

GAO

Briefing Report to Congressional
Requesters

September 1987

U. S. COMMISSION
ON CIVIL RIGHTS

Commission
Publications During
Fiscal Years 1978 -
1986



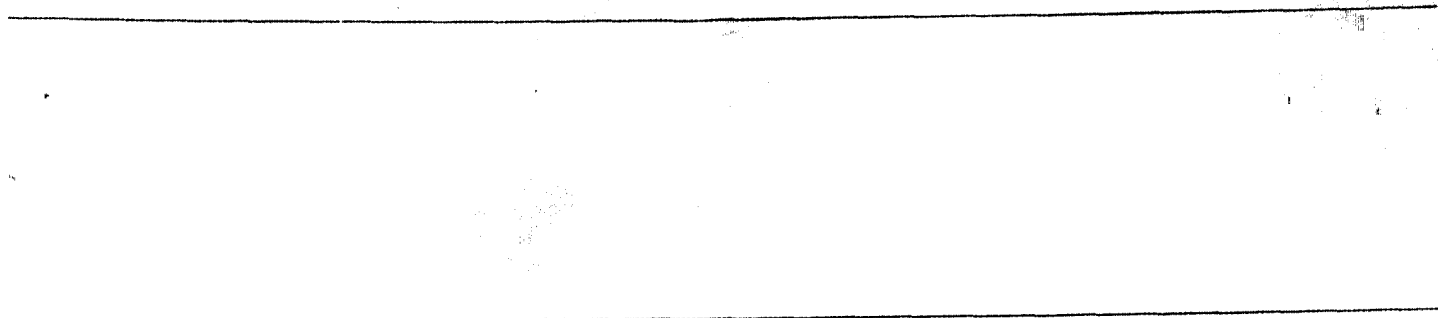
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General Government Division

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September 25, 1987

The Honorable Augustus F. Hawkins
Chairman, Committee on Education and Labor

The Honorable Don Edwards
Chairman, Subcommittee on Civil and
Constitutional Rights
Committee on the Judiciary

The Honorable Matthew G. Martinez
Chairman, Subcommittee on Employment
Opportunities
Committee on Education and Labor

The Honorable Patricia Schroeder
Chairwoman, Subcommittee on Civil Service
Committee on Post Office and Civil Service
House of Representatives

Your letter of June 19, 1985, requested that we review certain aspects of the operations of the U.S. Commission on Civil Rights. The first part of that request dealt with specific allegations of irregularities in the Commission's operations, which we addressed on March 25, 1986, in testimony before the Subcommittee on Civil and Constitutional Rights, House Committee on the Judiciary. This report deals with the second part of the request, on whether the Commission was accomplishing its mission.

We discussed the difficulty of objectively measuring mission accomplishment with your offices. Because the Commission's enabling legislation is broadly written, most civil rights-related studies or investigations it may wish to undertake could be construed as being within the boundaries of the legislation. We agreed that we could provide a measure of Commission accomplishments by compiling the publications produced by the Commission and categorizing them by the Commission's statutory responsibilities. This report provides information on all publications issued by the Commission during fiscal years 1978 through 1986.

Background

The Commission was created by the Civil Rights Act of 1957 (P.L. 85-315) as a temporary executive branch agency primarily responsible for investigating allegations that certain United States citizens by reason of their color, race, religion, or national origin were being deprived of their voting rights. It continued to operate into 1983 through a series of extensions of its authorization, the last being in 1978 for 5 years. From 1957 to 1978, Congress expanded the Commission's mission to include

five general statutory responsibilities in the civil rights area and added sex, age, and handicap to the types of discrimination to be investigated. In 1979, Congress added a specific requirement to study the effect of federal policies on eastern and southern European ethnic groups. In November 1983, Congress reestablished the Commission (P.L. 98-183), changing the number, appointment method, and term of the Commissioners but maintaining the prior Commission's responsibilities in effect since 1978 and added to in 1979. (See app. I for a complete statement of the Commission's five statutory responsibilities.) This "new" Commission held its first meeting in January 1984. As agreed with your offices on June 11, 1986, we compared the published output of the new Commission (January 1984 through September 1986) to that of the previous or "old" Commission from fiscal year 1978 (October 1, 1977) to December 31, 1983.

Scope and Methodology

The Commission issues a variety of publications under its general statutory authority. It classifies these publications as statutory reports; informational reports; proceedings of conferences, consultations, and hearings; Commission staff reports; state advisory committee reports; Spanish translations; films; and miscellaneous publications. (See apps. II and III.) The Commission did not maintain a comprehensive list of all its publications. Using information provided by Commission officials and its library resources, we compiled a list of Commission publications. Commission officials reviewed our list and said that it was complete. For each of the publications on our list, we obtained information on the publication type, date published, length, whether specific recommendations were included, and current availability. (See app. IV for a listing of the 353 publications issued by fiscal year and app. V for a listing of the publications by type.) Information was also available on the starting dates for the projects that resulted in 25 of the 37 publications issued after January 1, 1984. (See app. VI.) We did our work from June 1986 through January 1987.

We compared the purpose of each publication, except two films which were not available in the Commission's library, to the five general statutory responsibilities of the Commission which are described in appendix I. In some instances, the publication cited one of the statutory responsibilities, and we used this information. The purpose of many of the publications could be attributed to more than one of the responsibilities, and we selected the responsibility that appeared to be of primary significance. We selected the responsibility to serve as a national clearinghouse for information only if one of the other four was not applicable. Because many of the publications could be attributed to more than one responsibility, the Commission's Acting Deputy Staff Director questioned the usefulness of this comparison. However, he did not object to the categorization of any particular publication.

Review Results

The number of publications issued each year by the new Commission has declined significantly compared to the number issued by the old Commission.

The old Commission issued an average of about 51 publications each year; the new Commission issued about 13. Of the 353 publications we identified as issued from 1978 to 1986, 316 were issued by the old Commission. Of the 37 publications issued by the new Commission, 12 were the result of projects started by the old Commission, and 13 were the result of projects started by the new Commission. The records necessary to determine the project starting dates for the remaining 12 publications were unavailable. As agreed with your offices, we did not do the additional work necessary to determine why the number of publications produced by the Commission has decreased.

The proportion of publications which generally contain recommendations to the President and Congress (called statutory reports by the Commission) also has declined under the new Commission. The old Commission issued 27 statutory reports; the new Commission issued 1. The percentage of these reports to total publications decreased from about 9 percent to about 3 percent.

Each of the Commission publications issued from 1978 to 1986, except for the two films we did not review, appeared to be associated with one or more of the general statutory responsibilities that define the Commission's mission. We did not attribute the purpose of any of the publications to two of the Commission's statutory responsibilities, those of investigating allegations concerning either voting rights or voting fraud, because none of the publications said it was predicated on allegations made in writing and under oath as required by the statute. However, some of the publications addressed these subjects. The new Commission had issued six publications between October 1, 1986, and March 31, 1987, which was after the period covered by our review. (See app. VII.)

The largest decline in publications issued by the new Commission was in state advisory committee reports. The publications in this category decreased from 163 by the old Commission to 11 by the new Commission. Of the 11 state advisory committee reports issued after January 1, 1984, work had begun before that date on 10 reports. Under the new Commission, state advisory committees also produce documents called briefing memoranda. These are informal, unpublished, internal documents that describe for the Commissioners the results of local community forums. Community forums enable the advisory committees to identify and share with the Commission how community leaders perceive local civil rights problems. State advisory committees prepared 42 briefing memoranda in fiscal years 1985 and 1986. (See app. VIII.) None were prepared in 1984.

During 1978 to 1986, Commission staff (full-time equivalents) generally declined from a high of 306 in 1978 to a low of 193 in 1986. The average number of staff from fiscal years 1978 to 1983 was 272; from 1984 to 1986, 203. The Commission's budget in constant 1978 dollars also decreased over the period from \$10.8 million in 1978 to about \$7.6 million in 1986. The average budget in constant dollars from 1978 to 1983 was \$9.6 million; from 1984 to 1986, \$8.1 million. For fiscal year 1987, the budget decreased about 35 percent from 1986, and the number of full-time equivalents decreased about 65 percent. (See app. IX.)

Agency Comments and Our Evaluation

The Chairman of the Commission commented on a draft of this report on July 24, 1987. (See app. X.) The Chairman agreed that the Commission's output was low in 1984 after the new Commission was formed. He attributed this low output to (1) the appointment of new Commissioners, (2) the Commission's reevaluation of its role and mission, and (3) staff turnover that resulted from the uncertainty surrounding the Commission's reauthorization in 1983. The Chairman said that output rose sharply in 1985, and by 1986, the new Commission was producing about the same number of reports as the old Commission averaged during the 1978-1983 period. According to the Chairman, the new Commission issued 46 reports in fiscal year 1986 as compared to the average of 51 reports a year issued by the old Commission, even though the new Commission had fewer staff members.

Of the 46 reports the Chairman identified as issued in fiscal year 1986, 20 were briefing memoranda. Also, 6 of the remaining 26 reports were not issued until fiscal year 1987.

Briefing memoranda were created by the new Commission as an alternative form of output for state advisory committees. We did not count briefing memoranda because they are not published reports. The Chairman indicated that briefing memoranda may be copied and made available to the public on request, but we found no formal mechanism to make the public aware of these documents. According to Commission instructions, briefing memoranda are not intended for publication and distribution. On the other hand, state advisory committee reports were published by both the old and new Commissions and are a matter of public record in the Commission library.

The Chairman also indicated in his comments that briefing memoranda are used to save printing costs and streamline the process by which information from the committees is brought to the Commissioners' attention. He said that they require similar effort and are similar in content to the state advisory committee reports. We did not evaluate the relative benefits or content of briefing memoranda.

According to the Chairman, the six reports issued in fiscal year 1987 were counted as 1986 reports because they were approved and sent to the printer in September 1986, even though they were not printed until October. To provide consistent data, we used the date published to determine the number of reports issued in each fiscal year. Therefore, these six reports were not included in our listing of fiscal year 1986 publications.

Other comments made by the Chairman on our draft report addressed quality and resource issues that were outside the scope of our review. He said the new Commission's output is based on a greater quality of research than that conducted by the old Commission and that the new Commission's understanding of its jurisdiction is in "greater conformity to its statutory mandate." Although we did not assess the quality of the Commission publications, we found that all the publications issued from 1978 to 1986 were associated with

the general statutory responsibilities that define the Commission's mission. (See apps. IV and V.) The Chairman also noted that the Commission's production was affected in the last quarter of 1986 and declined in 1987. He said that when the House of Representatives voted "for a Commission shut down," the Commission put a general notice of reduction-in-force into effect and productivity was greatly affected in the last quarter of 1986. He said the drastic reduction in the Commission's 1987 budget and the resulting staff reductions combined with uncertainty and tension have all had a negative effect on the Commission's 1987 output.

The Chairman also said that a count of publications was an inadequate measure for assessing Commission output. We agree that the number of publications is not a definitive measure of the comparative effectiveness of the old and new Commissions. The Commission is an advisory body and the issuance of publications is the primary means by which it presents the results of its work to the public; thus, we believe the number of publications provides a useful indication of the degree to which each Commission carried out its statutory responsibilities.

As arranged with your offices, unless you publicly announce the contents of this report earlier, we plan no further distribution until 30 days from the date of the report. At that time we will send it to interested parties and make copies available to others upon request. If you have questions, please contact me at 275-6204.

Roslyn S. Kleeman
Roslyn S. Kleeman
Senior Associate Director

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Responsibilities and Composition of the U.S. Commission on Civil Rights

As stated in Section 5(a), Public Law 98-183, the responsibilities of the Commission are as follows:

- "(1) investigate allegations in writing under oath or affirmation that certain citizens of the United States are being deprived of their right to vote and have that vote counted by reason of their color, race, religion, sex, age, handicap, or national origin; which writing, under oath or affirmation, shall set forth the facts upon which such belief or beliefs are based;
- (2) study and collect information concerning legal developments constituting discrimination or a denial of equal protection of the laws under the Constitution because of race, color, religion, sex, age, handicap, or national origin or in the administration of justice;
- (3) appraise the laws and policies of the Federal Government with respect to discrimination or denials of equal protection of the laws under the Constitution because of race, color, religion, sex, age, handicap, or national origin or the administration of justice;
- (4) serve as national clearinghouse for information in respect to discrimination or denials of equal protection of the laws because of race, color, religion, sex, age, handicap, or national origin, including but not limited to the fields of voting, education, housing, employment, the use of public facilities, and transportation, or in the administration of justice; and
- (5) investigate allegations, made in writing and under oath or affirmation, that citizens of the United States are unlawfully being accorded or denied the right to vote, or to have their votes properly counted, in any election of the Presidential electors, Members of the United States Senate, or the House of Representatives, as a result of any patterns or practice of fraud or discrimination in the conduct of such election."

The Commission also has specific responsibility to appraise the impact of federal policies, including affirmative action programs, on eastern and southern European ethnic groups. Congress mandated that the Commission study these particular ethnic groups in Public Law 96-81 on October 6, 1979.

The Commission is not authorized to inquire into or investigate membership practices or internal operations of fraternal organizations, college/university fraternities or sororities, private clubs, or religious organizations. The Commission is also not authorized to study laws and policies on abortion.

Public Law 98-183 increased the number of Commissioners from six to eight and changed their terms from an indefinite time to a 6-year maximum. It also requires that four of the Commissioners be appointed by the President and four by Congress. Previously, the six-member Commission was appointed by the President with the advice and consent of the Senate. In addition to

eight Commissioners, the Commission consists of a full-time staff director and employees at the national and regional levels. Also, the Commission appoints citizens in each of the 50 states and the District of Columbia to state advisory committees. The purpose of the committees is to advise and assist the Commission in carrying out its responsibilities.

Types of Publications Issued by the Commission

Clearinghouse publications--General purpose, informational reports. For example, a magazine entitled New Perspectives—formerly Perspectives, which replaced the Civil Rights Digest—is published under the Commission's clearinghouse function to provide information and stimulate a public dialogue about current civil rights issues.

Consultation proceedings and conference proceedings--A collection of papers presented at, and edited discussions of participants in, public meetings where the Commission invites experts to present papers and respond to questions on a specific issue (consultation) or where experts and Commission staff exchange information on specific topics (conference).

Consultation/hearing proceedings--The results of a public meeting that combines a consultation and a hearing.

Films--Film, slide, or videotape presentations of information gathered by the Commission in the course of an approved project.

Hearing transcripts--Verbatim transcripts of testimony taken at hearings.

Miscellaneous publications--Includes printed material describing the organization and functions of the Commission and brief statements that explain a Commission policy position on an issue of current interest.

Publications in Spanish--The product of a project that has been translated into Spanish.

Staff reports--Reports resulting from studies by the Commission's headquarters or regional staff that may contain findings, conclusions, and recommendations for action by the Commission. All staff reports require approval by the staff director.

State advisory committee (SAC) reports--Reports to the Commission, based on studies by the state advisory committees, that may contain findings, conclusions, and recommendations. State advisory committee reports published before January 1984 did not require staff director approval before publication, and the findings and recommendations were not attributed to the Commission. State advisory committee reports published during and after January 1984 required approval by the staff director and the Commissioners before publication.

Statutory reports--Reports that may contain findings, conclusions, and recommendations approved by the Commissioners and transmitted to the President of the United States and Congress.

Number of Commission Publications by Type Issued
Each Fiscal Year

<u>Type of publication</u>	<u>Total</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>	<u>1981</u>	<u>1982</u>	<u>1983</u>	<u>1984</u>	<u>1985</u>	<u>1986</u>
State advisory committee reports	174	18	14	20	32	40	34	5	--	11
Clearinghouse publications	61	5	9	6	9	5	12	4	7	4
Hearing transcripts	37	19	6	5	2	1	2	1	--	1
Statutory reports	28	5	4	4	5	7	2	--	1	--
Miscellaneous	17	2	--	2	3	--	4	5	1	--
Consultation and conference proceedings	16	1	4	2	4	1	1	--	3	--
Staff reports	9	3	2	4	--	--	--	--	--	--
Publications in Spanish	5	1	1	1	2	--	--	--	--	--
Consultation/hearings proceedings	4	--	--	--	--	--	--	--	--	4
Films	2	--	1	--	1	--	--	--	--	--
Totals	353	54	41	44	58	54	55	15	12	20

Number of Commission Publications by Type
Issued Before and After January 1, 1984

<u>Type of publication</u>	<u>Before 1/1/84</u>		<u>After 1/1/84</u>	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
State advisory committee reports	163	52	11	30
Clearinghouse publications	49	16	12	32
Hearing transcripts	36	11	1	3
Statutory reports	27	9	1	3
Miscellaneous	12	4	5	14
Consultation and conference proceedings	13	4	3	8
Staff reports	9	3	--	--
Publications in Spanish	5	2	--	--
Consultation/hearings proceedings	--	--	4	11
Films	2	1	--	--
Totals	316	100 ^a	37	100 ^a

^aPercentages may not add due to rounding.

Commission Publications by Fiscal Year

Fiscal Year: 1978

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Affirmative Action or Inaction? The Pursuit of Equal Employment Opportunity in Cleveland (Ohio)	Oct 77	SAC report	Yes	3	No	77
[Economic Condition and Concerns of Women], Hearing Held in Chicago, Illinois, Volume I: Testimony, June 17-19, 1974	Oct 77	Hearing transcript	No	3	No	442
[Economic Condition and Concerns of Women], Hearing Held in Chicago, Illinois, Volume II: Testimony, July 25, 1974; August 22, 1974; November 22-23, 1974	Oct 77	Hearing transcript	No	3	No	299
Liberty and Justice for All (South Dakota)	Oct 77	SAC report	Yes	3	No	70
School Desegregation in Providence, Rhode Island	Oct 77	Staff report	No	3	Yes	28
Statement on Affirmative Action	Oct 77	Clearinghouse pub.	No	3	Yes	12
The Forgotten Minority: Asian Americans in New York City (New York)	Nov 77	SAC report	Yes	3	Yes	50
Civil Rights Digest, Fall 1977	Dec 77	Clearinghouse pub.	No	4	No	44
[Employment Opportunities for Minorities and Women in the Television Industry], Hearing Held in Los Angeles, California, March 16, 1977	Dec 77	Hearing transcript	No	3	No	174
[Police-Community Relations], Hearing Held in Memphis, Tennessee, May 9, 1977	Dec 77	Hearing transcript	No	3	No	138
[School Desegregation], Hearing Held in Corpus Christi, Texas, August 17, 1976	Dec 77	Hearing transcript	No	3	No	188
[School Desegregation], Hearing Held in Denver, Colorado, February 17-19, 1976	Dec 77	Hearing transcript	No	3	No	1116
[School Desegregation], Hearing Held in Louisville, Kentucky, June 14-16, 1976	Dec 77	Hearing transcript	No	3	No	858

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1978

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
[School Desegregation], Hearing Held in Tampa, Florida, March 29-31, 1976	Dec 77	Hearing transcript	No	3	No	751
The Age Discrimination Study	Dec 77	Statutory report	Yes	3	No	112
The Federal Civil Rights Enforcement Effort--1977, To Eliminate Employment Discrimination: A Sequel	Dec 77	Statutory report	Yes	3	No	335
A Study of the Demographic and Employment Characteristics of Undocumented Aliens in San Antonio, El Paso, and McAllen (Texas)	78 ^b	SAC report	No	4	Yes	53
A Survey of the Undocumented Population in Two Texas Border Areas	78 ^b	SAC report	No	4	Yes	28
Age Discrimination in Federally-Assisted Programs, Hearing Held in Denver, Colorado, July 28-29, 1977, Volume I: Testimony	Jan 78	Hearing transcript	No	3	No	220
Age Discrimination in Federally-Assisted Programs, Hearing Held in Miami, Florida, August 22-23, 1977, Volume I: Testimony	Jan 78	Hearing transcript	No	3	No	273
Age Discrimination in Federally-Assisted Programs, Hearing Held in San Francisco, California, June 27-28, 1977, Volume I: Testimony	Jan 78	Hearing transcript	No	3	No	300
Bridging The Gap: A Reassessment (Minnesota)	Jan 78	SAC report	Yes	3	Yes	25
Age Discrimination in Federally-Assisted Programs, Hearing Held in Washington, D.C., September 26-28, 1977, Volume I: Testimony	Feb 78	Hearing transcript	No	3	No	410
The State of Civil Rights: 1977	Feb 78	Statutory report	No	3	No	36
Civil Rights Digest, Winter 1978	Mar 78	Clearinghouse pub.	No	4	No	52
The Quest for Equal Employment Opportunity in Oklahoma State Government	Mar 78	SAC report	Yes	3	Yes	77

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).^bMonth of issue not available.

Commission Publications by Fiscal Year

Fiscal Year: 1978

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Age Discrimination in Federally-Assisted Programs, Hearing Held in Denver, Colorado, July 28-29, 1977, Volume II: Exhibits	May 78	Hearing transcript	No	3	No	1088
Age Discrimination in Federally-Assisted Programs, Hearing Held in Miami, Florida, August 22-23, 1977, Volume II: Exhibits	May 78	Hearing transcript	No	3	No	390
Comments on the Comprehensive Master Plan for the Redevelopment and Revitalization of Atlantic City, New Jersey	May 78	SAC report	Yes	3	Yes	17
Improving Hispanic Unemployment Data: The Department of Labor's Continuing Obligation	May 78	Statutory report	Yes	3	No	31
[School Desegregation], Hearing Held in Boston, Massachusetts, June 16-20, 1975	May 78	Hearing transcript	No	3	Yes	740
Affirmative Action in Salt Lake's Criminal Justice Agencies (Utah)	Jun 78	SAC report	Yes	3	No	31
Age Discrimination in Federally-Assisted Programs, Hearing Held in San Francisco, California, June 27-28, 1977, Volume II: Exhibits	Jun 78	Hearing transcript	No	3	No	848
Civil Rights Digest, Spring 1978	Jun 78	Clearinghouse pub.	No	4	No	48
[Economic Condition and Concerns of Women], Hearing Held in Chicago, Illinois, Volume III: Exhibits 1-39, June 17-19, 1974; July 25, 1974; August 22, 1974; November 22-23, 1974	Jun 78	Hearing transcript	No	3	No	913
[Economic Condition and Concerns of Women], Hearing Held in Chicago, Illinois, Volume IV: Exhibits 40-106, June 17-19, 1974; July 25, 1974; August 22, 1974; November 22-23, 1974	Jun 78	Hearing transcript	No	3	No	625
People Who Follow the Crops	Jun 78	Miscellaneous	No	4	Yes	74

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1978

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
State Government Affirmative Action in Mid-America (Iowa, Kansas, Missouri, and Nebraska)	Jun 78	SAC report	Yes	3	Yes	107
The CETA Program in Des Moines (Iowa)	Jun 78	SAC report	Yes	3	Yes	44
The Last Suffrage Frontier: Enfranchising Mental Hospital Residents (Pennsylvania)	Jun 78	SAC report	Yes	3	Yes	34
Toward Equal Educational Opportunity: Affirmative Admissions Programs at Law and Medical Schools	Jun 78	Clearinghouse pub.	No	4	No	119
A Paper Commitment: Equal Employment Opportunity in the Kentucky Bureau of State Police	Jul 78	SAC report	Yes	3	No	19
Recent Developments, New Opportunities in Civil and Women's Rights, A Report of the Proceedings of the Western Regional Civil Rights and Women's Rights Conference IV, Sponsored by the USCCR in San Francisco, California, June 29-July 1, 1977	Jul 78	Conference	No	4	No	178
Staff Report, South Dakota Indian Hearing	Jul 78	Staff report	No	3	Yes	123
Trabajando con su Escuela (Working with Your Schools) (Texas and New Mexico)	Jul 78	Publication in Spanish	No	4	No	142
Working with Your School (Arkansas)	Jul 78	SAC report	No	4	No	108
Working with Your Schools (Louisiana)	Jul 78	SAC report	No	4	No	108
Civic Crisis--Civic Challenge: Police-Community Relations in Memphis (Tennessee)	Aug 78	SAC report	Yes	3	No	129
Native American Justice Issues in North Dakota	Aug 78	SAC report	Yes	3	Yes	26
Social Indicators of Equality for Minorities and Women	Aug 78	Statutory report	Yes	3	Yes	136

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1978

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
The Use of Community Development Block Grant Funds in Arkansas: An Assessment	Aug 78	Staff report	No	3	Yes	134
American Indian Issues in the State of Washington, Hearing Held in Seattle, Washington, October 19-20, 1977, Volume I: Testimony	Sep 78	Hearing transcript	No	3	No	330
Behind the Scenes, Equal Employment Opportunity in the Motion Picture Industry (California)	Sep 78	SAC report	Yes	3	Yes	48
Catalog of Publications	Sep 78	Miscellaneous	No	4	Yes	27

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1979

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Age Discrimination in Federally-Assisted Programs, Hearing Held in Washington, D.C., September 26-28, 1977, Volume II: Exhibit	Oct 78	Hearing transcript	No	3	No	1129
Civil Rights Digest, Summer 1978	Oct 78	Clearinghouse pub.	No	4	No	40
American Indian Issues in the State of Washington, Hearing Held in Seattle, Washington, October 19-20, 1977, Volume II: Exhibits	Dec 78	Hearing transcript	No	3	No	652
Battered Women: Issues of Public Policy, A Consultation Sponsored by the USCCR, Washington, D.C., January 30-31, 1978	Dec 78	Consultation	No	3	Yes	706
Statement on the Equal Rights Amendment	Dec 78	Clearinghouse pub.	No	4	No	32
The Emergence of Civil Rights in Wyoming	Dec 78	SAC report	Yes	3	Yes	48
Corrections in Montana: A Consultation	Jan 79	SAC report	Yes	3	Yes	59
Equality in Municipal Services in Mullins, South Carolina	Jan 79	SAC report	Yes	3	Yes	28
The Age Discrimination Study, Part II	Jan 79	Statutory report	No	3	No	298
Window Dressing on the Set: An Update	Jan 79	Statutory report	Yes	3	No	97
Desegregation of the Nation's Public Schools: A Status Report	Feb 79	Statutory report	Yes	3	No	90
Insurance Redlining: Fact Not Fiction (Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin)	Feb 79	SAC report	Yes	3	No	66
Civil Rights Digest, Fall 1978	Mar 79	Clearinghouse pub.	No	4	Yes	40
Discrimination Against Minorities and Women in Pensions and Health, Life, and Disability Insurance, Volume I: Proceedings and Papers	Mar 79	Consultation	No	3	Yes	758

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1978

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Discrimination Against Minorities and Women in Pensions and Health, Life, and Disability Insurance, Volume II: Exhibits	Mar 79	Consultation	No	3	Yes	529
Gente Que Camina con las Cosechas (People Who Follow the Crops)	Mar 79	Publication in Spanish	No	4	Yes	83
Private Sector Affirmative Action: Omaha (Nebraska)	Mar 79	SAC report	Yes	3	No	40
The Federal Fair Housing Enforcement Effort	Mar 79	Statutory report	Yes	3	No	235
Where Are Women and Blacks? Patterns of Employment in Alabama Government	Mar 79	SAC report	Yes	3	No	26
Women's Rights in the United States of America, A Report of the Inter-American Commission of Women	Mar 79	Clearinghouse pub.	No	4	No	15
Battered Women in Hartford, Connecticut	Apr 79	SAC report	Yes	3	Yes	28
"Coming out of Violence"	Apr 79	Film	NR ^b	NR ^b	No	NA
Police Practices in Philadelphia, Pennsylvania	Apr 79	Staff report	No	4	Yes	196
Getting Uncle Sam to Enforce Your Civil Rights	May 79	Clearinghouse pub.	No	4	Yes	44
Race Relations in Cooper County, Missouri--1978	May 79	SAC report	Yes	3	No	30
School Desegregation in Tacoma, Washington	May 79	Staff report	No	4	Yes	18
Race Relations in the "Kingdom" of Callaway (Missouri)	May 79	SAC report	Yes	3	No	35
Toward an Understanding of Bakke	May 79	Clearinghouse pub.	No	4	No	189
Where Mules Outrate Men, Migrant and Seasonal Farmworkers in North Carolina	May 79	SAC report	Yes	3	Yes	35

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

^bNR indicates that the publication was not reviewed.

Commission Publications by Fiscal Year

Fiscal Year: 1979

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Civil Rights Digest, Winter 1979	Jun 79	Clearinghouse pub.	No	4	No	48
[Desegregation in the Los Angeles Unified School District], Hearing Held in Los Angeles, California, December 13-14, 1976	Jun 79	Hearing transcript	No	3	No	485
Public Forum on Women's Rights and Responsibilities (Nevada)	Jun 79	SAC report	No	4	No	20
Equal Opportunity in the Fort Wayne Community Schools: A Reassessment (Indiana)	Jul 79	SAC report	Yes	3	No	17
Women Still in Poverty	Jul 79	Clearinghouse pub.	No	4	No	50
American Indian Fishing Rights in the State of Washington, Hearing Held in Seattle, Washington, August 25, 1978, Volume III: Testimony and Exhibits 1-3	Aug 79	Hearing transcript	No	3	No	673
Civil Rights Digest, Spring 1979	Aug 79	Clearinghouse pub.	No	4	No	48
Police Practices and the Preservation of Civil Rights, A Consultation Sponsored by the USCCR, Washington, D.C., December 12-13, 1978	Aug 79	Consultation	No	3	No	179
American Indian Issues in the State of South Dakota, Hearing Held in Rapid City, South Dakota, July 27-28, 1978	Sep 79	Hearing transcript	No	3	No	355
Energy Resource Development, Implications for Women and Minorities in the Intermountain West (Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming)	Sep 79	SAC report	No	4	No	221
Immigration Issues in Hawaii	Sep 79	SAC report	No	3	No	113
Immigration Policy and Procedure, Hearing Held in Washington, D.C., November 14-15, 1978, Volume I: Testimony	Sep 79	Hearing transcript	No	3	No	287

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1980

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
American Indian Fishing Rights in the State of Washington, Hearing Held in Seattle, Washington, August 25, 1978, Volume IV: Exhibits 4-15	Oct 79	Hearing transcript	No	3	No	756
Civil Rights in Maine	Oct 79	SAC report	No	4	No	40
Immigration Policy and Procedure, Hearing Held in Washington, D.C., November 14-15, 1978, Volume II: Exhibits	Oct 79	Hearing transcript	No	3	No	505
National Indian Civil Rights Issues, Hearing Held in Washington, D.C., March 19-20, 1979, Volume I: Testimony	Nov 79	Hearing transcript	No	3	No	218
Police Practices and Civil Rights, Hearing Held in Philadelphia, Pennsylvania, February 6, 1979; April 16-17, 1979, Volume I: Testimony	Nov 79	Hearing transcript	No	3	No	304
Working with Your Schools (Oklahoma)	Nov 79	SAC report	No	4	No	112
Competing in the Marketplace: A Look at Minority Business Enterprises in the State of Washington	Dec 79	SAC report	Yes	3	No	57
Fair Textbooks: A Resource Guide	Dec 79	Clearinghouse pub.	No	4	No	430
The Community Development Block Grant Program in Arkansas	Dec 79	SAC report	Yes	3	No	37
Federal Bureau of Investigation-Indian Reservations; Police Abuse, Hearing Held in Washington, D.C., May 14, 1979	Jan 80	Hearing transcript	No	3	No	69
Puerto Ricans in California	Jan 80	Staff report	No	4	No	19
Sin Papeles: The Undocumented in Texas	Jan 80	SAC report	Yes	3	No	68
Texas: The State of Civil Rights, Ten Years Later, 1968-1978	Jan 80	SAC report	No	4	No	71

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1980

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
The State of Civil Rights: 1979	Jan 80	Statutory report	No	3	No	37
The United States Commission on Civil Rights (Brochure)	Jan 80	Miscellaneous	No	4	Yes	8
Asian Americans: An Agenda for Action, A Conference Summary (New York)	Feb 80	SAC report	Yes	3	No	53
Cooperative Approaches to Civil Rights, A Statewide Conference (Virginia)	Feb 80	SAC report	No	3	No	37
Staff Report, Hearing in Phoenix, Arizona, The Legal System and Women Victims of Domestic Violence	Feb 80	Staff report	No	3	Yes	67
Affirmative Action in the Casino Related Construction Industry in Atlantic City, New Jersey	Mar 80	SAC report	Yes	3	Yes	20
Perspectives, Spring 1980	Apr 80	Clearinghouse pub.	No	4	No	48
Police-Community Relations in San Jose	Apr 80	Staff report	No	4	No	19
Religious Discrimination: A Neglected Issue, A Consultation Sponsored by the USCCR, Washington, D.C., April 9-10, 1979	Apr 80	Consultation	No	3	No	541
Statute, Rules, and Regulations	Apr 80	Miscellaneous	No	4	No	50
Characters in Textbooks, A Review of the Literature	May 80	Clearinghouse pub.	No	4	No	19
Energy Policy Handbook: Challenges, Alternatives, and Resources (Colorado)	May 80	SAC report	No	4	No	16
A Study of Federal Immigration Policies and Practices in Southern California	Jun 80	SAC report	Yes	3	No	61
Civil Rights Issues of Asian and Pacific Americans: Myths and Realities, May 8-9, 1979, Washington, D.C., A Consultation Sponsored by the USCCR	Jun 80	Consultation	No	4	Yes	834

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Commission Publications by Fiscal Year

Fiscal Year: 1980

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Energy and Civil Rights (Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming)	Jun 80	SAC report	Yes	3	No	31
Extending Equal Employment Opportunity Law to Congress	Jun 80	Statutory report	Yes	3	No	37
Staff Report, Hearing in Harrisburg, Pennsylvania, The Legal System and Women Victims of Domestic Violence	Jun 80	Staff report	No	3	Yes	93
California State Employment	Jul 80	SAC report	Yes	3	No	26
Changing Commitment into Action, Employment of Women and Minorities in Alaska State Government	Jul 80	SAC report	Yes	3	No	105
Equal Employment Opportunity in Tacoma Area Local Government (Washington)	Jul 80	SAC report	Yes	3	No	48
More Hurdles to Clear, Women and Girls in Competitive Athletics	Jul 80	Clearinghouse pub.	No	4	No	87
Police Practices and the Preservation of Civil Rights	Jul 80	Statutory report	Yes	3	No	21
Police-Community Relations in the City of Wichita and Sedgwick County (Kansas)	Jul 80	SAC report	Yes	3	No	95
The Baltimore Police Complaint Evaluation Procedure (Maryland)	Jul 80	SAC report	Yes	3	No	10
A Roof Over Our Heads, Migrant and Seasonal Farmworker Housing in Idaho	Sep 80	SAC report	Yes	3	No	99
American Indian Civil Rights Handbook	Sep 80	Clearinghouse pub.	No	4	Yes	71
Battered Women and the New Hampshire Justice System, A Consultation	Sep 80	SAC report	No	4	No	35

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1980

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
La Puerta De Oro Deslustrada, Los Derechos Civiles en la Inmigracion (The Tarnished Golden Door, Civil Rights Issues in Immigration)	Sep 80	Publication in Spanish	Yes	3	No	481
Reinvestment and Housing Equality in Michigan, Local Decisions and Federal Funds, A Consultation	Sep 80	SAC report	No	4	No	114
Success of Asian Americans: Fact or Fiction?	Sep 80	Clearinghouse pub.	No	4	No	28
The Tarnished Golden Door, Civil Rights Issues in Immigration	Sep 80	Statutory report	Yes	3	No	158

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1981

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Breach of Trust? Native Hawaiian Homelands (Hawaii)	Oct 80	SAC report	No	4	No	27
Enforcing Title IX	Oct 80	Statutory report	Yes	3	No	78
Getting Uncle Sam to Enforce Your Civil Rights	Oct 80	Clearinghouse pub.	No	4	Yes	59
Logrando Que El Tio Sam Haga Valer Sus Derechos Civiles (Getting Uncle Sam to Enforce Your Civil Rights)	Oct 80	Publication in Spanish	No	4	No	52
Perspectives, Summer 1980	Oct 80	Clearinghouse pub.	No	4	No	48
State Advisory Committee Handbook	Oct 80	Miscellaneous	No	4	Yes	26
Black White Perceptions, Race Relations in Greensboro (North Carolina)	Nov 80	SAC report	Yes	3	No	51
Police Practices, Hearing Held in Houston, Texas, June 12, 1979, and September 11-12, 1979, Testimony and Exhibits	Nov 80	Hearing transcript	No	3	No	573
Civil Rights Issues of Euro-Ethnic Americans in the United States: Opportunities and Challenges, A Consultation Sponsored by the USCCR, Chicago, Illinois, December 3, 1979	Dec 80	Consultation	No	4	No	592
"Laurel and Laurel, A City Divided"	81 ^b	Film	NRC ^c	NRC ^c	Yes	NA
Achieving Change (West Virginia)	Jan 81	SAC report	No	4	No	51
Affirmative Action in the 1980s: Dismantling the Process of Discrimination	Jan 81	Clearinghouse pub.	No	4	No	56
Battered Women in New Jersey	Jan 81	SAC report	Yes	3	No	33
Civil Rights Directory 1981	Jan 81	Clearinghouse pub.	No	4	No	549
Policing in Cincinnati, Ohio: Official Policy and vs. Civilian Reality	Jan 81	SAC report	Yes	3	No	73

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).^bMonth of issue not available.^cNRC indicates that the publication was not reviewed.

Commission Publications by Fiscal Year

Fiscal Year: 1981

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
School Desegregation in the St. Louis and Kansas City Areas, Metropolitan Interdistrict Options (Missouri)	Jan 81	SAC report	Yes	3	No	33
USCCR Report to The President and The Congress	Jan 81	Statutory report	Yes	3	No	21
Access to the Legal Profession in Montana	Feb 81	SAC report	Yes	3	No	30
Affirmative Action in Employment in Oklahoma	Feb 81	SAC report	No	3	Yes	40
Civil Rights Developments in Connecticut, 1980	Feb 81	SAC report	No	4	Yes	12
Civil Rights Developments in Maine, 1980	Feb 81	SAC report	No	4	Yes	17
Civil Rights Developments in New Hampshire, 1980	Feb 81	SAC report	No	4	Yes	10
Civil Rights Developments in Rhode Island, 1980	Feb 81	SAC report	No	4	Yes	11
Civil Rights Developments in Vermont, 1980	Feb 81	SAC report	No	4	Yes	9
Employment in the Panhandle (Nebraska)	Feb 81	SAC report	Yes	3	Yes	38
Neighborhood Renewal--Reinvestment and Displacement in D.C.	Feb 81	SAC report	No	4	No	25
Employment Patterns in New Mexico's Public Institutions of Higher Education: 1979-1980	Mar 81	SAC report	Yes	3	Yes	82
United States Commission on Civil Rights (Brochure)	Mar 81	Miscellaneous	No	4	Yes	15
Native American Participation in South Dakota's Political System	Apr 81	SAC report	Yes	3	No	97
Public Education's Unchanged Obligation to Language Minority Students (New Hampshire)	Apr 81	SAC report	No	4	Yes	7
Sex Discrimination and Title VII in Virginia	Apr 81	SAC report	Yes	3	No	31

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1981

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
The Administration of Justice in Pensacola and Escambia County (Florida)	Apr 81	SAC report	Yes	3	No	19
The Black/White Colleges: Dismantling the Dual System of Higher Education	Apr 81	Clearinghouse pub.	No	3	No	46
A Civil Rights Agenda for the 1980s	May 81	SAC report	Yes	3	No	48
Civil Rights Developments in Massachusetts, 1980	May 81	SAC report	No	4	Yes	18
Civil Rights Issues of Handicapped Americans: Public Policy Implications, A Consultation Sponsored by the USCCR, May 13-14, 1980, Washington, D.C.	May 81	Consultation	No	3	No	691
Fair Housing in America: Community Development in Louisiana	May 81	SAC report	Yes	3	No	41
Perspectives, Fall 1980-Winter 1981	May 81	Clearinghouse pub.	No	4	No	44
Access to a Public Resource: Broadcast Station Ownership in California	Jun 81	SAC report	Yes	3	Yes	34
Child Care and Equal Opportunity for Women	Jun 81	Clearinghouse pub.	No	3	Yes	51
Civil Rights: A National, Not a Special Interest	Jun 81	Miscellaneous	No	3	No	130
Employment of Professionals by Iowa Municipal Governments	Jun 81	SAC report	Yes	3	Yes	48
Equal Opportunity in the Foreign Service	Jun 81	Statutory report	Yes	3	No	23
Indian Tribes, A Continuing Quest for Survival	Jun 81	Statutory report	Yes	3	No	192
La Enmienda Sobre Igualdad de Derechos: Garantizando Igualdad de Derechos para las Mujeres Bajo la Constitucion (The Equal Rights Amendment: Guaranteeing Equal Rights for Women Under the Constitution)	Jun 81	Publication in Spanish	No	4	No	32

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1981

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Police-Community Relations in Washington D.C.	Jun 81	SAC report	No	4	No	41
Shutdown: Economic Dislocation and Equal Opportunity (Illinois)	Jun 81	SAC report	Yes	3	Yes	108
The Equal Rights Amendment: Guaranteeing Equal Rights for Women Under the Constitution	Jun 81	Clearinghouse pub.	No	4	No	29
Domestic Violence, Hearing Held in Phoenix, Arizona, February 12-13, 1980, Testimony and Exhibits	Jul 81	Hearing transcript	No	3	No	639
Police Practices in the Twin Cities (Minnesota)	Jul 81	SAC report	Yes	3	No	90
Affirmative Action at the Massachusetts Bay Transportation Authority	Aug 81	SAC report	Yes	3	Yes	40
Race Relations in Tama County (Iowa)	Aug 81	SAC report	Yes	3	No	54
The Status of Civil Rights in Rhode Island	Aug 81	SAC report	No	4	Yes	72
Civil Rights Issues in Health Care Delivery, A Consultation Sponsored by the USCCR, Washington, D.C., April 15-16, 1980	Sep 81	Consultation	Yes	3	No	960
Perspectives, Spring 1981	Sep 81	Clearinghouse pub.	No	4	No	48
The Voting Rights Act: Unfulfilled Goals	Sep 81	Statutory report	Yes	3	No	426
Unmet Goals, Affirmative Action in Employment at the University of Nevada, Las Vegas	Sep 81	SAC report	Yes	3	Yes	48
Youth Unemployment, Presentations to the USCCR, Washington, D.C., September 18, 1980	Sep 81	Consultation	No	4	No	51

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1982

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Maine's Domestic Violence Law Has Made a Good Beginning	Oct 81	SAC report	Yes	3	No	44
Promises and Perceptions, Federal Efforts to Eliminate Employment Discrimination Through Affirmative Action (13 state advisory committees)	Oct 81	SAC report	No	3	No	44
Who Is Guarding the Guardians? A Report on Police Practices	Oct 81	Statutory report	Yes	3	No	173
Affirmative Action in the 1980s: Dismantling the Process of Discrimination	Nov 81	Clearinghouse pub.	No	4	No	56
With All Deliberate Speed: 1954-19??	Nov 81	Clearinghouse pub.	No	3	No	46
Federal Affirmative Action (Colorado)	Dec 81	SAC report	No	3	Yes	40
Energy Development in Northwestern New Mexico: A Civil Rights Perspective	Jan 82	SAC report	Yes	3	No	216
Equal Employment Opportunity in Indianapolis Area Government (Indiana)	Jan 82	SAC report	Yes	3	No	90
The Federal Response to Domestic Violence	Jan 82	Statutory report	Yes	3	Yes	173
Under the Rule of Thumb, Battered Women and the Administration of Justice	Jan 82	Statutory report	Yes	3	Yes	100
Civil Rights Developments in Maine, 1981	Feb 82	SAC report	No	4	Yes	28
Civil Rights Developments in Vermont, 1981	Feb 82	SAC report	No	4	Yes	18
Corporate Reactions to Workplace Conditions in Wyoming	Feb 82	SAC report	No	4	No	15
Fair Housing in America: Fair Housing Enforcement in St. Louis, Volume II (Missouri)	Feb 82	SAC report	Yes	3	No	67
Perspectives, Summer-Fall 1981	Feb 82	Clearinghouse pub.	No	4	No	48

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Commission Publications by Fiscal Year

Fiscal Year: 1982

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Reapportionment in Texas	Feb 82	SAC report	No	4	Yes	12
The Decline of Black Farming in America	Feb 82	Statutory report	Yes	3	No	196
Bigotry and Violence in New Jersey	Mar 82	SAC report	Yes	3	Yes	11
Civil Rights Developments in Connecticut, 1981	Mar 82	SAC report	No	4	Yes	18
Civil Rights Developments in Rhode Island, 1981	Mar 82	SAC report	No	4	Yes	30
Domestic Violence, Hearing Held in Harrisburg, Pennsylvania, June 17-18, 1980, Testimony	Mar 82	Hearing transcript	No	2	No	267
Employment of Administrators and Professionals by Kansas Municipal Governments	Mar 82	SAC report	Yes	3	Yes	45
Hate Groups in Michigan: A Sham or a Shame	Mar 82	SAC report	Yes	3	Yes	39
Nonreferral Unions and Equal Employment Opportunity	Mar 82	Statutory report	Yes	3	No	116
State Government Affirmative Action in Mid-America: An Update (Iowa, Kansas, Missouri, and Nebraska)	Mar 82	SAC report	Yes	3	No	299
The ABCs of Special Education, A Handbook for Parents (Illinois)	Mar 82	SAC report	No	4	No	25
Voting Rights in Alabama, Georgia, Mississippi, and South Carolina	Mar 82	SAC report	Yes	3	Yes	91
Workplace Conditions in Wyoming: Women and Minorities in the Mineral Extraction Industries	Mar 82	SAC report	Yes	3	No	58
Affirmative Action and Equal Employment, Knoxville and Oak Ridge (Tennessee)	Apr 82	SAC report	Yes	3	No	63

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1982

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Civil Rights Developments in New Hampshire, 1981	Apr 82	SAC report	No	4	Yes	15
Documented and Undocumented Persons in New York City (New York)	Apr 82	SAC report	Yes	3	No	47
Violence and Bigotry in West Virginia	Apr 82	SAC report	Yes	3	Yes	19
Access to Political Representation: Legislative Reapportionment in California	May 82	SAC report	Yes	3	No	160
Teacher Layoffs, Seniority and Affirmative Action (Massachusetts)	May 82	SAC report	No	4	No	36
Confronting Racial Isolation in Miami	Jun 82	Statutory report	Yes	3	No	353
Consultations on the Affirmative Action Statement of the USCCR, Vol. I: Papers Presented, February 10 and March 10-11, 1981, Washington, D.C.	Jun 82	Consultation	No	3	No	288
Employment in the Oklahoma Department of Education	Jun 82	SAC report	Yes	3	Yes	17
Equal Employment Opportunity in New York City: The Challenge of the Eighties (New York)	Jun 82	SAC report	No	4	No	14
Minority Elderly Services, New Programs, Old Problems, Part I	Jun 82	Statutory report	No	3	No	163
Police-Community Relations in Omaha (Nebraska)	Jun 82	SAC report	Yes	3	No	92
Statement on the State Role in School Desegregation (California)	Jun 82	SAC report	No	4	No	20
The Federal Civil Rights Enforcement Budget: Fiscal Year 1983	Jun 82	Clearinghouse pub.	No	4	No	68
Falling Through the Cracks, An Assessment of Bilingual Education in Wisconsin	Jul 82	SAC report	Yes	3	No	70

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1982

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
The Same Right to Purchase and Lease? A Study of Housing Discrimination in Bismarck, North Dakota	Jul 82	SAC report	Yes	3	Yes	76
Business Incentives and Minority Employment (Wisconsin)	Sep 82	SAC report	Yes	3	No	104
Civil Rights in Montana: 1982	Sep 82	SAC report	No	4	Yes	21
External Review of Complaints of Police Misconduct in Portland, Oregon	Sep 82	SAC report	No	2	Yes	18
Fair Housing in America, Volume V: Section 8 Housing in Buffalo and Syracuse (New York)	Sep 82	SAC report	Yes	3	Yes	35
Health Insurance, Coverage and Employment Opportunities for Minorities and Women	Sep 82	Clearinghouse pub.	No	4	No	56
Iowa Civil Rights Agencies	Sep 82	SAC report	Yes	3	Yes	39
Sexual Harassment on the Job, A Guide for Employers (Vermont)	Sep 82	SAC report	No	4	Yes	23
Sexual Harassment on the Job, A Guide for Employers (New Hampshire)	Sep 82	SAC report	No	4	Yes	23
Statement on the California Initiative to Establish a Reapportionment Commission	Sep 82	SAC report	No	2	No	25
Stereotyping and You, A Program for Awareness and Action (Vermont)	Sep 82	SAC report	No	4	No	3

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Commission Publications by Fiscal Year

Fiscal Year: 1983

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Consultations on the Affirmative Action Statement of the USCCR, Vol. II: Proceedings, February 10 and March 10-11, 1981, Washington, D.C.	Oct 82	Consultation	No	4	No	214
Hate Groups and Acts of Bigotry: Connecticut's Response	Oct 82	SAC report	Yes	3	Yes	91
Housing: Chicago Style, Consultation (Illinois)	Oct 82	SAC report	No	4	No	139
Perspectives, Spring 1982	Oct 82	Clearinghouse pub.	No	4	No	42
State and Federal Civil Rights Enforcement in Missouri-- Nondiscrimination in the New Health and Human Services Block Grant Programs	Oct 82	SAC report	Yes	3	Yes	20
Statement on the Fiscal Year 1983 Education Budget	Oct 82	Clearinghouse pub.	No	4	No	23
Minority Elderly Services, New Programs, Old Programs, Part II	Nov 82	Statutory report	Yes	3	No	125
School Closings in Montgomery County, Maryland	Nov 82	SAC report	Yes	3	No	46
Unemployment and Underemployment Among Blacks, Hispanics, and Women	Nov 82	Clearinghouse pub.	No	4	Yes	98
Affirmative Action in Michigan Cities	Dec 82	SAC report	Yes	3	No	56
Discriminatory Religious Schools and Tax Exempt Status	Dec 82	Clearinghouse pub.	No	4	Yes	21
Fair Housing in Louisville: The Community Development Block Grant Program (Kentucky)	Dec 82	SAC report	Yes	3	No	34
Minority Teachers in an Era of Retrenchment: Early Lessons in an Ongoing Dilemma	Dec 82	SAC report	No	4	No	59
Nebraska Human Rights Agencies	Dec 82	SAC report	Yes	3	Yes	55

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1983

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Perceptions of Hate Group Activity in Georgia	Dec 82	SAC report	Yes	3	No	37
Perspectives, Summer 1982	Dec 82	Clearinghouse pub.	No	4	Yes	68
Shortchanging the Language-Minority Student, Evaluation of the Manchester, New Hampshire School Department's Title VI Civil Rights Compliance Plan	Dec 82	SAC report	Yes	3	No	128
Statement of the USCCR on School Desegregation	Dec 82	Clearinghouse pub.	No	4	No	54
Sworn to Protect Whom ??? (Indiana)	Dec 82	SAC report	Yes	3	No	33
Intimidation and Violence, Racial and Religious Bigotry in America	Jan 83	Clearinghouse pub.	No	4	No	32
The New Wave of Federalism: Block Granting and Civil Rights in the Southwest Region (Arkansas, Louisiana, New Mexico, Oklahoma, and Texas)	Jan 83	SAC report	No	3	No	90
The State of Civil Rights in Miami and Dade County, Hearing Held in Miami, Florida, December 8-11, 1980	Jan 83	Hearing transcript	No	3	No	625
Civil Rights Developments in Vermont, 1982	Feb 83	SAC report	No	4	Yes	22
Doing Time, A Study of Prison Conditions at U.S. Penitentiary, Lewisburg, Pennsylvania	Feb 83	SAC report	Yes	3	No	71
Police Relations in Small Colorado Communities	Feb 83	SAC report	Yes	3	No	34
Bigotry and Violence in New York State	Mar 83	SAC report	Yes	3	Yes	19
Catalog of Publications	Mar 83	Miscellaneous	No	4	No	24
Civil Rights Developments in Connecticut, 1982	Mar 83	SAC report	No	4	No	22

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Fiscal Year

Fiscal Year: 1983

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Civil Rights Developments in Maine, 1982	Mar 83	SAC report	No	4	Yes	12
Civil Rights Developments in Rhode Island, 1982	Mar 83	SAC report	No	4	Yes	28
Federal Affirmative Action Efforts in Mid-America (Iowa, Kansas, Missouri, and Nebraska)	Mar 83	SAC report	No	3	No	68
State Contract Compliance Efforts in Missouri	Mar 83	SAC report	Yes	3	Yes	52
Vocational Education: Where Are the Minorities and Women? (Wisconsin)	Mar 83	SAC report	Yes	3	No	36
Bringing an Industry into the 80's: Affirmative Action in Seafood Processing (Alaska and Washington)	Apr 83	SAC report	Yes	3	Yes	81
Civil Rights Developments in New Hampshire, 1982	Apr 83	SAC report	No	4	Yes	15
Local Government Affirmative Action Efforts - Missouri	Apr 83	SAC report	No	3	Yes	49
Perspectives, Fall 1982	Apr 83	Clearinghouse pub.	No	4	No	48
Franco-Americans in Vermont, A Civil Rights Perspective	May 83	SAC report	No	4	No	53
Greater Baltimore Commitment: A Study of Urban Minority Economic Development	May 83	Statutory report	Yes	3	No	117
Growing Crisis, Disadvantaged Women and Their Children	May 83	Clearinghouse pub.	No	4	Yes	66
Block Grants and You: A Citizen's Handbook (Arkansas, Louisiana, New Mexico, Oklahoma, and Texas)	Jun 83	SAC report	No	4	No	71
Equal Opportunity in Presidential Appointments	Jun 83	Miscellaneous	No	4	No	22

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Commission Publications by Fiscal Year

Fiscal Year: 1983

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Implementing the Massachusetts Civil Rights Act	Jun 83	SAC report	Yes	3	Yes	40
Migrant Workers on Maryland's Eastern Shore	Jun 83	SAC report	Yes	3	No	72
Statement of the USCCR on Civil Rights Enforcement in Education	Jun 83	Miscellaneous	No	3	No	10
Policy vs. Results: Affirmative Action in the Hawaii Department of Education	Jul 83	SAC report	No	3	No	7
State Advisory Committee Handbook	Jul 83	Miscellaneous	No	4	Yes	26
Statement on the Fiscal Year 1984 Education Budget	Jul 83	Clearinghouse pub.	No	4	No	124
Urban Minority Economic Development, Hearing Held in Baltimore, Maryland, November 17-18, 1981	Jul 83	Hearing transcript	No	3	No	280
Accessibility for the Disabled to Wyoming's Higher Education	Sep 83	SAC report	Yes	3	No	85
Accommodating the Spectrum of Individual Abilities	Sep 83	Clearinghouse pub.	No	4	Yes	173
Implementation of Federal Civil Rights Laws in Iowa, Nondiscrimination in the Block Grants and Minority Business Participation	Sep 83	SAC report	Yes	3	No	26
Prevention of Discrimination in Selected Federal Block Grant Programs--Kansas	Sep 83	SAC report	Yes	3	No	15
Religion in the Constitution: A Delicate Balance	Sep 83	Clearinghouse pub.	No	3	No	79
Women in Nontraditional Jobs (Utah)	Sep 83	SAC report	No	4	No	51

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Commission Publications by Fiscal Year

Fiscal Year: 1984

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Sexual Harassment on the Job, A Guide for Employers (Massachusetts)	Oct 83	SAC report	No	4	No	21
State Nondiscrimination Enforcement Efforts in Nebraska, A Review of Implementation of Public Law 97-35 Obligations in Health and Human Services Programs	Oct 83	SAC report	Yes	3	No	30
Women and Minorities in High Technology, Hearing Held in San Jose, California, September 20-21, 1982, Testimony	Oct 83	Hearing transcript	No	3	No	274
Fair Housing Enforcement in Northwest Indiana, One of a Series on Fair Housing in America	Nov 83	SAC report	Yes	3	Yes	28
Federal Civil Rights Commitments: An Assessment of Enforcement Resources and Performance	Nov 83	Clearinghouse pub.	No	4	No	220
Los Angeles Reapportionment: Unfinished Business (California)	Nov 83	SAC report	Yes	3	No	43
Perspectives, Summer 1983	Nov 83	Clearinghouse pub.	No	4	No	52
State of Civil Rights 1957-1983: The Final Report of the USCCR	Nov 83	Miscellaneous	No	4	Yes	82
Survey of Political Participation, Employment and Demographic Characteristics of Eleven Counties in Southern New Mexico	Nov 83	SAC report	No	4	Yes	177
Fifteen Years Ago . . . Rural Alabama Revisited	Dec 83	Clearinghouse pub.	No	3	No	143
Statement of the USCCR Concerning the Detroit Police Department's Racial Promotion Quota	Jan 84	Miscellaneous	No	3	No	6
Catalog of Publications	May 84	Miscellaneous	No	4	Yes	26
United States Commission on Civil Rights (Brochure)	May 84	Miscellaneous	No	4	No	15

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Commission Publications by Fiscal Year

Fiscal Year: 1984

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
New Perspectives, Summer 1984	Jul 84	Clearinghouse pub.	No	4	No	44
Statements of the USCCR, Firefighters v. Stotts, Hishon v. King & Spalding	Jul 84	Miscellaneous	No	3	No	6

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Commission Publications by Fiscal Year

Fiscal Year: 1985

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
A Citizen's Guide to Understanding the Voting Rights Act	Oct 84	Clearinghouse pub.	No	4	No	91
A Sheltered Crisis: The State of Fair Housing in the Eighties, Presentations at a Consultation Sponsored by the USCCR, Washington, D.C., September 26-27, 1983	Oct 84	Consultation	No	3	No	227
New Perspectives, Fall 1984	Oct 84	Clearinghouse pub.	No	4	No	36
Comparable Worth: Issue for the 80's, A Consultation of the USCCR, Volume 1, June 6-7, 1984	Nov 84	Consultation	No	3	No	234
Employee Handbook	Jan 85	Miscellaneous	No	4	Yes	58
Toward an Understanding of Stotts	Jan 85	Clearinghouse pub.	No	4	Yes	64
Comparable Worth: Issue for the 80's, A Consultation of the USCCR, Volume 2, June 6-7, 1984	Feb 85	Consultation	No	3	Yes	134
Directory of State and Local Fair Housing Agencies	Mar 85	Clearinghouse pub.	No	4	No	231
New Perspectives, Winter 1985	Mar 85	Clearinghouse pub.	No	4	No	40
Comparable Worth: An Analysis and Recommendations	Jun 85	Statutory report	Yes	3	Yes	81
New Perspectives, Spring 1985	Jun 85	Clearinghouse pub.	No	4	No	40
New Perspectives, Summer 1985	Sep 85	Clearinghouse pub.	No	4	Yes	44

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Commission Publications by Fiscal Year

Fiscal Year: 1986

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Selected Affirmative Action Topics in Employment and Business Set-Asides, Volume 1	Nov 85	Consultation/hearing	No	3	Yes	330
Battered Women in Hartford, Connecticut: Six Years After	Dec 85	SAC report	Yes	3	No	57
Report of a November 1984 Conference Sponsored by the Delaware Advisory Committee to the USCCR	Dec 85	SAC report	No	3	Yes	43
Bigotry and Violence in Idaho	Jan 86	SAC Report	Yes	3	No	87
Minorities and Women as Government Contractors--Kansas	Jan 86	SAC Report	Yes	3	No	30
Statewide Conference on Civil Rights Complaints and Enforcement in Virginia	Jan 86	SAC Report	No	3	No	31
New Perspectives, Fall 1985	Feb 86	Clearinghouse pub.	No	4	No	40
Police-Community Relations in Omaha Follow-Up	Mar 86	SAC Report	No	3	No	16
Protection of Handicapped Newborns, Hearing Held in Washington, D.C., June 12-14, 1985	Mar 86	Hearing transcript	No	3	No	250
Selected Affirmative Action Topics in Employment and Business Set-Asides, Volume 2	Mar 86	Consultation/hearing	No	3	Yes	121
Directory of Private Fair Housing Organizations	Apr 86	Clearinghouse pub.	No	4	No	172
Industrial Revenue Bonds: Equal Opportunity in Chicago's IRB Program?	Apr 86	SAC Report	Yes	3	No	48
State Enforcement of Nondiscrimination Requirements in Education Programs (Iowa, Kansas, Missouri, and Nebraska)	Aug 86	SAC Report	Yes	3	No	30

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Commission Publications by Fiscal Year

Fiscal Year: 1986

<u>Title</u>	<u>Date issued</u>	<u>Type of report</u>	<u>Rec. made</u>	<u>Stat. respons.^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Issues in Housing Discrimination, A Consultation/hearing of the USCCR, Washington, D.C., November 12-13, 1985, Volume 1: Papers Presented	Sep 86	Consultation/hearing	No	3	No	238
Issues in Housing Discrimination, A Consultation/hearing of the USCCR, Washington, D.C., November 12-13, 1985, Volume 2: Proceedings	Sep 86	Consultation/hearing	No	3	No	130
New Perspectives, Winter/Spring 1986	Sep 86	Clearinghouse pub.	No	4	No	56
Participation of Minority and Women Contractors in the Northeast Corridor Improvement Project (NECIP) (Inter-Regional Advisory Subcommittee on NECIP)	Sep 86	SAC Report	No	3	No	36
Police-Community Relations in Montgomery, Alabama	Sep 86	SAC Report	Yes	3	Yes	89
Recent Activities Against Citizens and Residents of Asian Descent	Sep 86	Clearinghouse pub.	No	3	No	87
Redistricting in Rhode Island: Its Problems, Practice and Promise	Sep 86	SAC Report	No	3	Yes	149

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Commission Publications by Type

<u>Title</u>	<u>Date issued</u>	<u>Recommendations made</u>	<u>Statutory responsibility^a</u>	<u>Out of print</u>	<u>Number of pages</u>
State advisory committee reports					
A Civil Rights Agenda for the 1980s	May 81	Yes	3	No	48
A Paper Commitment: Equal Employment Opportunity in the Kentucky Bureau of State Police	Jul 78	Yes	3	No	19
A Roof Over Our Heads, Migrant and Seasonal Farmworker Housing in Idaho	Sep 80	Yes	3	No	99
A Study of Federal Immigration Policies and Practices in Southern California	Jun 80	Yes	3	No	61
A Study of the Demographic and Employment Characteristics of Undocumented Aliens in San Antonio, El Paso, and McAllen (Texas)	78 ^b	No	4	Yes	53
A Survey of the Undocumented Population in Two Texas Border Areas	78 ^b	No	4	Yes	28
Access to a Public Resource: Broadcast Station Ownership in California	Jun 81	Yes	3	Yes	34
Access to Political Representation: Legislative Reapportionment in California	May 82	Yes	3	No	160
Access to the Legal Profession in Montana	Feb 81	Yes	3	No	30
Accessibility for the Disabled to Wyoming's Higher Education	Sep 83	Yes	3	No	85
Achieving Change (West Virginia)	Jan 81	No	4	No	51
Affirmative Action and Equal Employment, Knoxville and Oak Ridge (Tennessee)	Apr 82	Yes	3	No	63
Affirmative Action at the Massachusetts Bay Transportation Authority	Aug 81	Yes	3	Yes	40
Affirmative Action in Employment in Oklahoma	Feb 81	No	3	Yes	40

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^bMonth of issue not available.

Commission Publications by Type

<u>Title</u>	<u>Date issued</u>	<u>Recommendations made</u>	<u>Statutory responsibility^a</u>	<u>Out of print</u>	<u>Number of pages</u>
State advisory committee reports (cont.)					
Affirmative Action in Michigan Cities	Dec 82	Yes	3	No	56
Affirmative Action in Salt Lake's Criminal Justice Agencies (Utah)	Jun 78	Yes	3	No	31
Affirmative Action in the Casino Related Construction Industry in Atlantic City, New Jersey	Mar 80	Yes	3	Yes	20
Affirmative Action or Inaction? The Pursuit of Equal Employment Opportunity in Cleveland (Ohio)	Oct 77	Yes	3	No	77
Asian Americans: An Agenda for Action, A Conference Summary (New York)	Feb 80	Yes	3	No	53
Battered Women and the New Hampshire Justice System, A Consultation	Sep 80	No	4	No	35
Battered Women in Hartford, Connecticut	Apr 79	Yes	3	Yes	28
Battered Women in Hartford, Connecticut: Six Years After	Dec 85	Yes	3	No	57
Battered Women in New Jersey	Jan 81	Yes	3	No	33
Behind the Scenes, Equal Employment Opportunity in the Motion Picture Industry (California)	Sep 78	Yes	3	Yes	48
Bigotry and Violence in Idaho	Jan 86	Yes	3	No	87
Bigotry and Violence in New Jersey	Mar 82	Yes	3	Yes	11
Bigotry and Violence in New York State	Mar 83	Yes	3	Yes	19
Black White Perceptions, Race Relations in Greensboro (North Carolina)	Nov 80	Yes	3	No	51

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Commission Publications by Type

<u>Title</u>	<u>Date issued</u>	<u>Recommendations made</u>	<u>Statutory responsibility^a</u>	<u>Out of print</u>	<u>Number of pages</u>
State Advisory Committee (cont.)					
Block Grants and You: A Citizen's Handbook (Arkansas, Louisiana, New Mexico, Oklahoma, and Texas)	Jun 83	No	4	No	71
Breach of Trust? Native Hawaiian Homelands (Hawaii)	Oct 80	No	4	No	27
Bridging The Gap: A Reassessment (Minnesota)	Jan 78	Yes	3	Yes	25
Bringing an Industry into the 80's: Affirmative Action in Seafood Processing (Alaska and Washington)	Apr 83	Yes	3	Yes	81
Business Incentives and Minority Employment (Wisconsin)	Sep 82	Yes	3	No	104
California State Employment	Jul 80	Yes	3	No	26
Changing Commitment into Action, Employment of Women and Minorities in Alaska State Government	Jul 80	Yes	3	No	105
Civic Crisis--Civic Challenge: Police-Community Relations in Memphis (Tennessee)	Aug 78	Yes	3	No	129
Civil Rights Developments in Connecticut, 1980	Feb 81	No	4	Yes	12
Civil Rights Developments in Connecticut, 1981	Mar 82	No	4	Yes	18
Civil Rights Developments in Connecticut, 1982	Mar 83	No	4	No	22
Civil Rights Developments in Maine, 1980	Feb 81	No	4	Yes	17
Civil Rights Developments in Maine, 1981	Feb 82	No	4	Yes	28
Civil Rights Developments in Maine, 1982	Mar 83	No	4	Yes	12

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Commission Publications by Type

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State advisory committee reports (cont.)					
Civil Rights Developments in Massachusetts, 1980	May 81	No	4	Yes	18
Civil Rights Developments in New Hampshire, 1980	Feb 81	No	4	Yes	10
Civil Rights Developments in New Hampshire, 1981	Apr 82	No	4	Yes	15
Civil Rights Developments in New Hampshire, 1982	Apr 83	No	4	Yes	15
Civil Rights Developments in Rhode Island, 1980	Feb 81	No	4	Yes	11
Civil Rights Developments in Rhode Island, 1981	Mar 82	No	4	Yes	30
Civil Rights Developments in Rhode Island, 1982	Mar 83	No	4	Yes	28
Civil Rights Developments in Vermont, 1980	Feb 81	No	4	Yes	9
Civil Rights Developments in Vermont, 1981	Feb 82	No	4	Yes	18
Civil Rights Developments in Vermont, 1982	Feb 83	No	4	Yes	22
Civil Rights in Maine	Oct 79	No	4	No	40
Civil Rights in Montana: 1982	Sep 82	No	4	Yes	21
Comments on the Comprehensive Master Plan for the Redevelopment and Revitalization of Atlantic City, New Jersey	May 78	Yes	3	Yes	17
Competing in the Marketplace: A Look at Minority Business Enterprises in the State of Washington	Dec 79	Yes	3	No	57

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Commission Publications by Type

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State advisory committee reports (cont.)					
Cooperative Approaches to Civil Rights, A Statewide Conference (Virginia)	Feb 80	No	3	No	37
Corporate Reactions to Workplace Conditions in Wyoming	Feb 82	No	4	No	15
Corrections in Montana: A Consultation	Jan 79	Yes	3	Yes	59
Documented and Undocumented Persons in New York City (New York)	Apr 82	Yes	3	No	47
Doing Time, A Study of Prison Conditions at U.S. Penitentiary, Lewisburg, Pennsylvania	Feb 83	Yes	3	No	71
Employment in the Oklahoma Department of Education	Jun 82	Yes	3	Yes	17
Employment in the Panhandle (Nebraska)	Feb 81	Yes	3	Yes	38
Employment of Administrators and Professionals by Kansas Municipal Governments	Mar 82	Yes	3	Yes	45
Employment of Professionals by Iowa Municipal Governments	Jun 81	Yes	3	Yes	48
Employment Patterns in New Mexico's Public Institutions of Higher Education: 1979-1980	Mar 81	Yes	3	Yes	82
Energy and Civil Rights (Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming)	Jun 80	Yes	3	No	31
Energy Development in Northwestern New Mexico: A Civil Rights Perspective	Jan 82	Yes	3	No	216
Energy Policy Handbook: Challenges, Alternatives, and Resources (Colorado)	May 80	No	4	No	16

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Commission Publications by Type

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State advisory committee reports (cont.)					
Energy Resource Development, Implications for Women and Minorities in the Intermountain West (Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming)	Sep 79	No	4	No	221
Equal Employment Opportunity in Indianapolis Area Government (Indiana)	Jan 82	Yes	3	No	90
Equal Employment Opportunity in New York City: The Challenge of the Eighties (New York)	Jun 82	No	4	No	14
Equal Employment Opportunity in Tacoma Area Local Government (Washington)	Jul 80	Yes	3	No	48
Equal Opportunity in the Fort Wayne Community Schools: A Reassessment (Indiana)	Jul 79	Yes	3	No	17
Equality in Municipal Services in Mullins, South Carolina	Jan 79	Yes	3	Yes	28
External Review of Complaints of Police Misconduct in Portland, Oregon	Sep 82	No	2	Yes	18
Fair Housing Enforcement in Northwest Indiana, One of a Series on Fair Housing in America	Nov 83	Yes	3	Yes	28
Fair Housing in America, Volume V: Section 8 Housing in Buffalo and Syracuse (New York)	Sep 82	Yes	3	Yes	35
Fair Housing in America: Community Development in Louisiana	May 81	Yes	3	No	41
Fair Housing in America: Fair Housing Enforcement in St. Louis, Volume II (Missouri)	Feb 82	Yes	3	No	67
Fair Housing in Louisville: The Community Development Block Grant Program (Kentucky)	Dec 82	Yes	3	No	34

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Commission Publications by Type

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State advisory committee reports (cont.)					
Falling Through the Cracks, An Assessment of Bilingual Education in Wisconsin	Jul 82	Yes	3	No	70
Federal Affirmative Action (Colorado)	Dec 81	No	3	Yes	40
Federal Affirmative Action Efforts in Mid-America (Iowa, Kansas, Missouri, and Nebraska)	Mar 83	No	3	No	68
Franco-Americans in Vermont, A Civil Rights Perspective	May 83	No	4	No	53
Hate Groups and Acts of Rigotry: Connecticut's Response	Oct 82	Yes	3	Yes	91
Hate Groups in Michigan: A Sham or a Shame	Mar 82	Yes	3	Yes	39
Housing: Chicago Style, Consultation (Illinois)	Oct 82	No	4	No	139
Immigration Issues in Hawaii	Sep 79	No	3	No	113
Implementation of Federal Civil Rights Laws in Iowa, Nondiscrimination in the Block Grants and Minority Business Participation	Sep 83	Yes	3	No	26
Implementing the Massachusetts Civil Rights Act	Jun 83	Yes	3	Yes	40
Industrial Revenue Bonds: Equal Opportunity in Chicago's IRB Program?	Apr 86	Yes	3	No	48
Insurance Redlining: Fact Not Fiction (Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin)	Feb 79	Yes	3	No	66
Iowa Civil Rights Agencies	Sep 82	Yes	3	Yes	39
Liberty and Justice for All (South Dakota)	Oct 77	Yes	3	No	70

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State advisory committee reports (cont.)					
Local Government Affirmative Action Efforts - Missouri	Apr 83	No	3	Yes	49
Los Angeles Reapportionment: Unfinished Business (California)	Nov 83	Yes	3	No	43
Maine's Domestic Violence Law Has Made a Good Beginning	Oct 81	Yes	3	No	44
Migrant Workers on Maryland's Eastern Shore	Jun 83	Yes	3	No	72
Minorities and Women as Government Contractors--Kansas	Jan 86	Yes	3	No	30
Minority Teachers in an Era of Retrenchment: Early Lessons in an Ongoing Dilemma (Massachusetts)	Dec 82	No	4	No	59
Native American Justice Issues in North Dakota	Aug 78	Yes	3	Yes	26
Native American Participation in South Dakota's Political System	Apr 81	Yes	3	No	97
Nebraska Human Rights Agencies	Dec 82	Yes	3	Yes	55
Neighborhood Renewal--Reinvestment and Displacement in D.C.	Feb 81	No	4	No	25
Participation of Minority and Women Contractors in the Northeast Corridor Improvement Project (NECIP) (Inter-Regional Advisory Subcommittee on NECIP)	Sep 86	No	3	No	36
Perceptions of Hate Group Activity in Georgia	Dec 82	Yes	3	No	37
Police Practices in the Twin Cities (Minnesota)	Jul 81	Yes	3	No	90

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Commission Publications by Type

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State advisory committee reports (cont.)					
Police Relations in Small Colorado Communities	Feb 83	Yes	3	No	34
Police--Community Relations in Omaha Follow-Up	Mar 86	No	3	No	16
Police--Community Relations in Washington D.C.	Jun 81	No	4	No	41
Police-Community Relations in Montgomery, Alabama	Sep 86	Yes	3	Yes	89
Police-Community Relations in Omaha (Nebraska)	Jun 82	Yes	3	No	92
Police-Community Relations in the City of Wichita and Sedgwick County (Kansas)	Jul 80	Yes	3	No	95
Policing in Cincinnati, Ohio: Official Policy and vs. Civilian Reality	Jan 81	Yes	3	No	73
Policy vs. Results: Affirmative Action in the Hawaii Department of Education	Jul 83	No	3	No	7
Prevention of Discrimination in Selected Federal Block Grant Programs--Kansas	Sep 83	Yes	3	No	15
Private Sector Affirmative Action: Omaha (Nebraska)	Mar 79	Yes	3	No	40
Promises and Perceptions, Federal Efforts to Eliminate Employment Discrimination Through Affirmative Action (13 state advisory committees)	Oct 81	No	3	No	44
Public Education's Unchanged Obligation to Language Minority Students (New Hampshire)	Apr 81	No	4	Yes	7
Public Forum on Women's Rights and Responsibilities (Nevada)	Jun 79	No	4	No	20

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Commission Publications by Type

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State advisory committee reports (cont.)					
Race Relations in Cooper County, Missouri--1978	May 79	Yes	3	No	30
Race Relations in Tama County (Iowa)	Aug 81	Yes	3	No	54
Race Relations in the "Kingdom" of Callaway (Missouri)	May 79	Yes	3	No	35
Reapportionment in Texas	Feb 82	No	4	Yes	12
Redistricting in Rhode Island: Its Problems, Practice and Promise	Sep 86	No	3	Yes	149
Reinvestment and Housing Equality in Michigan, Local Decisions and Federal Funds, A Consultation	Sep 80	No	4	No	114
Report of a November 1984 Conference Sponsored by the Delaware Advisory Committee to the USCCR	Dec 85	No	3	Yes	43
School Closings in Montgomery County, Maryland	Nov 82	Yes	3	No	46
School Desegregation in the St. Louis and Kansas City Areas, Metropolitan Interdistrict Options (Missouri)	Jan 81	Yes	3	No	33
Sex Discrimination and Title VII in Virginia	Apr 81	Yes	3	No	31
Sexual Harassment on the Job, A Guide for Employers (Massachusetts)	Oct 83	No	4	No	21
Sexual Harassment on the Job, A Guide for Employers (New Hampshire)	Sep 82	No	4	Yes	23
Sexual Harassment on the Job, A Guide for Employers (Vermont)	Sep 82	No	4	Yes	23

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Commission Publications by Type

<u>Title</u>	<u>Date issued</u>	<u>Recommendations made</u>	<u>Statutory responsibility^a</u>	<u>Out of print</u>	<u>Number of pages</u>
State advisory committee reports (cont.)					
Shortchanging the Language-Minority Student, Evaluation of the Manchester, New Hampshire School Department's Title VI Civil Rights Compliance Plan	Dec 82	Yes	3	No	128
Shutdown: Economic Dislocation and Equal Opportunity (Illinois)	Jun 81	Yes	3	Yes	108
Sin Papeles: The Undocumented in Texas	Jan 80	Yes	3	No	68
State and Federal Civil Rights Enforcement in Missouri--Nondiscrimination in the New Health and Human Services Block Grant Programs	Oct 82	Yes	3	Yes	20
State Contract Compliance Efforts in Missouri	Mar 83	Yes	3	Yes	52
State Enforcement of Nondiscrimination Requirements in Education Programs (Iowa, Kansas, Missouri, and Nebraska)	Aug 86	Yes	3	No	30
State Government Affirmative Action in Mid-America: An Update (Iowa, Kansas, Missouri, and Nebraska)	Mar 82	Yes	3	No	299
State Government Affirmative Action in Mid-America (Iowa, Kansas, Missouri, and Nebraska)	Jun 78	Yes	3	Yes	107
State Nondiscrimination Enforcement Efforts in Nebraska, A Review of Implementation of Public Law 97-35 Obligations in Health and Human Services Programs	Oct 83	Yes	3	No	30
Statement on the California Initiative to Establish a Reapportionment Commission	Sep 82	No	2	No	25
Statement on the State Role in School Desegregation (California)	Jun 82	No	4	No	20

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

Commission Publications by Type

<u>Title</u>	<u>Date issued</u>	<u>Recommendations made</u>	<u>Statutory responsibility^a</u>	<u>Out of print</u>	<u>Number of pages</u>
State advisory committee reports (cont.)					
Statewide Conference on Civil Rights Complaints and Enforcement in Virginia	Jan 86	No	3	No	31
Stereotyping and You, A Program for Awareness and Action (Vermont)	Sep 82	No	4	No	3
Survey of Political Participation, Employment and Demographic Characteristics of Eleven Counties in Southern New Mexico	Nov 83	No	4	Yes	177
Sworn to Protect Whom??? (Indiana)	Dec 82	Yes	3	No	33
Teacher Layoffs, Seniority and Affirmative Action (Massachusetts)	May 82	No	4	No	36
Texas: The State of Civil Rights, Ten Years Later, 1968-1978	Jan 80	No	4	No	71
The ABCs of Special Education, A Handbook for Parents (Illinois)	Mar 82	No	4	No	25
The Administration of Justice in Pensacola and Escambia County (Florida)	Apr 81	Yes	3	No	19
The Baltimore Police Complaint Evaluation Procedure (Maryland)	Jul 80	Yes	3	No	10
The CETA Program in Des Moines (Iowa)	Jun 78	Yes	3	Yes	44
The Community Development Block Grant Program in Arkansas	Dec 79	Yes	3	No	37
The Emergence of Civil Rights in Wyoming	Dec 78	Yes	3	Yes	48
The Forgotten Minority: Asian Americans in New York City (New York)	Nov 77	Yes	3	Yes	50
The Last Suffrage Frontier: Enfranchising Mental Hospital Residents (Pennsylvania)	Jun 78	Yes	3	Yes	34

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Commission Publications by Type

<u>Title</u>	<u>Date issued</u>	<u>Recommendations made</u>	<u>Statutory responsibility^a</u>	<u>Out of print</u>	<u>Number of pages</u>
State advisory committee reports (cont.)					
The New Wave of Federalism: Block Granting and Civil Rights in the Southwest Region (Arkansas, Louisiana, New Mexico, Oklahoma, and Texas)	Jan 83	No	3	No	90
The Quest for Equal Employment Opportunity in Oklahoma State Government	Mar 78	Yes	3	Yes	77
The Same Right to Purchase and Lease? A Study of Housing Discrimination in Bismarck, North Dakota	Jul 82	Yes	3	Yes	76
The Status of Civil Rights in Rhode Island	Aug 81	No	4	Yes	72
Unmet Goals, Affirmative Action in Employment at the University of Nevada, Las Vegas	Sep 81	Yes	3	Yes	48
Violence and Bigotry in West Virginia	Apr 82	Yes	3	Yes	19
Vocational Education: Where Are the Minorities and Women? (Wisconsin)	Mar 83	Yes	3	No	36
Voting Rights in Alabama, Georgia, Mississippi, and South Carolina	Mar 82	Yes	3	Yes	91
Where Are Women and Blacks? Patterns of Employment in Alabama Government	Mar 79	Yes	3	No	26
Where Mules Outrate Men, Migrant and Seasonal Farmworkers in North Carolina	May 79	Yes	3	Yes	35
Women in Nontraditional Jobs (Utah)	Sep 83	No	4	No	51
Working with Your School (Arkansas)	Jul 78	No	4	No	108
Working with Your Schools (Louisiana)	Jul 78	No	4	No	108
Working with Your Schools (Oklahoma)	Nov 79	No	4	No	112

^aThe subsection of P.L. 98-163 which describes the general statutory responsibility exercised by the Commission (see app. I).-

Commission Publications by Type

<u>Title</u>	<u>Date issued</u>	<u>Recommendations made</u>	<u>Statutory responsibility^a</u>	<u>Out of print</u>	<u>Number of pages</u>
State advisory committee reports (cont.)					
Workplace Conditions in Wyoming: Women and Minorities in the Mineral Extraction Industries	Mar 82	Yes	3	No	58
Clearinghouse publications					
A Citizen's Guide to Understanding the Voting Rights Act	Oct 84	No	4	No	91
Accommodating the Spectrum of Individual Abilities	Sep 83	No	4	Yes	173
Affirmative Action in the 1980s: Dismantling the Process of Discrimination	Jan 81	No	4	No	56
Affirmative Action in the 1980s: Dismantling the Process of Discrimination	Nov 81	No	4	No	56
American Indian Civil Rights Handbook	Sep 80	No	4	Yes	71
Characters in Textbooks, A Review of the Literature	May 80	No	4	No	19
Child Care and Equal Opportunity for Women	Jun 81	No	3	Yes	51
Civil Rights Digest, Fall 1977	Dec 77	No	4	No	44
Civil Rights Digest, Fall 1978	Mar 79	No	4	Yes	40
Civil Rights Digest, Spring 1978	Jun 78	No	4	No	48
Civil Rights Digest, Spring 1979	Aug 79	No	4	No	48
Civil Rights Digest, Summer 1978	Oct 78	No	4	No	40
Civil Rights Digest, Winter 1978	Mar 78	No	4	No	52
Civil Rights Digest, Winter 1979	Jun 79	No	4	No	48
Civil Rights Directory 1981	Jan 81	No	4	No	549

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Commission Publications by Type

<u>Title</u>	<u>Date issued</u>	<u>Recommendations made</u>	<u>Statutory responsibility^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Clearinghouse publications (cont.)					
Directory of Private Fair Housing Organizations	Apr 86	No	4	No	172
Directory of State and Local Fair Housing Agencies	Mar 85	No	4	No	231
Discriminatory Religious Schools and Tax Exempt Status	Dec 82	No	4	Yes	21
Fair Textbooks: A Resource Guide	Dec 79	No	4	No	430
Federal Civil Rights Commitments: An Assessment of Enforcement Resources and Performance	Nov 83	No	4	No	220
Fifteen Years Ago . . . Rural Alabama Revisited	Dec 83	No	3	No	143
Getting Uncle Sam to Enforce Your Civil Rights	Oct 80	No	4	Yes	59
Getting Uncle Sam to Enforce Your Civil Rights	May 79	No	4	Yes	44
Growing Crisis, Disadvantaged Women and Their Children	May 83	No	4	Yes	66
Health Insurance, Coverage and Employment Opportunities for Minorities and Women	Sep 82	No	4	No	56
Intimidation and Violence, Racial and Religious Bigotry in America	Jan 83	No	4	No	32
More Hurdles to Clear, Women and Girls in Competitive Athletics	Jul 80	No	4	No	87
New Perspectives, Fall 1984	Oct 84	No	4	No	36
New Perspectives, Fall 1985	Feb 86	No	4	No	40

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Clearinghouse publications (cont.)					
New Perspectives, Spring 1985	Jun 85	No	4	No	40
New Perspectives, Summer 1984	Jul 84	No	4	No	44
New Perspectives, Summer 1985	Sep 85	No	4	Yes	44
New Perspectives, Winter 1985	Mar 85	No	4	No	40
New Perspectives, Winter/Spring 1986	Sep 86	No	4	No	56
Perspectives, Fall 1980-Winter 1981	May 81	No	4	No	44
Perspectives, Fall 1982	Apr 83	No	4	No	48
Perspectives, Spring 1980	Apr 80	No	4	No	48
Perspectives, Spring 1981	Sep 81	No	4	No	48
Perspectives, Spring 1982	Oct 82	No	4	No	42
Perspectives, Summer 1980	Oct 80	No	4	No	48
Perspectives, Summer 1982	Dec 82	No	4	Yes	68
Perspectives, Summer 1983	Nov 83	No	4	No	52
Perspectives, Summer-Fall 1981	Feb 82	No	4	No	48
Recent Activities Against Citizens and Residents of Asian Descent	Sep 86	No	3	No	87
Religion in the Constitution: A Delicate Balance	Sep 83	No	3	No	79
Statement of the USCCR on School Desegregation	Dec 82	No	4	No	54
Statement on Affirmative Action	Oct 77	No	3	Yes	12
Statement on the Equal Rights Amendment	Dec 78	No	4	No	32

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Clearinghouse publications (cont.)					
Statement on the Fiscal Year 1983 Education Budget	Oct 82	No	4	No	23
Statement on the Fiscal Year 1984 Education Budget	Jul 83	No	4	No	124
Success of Asian Americans: Fact or Fiction?	Sep 80	No	4	No	28
The Black/White Colleges: Dismantling the Dual System of Higher Education	Apr 81	No	3	No	46
The Equal Rights Amendment: Guaranteeing Equal Rights for Women Under the Constitution	Jun 81	No	4	No	29
The Federal Civil Rights Enforcement Budget: Fiscal Year 1983	Jun 82	No	4	No	68
Toward an Understanding of Bakke	May 79	No	4	No	189
Toward an Understanding of Stotts	Jan 85	No	4	Yes	64
Toward Equal Educational Opportunity: Affirmative Admissions Programs at Law and Medical Schools	Jun 78	No	4	No	119
Unemployment and Underemployment Among Blacks, Hispanics, and Women	Nov 82	No	4	Yes	98
With All Deliberate Speed: 1954-19??	Nov 81	No	3	No	46
Women Still in Poverty	Jul 79	No	4	No	50
Women's Rights in the United States of America, A Report of the Inter-American Commission of Women	Mar 79	No	4	No	15

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<u>Title</u>	<u>Date issued</u>	<u>Recommendations made</u>	<u>Statutory responsibility^a</u>	<u>Out of print</u>	<u>Number of pages</u>
Hearing transcripts					
Age Discrimination in Federally-Assisted Programs, Hearing Held in Washington, D.C., September 26-28, 1977, Volume II: Exhibits	Oct 78	No	3	No	1129
Age Discrimination in Federally-Assisted Programs, Hearing Held in Denver, Colorado, July 28-29, 1977, Volume I: Testimony	Jan 78	No	3	No	220
Age Discrimination in Federally-Assisted Programs, Hearing Held in Denver, Colorado, July 28-29, 1977, Volume II: Exhibits	May 78	No	3	No	1088
Age Discrimination in Federally-Assisted Programs, Hearing Held in Miami, Florida, August 22-23, 1977, Volume I: Testimony	Jan 78	No	3	No	273
Age Discrimination in Federally-Assisted Programs, Hearing Held in Miami, Florida, August 22-23, 1977, Volume II: Exhibits	May 78	No	3	No	390
Age Discrimination in Federally-Assisted Programs, Hearing Held in San Francisco, California, June 27-28, 1977, Volume I: Testimony	Jan 78	No	3	No	300
Age Discrimination in Federally-Assisted Programs, Hearing Held in San Francisco, California, June 27-28, 1977, Volume II: Exhibits	Jun 78	No	3	No	848
Age Discrimination in Federally-Assisted Programs, Hearing Held in Washington, D.C., September 26-28, 1977, Volume I: Testimony	Feb 78	No	3	No	410
American Indian Fishing Rights in the State of Washington, Hearing Held in Seattle, Washington, August 25, 1978, Volume IV: Exhibits 4-15	Oct 79	No	3	No	756

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Hearing transcripts (cont.)					
American Indian Fishing Rights in the State of Washington, Hearing Held in Seattle, Washington, August 25, 1978, Volume III: Testimony and Exhibits 1-3	Aug 79	No	3	No	673
American Indian Issues in the State of South Dakota, Hearing Held in Rapid City, South Dakota, July 27-28, 1978	Sep 79	No	3	No	355
American Indian Issues in the State of Washington, Hearing Held in Seattle, Washington, October 19-20, 1977, Volume II: Exhibits	Dec 78	No	3	No	652
American Indian Issues in the State of Washington, Hearing Held in Seattle, Washington, October 19-20, 1977, Volume I: Testimony	Sep 78	No	3	No	330
[Desegregation in the Los Angeles Unified School District], Hearing Held in Los Angeles, California, December 13-14, 1976	Jun 79	No	3	No	485
Domestic Violence, Hearing Held in Harrisburg, Pennsylvania, June 17-18, 1980, Testimony	Mar 82	No	2	No	267
Domestic Violence, Hearing Held in Phoenix, Arizona, February 12-13, 1980, Testimony and Exhibits	Jul 81	No	3	No	639
[Economic Condition and Concerns of Women], Hearing Held in Chicago, Illinois, Volume III: Exhibits 1-39, June 17-19, 1974; July 25, 1974; August 22, 1974; November 22-23, 1974	Jun 78	No	3	No	913

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Hearing transcripts (cont.)					
[Economic Condition and Concerns of Women], Hearing Held in Chicago, Illinois, Volume IV: Exhibits 40-106, June 17-19, 1974; July 25, 1974; August 22, 1974; November 22-23, 1974	Jun 78	No	3	No	625
[Economic Condition and Concerns of Women], Hearing Held in Chicago, Illinois, Volume I: Testimony, June 17-19, 1974	Oct 77	No	3	No	442
[Economic Condition and Concerns of Women], Hearing Held in Chicago, Illinois, Volume II: Testimony, July 25, 1974; August 22, 1974; November 22-23, 1974	Oct 77	No	3	No	299
[Employment Opportunities for Minorities and Women in the Television Industry], Hearing Held in Los Angeles, California, March 16, 1977	Dec 77	No	3	No	174
Federal Bureau of Investigation-Indian Reservations; Police Abuse, Hearing Held in Washington, D.C., May 14, 1979	Jan 80	No	3	No	69
Immigration Policy and Procedure, Hearing Held in Washington, D.C., November 14-15, 1978, Volume I: Testimony	Sep 79	No	3	No	287
Immigration Policy and Procedure, Hearing Held in Washington, D.C., November 14-15, 1978, Volume II: Exhibits	Oct 79	No	3	No	505
National Indian Civil Rights Issues, Hearing Held in Washington, D.C., March 19-20, 1979, Volume I: Testimony	Nov 79	No	3	No	218
Police Practices and Civil Rights, Hearing Held in Philadelphia, Pennsylvania, February 6, 1979; April 16-17, 1979, Volume I: Testimony	Nov 79	No	3	No	304

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Hearing transcripts (cont.)					
Police Practices, Hearing Held in Houston, Texas, June 12, 1979, and September 11-12, 1979, Testimony and Exhibits	Nov 80	No	3	No	573
[Police-Community Relations], Hearing Held in Memphis, Tennessee, May 9, 1977	Dec 77	No	3	No	138
Protection of Handicapped Newborns, Hearing Held in Washington, D.C., June 12-14, 1985	Mar 86	No	3	No	250
[School Desegregation], Hearing Held in Boston, Massachusetts, June 16-20, 1975	May 78	No	3	Yes	740
[School Desegregation], Hearing Held in Corpus Christi, Texas, August 17, 1976	Dec 77	No	3	No	188
[School Desegregation], Hearing Held in Denver, Colorado, February 17-19, 1976	Dec 77	No	3	No	1116
[School Desegregation], Hearing Held in Louisville, Kentucky, June 14-16, 1976	Dec 77	No	3	No	858
[School Desegregation], Hearing Held in Tampa, Florida, March 29-31, 1976	Dec 77	No	3	No	751
The State of Civil Rights in Miami and Dade County, Hearing Held in Miami, Florida, December 8-11, 1980	Jan 83	No	3	No	625
Urban Minority Economic Development, Hearing Held in Baltimore, Maryland, November 17-18, 1981	Jul 83	No	3	No	280
Women and Minorities in High Technology, Hearing Held in San Jose, California, September 20-21, 1982, Testimony	Oct 83	No	3	No	274

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Statutory reports					
Comparable Worth: An Analysis and Recommendations	Jun 85	Yes	3	Yes	81
Confronting Racial Isolation in Miami	Jun 82	Yes	3	No	353
Desegregation of the Nation's Public Schools: A Status Report	Feb 79	Yes	3	No	90
Enforcing Title IX	Oct 80	Yes	3	No	78
Equal Opportunity in the Foreign Service	Jun 81	Yes	3	No	23
Extending Equal Employment Opportunity Law to Congress	Jun 80	Yes	3	No	37
Greater Baltimore Commitment: A Study of Urban Minority Economic Development	May 83	Yes	3	No	117
Improving Hispanic Unemployment Data: The Department of Labor's Continuing Obligation	May 78	Yes	3	No	31
Indian Tribes, A Continuing Quest for Survival	Jun 81	Yes	3	No	192
Minority Elderly Services, New Programs, Old Problems, Part II	Nov 82	Yes	3	No	125
Minority Elderly Services, New Programs, Old Problems, Part I	Jun 82	No	3	No	163
Nonreferral Unions and Equal Employment Opportunity	Mar 82	Yes	3	No	116
Police Practices and the Preservation of Civil Rights	Jul 80	Yes	3	No	21
Social Indicators of Equality for Minorities and Women	Aug 78	Yes	3	Yes	136
The Age Discrimination Study	Dec 77	Yes	3	No	112

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Statutory reports (cont.)					
The Age Discrimination Study, Part II	Jan 79	No	3	No	298
The Decline of Black Farming in America	Feb 82	Yes	3	No	196
The Federal Civil Rights Enforcement Effort--1977, To Eliminate Employment Discrimination: A Sequel	Dec 77	Yes	3	No	335
The Federal Fair Housing Enforcement Effort	Mar 79	Yes	3	No	235
The Federal Response to Domestic Violence	Jan 82	Yes	3	Yes	173
The State of Civil Rights: 1977	Feb 78	No	3	No	36
The State of Civil Rights: 1979	Jan 80	No	3	No	37
The Tarnished Golden Door, Civil Rights Issues in Immigration	Sep 80	Yes	3	No	158
The Voting Rights Act: Unfulfilled Goals	Sep 81	Yes	3	No	426
Under the Rule of Thumb, Battered Women and the Administration of Justice	Jan 82	Yes	3	Yes	100
USCCR Report to The President and The Congress	Jan 81	Yes	3	No	21
Who Is Guarding the Guardians? A Report on Police Practices	Oct 81	Yes	3	No	173
Window Dressing on the Set: An Update	Jan 79	Yes	3	No	97
Consultation and conference proceedings					
A Sheltered Crisis: The State of Fair Housing in the Eighties, Presentations at a Consultation Sponsored by the USCCR, Washington, D.C., September 26-27, 1983	Oct 84	No	3	No	227

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Consultation and conference proceedings (cont.)					
Battered Women: Issues of Public Policy, A Consultation Sponsored by the USCCR, Washington, D.C., January 30-31, 1978	Dec 78	No	3	Yes	706
Civil Rights Issues in Health Care Delivery, A Consultation Sponsored by the USCCR, Washington, D.C., April 15-16, 1980	Sep 81	Yes	3	No	960
Civil Rights Issues of Asian and Pacific Americans: Myths and Realities, May 8-9, 1979, Washington, D.C., A Consultation Sponsored by the USCCR	Jun 80	No	4	Yes	834
Civil Rights Issues of Euro-Ethnic Americans in the United States: Opportunities and Challenges, A Consultation Sponsored by the USCCR, Chicago, Illinois, December 3, 1979	Dec 80	No	4	No	592
Civil Rights Issues of Handicapped Americans: Public Policy Implications, A Consultation Sponsored by the USCCR, May 13-14, 1980, Washington, D.C.	May 81	No	3	No	691
Comparable Worth: Issue for the 80's, A Consultation of the USCCR, Volume 1, June 6-7, 1984	Nov 84	No	3	No	234
Comparable Worth: Issue for the 80's, A Consultation of the USCCR, Volume 2, June 6-7, 1984	Feb 85	No	3	Yes	134
Consultations on the Affirmative Action Statement of the USCCR, Vol. II: Proceedings, February 10 and March 10-11, 1981, Washington, D.C.	Oct 82	No	4	No	214
Consultations on the Affirmative Action Statement of the USCCR, Vol. I: Papers Presented, February 10 and March 10-11, 1981, Washington, D.C.	Jun 82	No	3	No	288

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Consultation and conference proceedings (cont.)					
Discrimination Against Minorities and Women in Pensions and Health, Life, and Disability Insurance, Volume I: Proceedings and Papers	Mar 79	No	3	Yes	758
Discrimination Against Minorities and Women in Pensions and Health, Life, and Disability Insurance, Volume II: Exhibits	Mar 79	No	3	Yes	529
Police Practices and the Preservation of Civil Rights, A Consultation Sponsored by the USCCR, Washington, D.C., December 12-13, 1978	Aug 79	No	3	No	179
Recent Developments, New Opportunities in Civil and Women's Rights, A Report of the Proceedings of the Western Regional Civil Rights and Women's Rights Conference IV, Sponsored by the USCCR in San Francisco, California, June 29-July 1, 1977	Jul 78	No	4	No	178
Religious Discrimination: A Neglected Issue, A Consultation Sponsored by the USCCR, Washington, D.C., April 9-10, 1979	Apr 80	No	3	No	541
Youth Unemployment, Presentations to the USCCR, Washington, D.C., September 18, 1980	Sep 81	No	4	No	51
Miscellaneous					
Catalog of Publications	May 84	No	4	Yes	26
Catalog of Publications	Mar 83	No	4	No	24
Catalog of Publications	Sep 78	No	4	Yes	27
Civil Rights: A National, Not a Special Interest	Jun 81	No	3	No	130
Employee Handbook	Jan 85	No	4	Yes	58

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Miscellaneous (cont.)					
Equal Opportunity in Presidential Appointments	Jun 83	No	4	No	22
People Who Follow the Crops	Jun 78	No	4	Yes	74
State Advisory Committee Handbook	Jul 83	No	4	Yes	26
State Advisory Committee Handbook	Oct 80	No	4	Yes	26
State of Civil Rights 1957-1983: The Final Report of the USCCR	Nov 83	No	4	Yes	82
Statement of the USCCR Concerning the Detroit Police Department's Racial Promotion Quota	Jan 84	No	3	No	6
Statement of the USCCR on Civil Rights Enforcement in Education	Jun 83	No	3	No	10
Statements of the USCCR, Firefighters v. Stotts, Hishon v. King & Spalding	Jul 84	No	3	No	6
Statute, Rules, and Regulations	Apr 80	No	4	No	50
The United States Commission on Civil Rights (Brochure)	Jan 80	No	4	Yes	8
United States Commission on Civil Rights (Brochure)	May 84	No	4	No	15
United States Commission on Civil Rights (Brochure)	Mar 81	No	4	Yes	15
Staff reports					
Police Practices in Philadelphia, Pennsylvania	Apr 79	No	4	Yes	196
Police-Community Relations in San Jose	Apr 80	No	4	No	19
Puerto Ricans in California	Jan 80	No	4	No	19

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Staff reports (cont.)					
School Desegregation in Providence, Rhode Island	Oct 77	No	3	Yes	28
School Desegregation in Tacoma, Washington	May 79	No	4	Yes	18
Staff Report, Hearing in Harrisburg, Pennsylvania, The Legal System and Women Victims of Domestic Violence	Jun 80	No	3	Yes	93
Staff Report, Hearing in Phoenix, Arizona, The Legal System and Women Victims of Domestic Violence	Feb 80	No	3	Yes	67
Staff Report, South Dakota Indian Hearing	Jul 78	No	3	Yes	123
The Use of Community Development Block Grant Funds in Arkansas: An Assessment	Aug 78	No	3	Yes	134
Publications in Spanish					
Gente Que Camina Con Las Cosechas (People Who Follow the Crops)	Mar 79	No	4	Yes	83
La Enmienda Sobre Igualdad de Derechos: Garantizando Igualdad de Derechos para las Mujeres Bajo la Constitucion (The Equal Rights Amendment: Guaranteeing Equal Rights for Women Under the Constitution)	Jun 81	No	4	No	32
La Puerta De Oro Deslustrada, Los Derechos Civiles en la Inmigracion (The Tarnished Golden Door, Civil Rights Issues in Immigration)	Sep 80	Yes	3	No	481
Logrando Que El Tio Sam Haga Valer Sus Derechos Civiles (Getting Uncle Sam to Enforce Your Civil Rights)	Oct 80	No	4	No	52

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Publications in Spanish (cont.)					
Trabajando con su Escuela (Working with Your Schools) (Texas and New Mexico)	Jul 78	No	4	No	142
Consultation/hearings proceedings					
Issues in Housing Discrimination, A Consultation/hearing of the USCCR, Washington, D.C., November 12-13, 1985, Volume 1: Papers Presented	Sep 86	No	3	No	238
Issues in Housing Discrimination, A Consultation/hearing of the USCCR, Washington, D.C., November 12-13, 1985, Volume 2: Proceedings	Sep 86	No	3	No	130
Selected Affirmative Action Topics in Employment and Business Set-Asides, Volume 1	Nov 85	No	3	Yes	330
Selected Affirmative Action Topics in Employment and Business Set-Asides, Volume 2	Mar 86	No	3	Yes	121
Films					
"Coming out of Violence"	Apr 79	NRC ^c	NRC	No	NA
"Laurel and Laurel, A City Divided"	81 ^b	NRC ^c	NRC	Yes	NA

^aThe subsection of P.L. 98-183 which describes the general statutory responsibility exercised by the Commission (see app. I).

^bMonth of issue not available.

^cNRC indicates that the publication was not reviewed.

Project Start Dates
for Commission Publications Issued After January 1, 1984

<u>Publication title</u>	<u>Date project started</u>	<u>Publication date</u>
Participation of Minority and Women Contractors in the Northeast Corridor Improvement Project (NECIP) (Inter-Regional Advisory Subcommittee on NECIP)	Dec 79	Sep 86
Minorities and Women as Government Contractors--Kansas	Aug 82	Jan 86
Industrial Revenue Bonds: Equal Opportunity in Chicago's IRB Program?	Aug 82	Apr 86
Redistricting in Rhode Island: Its Problems, Practice and Promise	Aug 82	Sep 86
Bigotry and Violence in Idaho	Feb 83	Jan 86
A Citizen's Guide to Understanding the Voting Rights Act	Apr 83	Oct 84
State Enforcement of Nondiscrimination Requirements in Education Programs (Iowa, Kansas, Missouri, and Nebraska)	May 83	Aug 86
Police-Community Relations in Montgomery, Alabama	May 83	Sep 86
A Sheltered Crisis: The State of Fair Housing in the Eighties, Presentations at a Consultation Sponsored by the USCCR, Washington, D.C., September 26-27, 1983	Jun 83	Oct 84
Police--Community Relations in Omaha Follow-up	Jun 83	Mar 86
Battered Women in Hartford, Connecticut: Six Years After	Aug 83	Dec 85
Statewide Conference on Civil Rights Complaints and Enforcement in Virginia	Aug 83	Jan 86
Comparable Worth: Issue for the 80's, A Consultation of the USCCR, Volume 1, June 6-7, 1984	Feb 84	Nov 84
Comparable Worth: Issue for the 80's, A Consultation of the USCCR, Volume 2, June 6-7, 1984	Feb 84	Feb 85
Directory of Private Fair Housing Organizations	Jun 84	Apr 86
Hearing Before the USCCR, Protection of Handicapped Newborns, Hearing Held in Washington, D.C., June 12-14, 1985	Jul 84	Mar 86
Recent Activities Against Citizens and Residents of Asian Descent	Jul 84	Sep 86
Report of a November 1984 Conference Sponsored by the Delaware Advisory Committee to the USCCR	Oct 84	Dec 85
Toward an Understanding of Stotts	Nov 84	Jan 85

<u>Publication title</u>	<u>Date project started</u>	<u>Publication date</u>
Comparable Worth: An Analysis and Recommendations	Nov 84	Jun 85
Selected Affirmative Action Topics in Employment and Business Set-Asides, Volume 1	Nov 84	Nov 85
Selected Affirmative Action Topics in Employment and Business Set-Asides, Volume 2	Nov 84	Mar 86
Directory of State and Local Fair Housing Agencies	Dec 84	Mar 85
Issues in Housing Discrimination, A Consultation/Hearing of the USCCR, Washington, D.C., November 12-13, 1985, Volume 1: Papers Presented	Jul 85	Sep 86
Issues in Housing Discrimination, A Consultation/Hearing of the USCCR, Washington, D.C., November 12-13, 1985, Volume 2: Proceedings	Jul 85	Sep 86
Statement of the USCCR Concerning the Detroit Police Department's Racial Promotion Quota	Unknown	Jan 84
Catalog of Publications	Unknown	May 84
United States Commission on Civil Rights (Brochure)	Unknown	May 84
New Perspectives, Summer 1984	Unknown	Jul 84
Statements of the USCCR, Firefighters v. Stotts, Hishon v. King & Spalding	Unknown	Jul 84
New Perspectives, Fall 1984	Unknown	Oct 84
Employee Handbook	Unknown	Jan 85
New Perspectives, Winter 1985	Unknown	Mar 85
New Perspectives, Spring 1985	Unknown	Jun 85
New Perspectives, Summer 1985	Unknown	Sep 85
New Perspectives, Fall 1985	Unknown	Feb 86
New Perspectives, Winter/Spring 1986	Unknown	Sep 86

Commission Publications Issued in Fiscal Year 1987
as of March 31, 1987

<u>Publication title</u>	<u>Publication type</u>	<u>Publication date</u>
The Economic Progress of Black Men in America	Clearinghouse	Oct. 86
The Economic Status of Americans of Southern and Eastern European Ancestry	Clearinghouse	Oct. 86
New Perspectives, Summer 1986	Clearinghouse	Oct. 86
Protection of Handicapped Newborns, Hearing Held in Washington, D.C., June 26-27, 1986, Volume II	Hearing	Oct. 86
An Annotated Bibliography on Selected Fair Housing Issues	Clearinghouse	Sep. 86/ Oct. 86
Enforcement of the Indian Civil Rights Act, Hearing Held in Rapid City, South Dakota, July 31-August 1, and August 21, 1986	Hearing	Oct. 86

Briefing Memoranda Prepared by the State Advisory Committees
January 1984-September 1986

Activities of the New Mexico Legislature

Affirmative Action Issues at the University of New Mexico - An Update

Briefing Memorandum Regarding the North Carolina Advisory Committee
Community Forum: Equal Employment Opportunity in State Government

Briefing on Fair Housing

Briefing Memorandum Regarding Minorities and Women in the Media in Atlanta,
Georgia

Briefing Memorandum on Handicap Discrimination in Maryland

Briefing Memorandum Regarding the Community Forum: Equality in the
Provision of Municipal Services in Tunica, Mississippi

Briefing Memorandum on the Hispanic Student Dropout Problem in Colorado

Briefing Memorandum on Forum on Nutrition Services and the Black Elderly
(Delaware)

Civil Rights Concerns and Issues in Vermont

Confronting Racial Isolation in Miami

Community Forum on Affirmative Action (Louisiana)

Contract Compliance in Chicago (Illinois)

Comparable Worth Issues in Louisiana - An Overview

Combined Police/Border Patrol Activity in El Paso, Texas

Community Forum on Fair Housing (Indiana)

Disestablishment of the Dual System of Higher Education in Arkansas

Effects of Block Grant Funding on Indian Reservation Programs in Region VIII
(six state advisory committees)

Employment, Fair Housing and Education in Utah

Equal Employment Opportunity in Tacoma Area Local Government (Washington)

Equity Issues in Special Education, and Gifted and Talented Programs in Maryland

Inadequate Enforcement of State and Local Human Rights Laws in West Virginia

Issues of Indian Rights in Northern Wisconsin

Juvenile Justice in New Jersey

Maine Equal Rights Amendment

Mental Health Services in Indiana

Oklahoma's New Fair Housing Law

Selected Age Discrimination Issues in Iowa

Selected Civil Rights Issues in Iowa Public Education

South Florida Chapter of Associated General Contractors of America v. Metro Dade County

South Dakota Briefing Memorandum on Disadvantaged Business Enterprise Provisions of the Surface Transportation Act of 1982

Southeast Asian Civil Rights Issues and Administration of Justice and the Immigration Process in Eastern Washington

Status of Civil Rights in Mid-Missouri

Status of Voting Rights in New Mexico

The Status of Desegregation in Public Institutions of Higher Education in Arkansas: Meeting the Challenge of Adams

The Human Rights Act in North Dakota

The Status of Bigotry and Violence in Southwestern and Southeastern Pennsylvania in the Mid-1980s

The Aftermath of the Lawrence, Massachusetts Riots

The Status of Desegregation in Public Higher Education in Oklahoma

The Civil Rights Impact on Windsor of the Construction of I-91/I-291 (Connecticut)

Update on Bigotry and Violence in New Jersey and New York

Update on Domestic Violence in New Jersey

Commission Budgets and Staffing Levels (Full-Time Equivalents)
Fiscal Years 1978-1987
 (dollars in 000s)

<u>Fiscal year</u>	<u>Full-time equivalents</u>	<u>Annual budget</u>	<u>Budget in constant dollars^a</u>
1978	306	\$10,846	\$10,846
1979	293	10,852	10,217
1980	293	11,719	9,986
1981	267	12,153	9,371
1982	246	12,318	8,852
1983	229	11,976	8,479
1984	206	12,010	8,340
1985	211	12,869	8,445
1986	193	11,771	7,637
1987	68	7,519	4,956

^aWe used the quarterly levels of the implicit price deflator for federal government purchases of nondefense goods and services to express the Commission's annual budget in constant fiscal year 1978 dollar terms.

Note: GAO
comments
supplementing
those in the
text appear
at the end of
this appendix.



UNITED STATES
COMMISSION ON
CIVIL RIGHTS

1121 Vermont Avenue, N.W.
Washington, D.C. 20425

July 24, 1987

HAND DELIVERED

Mr. William J. Anderson
Assistant Comptroller General
United States General Accounting Office
Washington, D.C. 20548

Dear Mr. Anderson:

I am pleased to be given this opportunity to provide comments on the draft of the General Accounting Office (GAO) report on "Commission Publications During Fiscal Years 1978-1986."

I can appreciate the difficulty of the unusual task charged to GAO, which was to evaluate the accomplishments of the Commission. GAO has done so by counting the number of publications produced by the "new" Commission, formed after Congress reconstituted the Commission in November 1983, and comparing these counts with the number of publications of the "old" Commission over the period 1978 to 1984. I am sure you would agree, however, that a simple count of reports is a highly inadequate measure for comparing the output of agencies, much as would be counting the number of meals served as a way of comparing McDonald's with a fine French restaurant.

The basic GAO finding is that the "new" Commission has averaged fewer reports per year than the "old" Commission. A closer examination of the situation, however, shows that even when judged on "numbers" of reports, the "new" Commission's output has not been notably low. It is true that the output of the "new" Commission came to a virtual halt during the months after its reconstitution. But the output rose sharply in 1985, and in 1986, the "new" Commission was producing about the same number of reports as the "old" Commission averaged over the 1978-1983 period.

The facts are given in Table 1 (attached), which shows the number of reports issued each fiscal year during the period FY 1978 through the first quarter of FY 1984 -- the period before reconstitution -- and the number issued during the period starting with the second through fourth quarters of FY 1984 and ending with the close of FY 1986 -- the period after reconstitution.

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It is not hard to understand why the output of the "new" Commission was low in FY 1984 (only nine reports were completed in the 9-month period January thru September 1984). The reconstitution of the Commission by Congress in November 1983 followed a period of preparation for a full shutdown of the Commission, triggered by a doubt about its reauthorization.

As the GAO report notes, when the Commission was reauthorized in November 1983, it was completely re-established with a different number of Commissioners (eight instead of six) appointed to fixed terms (instead of open-ended appointments) by a different appointment procedure. The procedure of 26 years had been for the President to appoint all of the Commissioners (with Senate confirmation), whereas under the new procedure half of the Commissioners are appointed by the President (with no Senate confirmation required) while Congress appoints the other half. The complete slate of Commissioners was barely appointed by their first meeting in January 1984. At that meeting, the Commission was not only new in makeup, but also re-evaluated the role and mission of the Commission. In addition, many staffers had left Commission employment during the threatened shutdown. As a result of the staff turnover in 1984, close to one-fourth of the Commission's employees had started their tenure in that same year. It takes time to formulate the design of a research project and to assemble a team that can work well together. Thus, under the circumstances prevailing in 1984, it is hardly surprising that few reports were completed.

In FY 1986, however, the "new" Commission was able to issue 46 reports, close to the average of 51 reports per year issued by the "old" Commission (in continuous operation since 1957) in the period 1978-1983. Moreover, the output of the "new" Commission that year was produced with a lower level of resources than those of the "old" Commission -- a staff level of only 193 employees in 1986 compared to an average of 272 during the 1978-1983 period. Moreover, during the last quarter of FY 86, the Commission was again in a state of crisis as the House of Representatives had voted for a Commission shut down. A general notice of a reduction-in-force (RIF) was put into effect, and staff morale and productivity were greatly affected.

Although ultimately the Commission was not shut down because of a compromise reached in the Congress in early October 1986, the Commission's 1987 budget was cut so drastically that the staff level was reduced to 68 employees in the first half of FY 1987 (although the number has dipped below 60 in recent months). As the GAO report notes, the Congress

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imposed a 35 percent funding cut, but this necessarily led to a 65 percent reduction in staff.* The reduction in staff, combined with the situation of uncertainty and tension, has, of course, had a negative effect on the Commission's 1987 output.

See comment 1.

It is important also to note that a recently approved Commission report on Federal enforcement of equal employment requirements by the Department of the Justice, the Department of Labor, and the Equal Employment Opportunity Commission, a monitoring report of more than three hundred pages, represents the cumulative efforts of Commission staff that first began in 1984. That year, the Commission authorized work to begin on that report, and it was at that time conceived as a long-term monitoring project.

The GAO report makes no attempt to assess the quality of the "new" Commission's reports. It is important to point out, however, that the "new" Commission has held to an understanding of its jurisdiction in greater conformity to its statutory mandate than did the "old Commission." The "old" Commission had strayed away from strictly civil rights issues to general commentary on a variety of social and economic issues, many of which would have been more appropriate to other agencies. For example, the "old" Commission devoted considerable resources to subjects such as the problems of battered women and the availability of social services to deal with them, the hard lives of migrant farmworkers and their families, and the effects of energy development in the West on disadvantaged groups. These issues may well be legitimate for public attention, but the problems described do not arise because of a denial of rights based on "race, color, religion, sex, age, handicap, or national origin" and are not, therefore, within the jurisdiction of the Commission. The "new" Commission, by contrast, has focused its efforts on investigations of the extent and forms of discrimination against various groups and on the effectiveness of government anti-discrimination policy in dealing with such discrimination. These broad issues were clearly intended to be the primary responsibility of the Commission on Civil Rights.

- * The percentage reduction in staff was necessarily greater than the percentage reduction in funds in the year of the budget cut due to the high costs of a RIF, whereby a large percentage of funds goes for severance pay and other transfers to former employees.

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The "new" Commission's output is notable in the quality of its research. An excellent staff has been assembled who conduct sophisticated legal and social science analysis. A report such as the Economic Progress of Black Men in America is not simply a literature review with some case studies, but an in-depth analysis of the sources of income disparities between black and white men in order to determine the role of discrimination and changes in discrimination over time. It has enough material for several reports, although it was issued as one report. The report has been widely praised by academics in leading institutions as well as by commentators such as Daniel Seligman in Fortune Magazine.

See comment 1.

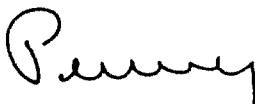
Although the "new" Commission has been accused of being political in its work and of being simply the mouthpiece of the Administration, there is not a single instance where a report of the "new" Commission was authored by a political or activist group or by the Administration. One can, however, find examples of such political affiliations in the "old" Commission's reports. For instance, the "old" Commission's Statement on the Equal Rights Amendment (December 1975) had substantial input from the director of the Women's Legal Defense Fund of NOW (The National Organization for Women) and from the Women's Law Project. NOW also was contracted to provide the draft report that was the basis for the Commission's report The Equal Rights Amendment: Guaranteeing Equal Rights Under the Constitution. Another report of the "old" Commission, Women's Rights in the United States of America (March 1979), was simply a publication of a report prepared by the Justice Department during the Carter Administration.

In sum, the record of the "new" Commission in terms of the number of its publications reflects the fact that, in many ways, in January 1984 the Commission was indeed a new Commission. GAO averaged the 9-month period January-September 1984 with 1985 and 1986 and obtained a low number of publications per year (for 3 years). Looked at year-by-year, it is apparent that 1984 -- the first year -- was low, but it is also apparent that the "new" Commission's output reached the level of the "old" Commission once it was fully organized, even though in the final quarter of FY 86 the Commission was again placed in a crisis by virtue of defunding efforts by certain Members of Congress. In addition, the quality of reports under the "new" Commission has been exceedingly high.

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The GAO was not instructed to go into the "why" of their finding of low output. I hope these comments provide the "why." There are some differences in the way we have characterized and classified the Commission reports compared to the GAO report. These differences are shown in the notes to Table 1.

Sincerely,



CLARENCE M. PENDLETON, JR.
Chairman

Attachment

TABLE 1

Number of Commission and SAC Reports Issued by
Type Issued and by Fiscal Year

	1978	1979	1980	1981	1982	1983	1984 Quar. 1	1984 Quar. 2-4	1985	1986
	<u>OLD COMMISSION</u>							<u>NEW COMMISSION</u>		
<u>Commission Reports</u>										
Clearinghouse	5	9	6	9	5	12	3	1	7	8
Consultation/Hearings <u>1/</u>	20	10	7	6	2	3	--	1	3	7
Statutory	5	4	4	5	7	2	--	--	1	--
Staff reports	3	2	4	--	--	--	--	--	--	--
Miscellaneous	2	--	2	3	--	4	1	4	1	--
Films	--	1	--	1	--	--	--	--	--	--
Spanish translations <u>2/</u>	1	1	1	2	--	--	--	--	--	--
Subtotal Commission Reports	36	27	24	26	14	21	4	6	12	15
<u>SAC Reports <u>3/</u></u>										
See comment 2. Published	18	14	20	32	40	34	5	--	--	11
Briefing Memoranda	--	--	--	--	--	--	--	--	23	20
See comment 3. Subtotal SAC Reports	18	14	20	32	40	34	5	--	23	31
<u>Total Reports</u>	54	41	44	58	54	55	9	6	35	46
Staff level	306	293	293	267	246	229	(206)		211	193

1/ Combines the categories Hearing Transcripts, Consultation and Conference proceedings, and Consultation/Hearing proceedings

2/ Translations of identical report in English.

3/ State Advisory Committee (SAC) reports.

Additional Notes to Table 1

This table classifies Commission reports somewhat differently than the way GAO does. The differences are as follows:

- . Reports of State Advisory Committee (SAC reports) may be printed formally or may be issued as Briefing Memoranda to the Commissioners and made available to the public (xeroxed) on request. The new Commission frequently issued Briefing Memoranda rather than published SAC reports as a way of saving printing costs and streamlining the process by which information was brought to the Commissioners' attention. Although the GAO alludes to the Briefing Memoranda and lists them in an appendix, it does not include them in its final count of Commission reports. Because the published SAC reports and the SAC Briefing Memoranda require similar effort -- and are similar in content -- many are reports on civil rights activities in the states -- it seemed appropriate to include both kinds of SAC reports in the final count, which has been done in this table.
- . Six reports of the Commission were printed in October 1986, although they were approved and sent to the printer in September or earlier. The delay was partly due to the threat of a Commission shut down again. These six reports have been attributed to FY 1986, not 1987, as they surely were not the products of the drastically reduced staff of FY 1987.

The following are additional GAO comments on the Commission Chairman's letter dated July 24, 1987.

1. This issue was outside the scope of our review.
2. The Commission indicated that 23 briefing memoranda were published in fiscal year 1985 and 20 in 1986 for a total of 43. We found that one of these memoranda was dated in fiscal year 1987.
3. The Commission indicated that 9 reports were issued in the first quarter of fiscal year 1984 and 6 in the remaining three quarters. We found that 10 reports were issued in the first quarter of 1984 with 5 issued during the remainder of the year. (See app. IV.)

(966256)

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