Black	22	122	144 (12.2%)
Hispanic	4	45	49 (4.1%)
White	<u>116</u>	<u>862</u>	<u>978 (82.8%)</u>
Total	143 (12.1%)	1039 (87.9%)	1182 (100.0%)

a/ Data do not include persons who were appointed to but left before October 6, 1980 a position to which they were appointed by President Carter. They also do not include White House staff appointments, 19 persons whose race could not be determined, or 1 person whose race and sex were undesignated. As with Table 1A, some double-counting is included in these data.

SOURCE: White House, Office of Presidential Personnel. See note 6.

thus far during his administration. As table 1B shows, President Carter had filled over 17 percent of 1,182 such positions with minorities and over 12 percent with women toward the end of his term in office. ^{16/} The greatest difference in appointments of members of a particular group involved blacks: 4.1 percent of President Reagan's full-time appointees have been black, compared to 12.2 percent of President Carter's appointments. Representation of American Indians or Alaska Natives, Asian or Pacific Islanders, and Hispanics also has declined between October 1980 and April 1983. No American Indians or Alaska Natives have yet been appointed to full-time positions by the Reagan administration.

Tables 2A and 2B show representation of minorities and women among full-time appointments to the 13 cabinet departments. As table 2A shows, President Reagan has appointed minorities to 6.6 percent and women to 8.4 percent of full-time cabinet department positions. Comparable figures for the Carter administration were 16.7 percent and 15.9 percent, respectively (see table 2B). Under both administrations minorities generally had their greatest share of appointments among those made to the Departments of Education, Health and Human Services, and Housing and Urban Development. Women had their greatest share under the two administrations among appointments to the Departments of Education, Energy, and Treasury.

Areas of Particular Concern

The Commission has a number of concerns about representation of women and minority men among appointments by both the Carter and Reagan

^{16/} The percentages of women and minority men among all Presidential appointees, full time and part time, may be considerably higher than those for only full-time appointees. As noted, minorities were 21 percent and women 22 percent of all 2,816 Carter appointees. Of 2,708 Reagan administration appointments, full and part time, reported as of March 31, 1983, 7.6 percent were minority persons and 14.3 percent women.

TABLE 2A

Presidential Appointments of Minorities and Women
to Federal Departments
January 20, 1981 - April 20, 1983 a/

<u>Department</u>	<u>Total Number of Appointees</u>	<u>Minorities</u>	<u>Women</u>
Agriculture	16	0 (0.0%)	1 (6.3%)
Commerce	28	1 (3.6%)	1 (3.6%)
Defense	34 <u>b/</u>	0 (0.0%)	0 (0.0%)
Education	26	6 (23.1%)	3 (11.5%)
Energy	22	1 (4.5%)	2 (9.1%)
Health and Human Services	28	3 (16.7%)	5 (27.8%)
Housing and Urban Development	13	2 (15.4%)	1 (7.7%)
Interior	18	2 (11.1%)	1 (5.6%)
Justice	19 <u>c/</u>	1 (5.3%)	1 (5.3%)
Labor	13	1 (7.7%)	1 (7.7%)
Transportation	16	1 (6.3%)	2 (12.5%)
Treasury	23	1 (4.3%)	5 (21.7%)
State	<u>41 d/</u>	<u>0 (0.0%)</u>	<u>1 (2.4%)</u>
Total	287	19 (6.6%) <u>e/</u>	24 (8.4%)

a/ Data are provided only for full-time positions. Data include pending appointments, incumbents, and appointees who have left their positions.

b/ Includes appointments to the Departments of the Air Force, Army, and Navy.

c/ Does not include U.S. Attorney and U.S. Marshal appointments, which are listed separately in Tables 4A and 5A.

d/ Does not include ambassadorial appointments, which are listed separately in Table 6A.

e/ Three appointees (1 percent) were minority (black) women.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 2B

Presidential Appointments of Minorities and Women
to Federal Departments
As of October 6, 1980 a/

<u>Department</u>	<u>Total Number of Appointees</u>	<u>Minorities</u>	<u>Women</u>
Agriculture	12	1 (8.3%)	1 (8.3%)
Commerce	23	0 (0.0%)	4 (17.4%)
Defense	27 <u>b/</u>	4 (14.8%)	1 (3.7%)
Education	18	4 (22.2%)	8 (44.4%)
Energy	17	3 (17.6%)	3 (17.6%)
Health and Human Services	18	4 (22.2%)	3 (16.7%)
Housing and Urban Development	10	3 (30.0%)	1 (10.0%)
Interior	17	4 (23.5%)	2 (11.8%)
Justice	20 <u>c/</u>	5 (25.0%)	1 (5.0%)
Labor	12	2 (16.7%)	4 (33.3%)
Transportation	14	3 (21.4%)	2 (14.3%)
Treasury	21	4 (19.0%)	4 (19.0%)
State	<u>24 d/</u>	<u>2 (8.3%)</u>	<u>3 (12.5%)</u>
Total	233	39 (16.7%) <u>e/</u>	37 (15.9%)

a/ Data include only incumbents and appointments pending confirmation as of October 6, 1980. Since these positions are virtually identical to positions identified as full-time by the current administration, they are presumed to be full-time.

b/ Includes appointments to the Departments of the Air Force, Army, and Navy. Does not include one person for whom race was not reported.

c/ Does not include U.S. Attorney and U.S. Marshal positions, which are listed separately in Tables 4B and 5B respectively, or one person for whom race was not reported.

d/ Does not include ambassadorial appointments, which are listed separately in Table 6B.

e/ Five appointees (2.1%) were minority (4 black and 1 Asian/Pacific Islander) women.

SOURCE: White House, Office of Presidential Personnel. See note 6.

administrations. First, few women have been appointed to top full-time positions at most departments and agencies. This is particularly true of the Reagan administration. Overall, women have received only 8 percent of the 980 appointments by President Reagan examined here, a decline from the 12.1 percent figure for women included among President Carter's 1,182 appointments. Under both administrations, women have been almost totally excluded among appointees to some departments, notably Agriculture, Defense, and Justice. Minority women are virtually absent from the Reagan administration's appointments, as table 1A shows, only 1.2 percent of his 980 appointments. Table 1B shows that only 2.2 percent of President Carter's appointees were minority women.

Second, a sharp drop in appointments of blacks also is indicated by these tables. Only 4.1 percent of President Reagan's full-time appointees have been black, compared to 12 percent of President Carter's appointees. Very few Asians or Pacific Islanders have received Presidential appointments, 0.6 percent of appointees during the Carter administration dropping to 0.3 percent during the Reagan administration. Further, minorities generally have been almost totally absent from appointments by the Reagan and Carter administrations to full-time positions at the Departments of Agriculture, Commerce, and State. President Reagan has appointed no women or minority men to the Department of Defense.

The Commission also is concerned about the low representation of women and minority men among Presidential appointees to the Federal judiciary and to United States attorney and United States marshal

positions. These positions are especially sensitive from a civil rights perspective because the appointees play vital roles in interpreting and enforcing the Nation's laws. For this reason, the most significant achievement by any President in recent years with regard to Presidential appointments may have been President Carter's naming of minorities to almost 23 percent (16.1 percent black) and women to 15.1 percent of his 298 judicial appointments (see table 3B). By contrast, President Reagan has appointed 121 persons to judicial positions, only 6.6 percent of whom are minorities (2.5 percent black) and 8.3 percent women (see table 3A).

Representation of minorities among appointees to U.S. attorney and U.S. marshal positions has declined sharply. Only 4.3 percent of President Reagan's 93 appointments of U.S. attorneys have been minorities, as table 4A points out. Table 4B shows that minorities were 12.6 percent of Carter administration U.S. attorney appointments. Representation of women in these appointments, traditionally low, has fallen from 4.6 percent under President Carter to 2.2 percent under President Reagan.

President Reagan has appointed minorities to 9.9 percent and women to 1.2 percent of the 81 U.S. marshal positions he has filled thus far, as table 5A notes. By contrast, President Carter filled over 24 percent of his 87 U.S. marshal appointments with minorities, but appointed no women to these positions (see table 5B). Although President Reagan was the first President to name a woman to the U.S. marshal service, representation of women among appointees to Federal judiciary and related positions continues to be low, and there has been an apparent reversal of recent

TABLE 3A

Race, Ethnic Origin, and Sex of Presidential
Appointments to the Federal Judiciary
January 20, 1981 - April 20, 1983 a/

	<u>Female</u>	<u>Male</u>	<u>Total</u>
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	1	1 (0.8%)
Black	0	3	3 (2.5%)
Hispanic	0	4	4 (3.3%)
White	<u>10</u>	<u>103</u>	<u>113 (93.4%)</u>
Total	10 (8.3%)	111 (91.7%)	121 (100.0%)

a/ Data include pending appointments, incumbents, and appointees who have left their positions. They do not include 3 appointees whose race was not reported.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 3B

Race, Ethnic Origin, and Sex of Presidential
 Appointments to the Federal Judiciary
 As of October 6, 1980 a/

	<u>Female</u>	<u>Male</u>	<u>Total</u>
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	2	2 (0.7%)
Black	8	40	48 (16.1%)
Hispanic	1	17	18 (6.0%)
White	36	192	228 (76.5%)
Other	<u>0</u>	<u>2</u>	<u>2 (0.7%)</u>
Total	45 (15.1%)	253 (84.9%)	298 (100.0%)

a/ Data are provided only for incumbents as of October 6, 1980 and appointments pending as of that date. Data do not include two appointees whose race was undesignated.

SOURCE: White House, Office of Presidential Personnel. See note 6.

TABLE 4A

Race, Ethnic Origin, and Sex of Presidential
U.S. Attorney Appointments
January 20, 1981 - April 22, 1983 a/

	<u>Female</u>	<u>Male</u>	<u>Total</u>
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	0	0 (0.0%)
Black	0	1	1 (1.1%)
Hispanic	0	3	3 (3.2%)
White	<u>2</u>	<u>87</u>	<u>89 (95.7%)</u>
Total	2 (2.2%)	91 (97.8%)	93 (100.0%)

a/ Data include pending appointments, incumbents, and appointees who have left their positions.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 4B

Race, Ethnic Origin, and Sex of Presidential
U.S. Attorney Appointments
As of October 6, 1980 a/

	<u>Female</u>	<u>Male</u>	<u>Total</u>
American Indian/ Alaska Native	0	2	2 (2.3%)
Asian/Pacific Islander	0	0	0 (0.0%)
Black	0	6	6 (6.9%)
Hispanic	1	2	3 (3.4%)
White	<u>3</u>	<u>73</u>	<u>76 (87.4%)</u>
Total	4 (4.6%)	83 (95.4%)	87 (100.0%)

a/ Data are provided only for incumbents as of October 6, 1980 and appointments pending as of that date.

SOURCE: White House, Office of Presidential Personnel. See note 6.

TABLE 5A

Race, Ethnic Origin, and Sex of Presidential
U.S. Marshal Appointments
January 20, 1981 - April 20, 1983 a/

	<u>Female</u>	<u>Male</u>	<u>Total</u>
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	0	0 (0.0%)
Black	0	5	5 (6.2%)
Hispanic	0	3	3 (3.7%)
White	<u>1</u>	<u>72</u>	<u>73 (90.1%)</u>
Total	1 (1.2%)	80 (98.8%)	81 (100.0%)

a/ Data include pending appointments, incumbents, and appointees who have left their positions.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 5B

Race, Ethnic Origin, and Sex of Presidential
U.S. Marshal Appointments
As of October 6, 1980 a/

	<u>Female</u>	<u>Male</u>	<u>Total</u>
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	3	3 (3.4%)
Black	0	13	13 (14.9%)
Hispanic	0	5	5 (5.8%)
White	<u>0</u>	<u>66</u>	<u>66 (75.9%)</u>
Total	0 (0.0%)	87 (100.0%)	87 (100.0%)

a/ Data are provided only for incumbents as of October 6, 1980 and appointments pending confirmation as of that date.

SOURCE: White House, Office of Presidential Personnel. See note 6.

progress in increasing minority representation among these appointments.

Similarly, women and minority men remain unlikely to be found representing the United States abroad and in international diplomatic circles as United States ambassadors. There has been a slight decline in progress made during the Carter administration. Table 6A shows that President Reagan has appointed 125 ambassadors, 8 percent of whom have been minorities and 5.6 percent women. As table 6B shows, 8.8 percent of President Carter's 159 ambassadorial appointments were minorities and 7.5 percent were women. No Asian or Pacific Islander has been selected as an ambassador by either administration.

The Commission has commented before on the low representation of women and minority men in top Foreign Service and other positions, career and noncareer, at the State Department. ^{17/} Table 2A shows that minorities and women currently are almost totally absent from top appointed positions, other than ambassador, at the State Department. No minorities and only one white woman is listed among the 41 appointments to these positions since January 20, 1981.

Conclusion

The Commission is disappointed and concerned that overall representation of women and minority men among top Reagan administration appointees thus far is below the levels achieved during the Carter administration. As noted, those levels, in some cases, were low to begin with but did

^{17/} See, U.S., Commission on Civil Rights, Equal Opportunity in the Foreign Service (1981).

TABLE 6A

Race, Ethnic Origin, and Sex of Presidential
Ambassadorial Appointments
January 20, 1981 - April 20, 1983 a/

	<u>Female</u>	<u>Male</u>	<u>Total</u>
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	0	0 (0.0%)
Black	0	6	6 (4.8%)
Hispanic	0	4	4 (3.2%)
White	<u>7</u>	<u>108</u>	<u>115 (92.0%)</u>
Total	7 (5.6%)	118 (94.4%)	125 (100.0%)

a/ Data include pending appointments, incumbents, and appointees who have left their positions. They also include appointments of seven representatives to international organizations, such as the United Nations and the North Atlantic Treaty Organization, and the special trade representative.

SOURCE: White House, Office of Presidential Personnel. See note 14.

TABLE 6B

Race, Ethnic Origin, and Sex of Presidential
Ambassadorial Appointments
As of October 6, 1980 a/

	<u>Female</u>	<u>Male</u>	<u>Total</u>
American Indian/ Alaska Native	0	0	0 (0.0%)
Asian/Pacific Islander	0	0	0 (0.0%)
Black	2	9	11 (6.9%)
Hispanic	0	3	3 (1.9%)
White	<u>10</u>	<u>135</u>	<u>145 (91.2%)</u>
Total	12 (7.5%)	147 (92.5%)	159 (100.0%)

a/ Data are provided only for incumbents, as of October 6, 1980, and appointments pending confirmation as of that date. They also include appointments of 11 representatives to international organizations. One appointee whose race was not designated is not included in these data.

SOURCE: White House, Office of Presidential Personnel. See note 6.

carry forward a positive trend begun during previous administrations. The Reagan administration must, and has the opportunity to, make a major effort to appoint women and minority men to full-time, top-level positions during its remaining tenure, thereby continuing this trend of increasing the numbers of women and minority men in the Nation's most responsible Federal leadership positions.

The availability of qualified women and minority men for full-time Presidential appointments should not be in doubt. For example, 1980 census figures show that more than one-third of all State legislators and more than 17 percent of all judges in our society are women. 18/ Recent elections in Chicago, Denver, and Philadelphia indicate that black and Hispanic candidates for such offices as mayor are increasingly active and successful in public affairs. Between 1965 and 1982 the number of black elected officials - Federal, State, and local - increased tenfold, from about 500 to more than 5,100. 19/ Women and minority men thus are increasingly acquiring the same public leadership responsibilities and experience that have characterized the backgrounds of white males who have received Presidential appointments.

Finally, the Commission believes that each administration should collect and make available to the public the kind of detailed data provided the Commission by both the Carter and Reagan administrations on the race, sex, and ethnicity of persons receiving Presidential appoint-

18/ Scientific Manpower Commission, Professional Women and Minorities, 4th ed., Table 4-7, p. 20 (to be published).

19/ Joint Center for Political Studies, Black Elected Officials and Their Constituencies, Wash., D.C., 1983, p. 1.

ments. 20/ We believe the public should have the opportunity to assess the extent to which the selection of persons to fill top leadership positions in the Executive and judicial branches of the Federal Government reflects the diversity of our society.

20/ The Commission is pleased that the Reagan administration has released data concerning Presidential appointees on the White House staff. No previous administration, to the Commission's knowledge, had done so. These figures were part of the data, effective April 20, 1983, provided by the White House. Of 138 White House program staff appointments between January 20, 1981 and April 20, 1983, 5.7 percent were minorities (4.3 percent black and 1.4 percent Hispanic) and 16.7 percent women. (White House, Office of Presidential Personnel).