

EQUAL EMPLOYMENT OPPORTUNITY PRACTICES  
THE FEDERAL JUDICIARY

HEARINGS

BEFORE THE

SUBCOMMITTEE ON  
CIVIL AND CONSTITUTIONAL RIGHTS

OF THE

COMMITTEE ON THE JUDICIARY  
HOUSE OF REPRESENTATIVES

NINETY-SIXTH CONGRESS

FIRST AND SECOND SESSIONS

ON

EQUAL EMPLOYMENT OPPORTUNITY PRACTICES IN THE  
FEDERAL JUDICIARY

10, 1979; MAY 30 AND NOVEMBER 19, 1980

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EQUAL EMPLOYMENT OPPORTUNITY PRACTICES IN  
THE FEDERAL JUDICIARY

THURSDAY, MAY 10, 1979

HOUSE OF REPRESENTATIVES,  
SUBCOMMITTEE ON CIVIL  
AND CONSTITUTIONAL RIGHTS  
OF THE COMMITTEE ON THE JUDICIARY,  
Washington, D.C.

The subcommittee met at 1:30 p.m. in room 2226 of the Rayburn House Office Building, Hon. Don Edwards (chairman of the subcommittee) presiding.

Present: Representatives Edwards, Drinan, and Conyers.

Staff present: Ivy L. Davis, assistant counsel, and Thomas Boyd, associate counsel.

Mr. EDWARDS. The committee will come to order.

Today marks the first in a series of hearings on employment practices in the Federal judiciary which appear to have resulted in the virtual exclusion of minorities and women from all but clerical or secretarial positions in many of the Federal district and circuit courts.

Prior to the enactment of the Omnibus Judgeship Act by the 95th Congress, there were 398 district court judges throughout the 95 districts, and 97 circuit court judges in the 11 circuits. The Judgeship Act will increase the number of judges by approximately 30 percent. A great deal of attention has been focused on the need to appoint greater numbers of minorities and women to those newly created judgeships. Indeed, I sponsored an amendment urging such appointments when the bill was considered in the House, and it is a part of the law now.

However, little attention has been directed to the increases in support staff generated by this bill. Such staff will increase by approximately 30 percent as well. In keeping with this subcommittee's review of EEO in the Federal Government, we are concerned as to what affirmative steps are being taken to insure that increased numbers of minorities and women are being appointed to these and other positions as well.

This afternoon's hearing will focus on the Federal judiciary within 11 Southern States constituting the "Ole Confederacy." It is appropriate that our review begins here, because this region represents the genesis of the struggle for civil rights legislation, such as title VII of the Civil Rights Act of 1964. It is also in this region that the employment of blacks and women in the Federal judiciary has been evaluated by the Southern Regional Council, first in 1964 and again in 1978. Approximately one-third of the Federal trial and appellate courts are located in the southern region.

(1)

To my knowledge, no other comprehensive evaluations of the Federal judiciary have been conducted by any other private or Government agency. Although the scope of the report is limited to these Southern States, it is very likely that the conclusions are generally applicable to the entire Federal judiciary.

The findings set forth in this report are so disturbing that further hearings are necessary to assess the degree of exclusion of minorities and women in the Federal judiciary and in other regions, and to consider appropriate and meaningful corrective remedies.

Officers and personnel of the Federal courts are outside the "competitive service" and thus, are excepted from the protections afforded other Federal employees. Despite their exemption, I am convinced the Federal judges, who frequently author decisions calling for broad employment protections for minorities and women in the private and governmental sectors, would be hard pressed to deny that similar standards should be available to their employees.

The need for such standards is perhaps most compelling in the judicial branch because of its unique function. It is my hope that this and subsequent hearings will establish the extent of exclusion of these groups from the Federal judiciary, suggest appropriate corrective action and identify an effective enforcement and monitoring mechanism.

I yield to the gentleman from Massachusetts, Mr. Drinan.

Mr. DRINAN. I thank you, Mr. Chairman. I commend you for your statement and your initiative in bringing these hearings to be. I, too, join in the thought that there should be some effective monitoring and enforcement mechanism for the courts, just as there should be with the Congress of the United States. And I hope that we can move forward, as a result of these hearings to bring about some affirmative action both to the courts and for the Congress.

I thank you.

Mr. EDWARDS. I am pleased to welcome today's witness, Steve Suitts. Mr. Suitts is executive director of the Southern Regional Council and author of the report entitled, "Blacks and Women in the Southern Federal Judiciary."

We welcome you. We congratulate the council on its splendid work.

#### TESTIMONY OF STEVE SUITTS, EXECUTIVE DIRECTOR, THE SOUTHERN REGIONAL COUNCIL

Mr. SUITTS. Thank you, sir. I appreciate the opportunity to appear before the subcommittee and commend your most keen interest in this area, which continues a longstanding concern of this subcommittee and its members for the issues of equal opportunity.

Mr. Chairman, as you know, I am the executive director of the Southern Regional Council, which is a nonprofit, nonpartisan organization, that has for 35 years promoted equal opportunity for all people in the South. During these years the council has been continuously concerned about the quality of southern justice.

For example, as the Voting Rights Act of 1965 was being considered in Congress, the council issued its report, "Racial Discrimination in Southern Federal Courts," documenting a system of racial discrimination in the selection of court personnel and jurors in Federal cases.

In late 1977, the council embarked upon another survey to determine the number of blacks and women in the Federal courts of the 11 Southern States. Intended to update the 1965 council study, this report required 9 months to prepare and publish, largely because information on the race and sex of court personnel could not be ascertained from any one source in the Federal judiciary.

While we attempted to ascertain the race and sex of court personnel from the Administrative Office of the U.S. Courts, we were told that no such information existed on race, and that data on women would be very difficult to retrieve, if not impossible. We were advised that an inquiry with each separate jurisdiction of the Federal courts would be the only way to obtain the information.

While most of the clerks and officers in the 29 district courts and 4 circuit courts located in parts in the 11 Southern States cooperated in supplying us the information requested, we were required to ascertain information in at least 6 districts from local practicing attorneys, by visual observation, and through verification from former court employees. Such methods were also required in order to ascertain the race and sex of court personnel in the offices of some circuit judges.

Mr. EDWARDS. At this time, we must recess for about 10 minutes. There is a vote on the Kemp New York resolution on tax exemption on the floor. The committee will recess for 10 minutes.

[Recess.]

Mr. EDWARDS. The subcommittee will come to order, and we welcome the addition of the gentleman from Michigan, Mr. Conyers, who is chairman of the Subcommittee on Crime. He is not a member of this subcommittee, but he is a valued friend of the subcommittee and we welcome him.

Mr. Suitts, we apologize for the delay and you may continue.

Mr. SUITTS. Thank you, sir. The problems of gathering information for this report, I think Mr. Chairman, is noteworthy. As I said, there were at least six court districts which refused to provide this information and the reasons they gave for their refusal could only be described, in my judgement, as peculiar.

The clerk of the district court of Knoxville, for instance, stated that he had shown the survey to the chief judge of that district and was simply told to forget about the survey. The district court of Birmingham provided information only about the sex of the employees in his office and refused to give information about race, because he said, "such designation of the records of the employees would be subject to the individual employee's right under the Privacy Act."

I know of no section in the Privacy Act that would prohibit that information; and I certainly don't know why information about sex is unprotected and race would be. In any event, Mr. Chairman, that was his reasoning.

The clerk of the Federal court in Miami didn't provide the information because the judges in his jurisdiction thought it would be "improper."

And finally, Mr. Chairman, the district clerk of New Orleans informed the council that he had presented the survey to the judges, and they had decided that the questionnaire should not be answered, because as he said, "You have no authority to request this information."

The results of our survey of all southern Federal offices of the district and circuit courts are contained in our report, "Blacks and Women in Southern Federal Courts," a copy of which I am submitting with this testimony. While the report takes up the issue of blacks and women as district and circuit judges, magistrates, and bankruptcy judges, I want to recommend this committee's primary attention at this time to the information we ascertained concerning the total court personnel of the Federal judiciary, an area which has too long been neglected.

Of the 29 southern Federal district courts, 1 in 3 did not have any black in the office of the district judge, bankruptcy judge, or clerk. The nine Federal district courts without blacks were located in: Fort Smith, Ark.; Savannah, Ga.; Baton Rouge, La.; Jackson, Miss.; Greensboro, N.C.; Raleigh, N.C.; Knoxville, Tenn.; Beaumont, Tex.; and Roanoke, Va.

Mr. Chairman, when the offices of the U.S. marshal and U.S. attorney were included in our survey there were still two district courts in the South that had no blacks, even with those offices included. Those two courts were in Fort Smith, Ark., and Roanoke, Va.

Throughout the region, blacks held few positions of employment in the Federal district courts. In a region where 20 percent of the population is black, only 6 percent of the southern district courts' personnel were black. Only 3 of the 29 district courts in the South employed 10 percent or more black personnel. There is no black U.S. clerk in any southern Federal district court. The dismal record of the southern Federal courts is most strikingly seen when the percentage of black personnel of the courts is compared with the black population and labor force of the local communities.

In 10 of the 11 southern States, the percentage of black population in the State was more than twice the percentage of blacks in the Federal courts of the State. In 26 of the 29 cities where the southern district courts sit, the black labor force was at least three times as great as the black personnel in the courts. In Birmingham, Ala., for example, the black labor force was five times as great as the 7-percent black personnel in the Federal court, in that southern city.

The difference between the percentage of blacks in the population of the cities where the courts are located and the percentage of blacks employed in the courts was even more enormous. In Atlanta, for example, the black population was almost 51 percent, while blacks make up only 9 percent of the Federal court personnel.

The pattern of employment in the Federal circuit courts of appeal in the South shows no remarkable difference from the one established by the district courts: Few blacks were employed, and even fewer were in professional positions. No black in the South circuits was a judge, chief clerk, law librarian, judge's law clerk, or secretary in a judge's chamber office.

Throughout the region, blacks held few positions of employment in the Federal district courts in any capacity. Although I know that before that time, there were some black clerks in some circuit court judges' chambers, there has never been a black secretary in the judges' chamber offices.

Only 1 percent of the circuit courts' professional positions are occupied by blacks. Indeed, 10 of the 11 blacks in the circuit courts

located in the 11 southern States were found in the clerk's offices in clerical, recording, and secretarial positions. Only 6 percent of the entire personnel of the circuit courts in the South were black.

Mr. Chairman, while women had a better overall proportional representation in southern Federal courts, the majority of women were concentrated in the traditionally female positions of clerical and secretarial. The women were vastly underrepresented in professional positions in the southern Federal courts.

Mississippi and South Carolina show clearly the problem. Women comprised more than 50 percent of the population of both States; however, less than 3 percent of the professional positions in both States were held by females. Five other States, North Carolina, Virginia, Tennessee, Texas, and Arkansas, had similarly enormous gaps between the population of women and the female percentage in professional positions.

In 13 of the 29 district courts, women comprised 3 percent or less of all professional positions. In 25 of the 29 communities where district courts are located, the female labor force was at least three times as great as the percentage of women in professional positions in the district courts. Two district courts, in Knoxville, Tenn., and Macon, Ga., had no women in professional positions at all. Also, there were only two female chief clerks of the district or circuit courts in all of the South.

I think that is an important fact, Mr. Chairman, for the simple reason that females are traditionally held in clerical and secretarial positions in large number; but when it came to the chief clerk, only two females have been allowed to hold that position.

While information on prior employment of women is unavailable, the 1965 study of black personnel in the southern Federal courts which the Council undertook, enables a comparison of employment patterns over a period of 13 years. In 1965, the Council found that blacks comprised 2 percent of all personnel in the southern Federal courts. Most of the positions held by blacks were clerical and secretarial. After 13 years—in 1978—blacks comprised only 6 percent of the personnel in the southern Federal courts. Most of these are clerical, recording, and secretarial.

In other words, from 1965 to 1978, almost 1,500 new positions were created in the southern Federal courts, in addition to vacancies which naturally arose. The number of employees almost doubled during that period. Despite this fact, blacks gained at a rate of less than one-third of 1 percent each year in the employment of southern Federal courts.

Mr. Chairman, down home we call that "crawdadin" when you are going in the wrong direction.

There is no satisfactory explanation for this systematic underrepresentation of the blacks in the southern Federal courts. While more sophisticated analyses with more detailed information would offer a better understanding of what has happened to Federal courts across the country, it is clear that the southern Federal courts have steadfastly failed to integrate their employment.

These findings suggest nothing short of a deliberate pattern of race and sex discrimination in the Federal judiciary.

Mr. Chairman, my conversations with former employees and present court employees, both black and female, demonstrate their

belief and seem to substantiate the charge that deliberate attempts have been made by those who hire and fire, to choose on the basis of race and sex. While our study covers only 11 States in the South, it probably represents a wider, national pattern.

I point out that the fact that the South contains parts of four circuits, and it has about one-third of all the judges and the court personnel in the entire country. Most likely, the only peculiarly southern trait to these findings is the fact that there is not one single Federal court in the region of the South to which we can point as an example of a fully integrated system.

Mr. Chairman, the report was sent in October 1978, to the district courts of the South, the chief judges of all circuit courts in the country, the Administrative Office of the U.S. Courts, and to the Supreme Court. We have had some acknowledgements of the report. However, not one substantive response to our findings of an unbelievably poor record of the Federal court system of employment has been forthcoming from anyone in the Federal judiciary.

The conclusions of our report call for quick action from all three branches of the Federal Government. All of Government must now adopt a common sense of urgency and a willingness to take extraordinary action to undo a historic pattern which has for too long been a disgrace to the third branch of Government.

Perhaps the most effective means of offering blacks and women realistic opportunities for employment in the Federal courts is to appoint qualified blacks and women to the highest positions in the courts. We made this observation in 1965:

The exclusion of Negroes from the top positions in the system obviously has the practical effect of virtually eliminating them from the lesser positions.

Thus, the appointment of qualified blacks and women as Federal Judges, U.S. attorneys, U.S. magistrates, U.S. marshals and U.S. clerks, should be of first priority. The President should nominate, and the U.S. Senate confirm, a large number of blacks and women to the 156 positions which have been made available through the Omnibus Judgeship Act.

Since the Federal judiciary should have already adopted and enforced a comprehensive plan for affirmative action with specific timetables and goals and a procedure for complaints, Congress must now act.

I mention the fact, Mr. Chairman, that on Monday of this week, the Fifth Circuit Court of Appeals Judicial Conference met in Atlanta for an entire day of administrative proceedings. While some of their proceedings were closed to the public, my information is that not one word was said about employment in their own halls of court.

Legislation is needed to give employees in Federal courts specific, statutory entitlements to a procedure for the redress of grievances about discrimination on the basis of race, sex, or color in employment. Congress should pass legislation creating a specific requirement for the Federal courts to report frequently on the results of hiring practices and to compile information which can be made available to the public about the results of employment practices. Finally, Congress must mandate a plan of affirmative action for the Federal judiciary.

No time can be lost, Mr. Chairman, if the goals of equal opportunity are to be realized in the years to come in the Federal judiciary. The

passage of the Omnibus Judgeship Act and the appointment of the 152 new Federal judges over the next few months, will probably enlarge the number of personnel in the Federal judiciary by 33 percent. If actions are not taken and procedures not revised now to insure fairness in employment and affirmative action, the pattern of underrepresentation will become more entrenched and the Federal court system, if it does now, will not be able to maintain its role as the defender of the principle, written into the stone of the Supreme Court Building, "Equal Justice Under Law."

Mr. Chairman, with the strongest sense of urgency, I plead with you and your committee to take all necessary action which will assure that the Federal courts observe in the halls of justice, as well as their legal opinions, the goals of equal opportunity.

Thank you, Mr. Chairman.

Mr. EDWARDS. Thank you, Mr. Suitts, for your fine testimony, the findings are most disturbing.

Mr. DRINAN. Thank you, Mr. Chairman. I wanted to thank the witness, too, and indicate that I, for one, hope that we can follow up on this in every way available to us. May I ask a technical question first? I don't see probation officers here. Are they included in other clerks, or were they excluded?

Mr. SUITTS. Probation officers were not included for two reasons. One is because we did not include them in the 1965 study. And, secondly, we did try to collect the information separately, and we were having such a difficult time, we simply gave up.

Mr. DRINAN. Did it show anything different from—

Mr. SUITTS. No. What information we were able to collect showed the same pattern, absolutely.

Mr. DRINAN. Could I ask this. What about other Federal installations in these areas, such as the Post Office? Do they have a larger number of black personnel?

Mr. SUITTS. We did not include them in the study, Mr. Drinan. However, previous studies done by the council and affiliates, the Human Relation Councils in the South, show that the pattern is in some instances a little worse, and in some instances a little better.

In 1976, Mississippi Council on Human Relations did a study of all Federal agencies in Mississippi and found that overall, the employment of the Federal agencies were a little better than the Federal courts, but not much better than what we found here.

We did, Mr. Drinan, inquire in time with the post office personnel offices, since some of the clerks who refused the information said that if we wanted the information, we would have to find some other person to give it to us. They were just as unwilling to provide any information to us about the court employees as were the courts, who refused the information.

Mr. DRINAN. Well, am I to conclude that the Postal Service, or the postal offices in all these areas, are just as dismal as the Federal courts?

Mr. SUITTS. I couldn't lead you to that conclusion absolutely. But on the basis of the study sponsored in Mississippi by the Council on Human Relations, their finding in that State was that it was not much better.

Mr. DRINAN. That raises the question in my mind whether or not affirmative action and EEOC is working in the executive branch of the

Government. And that leads me to my questions about your recommendation.

Would you recommend that the Judicial Conference with or without legislation institute a national affirmative action program; or would you feel this has to be done by each individual court?

Mr. SUITTS. I think it is a power that the Judicial Conference has.

Mr. DRINAN. Without legislation:

Mr. SUITTS. Without legislation.

Mr. DRINAN. Why are they reluctant to do it?

Mr. SUITTS. I think they hope the problem will be ignored, Mr. Drinan. My private confidential conversations on this matter with Federal judges in the South leads me to the conclusion that they simply do not want to address the problem in 1979. I recall that somewhere around 1964 to 1967, the Judicial Conference had passed some resolution on equal opportunity in employment.

But that is the only resolution I think or official act they have ever conducted on the matter.

Mr. DRINAN. Let me go back to methodology for a moment. Would you say that the Federal court system is significantly worse than similarly situated institutions, the State courts or the State probation situation or similarly situated institutions?

Mr. SUITTS. We are conducting a look at the Southern States courts at the moment, and our findings are not all in. Preliminarily, it does not seem that being employed in the Federal courts is any more an advantage or keeps you from being excluded on the basis of race and sex than it does if you are in the State courts.

So far, we haven't seen any substantive difference between the patterns in Federal and State courts. If anything, we are seeing that in some of the administrative positions, the employment patterns of the State courts may be better. As you may know, the third branch of State government is required to file with the EEOC, forms of employment. At least they have to publicly display what it is they are doing and not doing.

Mr. DRINAN. One last question. In your excellent study here, you indicate on page 9 that only in Tennessee, is the percentage of blacks in the Federal courts closely approximating the black population of the State. Tennessee has about 16 percent black and the Federal courts employ about 11 percent blacks.

Was there any particular reason for that? Is that due to the leadership of a judge or some administrator?

Mr. SUITTS. I think if you look at the other charts, it is due to the Federal court located in Memphis, Tenn., where there has been perhaps for the longest period of time, a black in a high position. There has been a black bankruptcy judge in that Memphis, Tenn., court for many years, and I attribute the concern for affirmative action to the presence of that high-ranking black official in the Federal court.

Mr. DRINAN. I thank you, again, for your excellent study, and I know that you will keep in touch with this subcommittee. And I would welcome any additional material or particularly additional recommendations.

Thank you very much.

Mr. EDWARDS. The gentleman from Michigan, Mr. Conyers.

Mr. CONYERS. Thank you for permitting questions of the witness on my part. I appreciate it.

You know, the Southern Regional Council has distinguished itself over the years in keeping the fight for fairness going under somewhat difficult circumstances, and I am very pleased to have been able to enjoy this testimony of its executive director.

Let's review the possibilities in terms of where we might go from here. I, for one, am not willing to pass up the possibility of us raising this question and its resolution in discussions with the following persons: One, the President of the United States; two, the Attorney General; three, the U.S. Commission on Civil Rights; four, the EEOC; and five, the Community Relations Service inside the Department of Justice.

The Congressional Black Caucus would, I'm sure, join with other Members of the House and Senate in raising this issue. And I think they would be appropriately shocked and perhaps outraged by the factual revelation you have brought before this subcommittee chaired by my colleague from California, Mr. Edwards.

Before we rush to the legislative branch, which is frequently hindered, let's begin to examine other alternatives. I know, for example, that the gentleman from Massachusetts, like me, has the opportunity on occasion to talk to the Attorney General. I am embarrassed to say that frequently I don't know what is going on in certain parts of the country which prevents me from raising important issues with the Attorney General.

For example, I just came back from Houston, where the police-abuse problem with the Mexican Americans, as well as blacks, is incredible—I haven't seen anything like that kind of atmosphere in many years. But I was not aware of it.

So frequently, we are having tea with the Attorney General and talking about other important issues and we don't—we are not appropriately prepared to bring these issues up, except in the most general construction.

I think that these hearings are setting the way, not only for perhaps legal considerations or legislative considerations, but for a number of these other areas as well. And I would like to get your reaction to that.

Mr. SUITTS. Well, Mr. Conyers, I think I defer to you all and your collective wisdom as to how we are going to get this legislation passed.

Mr. CONYERS. Believe me, don't defer to my wisdom after what just happened this morning. It means you just got in town.

Mr. SUITTS. Well, I doubt, however, that the Attorney General is totally unaware of such a problem. The Attorney General served in the Federal judiciary for some time. And if both by what was going on in his own surroundings and by his visual observation, I think, he could obviously see the absence of diversity in employment.

I would also remind you that the Chief Justice of the Supreme Court is head of the U.S. Judicial Conference, and has some responsibility for administrative matters, as well as additional matters of the courts.

Mr. CONYERS. Thank you very much, Mr. Chairman.

Mr. EDWARDS. Thank you, Mr. Conyers.

Mr. SUITTS. Mr. Chairman, I might mention that in our fact gathering on this report, we came across a fair number of individuals and



attorneys who have been approached by individuals in the employment of the courts. And their story to me might be worth my repeating somewhat here.

They told me that their initial response to people who had problems and offered facts about their problems, was to say that it is obvious that these were good employment cases. These were lawyers who do a good bit of litigation in employment.

Their immediate response was: "Sure, we will take care of it. That's obviously race discrimination, sex discrimination." Then they went to find out what to do about it. They looked at the statutes; they looked at the administrative procedures; and they looked, and they looked, and they came back and they told their client: there is not a thing we can do about it. You have no remedy.

Mr. CONYERS. Why?

Mr. SUITTS. Well, first of all, title VII doesn't apply to the Federal judiciary. As I recall, despite some resolution by the Judicial Conference 10 years ago, there is nothing in the way of administrative rules that even prohibit race discrimination or sex discrimination, much less specific procedures. And we are talking about the agency, the branch of Government which, unlike any other can say on one given day, you, a citizen of the United States must do this. And that is the final word.

No other agency in this country has such an awesome power. And for that agency of Government to have employment figures like this is surely going to discredit the appearance of justice, if not the reality.

Mr. EDWARDS. As you know, congressional staff are also excepted from these protections. Can you make any distinction between congressional staff and judicial staff?

Mr. SUITTS. Mr. Chairman, I think there is some distinction. The third branch of Government is not one where individuals, judges or others, represent particular political views. It is both traditional and it is a part of the judiciary's efforts that they are supposed to disrobe themselves of one kind of view or another, and look at the law and the Constitution and operate on that basis.

So, there is not that sphere of political opinion which a member of the judiciary should carry around, or which should influence his or her decisions on the bench or in employing personnel.

Arguments have been made, and I think to a very limited extent, and I stress the limit of that view, have some merit that the people who represent specific districts, having certain demography in that district and certain views from that district, ought to be able to represent that view to a limited extent in employment.

And I would draw out, again, the importance of the judiciary as the agency, not in collaboration with others or making a collective decision but as one Federal judge sitting alone, makes decisions that are final; and they, themselves, make that decision.

While decisions sometimes would be repealed, ultimately it is those individuals who are making the decision outside the collective judgment of differing views. I think that all adds to the importance of the judiciary in being able to operate within its own halls by the same standards that it dictates to others outside.

Mr. EDWARDS. Now, let's discuss what influence the Administrative Office of the Courts might have in hiring of judicial personnel. Does

the Administrative Office set forth any standards for employment practices by the judges and others?

Mr. SUITTS. The Administrative Office, upon guidance from the Judicial Conference, does have present responsibility for collecting information and distributing standards. In some instances, I think they fleshed out the standards set by the Judicial Conference about who should be hired and in what positions. So, they in fact, do that already in terms of educational qualifications and experience that might be necessary in certain positions.

So, they already promulgate those standards which the Judicial Conference has established, as those that ought to be, and they collect information.

The Administrative Office could tell you almost for every district court, a great deal of information about the employees. They tell you about their educational experience, and could tell you where they were born. They could probably tell you who their aunt is.

What they can't tell you, what they haven't decided to collect is what race someone is.

Mr. EDWARDS. Well, there must be rules and regulations as to how they should recruit. Have you seen recruiting instructions promulgated by, I presume, by the Judicial Conference of the United States?

Mr. SUITTS. If there are rules and regulations promulgated on how to recruit and hire employees other than those relating to educational qualifications and such standards, I don't know of them. There is no procedure that I know of which goes to the matter of equal opportunity.

Mr. EDWARDS. Now sometimes—

Mr. SUITTS. Let me give you an example of a clerk in New Orleans and the hiring practices of one of the courts in New Orleans. It was described to me by a former employee.

A notice was, in this instance, made in the newspaper to an anonymous post office box. According to this source, not all of the jobs were posted in the newspaper as being open. But this one happened to be. All of the applicants ranged to about 40 for this one clerical position.

The decision to hire was not made for those 40, but the decision to hire was made of a relative, a distant relative, but nevertheless a relative of the clerk making the decision. The relative who happened to be working in another city, had not even submitted a résumé.

I think that is a pretty good example of the lack of procedure.

Mr. EDWARDS. Well, I should think that the atmosphere that's created would have to have some effect on the conduct of the court, the employees and the judges themselves. I can only assume that, would you agree?

Mr. SUITTS. Absolutely, there is no question.

Mr. EDWARDS. Ms. Davis.

Ms. DAVIS. Thank you, Mr. Chairman. I would like to follow up on a question that was raised earlier by Father Drinan. You noted that the reason you did not include statistics in your 1978 report on probation officers, for example, was that they were not included in the 1965 report, and it was also very difficult to gather that information. Does that also explain why your report excluded figures on FBI agents, and janitorial and security personnel?

Mr. SUTTS. We didn't include janitorial because of the fact that they are often employed through the GSA or the Post Office in whatever building the court is actually located in.

Also, since we were not taking information from forms that we could look at, but we were relying on the information that was being supplied to us on our own forms, we know from experience that when people fill out those forms, they often have a tendency to upgrade the status of a janitor. And we were very skeptical of wanting to see janitors being put into positions of director of maintenance and operations for purposes of that form.

So, we excluded those to insure that we didn't get a biased result. FBI agents we excluded simply because that information can be obtained more directly from the Justice Department, and the FBI is not really essential to the operation of the Federal judiciary. It is not a part of it in the sense that the court is dependent on their operating functions.

Mr. EDWARDS. If the gentlewoman would yield, I would like to also point out, I don't think you would have gotten the same answer that I got when I wrote 8 or 9 years ago to the then director of the FBI, asking how many black special agents were in Mississippi; and the answer was exactly the number that we think is appropriate.

Mr. SUTTS. From other inquiries to other people, Mr. Chairman, I know the feeling, however.

Ms. DAVIS. I would like to go back to the role of the Administrative Office of the Courts and the kind of data that it has available on its employees. My understanding is that they do maintain data on the basis of sex; the only information that is not included is race.

I was wondering if you can think of any legal or policy prohibition against the Administrative Office collecting and maintaining such data on race?

Mr. SUTTS. Absolutely not. I'm sure ingenuity and time could muster some rationale, although I don't think it would be very substantial. I think if you look over the pattern of what information they have, what information they keep and what one bit of information they don't keep, it causes a great deal of suspicion about why that one piece of information is not kept.

I should also point out, while they do keep information on sex; they don't do anything with it. They don't retrieve it. It is just there in the files. They could get to it if they want to.

Ms. DAVIS. Do you believe that the Director of the Administrative Office could collect that data if he so wished on his own, or would he need direction from the Judicial Conference or direction from the Congress to collect and maintain that data?

Mr. SUTTS. I think that I would say on the basis of the collection of information already done, that office could collect information on race without further instruction. It certainly would come from the Judicial Conference by instruction. And I suggest that it might be needed from Congress, simply because that branch of Government in that office has so historically refused to even address the issue, much less collect information about it.

Ms. DAVIS. I have one other question on this round, Mr. Chairman. And that is, if a national affirmative action plan were instituted for the Federal judiciary, do you think it could be effected at this time by the

Director of the Administrative Office, or would he need direction from the Conference or from the Congress?

Mr. SUTTS. I think there would have to be at least direction from the Judicial Conference for legal authority, and save that, would have to come from Congress. I think I do hold, Mr. Chairman, the view and I don't think precedents substantiate it very much at this point, but I do hope the fifth amendment should require Congress, as well as the judiciary, to act with due process of law.

However, there is some precedent of court employees trying to enforce that principle without success.

Ms. DAVIS. If the Judicial Conference were to direct the Administrative Office to establish an affirmative action plan, are you convinced that that direction would be binding on the Federal courts, or would, in fact, such direction have to come from the Congress?

Mr. SUTTS. I think that is a question that I would demur on. I am not absolutely sure in my own mind. I think that, certainly, I could not envision a situation in which a district court would rebel against a guideline and resolutions established by the Judicial Conference. If it happened and the district court did, it would be up, obviously, for the courts to decide.

And I don't think that is the best situation. There is no question, however, that Congress does have the power for saying that the courts will enforce equal opportunity principles in that branch of Government.

Ms. DAVIS. Thank you.

Mr. BOYD. Thank you, Mr. Chairman. Did your 1965 report address female employment?

Mr. SUTTS. No, it did not.

Mr. BOYD. Why then, did you choose to include it in your 1978 report?

Mr. SUTTS. Because since 1965, most of the laws governing equal opportunity have come to realize that discrimination on the basis of sex is irrational, as is discrimination on the basis of race.

Mr. BOYD. Thank you. With regard to the South's peculiar relationship in this report, I judge from your testimony that you don't believe that the South is singularly unique in this regard, do you?

Mr. SUTTS. No, sir, not at all.

Mr. BOYD. Do you think it is representative of the entire Federal court system?

Mr. SUTTS. I think the findings on the regional representation is what would be found in the Nation.

Mr. BOYD. Do you recommend that Congress remove the exemption for the Federal courts in title VII?

Mr. SUTTS. I recommend that Congress enforce equal opportunity provisions in the judiciary. Whether it is through the title VII mechanisms, I would think not.

Mr. BOYD. How else would you recommend that Congress look at it?

Mr. SUTTS. I think there is a mechanism that could be set up for observing and resolving issues within the judiciary itself. And I think that would be a more proper mechanism than through EEOC.

Mr. BOYD. Would that be initiated through the judiciary by the judges, or by the administrative office? How would that work?

Mr. SUTTS. I think the administrative office could be very central to that kind of mechanism; and I intend and would be glad to provide to this subcommittee, specific recommendations of how I would propose such a procedure. But I think as a fact gatherer, they could be very instrumental in terms of enforcement and complaint procedures. I think it could probably be set up in each district court.

Mr. BOYD. You think the judiciary would cooperate with such a system short of legislation?

Mr. SUTTS. On the basis of the response of the judiciary to date, I would say probably not.

Mr. BOYD. One further question on this round, Mr. Chairman.

Law clerks, of course, generally speaking, change annually at both the district and circuit level. Did you make any effort to look back in the years since 1965 to see how that minority representation existed on an annual basis in the law clerk category?

Mr. SUTTS. We didn't include it in the study and we did recognize that law clerks change every 24 months or sooner. Our information was that there have been no more than seven black law clerks in the history of the fifth circuit court.

Mr. BOYD. One other question, Was that in the history of the fifth circuit court?

Mr. SUTTS. Yes.

Mr. BOYD. Was any one of those a minority law clerk employed by the present Attorney General when he sat on this circuit?

Mr. SUTTS. No.

Mr. BOYD. What was his record relative to minority employment while he was a judge on the fifth circuit?

Mr. SUTTS. My knowledge may be somewhat insufficient, although it is fairly broad on that question. To my knowledge, Judge Bell never employed black law clerks.

Mr. BOYD. What about black secretaries.

Mr. SUTTS. No.

Mr. BOYD. What about black court clerks?

Mr. SUTTS. No.

Mr. BOYD. No black personnel at all?

Mr. SUTTS. No, not to my knowledge.

Mr. BOYD. Thank you, Mr. Chairman.

The CHAIRMAN. Mr. Conyers? Ms. Davis?

Ms. DAVIS. I am curious as to the scope of your review. In addition to collecting data on the number of minorities and women in various job categories within the Federal judiciary, I wonder if you were also looking at whether there were district or circuit courts that had established affirmative action programs or had established grievance procedures for employees who felt they had been discriminated against?

Mr. SUTTS. We did not include those as a specific part of our report. We found no written procedures. In those instances where we had to follow up with onsite inquiries of information and telephone calls, and that constituted about four-fifths, we did inquire about whether there were written rules and regulations governing employment relating to race and sex or to affirmative action that we have. And we never received any.

My assumption, therefore, was that there were none to be sent.

Ms. DAVIS. I wonder if you can make available a copy of the questionnaire or letter that you submitted to these jurisdictions?

Mr. SUTTS. We would be glad to.

Ms. DAVIS. Thank you. On the question of categories of personnel, I think you referred to gross categories, either as professional or non-professional. Please set forth, for the committee, your definition of professional and nonprofessional groupings?

Mr. SUTTS. It was a gross classification at best. However, since there was no method that we had, no standards that were given, we used it. Clerical, secretarial and reporting personnel were defined as non-professional. All others were defined as professional. We did define law clerks as professional, although if you looked at their salary range, they probably would not merit that classification. However, because law clerks are so intimately involved in the actual decisionmaking of the Federal courts, we decided to include them on the basis of professionalism.

Ms. DAVIS. Do you know if the Administrative Office uses the same definition of professional and nonprofessional?

Mr. SUTTS. There are some classifications by the Administrative Office of those who work in the clerks' office, which might differ from our classifications. However, we decided on the basis of our 1965 study and on our inquiries with some clerks before we commenced the study, that we were not going to be able to get any information except those broad categories of information.

As I testified, we didn't get that information in a fifth of the instances. So, I think they probably would differ somewhat with our classification, although I would suggest to the committee that it is a classification that is reliable, if not precisely accurate.

Ms. DAVIS. Thank you.

Mr. EDWARDS. Mr. Conyers?

Mr. CONYERS. What other steps are you going to take in this matter?

Mr. SUTTS. Well, we are contemplating other steps. I hope, somehow, that the Federal judiciary would begin to respond in an affirmative way to this matter. We are looking at trying to figure that out. There are not very many remedies. If the judiciary continues to fail to respond and Congress is silent, I think those men and women that I've talked to about specific problems of race and sex discrimination, will simply have to live under the fact that in 1979 and onward, there is no remedy for them.

Mr. CONYERS. I think your testimony before this subcommittee has broken that silence.

Mr. EDWARDS. It occurs to me that volunteer civil rights organizations have largely been silent on this. Isn't that correct?

Mr. SUTTS. I think those organizations were surprised, as other people were, with the findings.

Mr. EDWARDS. I know members of this subcommittee acting as individual Members of Congress, and including my colleague from Michigan, were very much concerned with what we considered the lack of due process in the Federal district court in Raleigh, in the case of the Wilmington 10. Not only the trial, but the post-conviction hearings and the application for writ of habeas corpus.

It is all starting to make more sense now that we have listened to your testimony. Our compliments to you, Mr. Suitts, and to your colleagues that were engaged in this worthy enterprise. And yes, this subcommittee will continue to do its work.

Now that you have opened the door and reminded us that this situation exists, we do intend to have more hearings and to consider legislation and do whatever we think is necessary.

We thank you, and since there are no further questions, the subcommittee stands adjourned.

[Whereupon, at 2:45 p.m., the hearing was adjourned.]

## EQUAL EMPLOYMENT OPPORTUNITY PRACTICES IN THE FEDERAL JUDICIARY

FRIDAY, MAY 30, 1980

HOUSE OF REPRESENTATIVES,  
SUBCOMMITTEE ON CIVIL AND CONSTITUTIONAL RIGHTS  
OF THE COMMITTEE ON THE JUDICIARY,  
*Washington D.C.*

The subcommittee met, pursuant to notice, at 9:32 a.m., in room 2237, Rayburn House Office Building, Hon. Don Edwards (chairman of the subcommittee) presiding.

Present: Representatives Edwards, Kastenmeier, Drinan, Volkmer, and Sensenbrenner.

Also present: Ivy L. Davis, assistant counsel; and Thomas M. Boyd, associate counsel.

Mr. EDWARDS. The subcommittee will come to order.

On May 10, 1979, this subcommittee heard testimony from Steve Suitts, director of the Southern Regional Council, an Atlanta-based public interest organization, as to the findings of their report entitled "Blacks and Women in the Southern Federal Courts." Mr. Suitts testified that "these findings suggest nothing short of a deliberate pattern of race and sex discrimination in the Federal judiciary—there is not one single Federal court in the region to which we can point as an example of a fully integrated system."

At my request the Administrative Office of the U.S. Courts obtained employment data, by race and sex, of all court personnel, including judges, for the 11 circuit and the 95 district courts. The data reflected employees as of June 30, 1979, exclusive of positions created by the Omnibus Judgeship Act.

The data confirms the view that with few exceptions employment practices in the Federal Judiciary have excluded minorities and women in all but clerical and secretarial positions. A recent news report suggests similar findings have been made with regard to the employment of minorities and women in the State court. Such findings compel the conclusion that the judiciary—State and Federal—lags behind private industry and the government sectors in insuring equal employment opportunities.

Admittedly, officers and personnel of the Federal courts are outside the competitive service and, thus, are excepted from the protections afforded other Federal employees. However, the courts themselves, to their credit, have recognized that the concept of equal employment opportunity must be afforded their employees as well.

I am sure the subcommittee is pleased to learn of the Judicial Conference's action in its September 1979 meeting approving a resolution to develop affirmative action plans for every U.S. court.

The model plan recommended by the Court Administration Committee was unanimously approved by the Conference at its March 1980 meeting and has been forwarded to all courts in accordance with the Conference's resolution.

I now would be pleased to yield to the gentleman from Massachusetts, Mr. Drinan.

Mr. DRINAN. Thank you very much, Mr. Chairman.

I welcome Mr. Foley and Judge Hunter, and I have read their statements and commend them upon their initiative and leadership in this area.

Mr. Chairman, I will stay as long as I can at this hearing, which is very important, but I do have business on the floor at 10 o'clock. But I thank the witnesses and commend them for their testimony.

Mr. EDWARDS. Thank you. We appreciate, as always, your being here. I think you all know how much we are going to miss Father Drinan next year when he goes on to different duties. He has been by far the most faithful, diligent, talented member of this subcommittee and of the full Judiciary Committee, indeed of the House of Representatives for many years.

Today, we are going to hear from the Honorable Judge Elmo B. Hunter, U.S. District Court, Western District of Missouri, and Chairman of the Court Administration Committee; and Mr. William Foley, Director of the Administrative Office of the U.S. Courts. We compliment both of you for the critical role you have both played in guiding this model plan through the Conference for its approval.

Gentlemen, we look forward to learning more about the effective implementation and monitoring of this plan and of course we applaud you and the Conference for the action you have taken and we are looking forward to lots of progress.

Would you introduce your colleagues, please, Judge Hunter and Mr. Foley? I understand Judge Hunter will be the first witness.

**TESTIMONY OF WILLIAM E. FOLEY, DIRECTOR, ADMINISTRATIVE OFFICE OF THE U.S. COURTS, ACCOMPANIED BY JAMES MACKLIN, ASSISTANT DIRECTOR; DAN CAVAN, ATTORNEY, MAGISTRATE DIVISION; AND JUDGE ELMO B. HUNTER, CHAIRMAN, COMMITTEE ON COURT ADMINISTRATION, JUDICIAL CONFERENCE OF THE UNITED STATES**

Judge HUNTER. Thank you, Mr. Chairman.

Mr. Chairman, on behalf of the Judicial Conference of the United States and the many Federal judges that it represents, and on behalf of Mr. Foley, Director of the Administrative Office of the U.S. Courts and his staff present here, Mr. Dan Cavan and Mr. James Macklin, I thank you for giving us this opportunity this morning to appear and to report to you upon what we have done, and what we are going to do, to assure that equal opportunity of employment applies to all persons and is conscientiously and fully supported by all courts of the United States and by all of their personnel.

We are very grateful for the dedication and the time that you and the subcommittee members devote to the civil and constitutional rights of our citizens and to the improvement of justice for all of the

people of this great country. We know that you are very dedicated and capable servants of the people of this country, striving to improve the quality of justice for all of our citizens and to assist the judiciary as it likewise strives to improve the quality of justice within its system. We welcome your cooperation in that process.

Mr. Foley and I are sharing our presentation to you. In a broad sense I will go into the background of the subject, delineate some of the problem and our efforts to find a solution. I will describe the dedication of the Federal courts to the achievement of true equal opportunity of employment for all persons regardless of their race, sex, color, national origin, religion, age, or handicap.

Mr. Foley will speak second and will describe the judiciary's efforts to implement its model affirmative action plan, with emphasis on the role and responsibility of the Administrative Office of the U.S. Courts.

We invite your questions, of course. Since Mr. Foley and I will jointly speak, we hope that after you have heard both presentations you will be in good position to ask your questions of either or both of us.

Mr. Chairman, I appear here today, as one part of this presentation, as a representative of the Judicial Conference of the United States, because for several years I have served, and continue to serve, as chairman of its Committee on Court Administration.

The Judicial Conference has a number of committees to which it assigns matters for in depth study and recommendations. Primarily as a result of the current interest and actions of this subcommittee which you chair, the Judicial Conference at its September 1979 meeting reaffirmed its 1966 resolution endorsing a national policy supporting a positive program for equal opportunity of employment.

Additionally, the Conference directed the Committee on Court Administration, with the assistance of the Administrative Office, to prepare a model affirmative action plan for adoption by each Federal court, with regard to the selection and promotion of employees, and to present that model plan to the Judicial Conference for approval at its March 1980 session.

The Judicial Conference meets twice yearly, and the March 1980 meeting was the first to occur after the September 1979 meeting. So it has been only some 8 months ago that the Court Administration Committee was given responsibility for developing an affirmative action plan for adoption by every Federal court. We immediately went to work. We developed an affirmative action plan and we note its prompt approval by the Judicial Conference.

Perhaps this is as good a place as any to mention briefly the way the Judicial Conference and its committees operate. The operation of the Court Administration Committee is somewhat typical of the operation of most of the Conference committees. As noted, we are all creatures of the Judicial Conference and are basically designed to perform a study and recommendation function. We do not hold public hearings. Indeed, because we are composed of busy judges from all over the United States, and devote nearly all of our time to our true court function of trying and deciding cases, we do not have the time, the opportunity, or the tools to conduct public hearings. Hence it is not our practice to have advocates of various projects appear and make presentations or join in the discussions of the committee itself.

Rather, through our committee and subcommittee processes, and particularly on matters of depth, the committee undertakes to thoroughly research and study the matters before it. We generally consider carefully all material provided to us or obtained or developed by us.

This format has been used successfully for almost 40 years and has proven to be fair and adequate. It has evolved as a result of much study and experience by the outstanding members of the judiciary. It meets our needs and is manageable and practicable in view of our limitations. We believe we attain results of high quality through this time-tested process, including our model affirmative action plan which represents the results of the study of over 55 judges through the committee and conference process, plus the enormous assistance of the Administrative Office, which has had its own affirmative action plan in place and successful operation for some 14 years.

A very great deal has been accomplished in the short span of approximately 8 months and much remains to be done. This is especially so in view of the complex and sensitive nature of the subject and the need to develop and retain new, special, and presently unavailable data needed to insure that the model plan is working as intended and is providing a true and realistic equal opportunity of employment throughout the entire Federal court family to all persons regardless of race, sex, color, national origin, religion, age, or handicap.

We assure you, Mr. Chairman, that this project, if it can be termed that, is receiving and will continue to receive our best efforts to bring about its objective of equal opportunity in employment and to see that that objective, once obtained, will be retained.

In saying this Mr. Chairman, we do not say that there has ever existed in the courts any policy, pattern or practice of discrimination against minorities or women. In 1966 we endorsed a national policy of equal opportunity in employment and we believe that on the whole, even absent a positive program such as an affirmative action plan, the courts have come along as fast and perhaps even faster than other governmental and private agencies in confronting the problem.

In saying that we do not assert that there might not be areas or pockets where some discrimination may have occurred. The law firm of Arnold and Porter of this city for example, concludes there has been some discrimination. Unfortunately, the data on which it bases its conclusion lacks sufficient relevancy to the particular problem to truly support its conclusion.

Perhaps they did the best they could with the available data to reach a conclusion. Frankly, we do not know if there has existed or presently exists any such prejudice. We do know that, unfortunately in the past data of the kind really needed to lead to a sound conclusion has not existed. That is one of the major problems we are now confronting and Mr. Foley will speak on that in more detail.

We also know that there has not been proven a single instance of discrimination in employment against a particular employee or applicant. We do not say none has ever occurred in the past; we simply do not know. But we do know that the Federal courts over the past 15 years and more have taken leadership through the judicial process to assure equal opportunity in employment. The various Federal courts' opinions on the subject show a remarkable understanding of the complexities, sensitivities and subtleties of the subject.

It is unrealistic to endeavor to rebut such a clear record of fairness and understanding of the subject, and enforcement of the policy of equal opportunity of employment, by recourse to general statistics that are not closely enough related to the subject to support any clear inference.

At most they raise a flag of warning that more relevant statistics are needed to be sure that no discrimination exists or that, if it does exist, to know its cope and to determine how to quickly and timely cure it.

Mr. Chairman, I do not intend to fuss about, or to endeavor here to discuss in any detail, the statistical basis used by the Arnold and Porter law firm in conclusions of discrimination it believes may exist. Suffice it to say, the statistics used by the Arnold and Porter firm are tied in most instances to general population data. They do not necessarily reflect a pool of qualified applicants. Indeed, there is good reason to believe that they do not in fact reflect a pool of qualified applicants.

Since the *Teamsters* and the *Hazel Wood School District* case decisions by the Supreme Court in 1977, the courts of our Nation have noted the absolute need to produce more precise statistical comparisons where the applicant or employee must meet specialized job qualifications. For example, the courts do not generally employ secretaries, rather they employ legal secretaries with experience. The relevant comparison should be made within that classification. Another example is professional workers. That is too broad a classification, for it includes probation officers as well as attorneys. The relevant comparison should be made within the more precise classifications for the pools of qualified applicants differ greatly in light of the relevant job requirements.

I am sure Mr. Foley will tell you of our ongoing efforts to accomplish more relevant and meaningful comparisons. Our prepared remarks filed with you yesterday more fully cover this subject, and I assume, Mr. Chairman, that they will be or have been made a part of this record.

Mr. EDWARDS. Without objection they have been made a part of the record.

[The information follows:]

STATEMENT OF HON. ELMO B. HUNTER, CHAIRMAN, COMMITTEE ON COURT ADMINISTRATION OF THE JUDICIAL CONFERENCE OF THE UNITED STATES

Mr. Chairman, I am appearing before you today, as a representative of the Judicial Conference of the United States, primarily because I happen to serve as chairman of its Committee on Court Administration. Less than one year ago that committee was given responsibility for developing a model affirmative action plan for adoption by each federal court. At its semi-annual meeting last September, the Conference adopted the following resolution:

"The Judicial Conference of the United States reaffirms its resolution of 1966, endorsing a national policy of a positive program for equal opportunity of employment. In furtherance of that endorsement, the Committee on Court Administration, with the assistance of the Administrative Office, is directed to prepare a model affirmative action plan, for adoption by each federal court, with regard to the selection and promotion of employees, and is further directed to present that model plan to the Conference for approval at the March 1980 session. Upon such approval, each federal court shall adopt and implement a plan based thereon. Any modification of the model plan by a court must first be approved in its circuit by the Circuit Council thereof. A copy of each plan and any subsequent modifications shall be filed with the Administrative Office. Each court shall annually submit a

report on the implementation of its affirmative action plan to the Administrative Office for inclusion in the Director's Annual Report to the Judicial Conference."

That resolution was a direct response to this subcommittee's inquiry into federal court efforts to promote a policy of equal employment opportunity. Within six months of the Conference's September action, the Court Administration Committee developed the model affirmative action plan required by the resolution. On March 5 of this year I presented that model plan to the Conference. It was unanimously approved. So, too, was a resolution directing that: "Each court shall adopt and implement a plan based upon" the model affirmative action plan. Copies of the model plan and of the March resolution addressed to all courts are attached to this prepared statement as Appendix "A".

Before addressing my remarks to the factors which influenced Conference action within the past year, let me respond very briefly to a criticism which I know has been voiced before this subcommittee in prior hearings—the allegation that, although the Conference, on its own initiative, went on record in 1966 as fully supportive of a positive program for equal opportunity employment—and directed the Administrative Office to distribute its plan to all courts for their guidance—"nothing changed."

Mr. Chairman, in a narrow sense that charge is more accurate than inaccurate. To our knowledge, between 1966 and 1979, only seven district courts and one circuit court took the initiative and made some effort to draw a plan or institute a formal program. I submit, however, that those charging that "nothing changed"—and perhaps implying from the allegation itself a deliberate insensitivity among members of the judiciary—or a deliberate pattern of employment discrimination—can no more prove the allegation than the courts can refute it.

I urge you to remember that, during the thirteen-year period in question, our federal courts were placed under greater strain than at any other time in their history. District court filings increased by 83 percent and appellate court filings increased by 181.5 percent. During the same period authorized judgeships for the district courts increased by only 53.6 percent and appellate court judgeships increased by only 50 percent—and those figures do reflect the impact of the largest judgeship bill in history—the 95th Congress' one-third increase in judgeships. During the same period Congress created at least 60 new statutorily authorized federal causes of action. The fundamental business of the courts is that of resolving cases, and our federal courts were hard pressed to cope with an ever-increasing burden one year after another. I do not offer that information as an excuse; I do offer it as an explanation. I believe it is highly unreasonable to expect an institution, continually "running to keep up"—with all judges and supporting personnel straining to meet a continually increasing caseload burden—to reach for new initiatives. I believe it is irresponsible to impute to individuals serving such institutions a disreputable motivation—especially when there are few facts to support such allegations. On the contrary, and to their credit, the courts, through the decisional process, have shown great sensitivity in perceiving the need for—and in furthering the national policy of—equal opportunity employment.

This subcommittee is fully familiar with the federal court structure. All eleven courts of appeals, all ninety-five district courts, and the three specialized courts are largely independent institutions within one nationwide system. Our Founding Fathers fully intended just such a structure. Congress has overwhelmingly supported that concept for almost 200 years. The past four Congresses, in their examination of omnibus judgeship legislation, and legislation to divide the Fifth and Ninth Circuits, have squarely confronted the differences between and among courts within that system. My point is quite simple: The third branch of government is not at all like the second branch of government—any more than is the Congress of the United States. Each entity is primarily responsible for the administration of its own business. The imposition of too-finely-detailed administrative control from Washington—affecting the management of those separate entities—would do more to impede the performance of their fundamental function—the resolution of pending cases—than any other single factor.

Certainly, the Judicial Conference establishes general guidelines for nationwide application. It sets system-wide goals. It seeks to establish qualifications for personnel, as well as standards of performance for supporting personnel, which are generally applicable throughout the nation. Given the unique structure of the federal court system, however, the Judicial Conference can perform such functions only up to a certain point. The model plan approved in March of 1980 was drawn with those realities in mind.

I want to thank this subcommittee for the interest it has shown in our efforts in the past year—and for the understanding and appreciation that you have demonstrated personally, Mr. Chairman. In a very real sense, your interest has helped us to help ourselves.

You are fully familiar with the Arnold and Porter petition filed in early June, approximately one month after this subcommittee's hearings on the Southern Regional Council's report on "Blacks and Minorities in the Southern Federal Courts." That petition, in conjunction with the request for data which this subcommittee filed with Mr. Foley on June 25, 1979, precipitated my committee's preliminary action toward the development of the model plan approved in early March of this year. In acknowledging those positive influences, let me state that I am not here today to dispute information or conclusions presented in the Southern Regional Council's report. Information obtained from all federal courts in response to this subcommittee's request has really superceded much of the information in that report. Arguably, that superceding information—gathered by means of a uniform methodology nationwide—should be of more value to the Congress than the information included in the Council's report, which reached only a limited number of courts. I would bring to your attention the fact that we surveyed court personnel only; our survey did not reach employment patterns by the Department of Justice in offices situated in federal courthouses.

Let me also urge this subcommittee, in interpreting the information provided by the Administrative Office's survey, to recognize the limitations of one "test" which is frequently regarded to yield results that may be prima facie evidence of discrimination in employment. In its report (at page 5) the Southern Regional Council cited language from *Teamsters/Time-D.C. v. U.S.*, 431 U.S. 324, 399 (1977), which, taken alone, may be misleading. In the *Teamsters* decision the Supreme Court acknowledged the limited value of basic statistical comparisons between employee groups and the general population. The Court recognized, however, that statistical comparisons must be evaluated in terms of individual cases. The very footnote in the opinion cited by the Southern Regional Council stipulates that the use of employment percentages correlated to general population statistics may be misleading—because general population data does not necessarily reflect the pool of qualified applicants. In subsequent cases plaintiffs have been required to produce more precise statistical comparisons where defendants have specialized job qualifications. See, for example, *Hazelwood School District v. U.S.*, 433 U.S. 299 (1977).

The Court Administration Committee squarely confronted just that kind of problem when it tried to work with the data gathered for this subcommittee last summer. Tables were prepared by the Administrative Office which drew rough distinctions between "professional" and "non-professional" work forces. Although of some value, those tables were simply general profiles of prevailing conditions.

Frankly, the Administrative Office was working with inadequate information concerning pools of qualified candidates. The simple fact is that necessary data does not yet exist. To the extent that comparisons could be made, we found that women generally hold from ten to twenty percent fewer professional positions in the courts than they do in overall state labor forces. In federal courts in eleven states percentages of professional women employed by the courts appeared to be less than the percentage prevailing in the states' overall labor forces, according to Department of Labor data. That kind of comparison, however, is of limited value. We were not able to compare percentages of women lawyers in state labor forces with percentages of women lawyers in federal courts in those states. In a smaller number of states the general data comparisons indicated that blacks were underemployed in the federal courts, especially in Louisiana, Mississippi, and South Carolina. The differences in percentages were significant. Again, however, we really do not know what that means. Copies of the comparison tables prepared for my committee's use have been provided to subcommittee staff. In my opinion, those studies have a limited utility; while they did help us locate a "prima facie" problem, they could not provide detailed-enough information to be of real value in planning a meaningful solution.

Many professional positions in the court system are available only to attorneys. Statistical comparisons for those positions should be limited to available applications in that classification. At least one federal case, *Coopersmith v. Roudsbush*, 517 F. 2d 818 (1975), has recognized "attorneys" as a distinct labor force. Another case *Hester v. Southern Railway Company*, 497 F. 2d 1374 (1974), has suggested that secretaries with specialized qualifications may be a distinct labor group. I

remind you that our federal courts do not employ only "generally-skilled" secretaries. They employ large numbers of legal secretaries, who must come to the work with some prior experience. Yet we have no national data or state data—we certainly have no district data—to use in making meaningful comparisons.

Another factor in the analysis by the Court Administration Committee which was troublesome was the lack of any data whatsoever on "turnover rates" in federal court positions. Because we have never had any reason to tabulate that kind of data, we simply do not now have it. Any evaluation of a pattern of discrimination in employment necessarily must look not only to the representation of employees on a given date, but also to the employment pattern established over a reasonable period of time.

Another problem we encountered is the absolute lack of information on interested applicants from "identified labor pools." To argue that a pattern of discrimination—superficially suggested by a correlation to general population data—in fact exists—without any idea of how many members of the identified group are interested in seeking employment in the federal courts—is not justified. Obviously, we must do more to bring to the attention of—and to interest—minorities in the federal courts as places of employment, but we have today no real idea of what the spectrum of interest will be. The competition of the market place may well cause a continuing lack of interest on the part of many who are qualified.

I am reasonably confident that data tabulation now in planning by the Administrative Office under guidelines established in the model affirmative action plan will, over a period of time, correct many of the deficiencies my committee simply could not correct in its efforts to analyze the results of the survey taken at this subcommittee's request.

The preamble to the model plan unequivocally states the Judicial Conference's allegiance to meaningful equal opportunity employment. It specifically reaches all persons "regardless of their race, sex, color, national origin, religion, age, or handicap." It mandates the promotion by each court of a program that will encompass recruitment, hiring, promotion, and advancement. The plan is designed to provide each court with general guidelines—while leaving each court with enough discretion to fashion a particular plan relevant to its own circumstances—its own "relevant labor market."

I do not believe the Members of Congress would for one moment presume that the populations of Alaska and Florida should be treated as if they were composed of similar aggregations of individual human beings. What we casually refer to in these discussions as "general populations" are general to a very limited degree only. If the Judicial Conference's objectives—objectives which I believe are consistent with those of this subcommittee—and which I seriously doubt Congress would question—are to be achieved, each court must have enough flexibility to respond to those local conditions.

Let me emphasize one other point. I have just briefly described what our plan is intended to do. I would like to specifically advise you that there is one thing it clearly is not designed to do: Under no circumstances will any court be permitted to compromise qualification or performance standards in order to achieve a superficial compliance with preordained statistical standards. In plain English, our model plan does not contemplate quotas.

During my committee's discussion of this subject, one theme was repeatedly sounded. Perhaps because all members of that committee are federal judges, most of whom have had to sit in federal cases involving allegations of discrimination, they are especially aware of the fact that an equal employment opportunity program must never lose sight of the individual people it is supposed to serve. We are not dealing with abstract numbers. We are not dealing with empty boxes in an organizational chart. For a good many reasons judges are especially sensitive to that reality. We concluded that an abstract target number, based upon nothing more than a statistical assumption, will ultimately be of no value to the very people we hope to help. Subjective values and subjective goals—recruiting, training, promotion—are the real keys to success.

I think the model plan is an excellent beginning. I know it has been criticized as "lacking teeth." Personally, I would not want it characterized as "having teeth"—if that characterization were only applicable to a plan designed to merely achieve numerical results. Our commitment will inevitably generate an expectation interest. If one lesson should have been learned in the past two decades, it is the terrible cost of artificially and irresponsibly encouraging unreasonable expectation interests.

Equal employment opportunity programs and affirmative action plans certainly are designed to correct and compensate for the results of unconscionable prejudices in our Nation's past. Few today oppose that objective and concept. The critical factor is that of realistic approach to the ultimate objective. For the federal courts to recruit a preordained representative number of applicants for a preordained number of positions would be an unconscionable injustice. I personally believe, and I think most judges believe, that the federal courts do have a special obligation—given their responsibility for interpreting the laws which prohibit discriminatory activity—to respond in a meaningful way to frustrated aspirations of those too long frozen out of entire parts of American life. There is no point, however, in making a charade of our response.

Our efforts will take time. Yet when I look at what we have achieved since June of last year, I find reason only to be encouraged. With time we will have a better grasp of the raw data we need to preliminarily evaluate our progress. We will have some measure of the number of available positions arising in a court from one year to the next and the manner in which those positions are filled. We will be gathering information which we do not now have comparing competitive salary scales in individual districts for defined groups of potential employees. We simply cannot afford to operate with general population data and apply what has come to be known as a prima facie test.

Let me for a moment address only two instances of federal court employment which I do not believe can be measured accurately today in any meaningful way. Presumably, positions as a secretary to a judge are highly desirable. The Judicial Conference, however, year after year, has had to struggle with the problem of keeping judges' secretarial salaries in line with the salaries of legal secretaries in communities across the Nation. When I think of the responsibility and inconvenience which must be borne by many judicial secretaries, I frankly wonder why they stay on the job. Many could earn much more in the private sector in our large metropolitan areas. In the final analysis I believe the answer to my question rests in the fact that most judicial secretaries worked for the judges now employing them before those judges were appointed to office. Our experience over the years has indicated that a nominee assuming a position on the federal bench prefers, if at all possible, to bring a secretary with him—an individual with whom he has worked over the years, an individual in whom he can place ultimate confidence. Those factors should not be discounted—and, realistically, they cannot be ignored—by courts in their efforts to implement the model plan.

Another example of a position which does not lend itself easily to categorization is that of judicial law clerk. I frankly admit that today established traditions provide some justification for accusations that clerkships are often obtained through what has become known as the "old boy professor network." I frankly tell you that I have used just that system myself. My practice at one time was to seek the assistance of the deans of the two law schools in Missouri in efforts to recruit the highest ranking members of each graduating class as applicants for clerkships. In the relatively recent past I have expanded my search beyond Missouri. Nevertheless, let me point out one development that began to occur before that expansion—the full representation of female applicants for the job. I recently noticed in a newspaper article a statement that 15 years ago only 3 percent of graduates from law schools were women, while today approximately 30 percent of the graduates are women. In approximately the same period of time between the Conference's resolution in 1966 and its action several months ago, there has literally been a revolution in the composition of law school student bodies which has just now begun to make itself manifest in the profession as a whole. Articles have been written speculating that, not only are women entering law school in larger numbers, but also that they are achieving greater academic success in larger percentages. In my searches for potential applicants for clerkships, I have seen the phenomenon at work. It certainly is not my place to speculate about why this is occurring, but I would make one observation: The judiciary's emphasis on excellence in seeking law clerks has directly resulted in an increase in the number of females occupying law clerk positions. That occurred not because we were looking for women, but because we were looking for the best students—and in the last 15 years an ever-increasing number of them have been women. Realities like that must be considered by any court in implementing an affirmative action plan for equal opportunity employment.

One unknown fact we face in the future is that of cost. I would remind those who criticize the model plan as "lacking teeth"—because it does not establish



quotas or finite numerical targets—that there is a dollar cost associated with bureaucratic programs designed to achieve nothing more than superficial compliance with target numbers. Personally, I would far rather see money spent on training programs; I would rather see personnel spend their time identifying and recruiting qualified minority applicants. In the final analysis we have more than 100 experimental laboratories in which to develop truly responsive programs under the model plan approved by the Conference in March. Courts will be able to avail themselves of community college programs or other special educational opportunities available only in their own communities. They will be able to avail themselves of assistance from community groups already organized to represent the interests of historically disadvantaged groups. I believe they will, and I would prefer to see our efforts directed to such activities rather than to the establishment of a bureaucratic structure functioning only in support of misleading targets which will inevitably frustrate unreasonable expectation interest.

Mr. Chairman, let me conclude with several admittedly general observations—but observations which I believe go to the heart of your inquiry. In the past year I have talked to many of my colleagues about this subject and I have detected a widespread dedication to doing all that can be done as quickly as it can be done—as long as selection and promotion of employees remains firmly based upon merit. Many of my colleagues on the federal bench, inundated with growing caseloads and never-ending demands on their time as administrators, have grown very skeptical of the special language and elaborate structure of government-wide programs to accomplish worthwhile objectives conceived in Washington and managed from Washington. As Representatives in Congress, the Members of this subcommittee are fully cognizant of the general public frustration with what is perceived to be nothing more than red tape and bureaucracy. Many federal judges share that frustration. Many do not want to see unnecessary impediments to real progress imposed by well-meaning but narrowly focused red tape. What I am addressing here is the distinction between form and substance. I believe our model plan recognizes that distinction. I believe it has substance. I also believe it would be tragic were it diminished to nothing more than form.

We will be developing yardsticks with which to measure our progress on a court-to-court basis through the coordination of reports filed with the Administrative Office and under the oversight of this subcommittee and other units in the Congress. We will be accountable for our performance. My greatest fear is that our efforts will become, by error, nothing more than exercises in statistical reporting. That kind of dedication to form, I repeat, will only generate frustration among those this program is intended to help. Substantive achievement will not derive from adherence to hollow formulas. It will only be realized when individual people are employed in positions because they are qualified to fill those positions, and promoted because they have earned the promotion through their own initiative or with the help of specially created training programs. We are really dealing here with the coin of personnel satisfaction—with the value of a recognized achievement by an individual human being. There is no question that voices may well be raised criticizing the Conference for its dedication to the maintenance of merit standards and its refusal to compromise employment qualifications. I can only respond in advance by advising this subcommittee, and through it the entire Congress, that we will have failed miserably if those standards are compromised. In fact, I suspect we will have failed miserably if those standards are not enhanced through an affirmative action program.

The very people we hope to reach are those whom I believe have the greatest incentive for achievement—a special motivation—and an especially keen ambition. Criticism of a court's affirmative action plan as too demanding in terms of individual performance constitutes, I believe, a fraud. Nothing worth having has ever been attained easily. We will not achieve success in another year—we may very well not achieve it in another ten. Nevertheless, I know few federal judges who will tolerate compromising merit for the sake of a timeframe, and I do not believe those individuals for whom our program is designed would truly want that kind of compromise. Surely, no thoughtful person would want a result that is not in the true interest of the applicant—or of the public—a result which would only lower the quality of employees serving in the federal court system and impede its ability to deliver the highest quality of services to the citizens who seek its help.

Judge HUNTER. Thank you, sir.

Mr. Chairman, I come to the heart of my presentation. There is within the judiciary a deep, ongoing, and wide dedication to true equal opportunity of employment within the court family. We are doing all that can be done as quickly as it can be done, as long as the selection and promotion of employees remains firmly based on merit.

The American people deserve and require a Federal court system that will produce the highest quality of justice reasonably possible. The judges are firmly committed to that concept. They are not in favor of an affirmative action plan that does not preserve the principle of the selection of the best-qualified person for the employment in question.

They know that a quota system, which some outside the Federal judiciary would prefer, leads both directly and indirectly to selections not based on true merit and qualifications, with the result there would be a lowering of the quality of service rendered within the Federal judicial family and an impairment of the judiciary's ability to continue to produce the highest quality of justice reasonably possible.

We are convinced that it is not in the best interest of the public, the courts, or of the individuals concerned to deviate from true merit selection. Substantive achievement will not be derived from adherence to hollow formulas or quotas. It will be realized only when individual people are employed in positions because they are qualified to fill those positions, and promoted because they have earned promotion through their own initiative or with the help of specially created or designed training programs. It is counterproductive to our Nation, to our courts, and to the individuals concerned with obtaining and advancing in employment to select on any basis other than merit—and any selection not based on merit denigrates all who may be involved in the process.

Our minorities and our women deserve special attention. They need to be located and considered in a pool of qualified persons for the particular job. They need to be specially encouraged to be interested in applying for jobs for which they are qualified and thereby encouraged to increase their qualifications. And the employers need to be fully aware of any group, minorities or women who may be underrepresented in the work force—and be willing, yes, eager, to employ them on a merit selection basis and to give special attention to further opportunities to advance their qualifications to the end that they may merit and obtain even better jobs.

This is the process that will give them the greatest incentive for achievement. This is the process that will cause them to be competitive with the best and to merit the employment they seek. This is the objective of our model affirmative action plan, and this is what it can and should accomplish. If it does accomplish these things, then equal opportunity of employment will be a reality and not just a juggling of hollow figures to produce a preordained mathematical result.

Mr. Chairman, I thank you for this opportunity to speak and to make these remarks, and I am sure that Mr. Foley will be able to bring to you his portion of this presentation.

Mr. EDWARDS. Thank you very much, Judge Hunter.  
Mr. Foley?

**TESTIMONY OF WILLIAM E. FOLEY, DIRECTOR, ADMINISTRATIVE  
OFFICE OF THE U.S. COURTS**

Mr. FOLEY. Thank you, Mr. Chairman.

I have with me the assistant director of our office, Mr. James Macklin, who has done a great deal of the work on this model plan, and Mr. Dan Cavan, who is on detail from his position as assistant chief of our Magistrates Division, to get the program underway nationwide.

I have a prepared statement. I know that the committee has had it available. Therefore, I will not undertake to repeat what I have said in the statement.

Mr. EDWARDS. Without objection, it has been made a part of the record.

[The information follows:]

**STATEMENT OF WILLIAM E. FOLEY, DIRECTOR, ADMINISTRATIVE OFFICE OF THE  
U.S. COURTS**

Mr. Chairman, I wish to begin by thanking you for affording us this opportunity to appear and summarize for you the recent activities of the federal judiciary in making equal opportunity of employment a practical reality in the courts of the United States.

We are sensitive to the view that the federal courts have a leadership role to play in this area. It is important that the judiciary not only maintain a strict policy of nondiscrimination but also be prepared to demonstrate its commitment to that policy with concrete results. To that end the Judicial Conference has instituted a formal program to ensure that the federal courts' commitment to the policy of equality in employment is observed in practice.

Mr. Chairman, you have expressed special interest in this effort and we welcome your continued cooperation. We cannot allow our justifiable sense of accomplishment in what has already been achieved to lead us into complacency. There is more that needs to be done. We are hopeful that you and others who have already appeared before this Subcommittee, or who will appear in the near future, will join with us in the development of the federal judiciary's effort to implement its model affirmative action plan in each court of the United States. As we progress through the development of specific programs and the compilation of detailed information, we will need the continued suggestions and support of this subcommittee and of the several groups and individuals who have assisted us to date.

**THE 1979 SURVEY OF JUDICIARY PERSONNEL**

The initial groundwork for this effort has already been laid, Mr. Chairman. Last summer you requested detailed information on the numbers of minorities and women serving in the federal judiciary. We did not have that data. We had never kept any records which would identify the composition of our workforce by race and sex.

Accordingly, each court was contacted and asked to furnish the data. The Judicial Conference's Court Administration Committee specially urged each Circuit Chief Judge to encourage each court to respond. Each court, in turn, fully reported and their reports were submitted to this Subcommittee. I am proud of the way the courts responded in compiling the data on women and minorities. The courts had little advance notice of the request and no particular expertise in compiling this type of information.

Your letter of June 25th expressed your interest in employment practices in the federal courts and set forth the categories of information which you were seeking. Within a month of receiving your letter, the Administrative Office had prepared a package of forms and background materials and distributed that package to the field. Completed reports were returned from most courts by the end of August. Some courts had experienced problems in gathering and reporting the information requested. We communicated further with these courts and were able to file complete information with your staff.

Mr. Chairman, the effort undertaken to comply with your request was not simple. Nonetheless, the courts responded well. Every effort was made to cooperate with your inquiry. Your personal letters thanking judges for those efforts last December were much appreciated. Many judges have commented favorably upon your courtesy to me in the past five months. We look forward to continued cooperation, Mr. Chairman, with the members and staff of this subcommittee in moving forward toward our joint goal of making equal employment opportunity a practical reality in every court of the United States.

**THE MARCH 1980 JUDICIAL CONFERENCE RESOLUTION**

The Judicial Conference of the United States has now affirmatively responded to the expressed concerns which motivated your inquiry last summer. The Conference has reaffirmed its 1966 resolution which endorsed the national policy in favor of a positive program for equal opportunity of employment. The following resolution was adopted by the Judicial Conference at its September 1979 session:

"The Judicial Conference of the United States reaffirms its resolution of 1966, endorsing a national policy of a positive program for equal opportunity of employment. In furtherance of that endorsement, the Committee on Court Administration, with the assistance of the Administrative Office, is directed to prepare a model affirmative action plan, for adoption by each federal court, with regard to the selection and promotion of employees, and is further directed to present that model plan to the Conference for approval at the March 1980 session. Upon such approval, each federal court shall adopt and implement a plan based thereon. Any modification of the model plan by a court must first be approved in its circuit by the Circuit Council thereof. A copy of each plan and any subsequent modifications shall be filed with the Administrative Office. Each court shall annually submit a report on the implementation of its affirmative action plan to the Administrative Office for inclusion in the Director's Annual Report to the Judicial Conference."

Judge Hunter has already summarized for you the work undertaken by the Court Administration Committee in response to that resolution, leading to the adoption of the model affirmative action plan last March. Copies of the model plan and the accompanying Discrimination Complaint Procedures were promptly distributed to each court.

The Judicial Conference's model plan covers all personnel employed by the courts of the United States. It firmly establishes the judiciary's commitment to ensuring that discrimination shall not occur in any aspect of employment in the courts. The preamble to the model plan is as follows:

"The Judicial Conference of the United States has directed that each court adopt an Affirmative Action Plan in conformance with the national policy of providing equal employment opportunity to all persons regardless of their race, sex, color, national origin, religion, age, or handicap. Each court will promote equal employment opportunity through a program encompassing all facets of personnel management including recruitment, hiring, promotion, and advancement. This program, which will be periodically evaluated, is not intended to modify or reduce the qualification standards for employment in the Federal courts as such standards have been approved by the Judicial Conference of the United States."

**SUMMARY OF THE MODEL PLAN**

The model plan establishes a requirement that all openings in the courts be publicly announced in order to attract the range of applicants which will produce a work force that represents the composition of the local qualified work force. The plan thereby imposes an affirmative duty on the head of each court unit to recruit qualified personnel.

The plan does not attempt to water down the qualifications standards now required for employment in the federal courts. The people of this country have a right to expect a high level of quality in the justice provided by the courts of the United States. That expectation cannot be fulfilled if the courts employ unqualified personnel.

Tremendous strides have been made in the advancement of educational and employment opportunities for women and minorities during the decade of the seventies. We reject the idea that an employer must select unqualified applicants in order to hire women and minorities. If that were ever true in the past, it can no longer be fairly said to apply across the board today. Granted, women and

minorities may not be as well represented in the pool of highly skilled professions as in the workforce at large. Nonetheless, we are proceeding on the belief that competent women and minorities are available and that representation of these groups in the ranks of professionals will continue to grow.

The model plan therefore imposes an obligation on each court and the head of each court unit to seek out applicants from those groups which may currently be underrepresented among the court's employees. The plan further requires that each court ensure that its hiring decisions are made solely on the basis of job-related factors.

Nor does the plan stop at the initial recruitment and hiring decisions. The head of each court unit must also undertake to identify and develop the skills, abilities and potential of each employee. The plan stresses that cross-training of employees, special assignments and training, job restructuring and reassignments should be explored and utilized in each court unit in order to ensure that equal opportunity for promotions within the court is achieved. Moreover, the plan provides that special recognition through a system of incentive awards be given to employees whose work exceeds general performance standards.

#### EQUAL EMPLOYMENT OPPORTUNITY COORDINATORS

An Equal Employment Opportunity Coordinator will be designated in each court. That individual will be responsible for implementing that court's particular plan. The Coordinator will be available to assist the heads of court units in fulfilling the goals set forth in the plan and will become a vital link in establishing and maintaining a channel of communications between each court and the Administrative Office on affirmative action questions.

The adoption of a plan by each court should not be just a token one-time occurrence—with the practical implementation of commitment to equal employment placed to one side and forgotten over time. The Coordinator will be charged with responsibility for submitting reports to the Administrative Office annually on the composition of the court's workforce. These reports will also provide for a summary of the specific efforts made by the court during the year to correct underrepresentation of any specific groups and to ensure that equal opportunity is afforded to all groups. The reports will also set forth the major obstacles encountered by the court in its efforts to correct whatever instances of underrepresentation may exist.

#### DISCRIMINATION COMPLAINT PROCEDURES

Concurrent with the adoption of the model affirmative action plan, the Judicial Conference also promulgated model procedures for processing complaints of discrimination. As is the case with the model plan, the model procedures cover all positions in the courts. The procedures establish a system for processing complaints which allege the denial of employment, promotion or advancement due to discrimination based on race, sex, color, national origin, religion, age, or handicap.

The procedures envision an informal initial stage during which the court's Equal Employment Opportunity Coordinator will review the complaint and conduct any necessary background investigation. The Coordinator will attempt to resolve the problem informally through consultations with the individuals involved. If any of the parties remain dissatisfied, the Chief Judge of the court, or a designated representative, may be called upon to conduct a formal review of the matter. The Chief Judge would be empowered to take all necessary steps, including the conduct of a full evidentiary hearing, to determine the issue raised by the complaint and to render a final decision on the merits based on that review.

The model complaint procedures adopted by the Judicial Conference preserve basic rights to ensure the integrity of the process. Thus, retaliation, coercion or interference with each complainant's right to file a complaint is explicitly proscribed. Both the complainant and the person whose conduct is complained of have the right to have a representative of his or her own choice, notice of the allegations of the complaint and of any hearing conducted, as well as reasonable time to prepare the case. All papers and materials related to any complaint will be maintained by the Equal Employment Coordinator and will be kept separate from any individual's personnel files. Finally, the Coordinator will prepare an annual report summarizing the processing of complaints in the court during the year.

#### INITIAL IMPLEMENTATION

The Judicial Conference required each court to adopt an affirmative action plan based on its model plan and to submit that plan to the Administrative Office. Modifications of the model plan were allowed, upon the approval of the Judicial Council of the pertinent circuit. Plans have already been received from 23 courts. This includes 4 courts of appeals, 13 district courts, and 6 bankruptcy courts. In addition, several courts have notified their circuit executives that they intend to seek approval of modifications in the Judicial Conference's model plan.

During the next several months, the courts, primarily through their Equal Employment Opportunity Coordinators, will be reviewing their workforces to determine where instances of underrepresentation of women and minorities may exist. The head of each court unit will review the situation within the unit and will set forth the objectives for making any needed improvements in recruitment, hiring, promotion and advancement for the unit. Accordingly, each court can be expected to devote a considerable amount of time this summer to the development of its program for implementing the affirmative action plan and to seeking out local resources which can be of assistance to the court in meeting its objectives.

#### THE ROLE OF THE ADMINISTRATIVE OFFICE

The Administrative Office has been charged with the record-keeping function for the Conference's affirmative action program. Moreover, the Administrative Office has been charged with the responsibility for evaluating the reports submitted by each court, beginning in the summer of 1981. In addition, it is our intention that the staff of the Administrative Office will serve not only as a repository for the information on each court's progress at the end of the reporting year but also as an advisor, providing guidance and assistance to court personnel, throughout each year. With those objectives in mind, the staff of the Administrative Office has already begun the necessary groundwork to ensure that the affirmative action plans are implemented successfully.

#### CREATION OF TASK FORCE

The first step has been the designation of a coordinator to prepare the Administrative Office's initial response to the equal employment program. I have designated Daniel R. Cavan, Assistant to the Chief of the Magistrates Division, to head up a Task Force of staff members who will be preparing our program initially. The Task Force contains representatives from each of our Program Divisions—Bankruptcy, Clerks, Criminal Justice Act, Management Review, Magistrates, and Probation—as well as the Division of Personnel, and includes the staff member responsible for directing the Administrative Office's own equal employment program.

The Task Force approach in this initial period provides several advantages. First, it ensures that the judiciary's equal employment program will be able to draw on the existing expertise of the Administrative Office from the outset. The development of satisfactory reporting forms, for example, will require that job categories be grouped according to the duties that the employees actually perform. The people who have been administering the respective program operations of the courts are obviously in the best position to ensure that the decisions made during this critical initial stage are most in line with the practical realities confronting the employees in the courts who will have to implement the program.

Moreover, if the program is to succeed in becoming a practical reality it cannot operate in a vacuum. Equal employment practices must become an integral part of the day-to-day personnel practices of every supervisor in the courts. Occasional lectures at training seminars and a once-a-year effort to compile statistical reports should not be the only reminders to court personnel of the judiciary's commitment to the national policy of equal opportunity in employment. Thus, the Task Force approach will serve to develop a knowledge and understanding of the Judiciary's program among the staff members who administer existing programs in the field. Thus, any potential that management decisions in one area would be made without regard for their possible adverse impact on the equal employment program will be minimized.

On a more immediate level, the Task Force approach is also a practical necessity. The Administrative Office's staff has grown considerably in the past decade to meet the increasing needs of the courts, which have also expanded in jurisdiction

and caseloads as well as in staffs. Nonetheless, there is little flexibility in the Administrative Office's personnel allocations to meet new workload requirements—particularly when, as is the case here, there is no firm indication as to the exact scope of that workload. In short, without the ability to draw on our existing, experienced personnel in this manner, the Administrative Office's capability to assist the courts at all during the next several months would be sharply curtailed.

Finally, I would also mention that the approach which the Administrative Office has taken in this instance is compatible with the views expressed by the Appropriation Committees in reviewing the budget for the Administrative Office last year:

"While the Committee realizes that additional burdens have been placed on the Administrative Office by enactment of new legislation, the Committee is concerned over the substantial growth in the staff and appropriations for the Administrative Office over the last several years. The appropriation has grown from \$2,050,000 in 1970 to \$15,100,000 in 1980. The Committee believes that some of the additional work resulting from new legislation and increased workloads relating to current programs and activities should be absorbed by existing staff. The Committee suggests that the Judicial Conference of the United States should carefully review the operations of the Administrative Office in an attempt to stem the growth of the Office where appropriate." (S. Rep. No. 96-251, July 13, 1979, at 58.)

#### THE TASKS AT HAND

There are several basic and very important tasks which must be accomplished immediately, Mr. Chairman.

##### 1. Communications channel

First, we need a channel of communications for equal employment matters. Accordingly, I have written to each court requesting that the name and address of the individual who will serve as that court's coordinator be submitted to the Administrative Office now. This will enable us to institute a newsletter or bulletin system for the direct distribution of suggestions, guidelines and instructions to those individuals primarily involved in actually implementing the program. Thus we will have a vehicle for sharing the positive experiences and results of one court with other courts in similar situations. The formal designation of a coordinator from among the staff of the Administrative Office will make it easier for the communications to flow in both directions.

##### 2. Reporting forms

We have also made a commitment to provide the reporting forms to the courts, by the end of next month. The reports will not be submitted until next summer. Nonetheless, if the courts are aware at the beginning of the year of the information which they will have to report at the end of the year, they will be able to collect the information throughout the year. Thus, the workload entailed in compiling full and accurate reports next summer should be simplified. Moreover, the distribution of the reporting forms now should furnish the coordinators with a convenient summary checklist of the major items which they should be considering as they develop their implementation plans this summer.

##### 3. Planning guidance

We also intend to furnish the courts with basic guidelines on the conduct of affirmative action planning. Standard data on the composition of the available local workforce pool will be distributed so that any areas of underrepresentation of women or minorities may be identified. Since the statistics which generally appear to be available from executive branch agencies here in Washington are based on projections from the 1970 census, the courts would be encouraged to seek out any local sources which might provide more accurate comparative data, pending compilation of this year's census.

Once the courts have identified areas of underrepresentation, the barriers that exist to improved employment opportunities for women and minorities in these areas will have to be examined. Each court would then be expected to develop positive programs to reduce or eliminate the barriers that may exist. This process of identifying and targeting specific employment barriers is an important element of the program to ensure that equal opportunity of employment in the courts is a practical reality for each American. Presently, that process can only be conducted meaningfully on a local basis. The Administrative Office, however, is committed to doing all that we can to assist.

It is also important to bear in mind that the Conference's plan applies not only to hiring decisions but to all employment practices, including advancement and promotion. It is vital that women and minorities serving the courts be provided equal opportunity to demonstrate their merit and that their performance furnishes equal access to promotional opportunities. Accordingly, each court will be expected to examine its personnel practices to ensure that employees are given opportunity to demonstrate their skills through such vehicles as cross-training, special assignments and reassignments. We will also be looking for opportunities to provide additional training and career-counseling.

##### 4. Computer capabilities

In addition, we are exploring the capabilities of our existing computer capacities to assist in this program. Obviously, the tabulation of reports submitted by the courts next summer will be facilitated if we can computerize that operation. It may also be possible that information can be collected from our computerized payroll system which will provide general background information on matters such as turnover and promotion rates. That type of information, of course, would be helpful to the courts in the development of meaningful goals for implementing the equal employment program.

Mr. Chairman, we don't have the personnel records of court employees on a computerized system. All of our planning at this stage must envision a manual data collection system. Nonetheless, we will continue to explore every feasible method for gathering background information from our existing computerized systems. We will also examine those systems to determine whether it would be feasible to modify their programs to provide additional information.

##### 5. Training

The development of training programs to help court personnel understand the basic principles of equal employment opportunity programs and the concepts involved in affirmative action planning has already been initiated. Last summer, even before the Judicial Conference had formally reaffirmed its 1966 policy statement, a series of seminars were conducted for deputy clerks who handle personnel matters. These seminars covered a range of topics and included presentations on equal employment principles. These presentations served to develop an awareness of equal employment concerns in those individuals who are most immediately involved in the courts' day-to-day employment decisions.

The Federal Judicial Center, which has the statutory mandate to provide training for the judiciary, has carried forward these programs and continues to review the expanding needs for training in the equal employment area. After the Judicial Conference adopted the model plan in March, there were two conferences for clerks of the district and circuit courts. The programs for these conferences included extensive discussions of equal employment and affirmative action requirements under the leadership of Dr. William Werther of the University of Arizona. This month seminars have been held for the new clerks of the bankruptcy courts. Obviously there was a heavy agenda of topics to be covered with these newer officers. Nonetheless, the Center made time available on these programs for discussion of the equal employment program as well.

The Administrative Office will continue to work closely with the Federal Judicial Center in identifying training needs so that the implementation of the judiciary's equal employment program will progress as rapidly and as smoothly as possible. We hope that the Equal Employment Opportunity Coordinators will receive intensive training in the planning process and complaint procedures. We would also like to have discussions of equal employment principles included in the planning of seminars on personnel matters for all court officers who are involved in employment decisions. The development of these types of programs will foster the adoption of meaningful implementation programs and should improve the courts' performances in meeting those programs on a practical level by ensuring that supervisors and managers understand the equal employment program and appreciate the judiciary's full commitment to making that program succeed.

#### CONTINUING EVALUATION

Mr. Chairman, I have tried to indicate in my testimony that the Judiciary has been moving ahead as rapidly as possible in implementing its equal employment program. We are continuing to review the experiences and programs of executive branch agencies and private industry for guidance in instituting our own program.

We recognize that some of the specifics of these other programs are the result of considerable experience that the judiciary has not yet developed. We recognize as well that even the cumulative experience in the Government and private sectors to date has not answered all of the technical questions that arise. The compilation of specific statistical data on comparative work forces and the definition of the Native American minority group, for example, have not yet been resolved with universally accepted accuracy. Questions relating to discrimination based on age or religion have not been addressed with the same detail as have issues of discrimination by sex or race.

In short, much more needs to be done to establish the judiciary's equal employment program on a solid foundation. Just as this year has been a period of transition for executive branch agencies as the Equal Employment Opportunity Commission assumes the leadership role formerly held by the Civil Service Commission, the year ahead will be a transition year for the federal courts as they establish formal programs. The experience developed during the coming year will provide the basis for more thorough evaluations of the scope of the effort that will eventually be required to implement the program in the judiciary.

As we become more experienced in this area, we will be able to make reasonable estimates of the extent to which existing staffs and resources can be expected to absorb the workload involved and of the extent to which new resources must be sought. As we progress some additional funding will undoubtedly be required. At this point I am not in a position to estimate how much will be needed or the specific uses to which the additional monies would be put. As I have noted we are making every effort, particularly in this year of special concern for the size of the federal budget, to absorb the workload of the program initially. We hope that we will have as much support in obtaining those resources as we have had to date in developing the model plan.

Mr. Chairman, the judiciary is committed to its equal employment program. We are determined that equality of employment opportunity in the federal courts shall be a practical reality for all. Let me again express our appreciation for your interest and for the assistance of this subcommittee and its staff. We have been fortunate in the number of individuals and groups who have come forward to assist us in implementing our program, and we anticipate that the advice and suggestions that they have been providing will continue. If we continue to work together, we will make the judiciary's equal employment program an integral part of the day-to-day personnel decisions of each federal court.

ADMINISTRATIVE OFFICE OF THE  
U.S. COURTS,  
Washington, D.C., March 12, 1980.

MEMORANDUM

To: All chief judges, U.S. courts, all judges, U.S. Bankruptcy Courts.

At its session on March 5, 1980, the Judicial Conference of the United States considered and approved the attached Model Affirmative Action Plan, with accompanying Discrimination Complaint Procedures, and directed its distribution to the Courts for action in accordance with the following Conference Resolution: " \* \* \* Each federal court shall adopt and implement a plan based [upon the Model Affirmative Action Plan approved by the Judicial Conference of the United States on March 5, 1980.] Any modification of the Model Plan by a Court must first be approved in its circuit by the Circuit Council thereof. A copy of each plan and any subsequent modification shall be filed with the Administrative Office. Each court shall annually submit a report on the implementation of its Affirmative Action Plan to the Administrative Office for evaluation. The report of that evaluation, as well as the Court's report itself, shall be included in the Director's Annual Report to the Judicial Conference."

Prior to June 30, 1980, we will distribute the tables required by Section VII of the Model Plan to be included in each Court's Annual Report. The first report will cover the year ending June 30, 1981.

WILLIAM E. FOLEY,  
Director.

Affirmative action plan for \_\_\_\_\_  
(Name of court)

Honorable \_\_\_\_\_  
Chief Judge and (Name of court, Date)

(Name)

Equal Employment Opportunity Coordinator.  
(Date.)

I. PREAMBLE

The Judicial Conference of the United States has directed that each court adopt an Affirmative Action Plan in conformance with the national policy of providing equal employment opportunity to all persons regardless of their race, sex, color, national origin, religion, age, or handicap. Each court will promote equal employment opportunity through a program encompassing all facets of personnel management including recruitment, hiring, promotion, and advancement. This program, which will be periodically evaluated, is not intended to modify or reduce the qualification standards for employment in the Federal courts as such standards have been approved by the Judicial Conference of the United States.

II. SCOPE OF COVERAGE

This Equal Employment Opportunity Program applies to all court personnel including judges' staffs and court officers and their staffs.

III. ORGANIZATION

A. Implementation

The court shall implement the Equal Employment Opportunity Program. On behalf of the court, the Chief Judge will submit modifications in the plan for circuit council approval.

B. Heads of court support units

The heads of each court support unit must ensure that all vacancies are publicly announced to attract candidates who represent the make-up of persons available in the qualified labor market and all hiring decisions are based solely on job-related factors. They must also see that the skills, abilities and potential of each employee are identified and developed to their fullest extent, and that all employees are given equal opportunities for promotions through cross-training, reassignments, job restructuring, special assignments, and outside job-related training.

C. Judges, court managers and supervisors

Judges and designated court managers and supervisors must apply equal employment opportunity practices and policies in their work unit. This includes giving each employee the opportunity to demonstrate his or her skills and, where those abilities exceed general performance standards, to be recommended for personnel actions and awards recognizing such achievements. It also requires providing training programs which enable employees to develop their job skills fully.

D. Equal Employment Opportunity coordinator

The court will designate one person to be the Equal Employment Opportunity Coordinator. This person will be responsible for collecting, analyzing, and consolidating the statistical data and statements prepared by each court unit. The Coordinator will then prepare an annual report for the Chief Judge and the Administrative Office describing the court's achievements in providing equal employment opportunities, identifying those areas in which improvements are needed, and explaining those factors inhibiting achievement of equal employment opportunity objectives. Based upon this evaluation and report, the Coordinator will recommend modifications in the plan to the court. The Coordinator will also seek to informally resolve discrimination complaints and will provide EEO information to the public.

## IV. PERSONNEL PRACTICES

*A. Recruitment*

Each court unit will seek qualified applicants who reflect the make-up of all such persons in the relevant labor market. Each unit will also use every available means to publicize vacancies.

*B. Hiring*

Each court unit will make its hiring decisions strictly upon an evaluation of a person's qualifications and ability to perform the duties of the position satisfactorily.

*C. Promotions*

Each court unit will promote employees according to their experience, training and demonstrated ability to perform duties of a higher level.

*D. Advancement*

Each court unit will seek to improve the skills and abilities of its employees through cross-training, job restructuring, assignments, details and outside training.

*E. Discrimination complaints*

The court adopts the procedures for resolving discrimination complaints set forth in Appendix 1.

## V. EVALUATIONS

Each court unit will prepare a brief report for the EEO Coordinator describing its efforts to provide equal employment opportunities in—

(a) Recruitment. Each court will describe briefly efforts made to bring a fair cross-section of the pool available for the position into its applicant pool, including listing all employment sources used (e.g., state employment offices, schools, and organizations, etc.). Each unit will also explain the methods it uses to publicize vacancies.

(b) Hiring. Each court will identify where its recruitment efforts resulted in the hiring of a cross-section of the pool available and will, if known, explain those instances where members of the cross-section did not accept employment with the courts when it was offered.

(c) Promotions. Each court unit will briefly describe promotional opportunities which occurred and will provide an analysis of the distribution of promotions, including a description of those persons who were promoted to supervisory positions.

(d) Advancement. Each court unit will describe what efforts were made to improve the skills and abilities of employees through cross-training, job restructuring, assignments, details and outside training. This report will compare the race, sex, color, national origin, religion, age, and any handicap of the personnel involved.

In addition, this evaluation should include information on factors inhibiting achievement of EEO objectives such as no vacancies, minimal numbers of qualified applicants in the relevant labor market, and all persons in the unit having received all relevant training. This report will also include a breakdown according to the race, sex, color, national origin, religion, age and handicap of the court's personnel involved on forms to be provided by the Administrative Office of the United States Courts. The report will cover personnel actions occurring in the year ending June 30 and will be submitted to the EEO Coordinator by July 14 of each year.

## VI. OBJECTIVES

Each court unit will develop annually its own objectives which reflect those improvements needed in recruitment, hiring, promotions, and advancement, and will prepare a specific plan for the EEO Coordinator explaining how those objectives will be achieved.

## VII. ANNUAL REPORT

The EEO Coordinator will prepare for the court's approval an annual report for the year ending June 30, consolidating the data and statements received from each court unit. The report will include tables to be provided by the Administrative Office of the United States Courts, consolidating the information provided by each court unit. It will also describe instances where significant achievements were made in providing equal employment opportunities; will identify areas where improvements are needed, and will explain factors inhibiting achievement of equal

employment opportunity objectives. Upon approval of the court, this report will be submitted by the Chief Judge to the Administrative Office of the United States Courts by August 1 of each year.

## APPENDIX 1—DISCRIMINATION COMPLAINT PROCEDURES

## I. SCOPE OF COVERAGE

All applicants for court positions and all court personnel may seek timely redress of discrimination complaints through these procedures. These procedures, however, are not intended to be a replacement for the working relationship which must exist between supervisors and employees nor are they intended to interfere in the administrative processes of the courts.

## II. DEFINITION

A discrimination complaint is any allegation that a person has been denied employment, promotion, or advancement, or has been affected in any other condition of employment, because of his or her race, sex, color, national origin, religion, age, or handicap. It does not include complaints relating other dissatisfactions in a person's conditions of employment which are commonly known as grievances.

## III. RIGHTS OF PERSONNEL

*A. Retaliation*

Every complainant has the right to be free from retaliation, coercion, or interference because of filing a timely complaint.

*B. Representation*

Every complainant and every person against whom a complaint has been filed has the right to be represented by a person of his or her choice if such person is available. Any representative who is a court employee may accept such responsibilities if it will not interfere with his or her court duties.

*C. Notice*

Every person against whom a complaint has been timely filed has the right to have notice of the charges filed against him or her. All persons have the right to reasonable notice of any hearing conducted on a complaint.

*D. Preparation*

All court employees involved in a complaint procedure may use a reasonable amount of official time to prepare their case so long as it does not interfere with the performance of their court duties.

## IV. PROCEDURES

*A. Initiation of a complaint*

Any applicant or any court employee, or his or her representative, may file a timely discrimination complaint with the EEO Coordinator. The complaint must be in writing and must allege all relevant facts constituting the basis of such complaint.

*B. Informal procedures*

Upon receipt of a complaint, the EEO Coordinator will:

1. Make any investigation into the matter which he or she deems necessary;
2. Consult with the involved parties and seek an informal resolution of the problem; and
3. Prepare a report identifying the issues, describing his or her findings, explaining what resolution, if any, was achieved, and defining what corrective actions, if any, will be undertaken.

*C. Formal procedures* 1. *Filing.*—If either the complainant or the person against whom the complaint has been filed objects to the findings of the EEO Coordinator such person may file a written request with the Chief Judge or a designee to have the matter reviewed.

2. *Review.*—Upon receipt of a request to review the findings of the EEO Coordinator, the Chief Judge or designee will:

- (a) Conduct any additional investigation which he or she deems necessary;
- (b) Determine whether to interview the parties;
- (c) Determine whether to hold a formal hearing into the matter; and

(d) Issue a final decision on the merits if it is found that no interviews or hearings are necessary.

3. *Hearing.*—If the Chief Judge or designee finds that a hearing is necessary, all parties will be notified of such action. At the hearing, each party will have the right to representation, to present evidence on his or her behalf, and to cross-examine adverse witnesses. The Chief Judge or a designee will issue a final decision on the merits based upon his or her findings.

#### D. Deadlines

1. All complaints must be filed within 15 calendar days of a particular act or occurrence or within 15 calendar days of becoming aware of the act or occurrence. No late filing will be accepted unless good cause is presented to the EEO Coordinator.

2. The EEO Coordinator will prepare his or her report within 20 days after consultation with the involved parties.

3. All requests for review of the EEO Coordinator's findings must be submitted within 5 days after receipt of the report.

4. The Chief Judge or designee will issue his or her final decision within 45 days after receipt of the request if no hearing is held.

5. The Chief Judge or designee will issue his or her final decision within 30 days after the close of a hearing.

6. The Chief Judge may extend any deadline for good cause.

#### V. RECORDS

All papers, files, and reports will be filed with the EEO Coordinator at the conclusion of any informal or formal proceeding into a complaint. No papers, files, or reports relating to a complaint will be filed in any employee's personnel folder.

#### VI. REPORT

The EEO Coordinator will prepare an annual report, for the year ending June 30, indicating:

1. The number of complaints initiated;
2. The types of complaints initiated according to race, sex, color, national origin, religion, age or handicap;
3. The number of complaints resolved informally;
4. The number of complaints resolved formally without a hearing; and
5. The number of complaints resolved formally with a hearing.

(The foregoing information will not identify the names of the parties involved)  
This report will remain in the court and will be made available for examination.

#### VII. NOTICE

Copies of these procedures shall be given to all employees and, upon request to, members of the public.

Mr. FOLEY. I simply want to point out that, commencing on page 8, we have tried to detail for you the steps we are taking to implement the model plan and to show you, as Judge Hunter has indicated, that we began this with a lack of data, which we still lack, but which we hope, through the first year of the model plan, to begin to assemble. We hope to build-up a base of information that will assist us in improving the operation of the plan year-by-year.

I think beyond that I will await any questions that you may have, Mr. Chairman.

Mr. EDWARDS. Thank you.

I believe the tables of statistics which you have provided, Mr. Foley, should be made a part of the record and without objection they will also be printed.

[See app. 13 at p. 208.]

Mr. EDWARDS. I recognize the gentleman from Wisconsin, Mr. Kastenmeier.

Mr. KASTENMEIER. I have no questions, Mr. Chairman.

I do think one area of immediate consideration might well be that dealing with bankruptcy in terms of appointment of court personnel since this particular subcommittee does deal with that question directly.

I would personally appreciate the breakout in terms of bankruptcy personnel in the judicial system, since we have Bankruptcy Act amendments which this subcommittee is considering. I think that would be appropriate.

Mr. FOLEY. I can give you, Mr. Kastenmeier, the total number of full-time bankruptcy judges as of today, which is 218. We have 22 part-time bankruptcy judges and we are operating the system through 91 clerks' offices. In other words, there are certain districts which share clerks—two districts in Arkansas, for example, have a single clerk's office, and we do not have clerks' offices in the Northern Marianas, Guam, or the Virgin Islands. That accounts for the number 91 rather than 95. We have 95 judicial districts now.

Mr. KASTENMEIER. The focus of this subcommittee, I gather, has to do with the nature of personnel as to whether there is discrimination on the basis of, particularly, color and sex, I assume. Do you have any breakdown in terms of, say, the bankruptcy courts versus other courts in the system?

Mr. FOLEY. Only in terms of numbers, but not as to race or sex.

Mr. Macklin points out that each bankruptcy court is an integral part of this model plan and will have to submit these figures in the first annual report, which is due after the close of the year ending June 30, 1981.

The lack of this kind of data has been a problem in developing a model plan. That is why we are requiring, as of the end of the first reporting period, that we obtain all of these figures.

Mr. KASTENMEIER. That is all the questions I have, Mr. Chairman.

Mr. EDWARDS. The gentleman from Wisconsin, Mr. Sensenbrenner.

Mr. SENSENBRENNER. No questions, Mr. Chairman.

Mr. EDWARDS. In preparing this model EEO plan for the entire Federal court system, did the drafters look at standard affirmative action plans that have been adopted by the Federal Government or the private sector?

Judge HUNTER. We looked at some of that.

We had before us the plan that was in use in the Administrative Office itself and had been in use for some 14 years and had been Government-approved, if I may use that terminology. We had in front of us a plan from the Ninth Circuit which that circuit had made up after considerable study but which, in view of this project, they had not implemented.

We had the Arnold and Porter-proposed plan in front of us in addition to that, some of the individual members of the committee had knowledge of other plans which they orally advised the committee of.

I believe that pretty well covers what we had in front of us.

Mr. EDWARDS. Did the drafters of the model plan have background or experience in EEO matters?

Judge HUNTER. Yes, sir. Fortunately, the Judicial Conference gave considerable responsibility in the drafting to the Administrative Office and that office did have experienced personnel to assist in the drafting

of the plan. Perhaps Mr. Foley or Mr. Macklin can detail it better than I, but yes, it is my understanding that they did have access to knowledgeable people.

Mr. FOLEY. The principal drafter was our coordinator who has been in that job for 14 years now and who has worked very closely with the Civil Service Commission and more recently with the Equal Opportunity Commission.

He was assisted by Mr. Macklin and other members of our staff.

Mr. EDWARDS. Thank you, Mr. Foley.

Were drafts of the model plan circulated to individuals with EEO expertise outside of the Administrative Office?

Mr. FOLEY. Yes, they were. I am not familiar exactly with who they were. Yes, I am told that we met on three separate occasions with the EOC people and went over our plan with them and made changes and conferred again.

Mr. EDWARDS. How does the model plan compare with legal requirements which Federal courts have enforced against private corporations?

Judge HUNTER. Well, I probably, out of a sense of caution, ought to ask permission to respond in writing. To generalize, I think that the model plan does comport with all legal requirements in this area.

I do not believe it would be found deficient in any respect, under any legal test. We hope we have done more than just provide a legal approach, however.

Mr. EDWARDS. Does it have goals and timetables?

Judge HUNTER. It does not have timetables. We found that we could not realistically establish timetables in the sense in which I believe you are using that term, because we do not have the data presently available that is absolutely necessary to know what we have to accomplish and how long it will take. That is a part of the basic problem. The more we go into it, the more we came to that realization.

It does have goals. The goals are stated in the preamble. Of course the ultimate goal is equal opportunity in job employment for all. All courts are required to make annual reports. Certainly at that time we will be in a position to know better and probably for the first time what our more specific goals should be. But the one thing that we have to guard against is raising undue expectations. We simply do not have the data now to set time limits or goals beyond what we have indicated in the plan itself and in the reporting requirements.

Mr. EDWARDS. Are you meeting any resistance to the model plan from any of the circuit or district courts?

Judge HUNTER. Mr. Chairman, let me say this: The Federal Judiciary is like any other large group of individual people. I have not seen anything that brought total unanimity, but I am not aware of any organized opposition or any one number individual who is really opposing this plan.

Mr. EDWARDS. Have you set a timetable for implementation of the EEO plans?

Mr. FOLEY. Our timetable calls for all plans to be in effect as of July 1, 1980.

Excuse me a moment.

Mr. Macklin corrects me by reminding me that the first reporting year ends June 30, 1981. Realistically, therefore, compliance would

have to start on July 1, 1980. It does not mean that we will necessarily have in our hands here in Washington copies of all those plans by July 1, 1980. We are beginning to receive them. We expect that we will receive a great flood of them in late June, once they can incorporate into their plans the forms and guidelines which we are now preparing to send out to the courts.

Mr. EDWARDS. Thank you, Mr. Foley.

Mr. Foley, has the Administrative Office or the Judicial Conference taken any action to assure that the hiring practices of the 152 new positions created under the Omnibus Judgeship Act are consistent with the affirmative action policy adopted in the September resolution?

Mr. FOLEY. There is no specific action that I can cite. All of the new judges are fully briefed on this model plan. They come here not only for briefings at the time of their confirmation hearings, but also for a seminar for new judges which is run by the Federal Judicial Center.

On both occasions we have taken pains to point out to them the model plan that was in development and more recently the one that has been adopted. So that they are fully advised.

Mr. EDWARDS. Thank you.

They are getting briefed on it in detail, is that correct?

Mr. FOLEY. Yes, sir.

Mr. EDWARDS. Now has the September resolution had any effect to date? Can you measure any effect that it might have had?

Mr. FOLEY. We here have no way of measuring that until we begin to receive reports.

Mr. EDWARDS. What do you think?

Mr. FOLEY. Well, I am very hopeful.

Judge HUNTER. I think that it has had an effect already. It is just difficult to measure it or to support it with any data yet, but in my own district there isn't any question about it. The various officers who will be engaged in employment practices have this now uppermost on their minds. They are looking pretty carefully to see if they can justify their present situation and what they need to do to strengthen any disclosed weaknesses. So I would say that in the field there has been an immediate reaction and a favorable one.

#### TESTIMONY OF JAMES MACKLIN, ADMINISTRATIVE OFFICE OF THE U.S. COURTS

Mr. MACKLIN. May I add to that?

We recently held two seminars in the Midwest, which all clerks of court attended, both district and circuit. One whole day was spent with Dr. Werther from the University of Arizona, making a presentation concerning equal opportunity and affirmative action plans. And from conversations with various clerks after that session, I know very well that there is action underway by the clerks of court, certainly, to comply with the terms of the model affirmative action plan.

Mr. EDWARDS. Thank you.

We are going to have to recess for 10 minutes. There is a vote on the floor.

Brief recess, 10:08 a.m. to 10:22 a.m.

Mr. FOLEY. Mr. Chairman, may I say one thing in response?



Mr. EDWARDS. Yes.

The subcommittee will please come to order.

I would like to recognize for a moment the gentleman from Missouri, Mr. Volkmer.

Mr. VOLKMER. Yes. I would like to welcome Judge Hunter here this morning. He is one of the outstanding jurists of the United States. We are very proud of him in the 8th Circuit. I wish to personally thank him for taking time to come here and tell us about this plan.

Judge HUNTER. Thank you.

Mr. EDWARDS. Thank you.

Mr. FOLEY?

Mr. FOLEY. In response to a question asked by Mr. Kastenmeier, I was not fully responsive because I was not aware of certain information which I would like to ask Mr. Macklin to present to the committee, if I may.

Mr. EDWARDS. Yes, please.

Mr. MACKLIN. Mr. Kastenmeier asked for a breakout of the personnel in the bankruptcy courts. I merely wanted to point out that that information was included in the June 1979 data and it is in the tables that you have here. [See app. 15 at p. 528.]

Mr. EDWARDS. Thank you.

Now, Mr. Foley, has the Administrative Office adopted a system to monitor the EEO policies of the Federal courts and their progress in achieving goals stated in the September resolution?

Mr. FOLEY. Mr. Cavan, would you like to say anything in response to that?

Mr. CAVAN. I would say, Mr. Chairman, that the major monitoring system is the annual reporting requirement, under which we would, each year, be evaluating the plans in each court, and the progress being made in each court. We would be evaluating what they have done during the course of the year every year.

We are hopeful, as well, that we would have, during the course of each year, periodic visits to particular courts as we develop a record and identify those courts that may be experiencing greater difficulties than others, that we would be able to go out and meet with those officials and talk with them.

Mr. EDWARDS. Thank you.

Mr. FOLEY. In addition, Mr. Chairman, if I may I would point out; that about 5 years ago the inspection function of the courts, particularly of the clerks' offices, was transferred from the Department of Justice to the Administrative Office.

We exercise that function through our Division of Management Review. We try to make an audit of all of the courts every 3 years and we hope to speed that up.

Through this review process, our management review teams will be instructed, of course, once these plans are adopted, to include an examination of the operation of the plan in their inspection functions.

Mr. EDWARDS. Very good. I will have one more question before I yield to Mr. Volkmer. The courts have been told that if they do not

wish to adopt the model plan they may submit for approval a modified EEO plan to their circuit council.

What guidelines will these circuit councils be using as they examine any proposed modifications?

Judge HUNTER. Mr. Chairman, I do not believe that that is really the intent. The model plan is designed to provide the real basis for whatever plan a particular court uses. Modifications are simply to take care of what may be a purely local problem so as to make the plan work more efficiently. The guidelines are in the model plan itself. Those are not to be tampered with.

Mr. EDWARDS. Very good. Thank you, Judge.

The gentleman from Missouri, Mr. Volkmer, is recognized.

Mr. VOLKMER. Yes, I have several questions.

Judge Hunter, as I understand it, the model plan is to cover all courts, is that correct?

Judge HUNTER. Yes, sir, it is to cover all of the Federal court family as we call it, all Federal courts.

Mr. VOLKMER. All right. Now would this also cover not just the clerks and deputies and other supporting personnel, but also the personal staff of the judges?

Judge HUNTER. It will cover the entire personal staff of the judges, which is not very large. We are talking basically, about a couple of law clerks, maybe three, a secretary, and a court reporter; but yes, it is to apply to all staff. There are no exceptions.

Mr. VOLKMER. In the past, I do not want to get into every little detail because I am sure probably the different judges hire their personal staff differently and I am sure some of it has to do with where a person comes from and his educational experience, things like that. But other than that, do you see any changes or what proposed changes are there, let's start off first with say the personal staff, and the hiring of those, than has been done in the past?

Judge HUNTER. I do not know that figures will ever reflect much on that subject.

For example, if we start with the most personal staff, the judge's secretary, I think we all realize that most of us, when we become judges in the Federal system, brought our secretaries with us and we might not—

Mr. VOLKMER. That was one from your office?

Judge HUNTER. Right. We might not have taken the job if we couldn't do that, because we had learned to depend a great deal on our secretarial help. My secretary, for example, has been with me, I hate to tell it on here because it reflects her age, but a little over 20 years.

I would have a good record, in fact I would have a perfect record, if you would check me on the question of whether I employ women, because I have had only one secretary, a lady, for 20 years. There is not going to be much change there. You are not going to get many people flowing through those jobs. So it is going to be difficult to measure because of that reason. But yes, the judges are very well aware now that they must measure up to these standards, and when changes or new employments are made, I am sure they are going to have this uppermost in their minds.

Mr. VOLKMER. In other words, you believe then that the judges will review the plan and do their best to implement it.

Judge HUNTER. Yes, sir, I am firmly committed to that belief.

Mr. VOLKMER. Can you describe how the plan will be implemented as to the other support personnel?

Judge HUNTER. Do you consider law clerks as personal staff?

Mr. VOLKMER. Yes.

Judge HUNTER. That is the next in closeness. I think it is going to be a real job to determine the appropriate pool of applicants for law clerks. Some judges have tended to limit their consideration to the territorial jurisdiction of the court, for example the Western District of Missouri. Others have tended to look at it as a statewide proposition, and others have tried to do it somewhat on more of a national basis. But there are a lot of realistic factors that have to be looked at.

My hope of getting top law clerks out of Harvard, for example, particularly if I am looking to the upper 5 percent or upper 10 percent of a class, is near zero. They have not become interested.

My opportunity for getting a real fair cross section is excellent in Missouri; their interest is in obtaining that employment. So these are practical factors which we will just have to meet as we gather experience.

Mr. VOLKMER. I have no further questions.

Mr. EDWARDS. I think this would be an appropriate time to take another 10-minute recess. I am sorry, but we have a vote on the floor. [Brief recess, 10:32 a.m., to 10:45 a.m.]

Mr. EDWARDS. The subcommittee will come to order.

Ms. DAVIS, counsel?

Ms. DAVIS. Thank you, Mr. Chairman.

Judge Hunter, I understand that a number of courts have already adopted the model plan. I believe Mr. Foley noted in his prepared statement that 23 had adopted the plan. I presume that your court is one of the courts that has adopted the model plan. Correct me if I am wrong.

Judge HUNTER. I will have to interrupt, and I apologize for it, to advise you my court is not one of those. My court will be one of those which will have it in within the next 30 days. We will be in the crunch of filings that Mr. Foley was discussing.

We have two new judges on our court and one judge going into senior status, and we are taking a hard look at the plan to see if we believe any modifications are necessary. I think our discussions of it to date have convinced us that we do not need to amend it. I anticipate we will adopt it word-by-word without change. But we did not see any great hurry to get the plan in because we are well aware of it and we think we are abiding by it even before its adoption.

Ms. DAVIS. Let me follow up on the question that Mr. Volkmer had raised about how the plan affects—all court personnel, particularly the changes that are going to occur with the personal staff of the judges.

I wonder if you could share with the subcommittee how you—you, I think, can speak for yourself perhaps better than for your colleagues on the bench—have selected your law clerks in the past. Describe the previous selection process and how you envision it is going to change as a result of the model plan. How will you be selecting your law clerks differently?

Judge HUNTER. Yes, I can answer that, because I have had to give it a good deal of thought.

In the past, I have done just what came naturally. By that I mean I had superior contacts at both of the campuses of my State university law schools, and off and on I had taught in one of them. So when I wanted a law clerk I would simply pass word to the two law schools. They would send me a list of the upper 10 percent of their class with some indications from them as to which ones were very good or at least had very good capacity with that type of position in mind.

I then interviewed all of them and made my selection on that basis. From my standpoint it worked out very well, because I have had excellent law clerk service. I will have to change that. I will have to widen the pool, so to speak, to include areas outside of the Western District of Missouri. I have limited myself to the western district.

We have plenty of ladies who are coming out of our law schools in the Western District of Missouri who are well up in their classes. We do not have very many blacks who are coming out of the Western District of Missouri who are up in their class ranking. So I am probably going to have to widen my consideration to include the Eastern District of Missouri; where for reasons unknown to me, there is a much better representation, much better percentage of able black students coming out of the law schools.

Ms. DAVIS. How receptive do you think the Administrative Office would be, and the Judicial Conference, to establishing a central office where résumés may be submitted for persons interested in a clerkship? There are a number of national organizations of various minority students who would be qualified to take those positions but perhaps have not applied for clerkships before because of their perception that they won't be able to get those slots.

How receptive do you think the courts would be to reaching out to that kind of national pool?

Judge HUNTER. I think the courts would be interested in receiving lists of black students who are well up in their classes, who are truly interested in going to a given court. So much of this is a time and manpower problem. None of us want to be interviewing a large mass of applicants who may not really have any interest and who are just shopping around, so to speak.

Ms. DAVIS. There may be students from Missouri or residents of Missouri.

Judge HUNTER. If they have some roots in Missouri so that we know, as a practical matter, that they probably are really interested in a job, we would welcome it. I try to search those out. I now have a law clerk who comes from an Eastern law school, but I got him because he summered in Kansas City and clerked for a Kansas City law firm. I knew he was interested in that area, so I knew, if I would offer him a job, he would probably accept it.

That is the problem we have. If we wanted to, we could get 200 to 500 applications for law clerk jobs. It is nothing at all for friends of mine to get that many. We can't interview them all, so we have to find some way to be practical about it, to be sure that they are interested. Their interest is as important to us as other qualifications.

Ms. DAVIS. Mr. Foley, is it conceivable that résumés could be submitted to the Administrative Office; are you open to that kind of approach?

Mr. FOLEY. We could very easily serve as a conduit, as it were, for that; no problem there. We never have because the selection of law clerks traditionally is a personal—

Ms. DAVIS. But it is changing?

Mr. FOLEY [continuing]. Thing on the part of judges.

Now, as you know, every judge receives several hundred applications every year and screening those is, in itself, a problem.

Ms. DAVIS. I would like to do a follow up question if I may on the lack of data that you both have alluded to. There was a survey conducted in 1979 at the request of the chairman of the subcommittee which provided some information on the breakout of all court employees, both as to race and sex. My question is, what kinds of conclusions are you able to draw from that?

Judge HUNTER, you indicated that you had difficulty in making some judgments about whether discrimination exists. If you are not prepared to go that far, what kind of conclusions can you draw from that data and how is that data going to be useful to the courts in moving forward with the model affirmative action plan?

Judge HUNTER. I do not know that that data is going to be really useful in the future because we hope we will have much better data to substitute for it.

To me that data simply, at best, raises what I call red flags. In other words, it tells us we may have a problem here, we may have a pocket of discrimination there. As I frankly said, we don't know. But certainly it alerts us that we need to look into it and we need to get more precise data.

Ms. DAVIS. Most of the data was available by August 31 of last year. I am curious as to whether it was discussed at the meetings of the committee, if it was useful in any way in the kind of plan that you ultimately approved?

Judge HUNTER. That data which was provided to us by the Administrative Office was, in turn, provided by me to every member of the committee, to every member of the Court Administration Committee, and was available to the Judicial Conference. I think it had a good deal to do with shaping some of the attitudes.

Ms. DAVIS. While we are on the question of data, you both have indicated that you do not have the kind of data that you think you need in order to, for example, suggest to courts the kinds of goals and timetables that they might want to consider.

Mr. Macklin, can you be a bit more specific at this point as to the kind of data that you think you need? What data are you looking for?

Mr. MACKLIN. One of the things we do not know now is the turnover within the courts. As Judge Hunter indicated, for example, his secretary has been with him for 20 years. Ever since he took the bench that person has been with him. We do know that law clerks turn over for the most part every 2 years; some judges, however, keep them on for only 1 year. But when you go to the court clerk's offices, where we do not have many new positions established throughout the years, we don't know what the rate of turnover is.

Ms. DAVIS. I presume turnover is going to be one of the issues, one of the points covered in the form you will develop.

Mr. FOLEY. That is right, how many vacancies do we have occurring within the year?

Ms. DAVIS. What other kind of data do you think you are going to need?

Mr. FOLEY. One of the problems that we are working with right at the moment is trying to figure out what the relative labor market pool is for given positions. I am not sure how we are going to get accurate data concerning that. We can certainly ask the Department of Labor for figures, but that will be national data. It would not be broken down by community or by the types of personnel that we hire.

I am hoping that we can turn to the courts themselves and ask them within their own local areas, to try to come up with figures, because I do know some of those figures are available within their areas. We have spoken thus far about minorities and about sex, but we have not mentioned some of the other categories of persons covered under this plan; for example, the handicapped. We do not really know how we are going to treat that subject. Religion is another one.

We will have to seek information for the labor market pool so that we can get some kind of comparison.

Ms. DAVIS. So the data you need is going to be addressed in this survey form that is in the process of being developed now; is that true?

Mr. MACKLIN. Not in the form itself. It won't reflect the labor market pools. We are hoping to obtain that separately.

Ms. DAVIS. But if you are relying—I guess this has to do with a larger question in terms of the kind of guidance that is being given to the courts. The plan itself is broad enough I think in your view so that each individual court can fashion the plan that reflects what is happening in their area. But it loses something in its broadness in that it does not give enough information to courts who you have admitted don't have a lot of experience in this area.

I am wondering what kind of guidance will be given by your office or the Circuit Councils as to the kinds of information the courts should have?

Mr. MACKLIN. We do not know whether we are going to be issuing formal guidelines from the Administrative Office at the moment. One of the things Mr. Cavan is doing is looking into that area. We are in the meantime, however, answering questions to the best of our ability when they do come in from the courts.

We hope throughout the coming years to give training courses through the Federal Judicial Center which will hopefully provide guidance to the courts in their hiring. But whether we will go out with specific guidelines I am not sure.

Ms. DAVIS. Mr. Chairman, may I ask one more question on this round?

It has to do with the data you are going to be requesting in the form. Where are you in the development of that form? Is a draft available?

Mr. MACKLIN. We are close to a draft which will be presented to the Supporting Personnel Subcommittee of the Judicial Conference, I think it is meeting on June 9.

Mr. FOLEY. June 9, yes.

Mr. MACKLIN. Thereafter we will submit it informally to the Court Administration Committee, so that we can have it in the hands of the

courts by the end of June, so that they will have it available beginning on the first day of the new reporting year.

Ms. DAVIS. May I make a request, which I think is consistent with the statement that you have presented, Mr. Foley, regarding your eagerness to get assistance from those people who are interested and have a particular expertise in EEO matters, and that is that the subcommittee, the EEOC, and interested groups, have an opportunity to review the draft and make some comments.

Mr. FOLEY. We will be happy to cooperate, surely.

Ms. DAVIS. Thank you.

Mr. EDWARDS. Mr. Boyd?

Mr. BOYD. Judge Hunter, I understand from the testimony we have received that this plan includes all court personnel for the 11 circuits and 95 district courts.

Judge HUNTER. Yes.

Mr. BOYD. Does it include the Supreme Court as well?

Judge HUNTER. No, sir, we have no jurisdiction over the Supreme Court.

Mr. BOYD. The Judicial Conference does not have any jurisdiction over the Supreme Court?

Judge HUNTER. It has no jurisdiction over the U.S. Supreme Court.

I might say, however, on behalf of that court, that the Supreme Court keeps up very carefully with what the Judicial Conference does on a voluntary basis—and this is my own reaction—it seems to conform to most of the matters and policies of the Conference. They are not bound to, but they seem to stay in step.

Mr. BOYD. Have they been involved in this process at all?

Judge HUNTER. No, sir, they have not.

Mr. BOYD. Have they been consulted at all?

Judge HUNTER. No, sir, they have not.

Mr. BOYD. As to what their intentions are?

Judge HUNTER. No.

Mr. BOYD. Could you tell us what their record is with regard to minority employment?

Judge HUNTER. No, I am not prepared to do that I am sure those figures could be obtained. There would be no secret about them. But I do not have them.

Mr. BOYD. Mr. Foley?

Mr. MACKLIN. I do not have their exact figures, but I do know that they are very good. Their personnel officer, Mr. Robbins, and their marshal, Mr. Wong, have actively sought out minorities and woman.

Mr. FOLEY. I have also been directed to keep Mr. Robbins, the personnel officer, apprised of every development here so that the court can move in the same line in which we are moving.

Mr. BOYD. So it is the intention of the court then to adopt the plan of the district and circuit courts?

Mr. FOLEY. I can't say that, but they certainly have indicated that they intend to follow the spirit of the plan.

Mr. BOYD. Thank you. I have no further questions.

Mr. EDWARDS. Thank you, Mr. Boyd.

Mr. Volkmer?

Mr. VOLKMER. No, I have no further questions.

Mr. EDWARDS. I might add we have received, and without objection shall make it a part of the record, a letter from the Chief Justice encouraging the Judicial Conference—I believe he is the head of the Judicial Conference of the United States, assuring us he was going to take leadership in this area, which he obviously has done. [See app. 3 at p. 110.]

Now Mr. Foley, will the Judicial Center or the Administrative Office provide some training for EEO personnel?

Mr. FOLEY. Yes, sir. We are planning, with the center, to arrange for training for the personnel in all of the courts, and the center has developed, over the last few years, a series of tapes which are available to the field, whereby individuals who are anxious to better themselves and seek promotion can have some self-training, as it were, through these mechanisms.

Mr. EDWARDS. Thank you.

Counsel?

Ms. DAVIS. I have just two questions.

Mr. Foley, when did the majority of the personnel come on board as a result of the Omnibus Judgeship Act?

Mr. FOLEY. Well, I am not sure we can say the majority is on board yet. More than half the judges have been appointed and taken office.

That involves bringing aboard a secretary, two law clerks for a district court judge and three for a circuit judge, and also a court reporter for the district judge, in some instances, it also involves hiring an additional courtroom deputy. Some courts have been able to meet the additional judgeship supporting personnel needs through existing personnel; some have had to ask for authorization for an additional courtroom deputy position.

Ms. DAVIS. With regard to the modifications of the model affirmative action plan, you indicated that the Circuit Councils have received notification or you have learned of notification that there will be some modifications; several courts have indicated they will modify the model plan.

Mr. FOLEY. Yes.

Ms. DAVIS. Do you have any sense yet as to what aspects of the plan those courts will be modifying?

Mr. FOLEY. I have not seen anything on that at all. Have you?

Mr. MACKLIN. No. I have no idea what modifications they are making.

Ms. DAVIS. Would it be possible to obtain from you—you will get copies of those plans, those modifications—

Mr. FOLEY. After approval, yes.

Ms. DAVIS. Right. Would it be possible to share those with us?

Mr. FOLEY. Yes, there will be a public record, surely.

Mr. EDWARDS. In a few moments we are going to adjourn but before that I want to thank you, Judge Hunter, Mr. Foley, and the other witnesses for coming here today. This is rather a historic occasion, I believe, and it is a historic thing that the Federal Judicial System is doing.

It is very much to your credit that this program is underway and is going to be implemented, especially in view of the times that we are

facing in America, in view of the fact that it is a national goal shared by both political parties and by all Americans that a fair and integrated America with opportunities for all is the key to our success as a government.

Certainly the courts are the heart of our civilization and to have this program going on and to have your dedication behind it and your skills is very comforting to all the members and the staff of this subcommittee and indeed the entire Congress. So we thank you for being here today.

Mr. VOLKMER. Mr. Chairman, could I make a short statement with regard to this?

Mr. EDWARDS. Yes.

Mr. VOLKMER. I too, wish to commend them for taking the steps they are taking in order to correct any deficiencies that may be present.

While sitting here, I reviewed the 1979 employment figures for three circuit courts and none was a model for a fully integrated system. The Congress, which has exempted itself from title VII coverage, cannot point its finger either.

I join with the chairman in applauding the efforts of the Judicial Conference and hope the Congress can straighten itself out as well.

Mr. EDWARDS. Thank you, and thanks again to the witnesses.

[Whereupon, at 11:10 a.m., the subcommittee adjourned.]

## EQUAL EMPLOYMENT OPPORTUNITY PRACTICES IN THE FEDERAL JUDICIARY

WEDNESDAY, NOVEMBER 19, 1980

HOUSE OF REPRESENTATIVES,  
SUBCOMMITTEE ON CIVIL AND CONSTITUTIONAL RIGHTS,  
OF THE COMMITTEE ON THE JUDICIARY,  
Washington, D.C.

The subcommittee met, pursuant to call, at 2 p.m., in room 2226, Rayburn House Office Building, Hon. Don Edwards (chairman of the subcommittee) presiding.

Present: Representatives Edwards, Drinan, and Sensenbrenner.

Staff present: Catherine Leroy, counsel, Helen C. Gonzales, assistant counsel, and Thomas M. Boyd, associate counsel.

Mr. EDWARDS. The subcommittee will come to order.

This afternoon's hearing is the third in a series regarding equal employment opportunities for employees of the Federal judiciary.

In our first hearing, Steve Suitts, director of the Atlanta-based Southern Regional Council (SRC) set forth the findings of the SRC report on the underrepresentation/underutilization of minorities and women as judges and support personnel in the southern Federal courts. He suggested that those findings were probably applicable to the entire Federal judiciary. We look forward to Mr. Suitts' assessment of equal employment opportunities in the Federal judiciary since his last appearance.

Subsequent to that hearing, a petition—signed by 12 legal organizations—was submitted to the Judicial Conference. The petition called for the establishment of an affirmative action plan for the Federal courts. At its September 1979 meeting, the Judicial Conference unanimously endorsed the concept of equal employment opportunity in the Federal courts and directed that a model plan be developed with the assistance of the Administrative Office of the U.S. Courts. We are pleased to have with us today some members of the petitioner group and their counsel.

In May of this year, the model affirmative action plan—adopted by the Conference at its March 1980 meeting—was presented to this committee by the Honorable Elmo B. Hunter, chairman of the Committee on Court Administration of the Judicial Conference, and William E. Foley, Director of the Administrative Office of the U.S. Courts. These gentlemen reported on the Conference's, as well as their own personal, commitment to the model plan and the hopes for its effective implementation.

The purpose of today's hearing is to analyze the adequacy of the model plan and how it might be most effectively implemented,

monitored and enforced, and to consider recommendations which will insure that equal employment opportunities will be realized by employees of the Federal judiciary.

Our first witness is Dr. Arthur Flemming, Chairman of the U.S. Commission on Civil Rights. The Commission has issued a long and scholarly list of reports and recommendations on extending equal employment opportunities to all persons.

Dr. Flemming, we welcome you. Please introduce your colleagues and then you may proceed.

**TESTIMONY OF ARTHUR S. FLEMMING, CHAIRMAN, U.S. COMMISSION ON CIVIL RIGHTS, ACCOMPANIED BY LOUIS NUÑEZ, STAFF DIRECTOR; CAROL A. BONOSARO, ASSISTANT STAFF DIRECTOR FOR CONGRESSIONAL AND PUBLIC AFFAIRS; AND JACK HARTOG, ASSISTANT GENERAL COUNSEL**

Mr. FLEMMING. Thank you very much. I am very happy to have the opportunity of appearing before you today. Accompanying me is Louis Nuñez, my Staff Director; Carol A. Bonosaro, my Assistant Staff Director for Congressional and Public Affairs; and Jack Hartog, my Assistant General Counsel.

I am grateful for this opportunity to appear before you today to express the views of the Commission on the model affirmative action plan developed by the Judicial Conference of the United States. The plan and its accompanying discrimination complaint procedures, as we understand it, are to be adopted by each Federal court. Currently, judicial branch employees, except for those few holding civil service positions, are not covered by title VII of the Civil Rights Act of 1964. The plan and the discrimination complaint procedures, therefore, are particularly important, because these employees lack the statutory fair employment rights and remedies enjoyed by most other employees in the country.

Equal employment opportunity has been the law in this country for many years. We have a long distance to travel, however, before we achieve the goal of an effective implementation of the law.

Our Commission, in its state of civil rights report for 1979, said:

"The employment status of minorities and women has long lagged significantly behind that of white men. As shown in the Commission's 1978 report, "Social Indicators of Equality of Minorities and Women," the disparities in the unemployment rates of minorities and women and of white males increased between 1970 and 1976. According to recent statistics, these disparities continue to prevail in 1979.

It is the continuation of these and other disparities that leads women and members of minority groups to question seriously whether this Nation has the commitment and the capacity to translate the rhetoric of equal employment opportunity into action programs that will improve the employment conditions of minorities and women.

This question will be answered in such a manner as to replace despair with hope only if all three branches of the Federal Government practice what they preach.

Our Commission and this subcommittee know that the executive branch has not yet reached the point where it can serve as a model

for other employers. We are encouraged, however, by the leadership being provided by the Equal Employment Opportunity Commission.

With respect to Congress, in June of this year the Commission on Civil Rights, at the request of the Congress, filed a report on "Extending Equal Employment Opportunity Law to Congress" in which we concluded that

Congress should enact a provision in title VII of the Civil Rights Act of 1964 to cover employees in the legislative branch modeled on section 717 of title VII.

We believe that such action by the Congress is imperative if the legislative branch is to provide the leadership this Nation needs to implement equal employment opportunity law effectively.

We are deeply concerned, however, over a recent development in the House of Representatives. This development, if concurred in by the Senate, would mean that the Congress, instead of providing leadership to those who seek to implement equal employment opportunity law, would be providing leadership and encouragement to those who seek to undermine equal employment opportunity law.

We oppose enactment of the Walker amendment to the appropriations bill for the Departments of Labor, Health and Human Services, and Education, which would prohibit the expenditure of Federal funds to issue, implement, or enforce any program which includes ratios, quotas, or other numerical requirements in employment or admissions policies or practices. Our opposition to this amendment is based in part on our conclusion that it "would seriously undermine the Department of Labor's implementation of Executive Order 11246, as amended, which is designed to assure minorities and women equal employment opportunities." It would be tragic if the Congress should take this kind of backward step.

The petition of the civil rights groups to the Judicial Conference, in providing the impetus for the model affirmative action plan, gave the Federal courts of the United States the opportunity to show how affirmative action plans should be designed and implemented. With their experience in requiring others to undertake affirmative employment measures, the Federal judiciary, it was hoped, would set a positive example, a true "model," in its dealings with its own employment situation.

Unfortunately, this has not occurred. The "Model Affirmative Action Plan" is an affirmative action plan in name only. It is devoid of specific, meaningful procedures. The plan, while repeatedly pledging itself to equal employment opportunity, fails to provide the basis for action programs in the Federal courts designed to achieve the objective of equal opportunity.

Our Commission believes that a meaningful affirmative action plan starts with an extensive self-analysis of the personnel practices and procedures that cause the underutilization of minorities and women. Based on this self-analysis, an affirmative action plan includes the establishment of goals and timetables and the development of an action program designed to achieve the goals within the designated time periods. The action program must involve a clear assignment of duties and responsibilities with the understanding that the successful discharge of those duties and responsibilities will be rewarded and that a failure to discharge them will result in the imposition of penalties.

Such an affirmative action plan, the Commission believes, provides administrators with a systematic and comprehensive method for attacking the discrimination that prevails in our society. Today's discrimination is the result of deeply embedded organizational actions as well as individual conduct denying equal opportunity. Such organizational discrimination can thrive even in the absence of conscious prejudice. In such situations, merely exhorting various individuals to act in accordance with the principle of equal employment opportunity is a necessary but insufficient step. A true affirmative action plan is needed that will use the tools of administration systematically to oppose, instead of support, all manifestations of discrimination.

The Judicial Conference's model affirmative action plan does not contain the components of a true affirmative action plan. It does not include a written commitment by the judiciary to organizational change through a comprehensive affirmative action plan. It does not provide that this official policy be disseminated within the organization and throughout the community. It does not appoint senior officials with adequate authority and resources to implement the plan. It does not call for extensive self-analysis to identify specific areas where minorities and women are underutilized and to analyze the discriminatory barriers embedded in organizational decision-making. It does not mandate specific measures to address the causes of underutilization and to remove discriminatory barriers. It does not set goals, and timetables to meet them, so that senior officials may be held accountable for progress, or the lack of progress, under the plan.

The omission of these components from the Judicial Conference's plan indicates a failure to recognize the need for a comprehensive organizational approach to eliminating discrimination and securing equal opportunity through an affirmative action plan. Indeed, the absence of specificity in the "model" plan's provisions indicates that a real commitment to affirmative action may be missing.

Virtually the only section of the plan that gives some concrete examples that explain in greater detail the procedures to be followed is in the last paragraph of section V. That section lists factors that would excuse a court from achieving EEO objectives. While such an explanation of factors that inhibit EEO are appropriate in affirmative action plans, their listing in a plan that otherwise is noticeably devoid of examples of discrimination and specific procedures to remedy such discrimination implies that the plan is either unnecessary or foredoomed to failure.

Furthermore, the model plan betrays hostility to a basic affirmative technique by decreeing in its preamble that the plan does not intend to "modify \* \* \* qualification standards." Modification of selection criteria is not only encouraged by Federal law when necessary to eliminate identified discrimination, it is required when needed to remedy illegal discrimination.

This Commission believes that there is no built-in conflict between the use of specific affirmative measures and the recruitment, selection, and promotion of fully qualified persons. If, for example, the self-analysis conducted by the courts reveals that few minorities and women are being selected for certain jobs, the courts can take steps

that are conscious of race, national origin, and sex directed toward remedying the problem.

Among the range of useful remedies that take race, sex, and national origin into account to overcome underutilization are: intensive recruitment of minorities and women; revision of selection criteria so that they accurately relate to job requirements and do not exclude qualified minorities and women; considering race, sex, and national origin as a positive selection factor among qualified applicants; and specifying that among qualified applicants a certain ratio or percentage of minorities and women to white males will be selected. The particular affirmative method which is chosen should depend on the nature of the discrimination that is uncovered by the detailed self-analysis. Without such a self-analysis, the courts cannot determine which of the range of acceptable affirmative remedies is appropriate and most effective in eliminating discrimination.

The tools to design, implement, and enforce a true affirmative action plan already exist. The new Compliance Manual of the Office of Federal Contract Compliance Programs details what a self-analysis is, what it looks for, and what affirmative action plans contain. We also would call attention to EEOC's Management Directive 702 and its detailed instructions to Federal agencies for developing their affirmative action programs. We hope that the Judicial Conference will amend its plan in such a manner that it will conform to the basic concepts incorporated in these documents.

While it is always preferable and more effective when employers voluntarily act to provide equal employment opportunity for their employees, Congress can legislatively require an equal employment opportunity program if the courts fail to provide it themselves. In 1972, after proof of discrimination in the Federal executive branch was submitted to Congress, it passed section 717 of title VII of the Civil Rights Act of 1964. That law mandates affirmative action programs by the executive branch. There are no constitutional obstacles, in our judgment, to Congress enacting a similar law covering the judiciary.

In conclusion, we would like to stress that there no longer can be any serious question whether affirmative action is legal. The issue today is whether the will and determination exist among top management to analyze their particular situations and then design and implement affirmative action plans. As the Office of Federal Contract Compliance Programs has so aptly stated in its affirmative action regulations, "Procedures without effort to make them work are meaningless; and effort, undirected by specific and meaningful procedures, is inadequate."

The Judicial Conference's "Model Affirmative Action Plan" can be transformed into what its name implies. The Nation needs the kind of leadership in the equal employment area that would be demonstrated by a decision on the part of the Judicial Conference to take such action.

Mr. EDWARDS. Thank you, Dr. Flemming, for an excellent statement. I am not going to have the opportunity much longer, sadly enough, to recognize the member, but it is my pleasure to recognize the gentleman from Massachusetts.

Mr. DRINAN. Thank you, Mr. Chairman, and thank you, Dr. Flemming. As usual, Dr. Flemming is extraordinarily well prepared and makes a very fine statement.

I must say that I am somewhat chagrined for the court system in America when this type of indictment can be leveled against it, and I hope that the Judicial Conference will come forward with something much more affirmative.

Dr. FLEMMING, you indicate six elements that are missing in the plan, and you are very eloquent about those. Would you elaborate on the self-analysis of personnel practice that is needed? I am not fully certain what an extensive self-analysis would be. They have secretaries and clerks and bailiffs, and that type of thing. What would you feel would be involved in the extensive self-analysis?

Mr. FLEMMING. As indicated in my statement, we feel that the objective of such self-analysis is to determine whether or not there is an underutilization within a particular organizational unit of minorities and women. As I do indicate in my statement, both the Department of Labor and the Equal Employment Opportunity Commission have developed very detailed guidelines for employers who desire to make that kind of self-analysis.

We believe that certainly the substance of the guidelines that have been developed by the Department of Labor and the Equal Employment Opportunity Commission are applicable to a situation such as confronts the courts. Clearly, the objective of making that self-analysis to determine the degree of underutilization of minorities and women is to lay the groundwork for establishing a goal and a timetable for achieving that goal, and then you develop an action plan with assignment of duties and responsibilities which, if carried out, will make it possible for the organization to achieve the goal.

In other words, I feel that an affirmative action plan is simply a tool of management that an administrator who really wants to achieve objectives in this particular area utilizes in order to deal with what are oftentimes built-in resistances to equal employment opportunity objectives within his organization.

Mr. DRINAN. Thank you. Could you tell me this as a point of fact. Do the local court system and Federal courts advertise the availability of openings as the executive branch does?

Mr. FLEMMING. We are not aware that they do, but I am not the best witness on that.

Mr. DRINAN. That, I take it, would be the second recommendation that you make.

Mr. FLEMMING. That is right. First of all, if you develop a plan of this kind, it is clear it ought to be disseminated within the organizations so that the people who are a part of the organization know that the administrators mean business. But even more important, then, is disseminating it within the community, within the labor market area, whatever term you want to use, because if a particular court has not been known for its willingness to recruit minorities and women, it probably means that minorities and women have really paid no attention to openings that may exist there because they have simply concluded it isn't worthwhile. But if there is going to be a change, and if they really mean business, if you get that plan out and disseminate, it then interested persons will say, maybe there has been a

change; maybe they do mean business, and we will apply and see what happens.

Mr. DRINAN. Another point you make is the fact that the hiring system is vulcanized; that everybody is in charge of the very local level; he or she can hire anybody that happens to be around. I am wondering if you or your associates have thought of the possibility of organizing this in such a way that all of New England would be a hiring body and they have to process these applications and give affirmative action provisions, so to speak? Would that be possible, or would the Federal judges simply resist that?

Mr. FLEMMING. We have not given consideration to that possibility. You have a better understanding of the courts and their feelings on matters of that kind than probably I have.

Initially, I assume it would be restricted because of the desire on the part of each district court judge to be in charge.

Mr. DRINAN. I thank you again for your very excellent statement.

Mr. EDWARDS. The gentleman from Wisconsin, Mr. Sensenbrenner.

Mr. SENSENBRENNER. I would like to add my voice to that of the gentleman from Massachusetts on the very excellent and well-researched statement.

I would like to express my concern on whether this is really the proper forum to address this problem, due to the doctrine of separation of powers that has developed in this country over 200 years.

Setting aside the constitutional issue of whether an affirmative action law applying to the judiciary would be constitutional or not, I am wondering if you have given any thought to whether the Congress actually ought to be making these kinds of decisions for the personal staffs or members of the judiciary.

Mr. FLEMMING. In our judgment, as I indicated in our statement, it is appropriate for Congress to take a look at an appropriate course of action such as has been outlined by means of this model affirmative action plan. In the concluding part of my statement I did indicate that we feel that Congress would have the authority to consider legislation in this particular area.

Mr. SENSENBRENNER. I am not asking about whether we have the authority to do it. I am asking whether you think it would be advisable, because I can see that once we get into this area, if a majority in the Congress should disagree with a Supreme Court decision on a particular issue, the way they would get back at the Supreme Court would be simply by refusing to allow the funds for law clerks and secretaries and books for the library, and consequently get involved in the actual management of the staffs of members of the Supreme Court. I don't advocate that, but it is possible that could happen.

Mr. FLEMMING. I recognize it could be carried to an extreme, but I do feel it is proper for Congress to be concerned about the question of whether or not all three branches of the Government are endeavoring to translate, in effect, the rhetoric of equal opportunity into action, and it seems to me that if the three branches of Government, functioning in their capacity as employer, do not set the right kind of an example, then we are going to find it very, very difficult to implement these laws in the private sector.

I feel whenever Government functions in its capacity as an employer, it should strive to be a model employer. For 9 years I served



as a member of the Civil Service Commission, from 1939 to 1948. As I used to appear from time to time before the committees of the Congress in connection with personnel issues, I always tried to press for the objective of the Federal Government functioning in its capacity as an employer, becoming known, as I used to put it then, as becoming one of the most progressive employers in the country, a model employer to set the right kind of example.

I certainly feel wherever the Government is functioning in its capacity as an employer, whether in the legislative, judicial or executive branch, it should set the right kind of example in this affirmative action area.

Mr. SENSENBRENNER. I don't disagree with anything you have said, doctor. I am just looking at the practical effect, looking at the fact that the Congress has pretty much kept its hands off appropriations for the White House staff and the Executive, and has not attempted to rewrite legislative branch appropriation bills, and neither of these two branches has attempted to tell the judicial branch exactly how much or little personnel staff is necessary for the judicial branch to discharge its constitutional functions; whether the Congress, getting involved in this particular issue—which is a serious one at that—would actually have consequences in other areas that perhaps might not be so advisable.

Mr. FLEMMING. I appreciate your question, and I certainly appreciate the sensitivity of those relationships, and I recognize the practices that have been followed, but I do believe that this issue is so basic, so fundamental to our way of life in this country, that what this committee is doing at the present time, for example, is something that we, as a Civil Rights Commission, welcome because we think it is needed to set the right kind of example.

Mr. SENSENBRENNER. I have no further questions.

Mr. EDWARDS. I have no particular problem with what the gentleman from Wisconsin suggests. For many years this committee has inquired of the entire Federal Establishment as to their hiring practices, and I say we have never run into a department that wasn't grateful because of some assistance to them in their hiring practices. Indeed, in the FBI, they are grateful because they want to have good hiring practices in the FBI, as well as in the Department of Justice, and so forth. We assist them in doing that.

We are not putting the arm on them in any way. We are asking them to report to the American people whether they are indulging in fair practices.

So, I think it is a very good question the gentleman asks. My personal view is in our experience it hasn't been objected to by any department. Certainly the judiciary could object very strongly if they felt we were asking them improper questions. We would really be set back if the chief judge said no, we are not going to answer that question; it is none of the legislators' business. That is something we should consider, I am sure.

Do you think, Mr. Flemming, that the 1979 resolution and the 1980 model plan indicate that the judiciary does have this commitment to equal employment opportunity because, after all, in 1966 they also adopted a resolution endorsing the positive program for equal opportunity of employment?

Do you think they have mended their ways and are more serious now about equal opportunity?

Mr. FLEMMING. We feel this is a step in advance. In 1966, they adopted a resolution, as I understand it, period. In 1979, they adopted a resolution and called for the development of a model plan. That certainly is a step in advance and step in the right direction. Our comments, of course, are directed to what we regard as the weaknesses in the model plan.

Mr. EDWARDS. Thank you very much.

Counsel?

Ms. GONZALES. Thank you, Mr. Chairman.

I only have a couple of questions, Dr. Flemming, one of which you touched on in your statement. When Judge Hunter of the Judicial Conference testified before our subcommittee on May 30 of this year, one of his statements was that they were very concerned about adopting any "quotas"—that is the word he used—since no court has ever been permitted under any circumstances to compromise qualification or performance standards in order to achieve a superficial compliance with preordained statistical standards. How would you respond to his concern about maintaining the high quality of standards in their hiring practices?

Mr. FLEMMING. As you have indicated, I did touch on that issue in my prepared statement. We have always maintained that in the development of any affirmative action plan, the plan should make provision for the employment of fully qualified persons to perform the duties and responsibilities of a particular position. We do not feel there should be any compromise with that particular concept. So, as I indicated in my statement, we see no conflict between the development of an affirmative action plan along the lines that I outlined in my statement and the objective that the Justice identified.

Ms. GONZALES. Do you think there could be a possible conflict of interest if an aggrieved party, who is dissatisfied with the way a complaint procedure has been handled or with an affirmative action plan that has been adopted in a particular court, then wants to seek grievance in the courts—do you see some potential conflict of interest there?

Mr. FLEMMING. I can see a possible conflict of interest if this were handled by the judge that developed and was in the process of implementing the affirmative action plan, but it seems to me that is a matter that could be handled by a change of venue or some such device if the issue were raised in a particular instance.

Ms. GONZALES. So your sense is basically that as long as the particular judge who is initially involved in developing the plan or in the complaint is not the one who reviews the grievance, then there will be no conflict of interest?

Mr. FLEMMING. Yes. I don't think it would be necessary to set up a special mechanism to take care of that situation. A change of venue would handle it, it seems to me.

Ms. GONZALES. I have no further questions, Mr. Chairman.

Mr. EDWARDS. Counsel, Mr. Boyd.

Mr. BOYD. Dr. Flemming, if you believe that there is no conflict between the retention of quality employment and equal opportunity employment, why do you then object to the preamble of the model

plan which was submitted by the administrative office, which contends it is not the intention of the plan to modify qualification of standards?

Mr. FLEMMING. That really deals with another type of issue. As you know, from time to time, a situation does develop where, for example, tests are used to screen applicants and allegations are made to the effect that a particular test that is being used is biased or has built into it a certain type of bias which operates adversely against minorities, and consistently the courts have taken issue with that when they have been dealing with private employers, and they have typically applied a standard which says that those tests have to be clearly related to the requirements of the job, and so on.

We may have misinterpreted their intention in putting that language in at that particular point, but we wanted to make sure of the fact that they were not turning their backs on the necessity from time to time of modifying devices of that kind.

Mr. BOYD. You wanted to make sure that wasn't a code word.

Mr. FLEMMING. That is right.

Mr. BOYD. Can I assume by your opposition to the Walker amendment to the appropriations bill that you advocate the use of ratios and quotas?

Mr. FLEMMING. I think my testimony makes it very clear when we talk about goals, goals are normally stated as numerical requirements. Sometimes they are order of magnitude; they don't have to be an absolute given. For example, in our statement that we issued in 1977 we dealt with that particular matter and talked about it, the statement of goals in a range of 12 to 16 percent. We feel numerical requirements are absolutely necessary in the development of an affirmative action plan if you are going to measure the success or lack of success.

Mr. BOYD. Why can't an organization have equal employment opportunity by removing discriminatory barriers such as you suggest in your statement, and even affirmative action, without the use of quotas and ratios?

Mr. FLEMMING. Simply we feel that an essential part of an affirmative action plan is the establishment of a goal and a timetable for reaching that particular goal. Of course, the Department of Labor, in developing its standard for an affirmative action plan, has made that very clear. We agree with the Department of Labor at that particular point, and we feel that the Walker amendment, if it became law, would make it virtually impossible for the Department of Labor to carry on its enforcement activities in the way in which they are being carried on at the present moment.

Mr. BOYD. So the only way you determine effectiveness of equal employment opportunity is by percentage of employment?

Mr. FLEMMING. By measuring whether or not there is an increase in the number of—

Mr. BOYD. Increases can be statistically shown.

Mr. FLEMMING. It doesn't have to be a percentage. It can be an absolute number as well as a percentage number; that is, an agency or an employer, administrator or employer, may say that over a period of a year I am going to increase the number of minorities in my particular organization by 50 and the number of women by 75, or

whatever the case may be, or he can, or she can, state it by percentages—either way. We don't quarrel with the method that is used. But either method would be outlawed under the Walker amendment.

Mr. BOYD. Thank you.

Mr. EDWARDS. Dr. Flemming, do you think a court loses a certain amount of credibility when perhaps half of the defendants before the court in criminal cases are minorities and yet there is no effort made to hire qualified minorities as staff, in a court?

Mr. FLEMMING. Mr. Chairman, I certainly do. Even going a little further, the courts are called upon to pass on affirmative action plans. They are called upon to in effect provide for their implementation. It seems to me that they do put themselves in a very difficult position if they are insisting on a private employer implementing the type of affirmative action plan that we describe here, and at the same time they do not have in effect a comparable affirmative action plan as far as their own personnel policies are concerned.

Mr. EDWARDS. Thank you.

Are there further questions from the committee?

Thank you very much.

Mr. FLEMMING. We appreciate the opportunity to be here.

Mr. EDWARDS. As I noted earlier, a petition was submitted to the Judicial Conference on June 5, 1979, urging the development of an affirmative action plan. (See app. 16 at p. 533.)

We have with us today three of the petitioners and their counsel. Representing the petitioner class are: Lucy Edwards, member, Board of Governors, National Bar Association; Angel Manzano, acting associate counsel, Mexican American Legal Defense and Educational Fund; Judith Lichtman, director, Women's Legal Defense Fund; and Daniel M. Lewis, Arnold & Porter, attorney for petitioners.

Mr. Lewis, will you start the panel's presentation? We welcome all of you.

**TESTIMONY OF LUCY EDWARDS, MEMBER, BOARD OF GOVERNORS, NATIONAL BAR ASSOCIATION; ANGEL MANZANO, ACTING ASSOCIATE COUNSEL, MEXICAN AMERICAN LEGAL DEFENSE AND EDUCATION FUND; JUDITH LICHTMAN, DIRECTOR, WOMEN'S LEGAL DEFENSE FUND; AND DANIEL M. LEWIS, ATTORNEY, ARNOLD AND PORTER, ATTORNEY FOR PETITIONERS**

Mr. LEWIS. Thank you for permitting us to appear before you today to discuss the issue of employment practices in the Federal courts.

I would like to begin by briefly summarizing the background of some of the legal issues we feel are relevant and then allow the petitioners to speak individually on behalf of the groups they represent.

Our law firm, in connection with the Institute for Public Representation, represents a broad coalition of civil rights, minorities, and women's groups in this effort, and a list of those organizations is appended to the copy of the statement we are submitting.

We would ask that the statement in its entirety be made a part of the record with its appendices.

Mr. EDWARDS. Without objection, it is so ordered.

[Mr. Lewis' statement follows:]

STATEMENT OF DANIEL LEWIS, ESQ. ARNOLD & PORTER ON BEHALF OF  
PETITIONERS TO THE UNITED STATES JUDICIAL CONFERENCE

Mr. Chairman and Members of the Subcommittee, I appreciate the opportunity you have given me to testify before you on the question of the Federal judiciary's equal employment opportunity program. My name is Daniel Lewis, and I am a member of the law firm of Arnold & Porter. Along with Charles Halpern, director of the Institute for Public Representation, we have been representing a coalition of civil rights, women's, and minority organizations in petitioning the U.S. Judicial Conference to adopt an equal employment opportunity ("EEO") program for the Federal courts. A list of the organizations which we represent in this effort is included as an appendix to this statement.

The bulk of the testimony which we will be presenting to the subcommittee this afternoon will be presented by representatives of four of the organizations which we represent. My introductory remarks will serve to provide background to the subcommittee on the progress or lack of progress which the Federal courts have made in implementing their policy of promoting equal employment opportunity. In particular, I plan to review briefly our efforts to have the Judicial Conference adopt a policy of requiring EEO plans for Federal courts and outline the serious inadequacies of the model EEO plan adopted by the Judicial Conference last March. Next, I will review the disturbing lack of effort and resources which the Administrative Office has so far devoted to implementing the Judicial Conference's policy in this area. And finally, I will discuss the long-term implications of the inadequacies of the present model EEO plan and the Federal courts' lack of budgetary commitment to their EEO program.

I. THE PETITION TO THE JUDICIAL CONFERENCE

Our efforts on behalf of a coalition of various organizations were in large part a result of the December 1979 report of the Southern Regional Council entitled "Blacks and Women in Southern Federal Courts." Steve Suits, director of the Southern Regional Council, and who is here today, testified some time ago before this subcommittee concerning that Report's documentation of the discriminatory employment patterns existing in Federal courts in 11 Southern States. As you know, that report indicated that in States with populations of about 20 percent blacks, only 6 percent of Federal courts employees were black. In addition, in these courts, only 9 percent of professional jobs were held by women.

This documentation of the lack of equal employment opportunity within the Federal courts in the 11 States of the old Confederacy is clear evidence that, in that region at least, the Federal courts must undertake a massive and sustained effort to modify their employment practices in order to meet the requirements of the equal protection clause of the U.S. Constitution.

More recent data, collected by the Administrative Office of the U.S. Courts in response to a request by this subcommittee, demonstrates that the lack of equal employment opportunity in the Federal courts is a nationwide problem and not one limited to a particular region.

To highlight some of the most disturbing data collected by the Federal courts, we would point to the following:

In the top position in the Federal district courts—clerk of court—there are only seven women and five minorities—two Hispanics, two Asians, and one Black—throughout the entire Federal judiciary; there are no minority women and no Native Americans holding the position of chief clerk of any Federal district court.

The statistics on the chief clerk in the bankruptcy courts are similar in terms of minority group representation: No minority group has a representation greater than 1.7 percent in this position.

In the position of chief deputy clerk of court, there are only 18 women, 2 of whom are minority group members. Six minority group men are employed as chief deputy clerks.

There are no women chief probation officers in the Federal court system, and there is only one black woman employed as a deputy chief probation officer. Minority group men are also underrepresented in the probation department: There are only 3 black chief probation officers and 1 Hispanic, 1 Asian and 1 Native American in that position. There are no Asian deputy chief probation officers in any Federal district court.

No minorities hold positions as clerk or chief deputy clerk of a district court, or chief clerk of a bankruptcy court in any of the 11 Southern States.

There are no women and only one black serving in the position of chief probation officer in a Federal court located in the 11 Southern States; there is only one female deputy chief probation officer in this region.

In the entire southwestern region (New Mexico; Utah; Texas; Arizona; Nevada; Colorado) and California, an area where there is a relatively high proportion of Hispanics in the general population, there are no Hispanics employed as clerk of a district court or chief deputy clerk. There is only one Hispanic chief probation officer in this region.

In the Southwestern States, which also have a high proportion of Native Americans, there are no Native Americans employed in the following jobs in the federal district courts: clerk of court, chief deputy clerk, deputy clerk, chief probation officer, or deputy chief probation officer.

In central California, which includes the urban population of Los Angeles, there are no blacks employed as clerk of court, chief deputy chief, chief clerk of a bankruptcy court, chief probation officer, or deputy chief probation officer.

As a result of the data contained in the Report of the Southern Regional Council, and on behalf of the groups we represent, in June 1979 we filed a petition with the Judicial Conference. That petition requested that the Conference direct each circuit and the Supreme Court to adopt an equal employment opportunity plan covering its employees to remedy the serious employment problems which existed in the federal judiciary. The petition noted that, although the Federal courts had been in the forefront in establishing the constitutional, statutory and moral principles by which to judge discrimination in employment and other fields, the Federal courts had lagged far behind in providing equal employment opportunity for their own employees.

Our petition demonstrated that the most basic and fundamental constitutional principles of equal protection require that the Federal courts take affirmative steps to eliminate their own discriminatory hiring practices. We argued that the principles of equal protection apply to the Federal judiciary through the due process clause, which forbids any employment discrimination, and requires the Federal courts to take whatever steps are necessary to provide equal employment opportunity to all of its employees.

In addition, we argued that principles of fundamental fairness require the courts to take these steps. The Federal courts have compelled numerous private and public employers to comply with the same constitutional requirements of equal protection. It would be unconscionable for the courts to exempt themselves from these same constitutional principles.

Mr. Chairman, I ask that the June 1979 petition which we submitted to the Judicial Conference and the related appendices be made part of the subcommittee's hearing record.

Our numerous requests to participate in or even make a presentation to the various subcommittees and committees of the Judicial Conference considering this matter were denied. Three months after the filing of our petition, in September 1979, the Conference affirmed its commitment to equal employment opportunity within the judiciary and directed the Administrative Office to prepare a model EEO plan for the Federal courts for consideration at the March 1980 Judicial Conference meeting.

We feel that this action by the Judicial Conference—a commitment to begin undertaking those affirmative steps necessary to enable the courts to provide equal employment opportunity—represented a major step forward by the Federal judiciary.

But, as we all know, it is not so much the ringing declarations of noble policy, but the detailed, sustained and difficult implementation of that policy which will determine whether nondiscriminatory employment will become a reality in the Federal court system.

Knowing this, after the September meeting of the Judicial Conference, we met several times with Mr. Foley, Director of the Administrative Office, to suggest what we felt would be an appropriate model EEO plan for the federal courts. Although we were again denied any opportunity to meet with or make presentations to the subcommittees and committees of the Judicial Conference dealing with this matter, we made detailed submissions to them concerning what we believed to be the necessary minimum components of an EEO plan adequate to meet the serious problem confronted by the courts.

In March 1980 the Judicial Conference approved a model EEO plan to be adopted by each federal court. While we applaud the Judicial Conference for taking this first, concrete step to fulfill its commitment to equal employment

opportunity, the model plan adopted by the Judicial Conference has a number of serious inadequacies. Indeed, this plan represents a substantial departure from the type of EEO plans which are routinely required for the federal government and routinely ordered by the courts for both private and public organizations.

The model EEO plan's most serious defects are as follows: First, the model plan lacks any specific or even clear employment goals. Second, the plan has no deadline by which goals must be met. This lack of specific goals and deadlines, by itself, separates the federal courts' EEO plan from almost every other EEO plan designed for both public or private institutions—including those mandated by the federal courts.

With goals and deadlines absent, there is no standard by which to measure a court's progress in achieving equal employment opportunity. It will be difficult, if not impossible, for the Administrative Office, the Judicial Conference, or any other body such as this Subcommittee, to judge whether a particular federal court is doing an adequate job in meeting its obligation to ensure equal employment opportunity. And without goals or deadlines, there is no urgency transmitted to individual courts about the need to achieve equal employment opportunity "with all deliberate speed."

In sum, without goals and deadlines, the model plan resembles exhortation more than direction.

Also troublesome, at least initially, is the absence of a deadline by which courts must file an EEO plan with the Administrative Office. Although the Judicial Conference issued its model EEO plan in March of this year, at this time—well over one-half year later—we understand that at least 40 federal district courts, out of the total of 95, have still not yet filed EEO plans with the Administrative Office. In addition, about one-half of the bankruptcy courts have still not adopted a plan.

The third major deficiency in the model EEO plan is its absence of any enforcement mechanism. The plan is totally voluntary. For those courts which will undertake the task of providing equal employment opportunity with enthusiasm and persistence, no enforcement mechanism is necessary. But for the others, an enforcement mechanism will be a necessary motivation to achieve results on a timely basis. A wide variety of factors—including shortage of manpower and funds, crowded dockets, inadequately trained personnel, lack of experience, administrative independence, and others—will combine to interfere with the prompt implementation of these EEO plans and attainment of their goals, unless there is an effective enforcement mechanism. The very fact that about half the courts have still not adopted an EEO plan is stark evidence of this fact. A review and enforcement mechanism is necessary in any large bureaucratic institution to ensure that these vital goals and the constitutional principles which they represent are achieved within the proper time limits.

In our petition to the Judicial Conference, we proposed that the necessary enforcement mechanism could be fashioned by using administrative procedures already in place and being utilized by the Administrative Office at the behest of the Judicial Conference. The Administrative Office now reviews each additional hiring and promotion of employees in the entire judiciary. Each potential new employee or promotion is compared by the Administrative Office staff to the standards for each position promulgated under the Judicial Salary Plan; only if the new employee meets those standards is the new employee placed on the payroll or promoted.

Simply by adding one additional criterion to this existing review process for new hires—whether the court requesting approval has made a good faith effort to comply with the procedures and objectives outlined in its EEO plan—the Administrative Office could effectively supervise and, at the direction of the Judicial Conference, enforce the requirements of the model EEO plan. Unfortunately, there is now absolutely no enforcement mechanism by the Administrative Office of the Judicial Conference. Indeed, the Administrative Office will not have adequate information until a year from now to even review, let alone enforce, any court's action or lack of action in response to the Judicial Conference's decision to undertake an active affirmative action program.

The final major inadequacy of the model EEO plan is its grievance procedures. Adequate grievance procedures are necessary for any EEO effort to succeed; this is the means by which complaints are initially aired and the majority of discrimination problems handled. An adequate grievance procedure is particularly necessary in the federal court system, since its employees have no civil service protections, and anonymity and protection from retribution are absolutely essential

if a grievance procedure is to function properly. The model grievance procedures suggested by the Judicial Conference contain neither of these protections. In addition, they contain overly burdensome procedures making the use of the grievance system difficult and inconvenient.

In addition to the omissions from the model EEO plan, we note that the Supreme Court apparently has not adopted an EEO plan. We fail to understand any rationale for excluding the Supreme Court from the Judicial Conference's resolution on the federal judiciary's commitment to equal employment opportunity or from the dictates of the Equal Protection Clause of the United States Constitution.

Mr. Chairman, our detailed comments and criticisms of the model EEO plan promulgated by the Judicial Conference are contained in a June 5, 1980 letter which we sent to all of the Chief Judges of the District Courts. In this letter, we suggested amendments to the model plan which would make it conform to the generally accepted principles governing affirmative action guidelines and EEO plans. We respectfully request that the letter and its attachments be made part of the record of these hearings.

## II. INITIAL IMPLEMENTATION OF THE FEDERAL JUDICIARY'S MODEL EEO PLAN

The effective implementation of even the Judicial Conference's limited EEO plan in each of the 95 federal district courts, the eleven circuit courts, and the related courts and court organizations is a mammoth undertaking. It will take more than just enunciation of high principles and the distribution of a model EEO plan by the Judicial Conference. It will take funding for EEO personnel. It will take personnel devoted exclusively to monitoring progress under the EEO plans and implementing the Judicial Conference's program. It will take funds to assist the federal courts in their efforts to recruit new employees. And it will take training of court personnel who will be responsible for these efforts.

Devoting resources and manpower to this EEO effort is particularly critical, since it is just beginning. A failure to allocate sufficient resources at this time may delay the beginning of an effective affirmative action program in the federal courts for many years and, even worse, could fatally undermine its effectiveness.

We feel that most critical now are adequate resources for data collection and EEO personnel:

### 1. Data collection

First, and most important, the Administrative Office must create a system of data collection which will allow it to monitor the adequacy of the court's efforts in implementing the model EEO plan. To do so, the Administrative Office should collect information showing the current composition of the work force of each court by job classification, race, sex and ethnic group. Some of this data is now available to the Administrative Office, under the Judicial Salary Plan, but we have been informed that it is not yet organized in a way which would permit the type of analysis necessary for monitoring equal employment opportunity.

Also, every promotion, transfer, reassignment or new hire, all presently supervised by the Administrative Office under the Judicial Salary Plan, should be reflected in this data base on the composition of the Federal Judiciary's work force. Only this type of data will allow the Administrative Office, the Judicial Conference, and reviewing agencies such as this Subcommittee, to obtain up-to-date information on the composition of the judiciary's employees.

We think the establishment of this kind of efficient data collection is important, particularly in light of the almost total absence of up-to-date relevant information now available. It has now been over a year since the Judicial Conference's September Resolution calling for the adoption of equal employment opportunity plans for the federal courts. Yet we have been informed by the Administrative Office that there is no data available concerning the composition of new hires by the federal courts since that time, and that there are no plans to implement a system to retrieve such data.

The only available data on the composition of the courts' work force was that collected pursuant to a special survey supervised by the Administrative Office at the request of this Subcommittee. The next data which will be received by the Administrative Office will be the annual filing by the courts of EEO plan reports next summer. Thus, there will be a two-year period during which there will be no data on the changes in the composition of the federal judiciary's work force, if any have occurred. This total absence of data is alarming. We do not know and will not be able to know whether or not the entire EEO effort by the federal courts has had any effect until two years after it has begun.

We understand that the Administrative Office is now working on a computer system that would contain information concerning the composition of federal court employees. We urge that this system be completed as soon as possible, and that it contain information about job changes as described above which will provide the Administrative Office and the Judicial Conference with current data on the composition of the federal work force. We also urge that this data be included in the Administrative Office's Annual Reports to Congress on EEO matters.

### 2. Administrative office review

The Administrative Office will play a crucial role in the launching of the federal courts' affirmative action program. It must provide the necessary leadership and expertise. It must develop the procedures, reporting forms, and lines of communication. It must create and then implement a process for monitoring the EEO efforts of each federal court, for providing assistance and expertise to those courts which require it, and for coordinating all of these efforts. In addition, it must develop a means to report on this nationwide effort to the Judicial Conference in a manner which provides meaningful and accurate information.

We understand that the Administrative Office is beginning to undertake some of these tasks. However, from what we have been told, it appears that the Administrative Office views its role as simply receiving rather than reviewing the annual reports submitted by the courts on their EEO efforts. We urge that the Administrative Office evaluate the annual reports submitted by the courts on their EEO efforts. As noted above, the Judicial Conference has rejected the suggestion that the Administrative Office exercise any enforcement powers with respect to the model plan.

We feel that it is essential that the Administrative Office at least be directed by the Judicial Conference—or in its absence, by this Subcommittee—to evaluate these reports and the progress of the various courts in implementing the goal of representative employment set forth in the model EEO plan. In light of the vagueness of the goals and the lack of timetables in the model plan, such an evaluation is particularly important. Without such an evaluation, there will be no expert and continual review of the federal courts' EEO efforts.

Another vital function for the Administrative Office will be to provide training and expertise to the EEO coordinators in the courts. Many of these coordinators are court clerks or deputy court clerks who have had little or no previous experience in the EEO area. They will need assistance and training. To do so the Administrative Office will have to set up training sessions, seek assistance from outside expert consultants, and coordinate programs with the Federal Judicial Center.

In addition to the tasks which must be undertaken by the Administrative Office staff at the national level, the federal judiciary's equal employment opportunity efforts at each federal courthouse must be supported. Personnel assigned to this task, including EEO coordinators, will put additional strains on the courts' already difficult administrative burden. In addition, the search for qualified minority and female employees—including advertising, outreach programs to minority groups, and related efforts—will cost money. Preparing annual reports and reviewing the adequacy of the model EEO plans will take time.

All of these tasks must be undertaken immediately by the courts and the Administrative Office in order to get underway the affirmative action program mandated by the Judicial Conference. Obviously, it will take the devotion of significant manpower and funding to accomplish them.

How much budgetary support will be required for such an effort? An examination of federal organizations similar in size to the federal judiciary demonstrates the enormous task of developing and running an equal opportunity program with such a large and diverse organization containing 12,000 employees in approximately 200 federal courts.

For example, the National Labor Relations Board maintains an extended national network of 51 regional and field offices, employs 3,100 persons, and is involved primarily in adjudication. It spends \$80 million annually on personnel services. The annual NLRB budget for equal employment opportunity matters is \$260,000. This money is used to fund a total of eight full-time staff positions in its central Washington, D.C. office: four clerical positions and four professional positions. The NLRB EEO budget also provides for training, travel and printing costs.

Compared to the NLRB, the federal courts spend over \$196 million for personnel; if the same proportion of personnel costs were applied to EEO matters by the judiciary as is done by the NLRB, the appropriate EEO budget for the judiciary would be \$637,000.

Another federal agency with nearly the same number of employees as the federal court system is the Environmental Protection Agency which employs 11,100 persons. In the EPA national Office for Civil Rights, there are 27 persons in full-time positions, including area directors, special program managers, specialists, investigators and support personnel. There are also a large number of persons who spend varying portions of their time on EEO matters. Personnel and administrative expenses for equal employment opportunity efforts in the central EPA office total \$2,400,000 annually. In addition, the ten EPA regions maintain separate budgets for EEO action; combined they have the equivalent of ten full-time positions.

Of course, we realize that these figures cannot be applied directly to the unique structure of the federal judiciary. Nonetheless, they serve as a clear indication of the significant budgetary commitment that is necessary for an effective EEO program in an organization as large as the federal judiciary. Such a commitment must be made if the federal courts are going to achieve their stated goal of equal employment opportunity.

### 3. The Judiciary's proposed EEO budget

In spite of the magnitude of the task, we are distressed to learn that the resources being devoted to it by the Administrative Office have been, and will continue to be meager, to say the least.

To this date, we are informed that the Administrative Office has assigned to EEO matters only one individual, working parttime.

More alarming, in the Fiscal Year 1981 budget for the federal judiciary, about to begin this October, there is no funding for EEO efforts at the Administrative Office level, or at the court level. Most depressing, we have been told that the Administrative Office is not proposing to the Judicial Conference that any supplemental request for the Fiscal Year 1981 budget be made to support funding for these purposes.

If no such request is made, there will be no possibility of an increase in the amount of resources devoted to the courts' affirmative action plans until October 1981—one year from now and two full years after the September Judicial Conference policy announcement concerning equal employment opportunity. If there is such a two-year delay in budgetary support for this effort, it will be a disaster. We think the court's effort in the EEO area may well be crippled.

In order to avoid this result, we wrote to the members of the Judicial Conference when they were meeting in Washington last September, appealing to them to seek supplemental funding for the Fiscal Year 1981 budget to provide more resources to the courts' affirmative action program. The reply to our letter, while indicating that the amount of funds in the Fiscal Year 1981 budget was sufficient to satisfy the Administrative Office, revealed neither the level of funds nor activity to be devoted to this purpose. We request the Subcommittee to join in our efforts to seek such additional funding. Clearly one part-time employee is not sufficient to undertake the task of coordinating and supervising EEO efforts throughout the entire federal judiciary.

We would recommend, as a bare minimum, that at least two full-time staff persons undertake EEO work at the Administrative Office during Fiscal year 1981. In addition, there should be one employee on the staff of each Circuit Executive whose primary responsibility should be EEO matters within that circuit.

For the Fiscal Year 1982 budget, which is now being prepared for submission to the Office of Management and Budget by the Judicial Conference, we recommend that funding be increased to a more realistic level. Given the experience of agencies similar in size to the federal judiciary, and given the inevitable additional cost of starting up a program of this nature, we would urge a budget request of approximately \$500,000. For an agency which spends well over \$196 million in personnel costs, we think this is a modest amount.

Again, we request this Subcommittee to urge the Judicial Conference to make this type of budgetary commitment for the 1982 budget.

In reviewing the short term efforts of the federal courts to implement its new commitment to an affirmative responsibility for providing equal employment opportunity, we have focused largely on the acquisition of data and budgetary funding. We do so because we believe, and we suspect members of this Subcom-

mittee also believe, that the key to success of this type of government program is the collection of data to monitor results and the allocation of budgetary funding to permit program implementation. Without current data, no one is able to tell what is going on, and no one will be able to direct a meaningful program. And without an adequate budget, there will be no one to do the necessary work. For this reason, we have focused our efforts, and hope to focus the Subcommittee's concerns, on these crucial issues of data and budget.

### III. LONG TERM PROSPECTS FOR REFORM OF THE FEDERAL COURTS' EMPLOYMENT PRACTICES

We believe that the Judicial Conference's actions of last September and this March, while not fully meeting the expectations or suggestions of the coalition of groups we represent, is a very significant step forward. It represents, for the first time, a commitment by the federal courts to take whatever affirmative steps are necessary to provide equal employment opportunity for its own employees.

As demonstrated above, so far the Administrative Office has apparently afforded low budget priority to its efforts to launch the EEO plans. With only one part-time staff member; with no data on new hires to assess what is currently happening; with little or no effective pressure on the almost one-half of the federal courts which have not yet filed EEO plans with the Administrative Office to date; with no effort to seek money to fund this effort in Fiscal Year 1981; with all of these, we believe that the commitment to an adequate effort in this area is simply lacking.

When this lack of commitment of resources is combined with the very substantial inadequacies in the model EEO plans as discussed above—and in particular the absence of goals and timetables—a question is raised as to whether the model plan adopted by the Judicial Conference will ever be effective in ensuring equal employment opportunity within the federal judiciary.

The integrity and moral authority of the courts are at stake here. The courts have an obligation under the Constitution to carry out the dictates of the Equal Protection Clause. In addition, the courts which are requiring other public and private organizations to implement programs to meet their equal protection burdens cannot exempt themselves from a similar requirement without calling into question their own good faith.

And insufficient efforts to implement an EEO program for the courts, whether reflected by a grossly inadequate EEO plan or insufficient funding and manpower devoted to these efforts, will inevitably raise these fundamental questions.

For these reasons, we have continued our efforts to urge the Administrative Office and the Judicial Conference to increase their commitment to their own affirmative action program. In addition, we urge this Subcommittee to continue its oversight over the implementation of this program to ensure that the Administrative Office and the Judicial Conference are making every reasonable effort to eliminate the effects of past discrimination on the federal courts' work force.

We hope to continue to play a positive role in assisting the Administrative Office in its effort. And we are available to assist this Subcommittee in any way possible to continue with its oversight responsibilities.

While we remain hopeful that the current slow pace of efforts in this area will change, if it does not, we urge the Subcommittee to consider whether the appropriate remedy would be legislative action. Such legislation could make it clear that the Administrative Office is required to administer the Judicial Salary Plan so as to enforce compliance with the requirements of equal protection as contained in the Constitution. Hopefully, such a legislative solution will not be necessary. But unless a dramatic change occurs in the present pace of implementation of the federal courts' EEO program, this may be the only effective remedy for constitutional rights which continue to be denied.

Mr. LEWIS. Briefly, our coalition came together as a result of the Southern Regional Council report of August 1978, which the committee has seen as a result of the prior testimony of Mr. Suitts.

As a result of this data, plus our belief that what the regional council revealed about the employment in Southern States also existed throughout the United States, we petitioned the Judicial Conference in June of last year to adopt EEO plans for all the courts.

The response was the September 1979 resolution. Immediately after that resolution was passed, we realized that the form and content of

the model EEO plan called for by that resolution would be absolutely essential, and because of this, we made efforts to meet with and make presentation to various committees and subcommittees of the Conference that were drafting the EEO plan.

They refused to meet with us or discuss the subject with us. Nonetheless, in March of this year, the Judicial Conference promulgated a model EEO plan.

It is our belief that that plan from a legal perspective is totally inadequate; it is inappropriate; it is unlike other EEO plans utilized by Federal and State government and by private organizations, and unlike the type of EEO plans which the courts frequently require of defendants in title VII and other EEO actions.

I would like to outline for the committee the five reasons we feel the plan is inadequate. As Dr. Flemming has stated, it contains no goals and no timetable. Typically, in the type of plan we would like to see, and which we suggested to the Conference, the goals would work in the following manner:

One would analyze the court employee system and characterize the type of requirements for employment, education and experience, and other requirements, utilized by the courts.

We found four different levels of employment. At the bottom, secretarial-stenographic help; at the very top, law clerks to the judges. We would then, as a historical matter, find where each district court hired those people. Obviously, law clerks were hired from graduating law school students; secretaries from graduating high school students.

We would then measure what the various ratios or percentages of minority groups, black, and women are in these relevant labor pools and require that those ratios be approximated within a certain time by the court system. We recommended 5 years.

Thus, courts would not be required to change the nature of their hiring. Courts which previously hired law clerks from law schools would continue to do so. All that would be required is that the hiring would reflect the composition and the balance of the group from which the employees were being chosen.

Not only does the absence of the goals and the timetable make it, in our view, very doubtful that these plans would achieve concrete results, but it makes it very difficult for anyone to evaluate the progress or lack of progress which a court is making.

In effect, we find that these plans are more like exhortations than directions, and there is no way to evaluate whether individual courts are responding to exhortations. If you have goals and if you have timetables, you can evaluate action being taken, or you can spot inaction.

In addition, we might note we are very disappointed that there was no deadline for the adoption of the EEO plans. Under the resolution, every district court and court of appeals had to adopt plans. It is our understanding from the Administrative Office that 40 courts have yet to even adopt a plan. This is almost half of the Federal courts in our system.

We find it alarming that over almost a year after the promulgation of the plan, and well over a year after the adoption of the resolution, almost half the courts have not adopted a plan, yet alone are going to move forward with its implementation, and we think this is an

indication of the lack of EEO commitment reflected at the very top of the Federal judiciary, as commented on by Dr. Flemming and its immediate impact upon the kind of commitment being made at the bottom of the Federal judiciary.

One other issue I would like to address: we find perhaps a fatal omission from the plan is the lack of an enforcement mechanism. We strongly suggested that the Administrative Office review the plan every year, evaluate whether goals were being met, and make a recommendation to the Judicial Conference for enforcement action if reasonable progress was not being made.

The reason we felt we could make such a recommendation and make it so strongly is that, in fact, such an enforcement mechanism covering the employment aspects in the Federal judiciary is in effect this very day. It operates. It has been sanctioned by congressional statute. It was put in place with great enthusiasm by the Judicial Conference. It is called the judicial salary plan. That sets forth in detail the education, the experience, and the age and other requirements for each employment level in the court, and every Federal court employee that goes on the payroll or every Federal court employee who receives a promotion is reviewed by the Administrative Office, and if they don't meet the aspects of that plan, that promotion or hire is not made.

The hiring takes place at the court level. We think it appropriate that hiring actions remain by district court, but we think the review which the Administrative Office is presently undertaking to make sure the people have the proper experience, to make sure they have the proper educational requirements, should be expanded to add one criterion, to make sure that the system is working in a way that doesn't discriminate.

We think the objections to the promulgation of a plan with enforcement are quite hollow, because that enforcement system is in place; it is working, and it is not interfering with the unique judicial functions which the courts are required to undertake under the Constitution.

The detailed enforcement mechanism which we suggested and feel is appropriate would be very simple.

The Judicial Conference, upon recommendation from the Administrative Office, would determine if any Federal District Court had utilized its best efforts to reach goals under a timetable. That doesn't require them to reach the goals at a certain time, but they must show they have made best efforts to do so.

If the Judicial Conference determined that best efforts were not used, it would not permit hiring for additional positions in that court until best efforts were made. Since the court was not hiring in a nondiscriminatory manner, it shouldn't continue to hire until it is able to do so.

Furthermore, if the Judicial Conference determined that the court was not even making good-faith efforts to meet the goals and timetables of the plan, no additional hiring could take place even for replacement employees. In such an unfortunate situation, we don't think it proper that a court undertake the hiring process, if it can't make a good-faith effort to meet the constitutional standards required of it and of every other organization in the country.

We comment on one other apparent omission in the EEO plans. From what we can determine, the Supreme Court apparently is not covered by the resolution. The Supreme Court apparently has no EEO plan. Apparently they do not intend to promulgate one and do not intend to provide figures on the race, sex, and minority composition of their workforce.

We have written asking for this data and they have not replied, and they have not told us whether they will reply.

We see no reason under constitutional law, statute or any other authority for the Supreme Court to be exempted from the requirements of the equal protection clause. Indeed, we think a good argument can be made that this court, above and beyond any other court should be the leader in this effort rather than an exception to it.

Finally, I would like to emphasize one other aspect of the EEO effort by the Federal Courts. It requires manpower; it requires work; it requires meetings; it requires advertising; it requires expertise and training in order to mount an EEO effort that is effective. In short, it takes money.

Money comes from the budget, and we think it necessary to focus on the judiciary budget to see if efforts are moving forward in this regard.

In our statement we have made calculations comparing the EEO personnel efforts of Federal agencies which we think are in some way comparable to the Federal judiciary and see that enormous amounts of money and time devoted to this purpose.

For example, if the Federal courts would undertake the same level of effort which the NLRB is undertaking in proportion to the size of their workforce, they would be devoting about \$633,000 a year for this effort.

How much money is the judiciary planning to devote to this effort? From what we can ascertain, and it is difficult to get this data, practically nothing. From what we can tell in this fiscal year, fiscal year 1981 which began last month, there are no special moneys appropriated for this process. We understand it is the intention of the Administrative Office—and we haven't been able to get a detailed answer to be certain what is going on—to devote just the part-time resources of one person in the Federal office to this effort.

As to fiscal year 1982, we urged the Judicial Conference, when it met last September, to scrutinize the budget which was about to go to OMB to include additional moneys. We are told they are satisfied with the amount of money in their budget request. They said that there is no special line item for this, and from what we can gather, although it is not clear, no additional moneys above and beyond that which they originally intended to ask for were included in the budget.

Our feeling is when you combine the effect of a seriously flawed model EEO plan with the apparent lack of commitment by the leadership of the Federal judiciary as reflected in its manpower and budget requests; this admirable effort which the Judicial Conference embarked upon in the recent past may well not succeed. It is difficult to understand how it can succeed with such fatal flaw.

We therefore are appealing to this committee to do what it can do to urge the Federal judiciary to take adequate action on its own.

Let me address the question raised before as to the separation of powers, because I think an examination of the present statutory framework within which the judiciary operates makes it abundantly clear there is no separation of powers or constitutional barriers to having the Congress mandate the adoption of EEO plans.

I would refer the committee particularly to 28 U.S.C. 711 and 751, as well as 28 U.S.C. 331 and 28 U.S.C. 604.

These provisions of title 28 clearly are a mandate from the Congress to the judiciary to organize their employment practices in a certain manner, to require that a judicial salary plan be adopted, implemented, and enforced. The only difference between what we are asking, that is an EEO plan with enforcement, and what is presently happening is that Congress would be directing that the judicial salary plan, which it has mandated, be undertaken in a manner which is nondiscriminatory.

We think under present statutes that is easily accomplished. Congress need not specifically mandate that employment practices be made consistent with the Constitution. That has never been required as a matter of statutory construction.

We do not favor a legislative solution. We agree that would be much better if the Federal judiciary took upon itself to put its house in order and act consistently with the requirements of the fifth amendment.

But we are doubtful this will happen and therefore urge the committee seriously to consider in the future whether amendments to these particular statutes will become necessary.

Mr. BOYD. Earlier in your statement, you referred to the comments of Mr. Sensenbrenner in your argument that there is no constitutional impediment to involve the Conference in affirmative action plans. It is my recollection that Mr. Sensenbrenner did not argue as to authority. He argued with policy, and they are two distinct questions. You are correct on your distinction in your discussion as to the constitutionality of that role, but it is another question entirely as to whether the Congress should involve itself.

Mr. LEWIS. I think you are absolutely right. Let me address that issue.

To the extent that Congress has already in great detail mandated that particular employment actions take place, that is the adoption of the judicial salary plan, an intrusion has been made into the workings of the judiciary, and neither the judiciary nor the Congress has found this, to my knowledge, a difficulty, nor has it led to the kind of difficulties to which the Congressman referred earlier.

I do not disagree with him that intrusion is an unwelcome precedent and too much intrusion would be a very unfortunate constitutional precedent. We just do not feel this kind of intrusion is new, nor has it in the past led to adverse consequences.

Mr. EDWARDS. Thank you very much, Mr. Lewis.

I believe Mr. Manzano will have the next statement, and we are pleased to hear from you.

Mr. MANZANO. Let me say that I am happy to appear before you on behalf of the Mexican American Legal Defense and Educational Fund regarding the model affirmative plan approved by the Judicial Conference.

From the data available it would seem affirmative action vis-a-vis Hispanics in the Southwest—the States of California, Arizona, Texas, with very high concentrations of Hispanics—has shown little progress,

No Hispanics are employed as clerk of the court, deputy clerk, bankruptcy clerk, or chief probation officer.

From what we have seen of the data, it seems as if two districts, the central district of California and the southern district of Texas, have made some inroads, and we find only token representation in other areas.

MALDEF definitely endorses the recommendations Mr. Lewis made, particularly with respect to the need for goals and timetables. These are the heart of any affirmative action plan, be it in the private or the public sector.

I would like to address myself momentarily to what we see as some of the procedural deficiencies in the plan. Most notably the procedures only allow an aggrieved party 15 calendar days in which to file a complaint. In contrast, title 7 allows 180 days. It would seem that 15 days is very inadequate when one considers we are asking an individual to make a rather major decision, and one that often exposes many to risks of retaliation in a very short period of time. Assessing the feasibility of a complaint should be something that takes more than 15 days.

Similarly, the plan provides only 5 days for an individual to ask for review of a coordinator's recommendations. Again, this is highly inadequate, given the fact there are documents to review. He or she may want to consult counsel.

In terms of the actual complainants, we would hope that the Conference would consider expanding the procedures to allow third-party clients, allow organizations to come in regarding statistical levels of employment in a given district where there is no individual who has taken an interest, as such, and also to allow certain anonymity for complainants, as it is these people who are not protected by civil service protection, and there is some value in saying they should be allowed to go to a counsel and ask that their name not be brought up unless there is some merit to their claim.

I think that the Judicial Conference plan is a good statement of principles of how hiring should be done. It is in dire need of establishing some sort of performance standard and accountability so it isn't a series of hollow platitudes. Hopefully, the judiciary will carry this through.

Mr. EDWARDS. Thank you. Without objection, your statement and all of the other statements will be made a part of the record.

[Mr. Manzano's statement follows:]

STATEMENT OF THE MEXICAN AMERICAN LEGAL DEFENSE AND EDUCATIONAL FUND

On behalf of the Mexican American Legal Defense and Educational Fund (MALDEF), I thank you for this opportunity to comment upon the Model Affirmative Plan approved for the federal courts by the Judicial Conference of the United States. MALDEF is a national legal organization dedicated to protecting the civil and human rights of Mexican Americans and other Hispanics. In this regard, we have endeavored to secure the elimination of employment discrimination, both through our own litigation and through the provision technical assistance to the private Title VII bar. We, therefore, have a strong interest in the subject-matter of these hearings and welcome this subcommittee's inquiry into this area.



The need to more fully integrate Hispanics and other minorities into our judicial system can hardly be questioned. In 1969, the United States Commission on Civil Rights documented the severe underrepresentation of Hispanics in all facets of the administration of justice in the Southwest.<sup>1</sup> Not surprisingly, the Commission found that this dearth of Hispanic personnel engendered mistrust and misunderstanding of the judicial process in the nation's Hispanic community.

The last decade has seen some progress in remedying this situation. Simple observation, however, indicates that significant efforts must yet be undertaken if Hispanics are to be adequately represented in our legal system. The current state of affairs is perhaps best-illustrated by the federal bench. While the last few years have witnessed an increase in the number of Hispanics appointed to federal judgeships, there is need for further action. For example, although the Western District of Texas encompasses both San Antonio and El Paso—two cities with large Mexican American populations and large, well-established Mexican American bars—no Mexican American has ever been named to the federal bench in that district.

While federal judgeships fall beyond the scope of the Judicial Conference's Model Affirmative Action Plan, the data available indicates that there is a clear need to bolster the principles of equal opportunity in those areas of employment which are subject to the plan. For example, an examination of the 9 districts which comprise the states of California, Texas and Arizona—states with significant Hispanic populations—indicates that no Hispanic is employed in the top position of clerk of court or as chief deputy clerk of court, chief clerk of the court of bankruptcy or chief probation officer. Of the 394 deputy clerks employed in those 9 districts, 69 or 17 percent are Hispanic. Fifty-one of these 69 Hispanic deputy clerks, however, are employed in the Central District of California or the Southern or Western Districts of Texas. In the Eastern District of Texas, there are no Hispanics employed as clerks of the court, clerks of the court of bankruptcy or probation officers.

In light of these circumstances, we welcome the Judicial Conference's efforts to promote affirmative action in the employment practices of the federal courts. The Model Affirmative Action Plan, although flawed, represents a positive initial step in this direction. The plan extends to all court personnel including judges' staffs and court officers and their staffs. It applies to virtually all personnel practices, including the hiring, promotion and development of employees. Additionally, it establishes procedures by which to resolve complaints of discrimination.

While the Judicial Conference's efforts to ensure nondiscrimination in employment are laudable, we believe certain aspects of the Model Plan are clearly deficient. Foremost among these deficiencies is the absence of any clear goals and timetables by which to gauge each court's progress. Such goals and timetables are the essence of most affirmative action plans in both the public and private sector. In effect, they define the standard of performance to which an organization will hold itself in the implementation of its equal employment opportunity policy. Without them, there is often no way of ascertaining whether an organization has made progress in its efforts to integrate its work force and, if so, whether any such progress is meaningful.

Beyond this, we are disturbed by the Model Plan's failure to provide any mechanism by which individual courts can be held accountable for the affirmative action efforts. While we do not question the good faith of the federal judiciary in implementing the plan, experience teaches that in the absence of some sort of enforcement mechanism even the most desirable management goal is likely to be accorded only secondary importance. It has been suggested that the Judicial Conference oversee the implementation of the Model Plan through its general oversight of the federal judiciary's hires and promotions. We strongly endorse this recommendation. In addition, we suggest that performance evaluations of management personnel include an assessment of the particular individual's performance in the area of affirmative action. Several federal agencies already include such an assessment in their personnel evaluations.

Similarly, we are concerned that sufficient resources be allocated to ensure the successful implementation of the plan. It is our understanding that currently the Judicial Conference has assigned all equal employment opportunity matters to one individual, who devotes only part of his time to this area. Clearly, one part-time employee is not sufficient to coordinate and oversee the affirmative action efforts of the entire federal judiciary. We endorse the recommendation that these

<sup>1</sup> See Mexican Americans and the Administration of Justice in the Southwest, U.S. Commission on Civil Rights (1969).

tasks be undertaken by no less than two full-time employees in the Administrative Office of the Judicial Conference and one full-time employee on the staff of each Circuit Executive.

Beyond this, we note that certain aspects of the Model Plan's complaint procedures are wholly inadequate. Most notably, the procedures only allow an aggrieved party 15 calendar days in which to file a complaint. While we recognize the need for timeliness in these matters, we do not believe this period allows a victim of discrimination sufficient time to assess his situation and the advisability of a discrimination complaint. We recommend this filing period be extended to coincide with the 180 days provided by Title VII of the 1964 Civil Rights Act. Similarly, the provision that a dissatisfied party must seek administrative review of the Equal Employment Opportunity Coordinator's finding within 5 days of receipt of the investigative report is wholly inadequate. Given the amount of material which must often be reviewed in these matters, we recommend this period be extended to at least 30 days.

Finally, we note that the complaint procedures make no provision for third-party or organizational complaints. Such complaints are often the only means by which to safeguard the interests of employees who might otherwise be subject to retaliation. As such, we strongly suggest that the procedures be modified to allow for them.

In sum, we believe the Judicial Conference's Model Affirmative Action Plan is a sound statement of the principles upon which employment decisions should be based. It is imperative, however, that mechanisms be established to ensure that performance standards are formulated and that individual courts adhere to those standards. In the absence of these features, the Model Plan may come to signify nothing more than hollow platitudes and may ultimately undermine the credibility of the federal judiciary in its efforts to resolve employment discrimination disputes.

Mr. EDWARDS. I believe we also have a statement from Judith Lichtman, the director of the Women's Legal Defense Fund.

Ms. LICHTMAN. I thank you for the opportunity of testifying before your committee on the employment practices of the Federal judiciary.

Our testimony will address the employment posture of women with the Federal judiciary, since SRC and MALDEF will explain the particular problems faced by blacks and persons of Hispanic origin.

We consider this an issue of high priority. As an organization, we are committed to combatting sex discrimination wherever it is practiced, particularly in employment, and the eradication of this pocket of sex discrimination is long overdue. Indeed, it is 14 years since the Judicial Conference endorsed the national policy of equal employment opportunity. Yet, the Federal courts, themselves, have failed to take concrete steps to implement affirmative action programs to diversify the composition of their personnel and thus have continued to deny equal employment opportunities to women and minorities.

The courts have interpreted favorably equal employment opportunity laws and ordered a number of Federal agencies and private corporations to adopt affirmative action programs, but in their own hiring policies, they have failed to abide by the standards they have set for others.

I am sort of reminded of the argument we used to make on behalf of desegregating juries in the early 1960's in the black and white context. It is very difficult as an advocate for a losing woman, a party of litigation in a courtroom where everyone is male—where all the clerks are male, the judges are male, the marshals are male—to convince that woman who just lost her cause that she got a fair shake, any more than it would be to convince that black person in the 1960's going before the all-white halls of justice that he or she got a fair shake.

The arguments are really very much the same.

Last May, Judge Hunter testified before this committee as chairman of the Judicial Conference Court Administration Committee. He asserted that (1) there is no "policy, pattern or practice of discrimination against women" and (2) the model affirmative action plan prepared by his committee—with the assistance of the Administrative Office of the U.S. Courts—and adopted by the Judicial Conference last March, was adequate.

You can tell by our testimony we reject both those assertions.

The overall picture is that women are grossly underrepresented in the judicial and professional positions—such as bankruptcy judges, magistrates, and probation officers—and are generally confined to lower-level positions.

Let me present some statistics to demonstrate more clearly this point.

A 1978 study by the Southern Regional Council, conducted by Steve Suits and entitled "Blacks and Women in Southern Federal Courts," showed that in the South only two women were Federal judges or chief clerks and only four others were magistrates. Current data for the United States as a whole have been provided to this committee by the Administrative Office.

Actually, we have raised the statistics so that now in the Federal bench we have 44 women out of 667, and we are claiming this is an enormous victory. Statistics show that we now have 6.6 percent women Federal judges.

First, when we consider the global figures relating to the supporting personnel and break them down per job classification, we find that the participation of women in all the circuit courts as chief probation officer is zero, while the deputy chief probation officer is 1.4 percent.

Second, by Judge Hunter's own admission, women hold 10 to 20 percent fewer professional positions in the Federal courts than in the overall State labor force.

The subcommittee should note that the U.S. Supreme Court—admittedly not within the jurisdiction of the Judicial Conference—employs only 3 women as law clerks out of a total of 32—or 9 percent. Even today, our highest court does not take the lead in hiring professional women in proportion to their present level of enrollment in law schools, which is at least 30.4 percent nationwide—1978 figures.

After analyzing the figures given in supporting personnel by job classification, it appears that only 8 percent of the clerk of the court positions are women, as compared to 59.6 percent of the deputy clerk positions. It doesn't look to us as if there is very much upward mobility.

The Judicial Conference has itself recognized the need for an affirmative action program to achieve a more integrated Federal court system. We find, however, that the proposed judiciary plan is simply too weak to insure that result.

The plan is inadequate because it sets no goals or timetables by which progress could be measured and a sense of urgency conveyed.

Here I would like to stop and respond to a question that counsel asked Chairman Flemming. We tried for years and years voluntary desegregation. Those of us who were around early enough to remember plans for progress, the reason that we passed and worked for civil rights laws, including title VII, was because plans for progress didn't

work. Voluntary action didn't do anything. All the high-sounding words that President Kennedy brought in never did anything. There were no women or minorities moving into any of the jobs.

Judge Hunter, himself, before your committee hearings, has stressed the importance of an "identified labor pool" for measuring the extent of discrimination. Yet the courts' model plan fails to define the relevant labor markets for each job classification.

Another major deficiency in the courts' plan is the absence of any enforcement mechanism. A wide variety of factors—including shortage of manpower and funds, crowded dockets, inadequately trained personnel, lack of experience—will combine to interfere with the implementation of the courts' plan unless there is some enforcement mechanism. The Administrative Office could effectively supervise and, at the direction of the Judicial Conference, enforce the requirements of the courts' plan simply by insuring that every new employee is hired in conformity with each court's EEO plan.

The "alleged" lack of interest shown by qualified candidates in vacant positions may in fact reflect a lack of knowledge about available opportunities. The affirmative action plans adopted by the Administrative Office in 1966 and the Justice Department in 1977—both annexed to our petitions to the Judicial Conference—are much more forceful and detailed in this respect than the proposed courts' plan. These plans call upon employers to communicate employment needs directly to sources of qualified minority group applicants such as schools and universities with high minority/female enrollment, civic and professional organizations with involvement in minority/female community and solicit their recruitment assistance.

Up until now, notice of vacancies was limited to courthouse bulletin boards or word of mouth. We welcome the idea of a national clearinghouse where minority and female applicants can submit their applications for clerkship positions or indicate their interest in a position as a magistrate or bankruptcy judge.

The courts' plan does not stress an issue particularly important to women in lower level positions; namely, training for upward mobility. Employees should be informed of equal employment opportunity policy and programs intended for their benefit.

Individualized counseling services should be provided to assist participants in preparing individual career development plans and setting realistic goals. Bridge positions could be created to help the advancement of individuals within the court's structure.

With respect to discrimination complaints procedure, three amendments are needed to improve the procedure for dealing with complaints of discrimination:

One, the maximum period for filing the complaint should be extended from 15 to 30 days, as in the District of Columbia EEO plan.

Two, a reasonable amount of official time must be allowed for the preparation of the complaint without any qualification.

Three, the anonymity of the complainant and the impartiality of the hearing officer have to be guaranteed.

As to the reporting forms to be submitted annually by each Federal court to the Administrative Office:

One, there is no breakdown in these forms of the different levels of positions within a category group, for example, the category of "Pro-

essional (other)" includes four subcategories: circuit executive, assistant circuit executive, librarian assistant librarian, CJA investigator.

Two, some positions, such as those of judges and magistrates, are excluded altogether from the data collection process.

In conclusion, in the Federal judiciary, women are grossly under-represented in judicial and professional positions and mostly confined to lower level positions.

The model EEO plan proposed for adoption by each Federal court is inadequate because it sets no goals or timetables, does not define relevant labor markets, provides no enforcement mechanism, and does not stress, with sufficient detail and adequate manpower and funds, training programs for upward mobility.

Mr. EDWARDS. Thank you very much.

[Ms. Lichtman's statement follows:]

#### STATEMENT OF THE WOMEN'S LEGAL DEFENSE FUND

Mr. Chairman and Members of the Subcommittee: My name is Judith Lichtman. I am the Executive Director of the Women's Legal Defense Fund. I thank you for the opportunity of testifying before your Committee on the employment practices of the Federal Judiciary.

Our testimony will address the employment posture of women with the federal judiciary, since S.R.C. and MALDEF will explain the particular problems faced by blacks and persons of Hispanic origin.

We consider this an issue of high priority. As an organization, we are committed to combating sex discrimination wherever it is practiced, particularly in employment, and the eradication of this pocket of sex discrimination is long overdue. Indeed, it is 14 years since the Judicial Conference endorsed the national policy of equal employment opportunity. Yet, the federal courts themselves have failed to take concrete steps to implement affirmative action programs to diversify the composition of their personnel and thus have continued to deny equal employment opportunities to women and minorities. The courts have interpreted favorably equal employment opportunity laws and ordered a number of federal agencies and private corporations to adopt affirmative action programs, but in their own hiring policies, they have failed to abide by the standards they have set for others.

Last May, Judge Hunter testified before this Committee as Chairman of the Judicial Conference Court Administration Committee. He asserted that (1) there is no "policy, pattern or practice of discrimination against women" and (2) the Model Affirmative Action Plan prepared by his Committee (with the assistance of the Administrative Office of the U.S. Courts), and adopted by the Judicial Conference last March, was adequate.

The overall picture is that women are grossly under represented in the judicial and professional positions (such as Bankruptcy judges, Magistrates, and Probation Officers), and are generally confined to lower-level positions.

Let me present some statistics to demonstrate more clearly this point.

#### 1.1. JUDICIAL POSITIONS THROUGH APPOINTMENTS BY DISTRICT COURT JUDGES

A 1978 study by the Southern Regional Council, [conducted by Steve Suits and entitled "Blacks and Women in Southern Federal Courts,"] showed that in the South, only two women were federal judges or chief clerks and only four others were magistrates. Current data for the U.S. as a whole have been provided to this Committee by the Administrative Office.

First, when we consider the global figures (Table 1) relating to the supporting personnel and break them down per job classification, we find that the participation of women in all the Circuit Courts as Chief Probation Officer is zero, while the Deputy Chief Probation Officer is 1.4 percent.

Second, by Judge Hunter's own admissions, women hold 10 to 20 percent fewer professional positions in the Federal Courts than in the overall state labor force.

The Subcommittee should note that the U.S. Supreme Court (admittedly not within the jurisdiction of the Judicial Conference), employs only three women as Law Clerks out of a total of 32 (or 9 percent). Even today, our highest court does not take the lead in hiring professional women in proportion to their present level of enrollment in law schools, which is at least 30.4 percent nationwide (1978 figures).

The Judicial Conference has itself recognized the need for an affirmative action program to achieve a more integrated Federal Courts' system. We find, however, that the proposed Judiciary Plan is simply too weak to ensure that result.

The plan is inadequate because it sets no goals or timetables by which progress could be measured and a sense of urgency conveyed.

Judge Hunter himself, before your Committee (Hearings, p. 7), has stressed the importance of an "identified labor pool" for measuring the extent of discrimination. Yet, the Courts' Model Plan fails to define the relevant labor markets for each job classification.

Another major deficiency in the Courts' plan is the absence of any enforcement mechanism. A wide variety of factors—including shortage of manpower and funds, crowded dockets, inadequately trained personnel, lack of experience—will combine to interfere with the Courts' plan's implementation unless there is some enforcement mechanism. The Administrative office could effectively supervise and, at the direction of the Judicial Conference, enforce the requirements of the Courts' plan simply by ensuring that every new employee is hired in conformity with each court's EEO plan.

The "alleged" lack of interest shown by qualified candidates in vacant positions may in fact reflect a lack of knowledge about available opportunities. The affirmative action plans adopted by the Administrative Office in 1966 and the Justice Department in 1977 (both annexed to our petitions to the Judicial Conference) are much more forceful and detailed in this respect than the proposed Courts' plan: these plans call upon employers to communicate employment needs directly to sources of qualified minority group applicants such as schools and universities with high minority/female enrollment, civic and professional organizations with involvement in minority/female community and solicit their recruitment assistance. Up till now, notice of vacancies was limited to Courthouse bulletin boards or word of mouth. We welcome the idea of a national clearinghouse where minority and female applicants can submit their applications for clerkship positions or indicate their interest in a position as a magistrate or bankruptcy judge.

The Courts' plan does not stress an issue particularly important to women in lower level positions, namely training for upward mobility. Employees should be informed of equal employment opportunity policy and programs intended for their benefit. Individualized counseling services should be provided to assist participants in preparing individual career development plans and setting realistic goals. Bridge positions could be created to help the advancement of individuals within the Court's structure.

With respect to Discrimination Complaints Procedure, three amendments are needed to improve the procedure for dealing with complaints of discrimination.

1. The maximum period for filing the complaint should be extended from 15 to 30 days; (as in D.C. EEO Plan)

2. a reasonable amount of official time must be allowed for the preparation of the complaint without any qualification;

3. the anonymity of the complainant and the impartiality of the hearing officer have to be guaranteed.

As to the Reporting forms to be submitted annually by each Federal Court to the Administrative Office:

(1) There is no breakdown in these forms of the different levels of positions within a category group, e.g., the category of "Professional (other)" includes four subcategories: Circuit Executive, Assistant Circuit Executive, Librarian/Assistant Librarian, CJA Investigator.

(2) Some positions, such as those of judges and magistrates are excluded altogether from the data collection process.

In Conclusion, in the Federal Judiciary, women are grossly underrepresented in judicial and professional positions and mostly confined to lower-level positions.

The Model EEO Plan proposed for adoption by each Federal Court is inadequate because it sets no goals or timetables, does not define relevant labor markets, provides no enforcement mechanism and does not stress, with sufficient detail and adequate manpower and funds, training programs for upward mobility.

|                             | Bankruptcy judge                 | Magistrate                                |
|-----------------------------|----------------------------------|---|
| <b>1st circuit:</b>         |                                  |   |
| Maine.....                  | 2 male white.....                | 3 male white.                             |
| Rhode Island.....           | 1 male white.....                | 2 male white.                             |
| Puerto Rico.....            | 1 male Hispanic.....             | 2 male Hispanic.                          |
| New Hampshire.....          | 1 male white.....                | 1 male white.                             |
| Massachusetts.....          | 4 male white.....                | 2 male white.                             |
| <b>2d circuit:</b>          |                                  |   |
| Connecticut.....            | 2 male white.....                | 2 male white.                             |
| Vermont.....                | 1 male white.....                | 4 male white.                             |
| Northern New York.....      | 2 male white.....                | 6 male white.                             |
| Southern New York.....      | 7 male white.....                | 4 male white/1 female white.              |
| Eastern New York.....       | 5 male white/1 female white..... | 3 male white.                             |
| Western New York.....       | 3 male white.....                | 4 male white.                             |
| <b>3d circuit:</b>          |                                  |   |
| Eastern Pennsylvania.....   | 3 male white.....                | 4 male white/1 male black.                |
| Delaware.....               | 1 female white.....              | 1 female white.                           |
| New Jersey.....             | 5 male white.....                | 4 male white/1 female white.              |
| Western Pennsylvania.....   | 3 male white.....                | 3 male white/1 female white.              |
| Middle Pennsylvania.....    | 2 male white.....                | 5 male white.                             |
| Virgin Islands.....         | 1 male white.....                | 1 male black.                             |
| <b>4th circuit:</b>         |                                  |   |
| South Carolina.....         | 1 male white.....                | 3 male white.                             |
| Eastern North Carolina..... | 1 male white.....                | 5 male white.                             |
| Middle North Carolina.....  | 2 male white.....                | 2 male white.                             |
| Western North Carolina..... | 1 male white.....                | 1 male white/1 female white.              |
| Maryland.....               | 2 male white.....                | 7 male white.                             |
| Northern West Virginia..... | 1 male white.....                | 4 male white.                             |
| Southern West Virginia..... | 5 male white.....                | 5 male white.                             |
| Western Virginia.....       | 3 male white.....                | 3 male white.                             |
| Eastern Virginia.....       | 3 male white.....                | 6 male white/1 male black.                |
| <b>5th circuit:</b>         |                                  |   |
| Middle Louisiana.....       | 1 male white.....                | 1 male white.                             |
| Western Louisiana.....      | 2 male white.....                | 6 male white.                             |
| Mississippi, northern.....  | 1 male white.....                | 2 male white.                             |
| Texas, western.....         | 2 male white.....                | 3 male white.                             |
| Texas, southern.....        | 3 male white.....                | 5 male white/1 male Hispanic.             |
| Texas, eastern.....         | 1 male white.....                | 2 male white/1 female white.              |
| Texas, northern.....        | 3 male white.....                | 3 male white.                             |
| Middle Alabama.....         | 2 male white.....                | 3 male white.                             |
| Northern Alabama.....       | 6 male white.....                | 4 male white.                             |
| Southern Mississippi.....   | 1 male white.....                | 2 male white.                             |
| Southern Alabama.....       | 2 male white.....                | 1 male white.                             |
| Middle Florida.....         | 2 male white.....                | 5 male white.                             |
| Northern Florida.....       | 1 male white.....                | 1 male white.                             |
| Southern Georgia.....       | 1 male white.....                | 3 male white.                             |
| Northern Georgia.....       | 4 male white.....                | 7 male white.                             |
| Middle Georgia.....         | 2 male white.....                | 5 male white.                             |
| Eastern Louisiana.....      | 2 male white.....                | 4 male white/1 female white.              |
| <b>6th circuit:</b>         |                                  |   |
| Kentucky, western.....      | 2 male white.....                | 5 male white.                             |
| Kentucky, eastern.....      | 1 male white.....                | 4 male white.                             |
| Ohio, southern.....         | 6 male white/1 male black.....   | 6 male white.                             |
| Ohio, northern.....         | 8 male white.....                | 4 male white.                             |
| Tennessee, western.....     | 1 male white/1 male black.....   | 2 male white.                             |
| Middle Tennessee.....       | 2 male white.....                | 2 male white.                             |
| Eastern Tennessee.....      | 2 male white.....                | 4 male white.                             |
| Western Michigan.....       | 2 male white.....                | 1 male white.                             |
| Eastern Michigan.....       | 4 male white/1 male black.....   | 1 male white/1 female white/1 male black. |
| <b>7th circuit:</b>         |                                  |   |
| Southern Illinois.....      | 1 male white.....                | 1 male white.                             |
| Central Illinois.....       | 3 male white.....                | 5 male white.                             |
| Southern Indiana.....       | 4 male white.....                | 7 male white.                             |
| Northern Indiana.....       | 2 male white.....                | 4 male white.                             |
| Western Wisconsin.....      | 2 male white.....                | 5 male white 1 female white.              |
| Eastern Wisconsin.....      | 2 male white 1 male black.....   | 4 male white 1 female white.              |

|                                | Bankruptcy judge                 | Magistrate                   |
|--------------------------------|----------------------------------|------------------------------|
| <b>8th circuit:</b>            |                                  |                              |
| Arkansas, Western/eastern..... | 2 male white.....                | 1 male white.                |
| Iowa, southern.....            | 1 male white.....                | 4 male white.                |
| Iowa, northern.....            | 1 male white.....                | 5 male white.                |
| North Dakota.....              | 1 male white.....                | 6 male white.                |
| Nebraska.....                  | 1 male white.....                | 4 male white.                |
| Minnesota.....                 | 4 male white.....                | 4 male white.                |
| Western Missouri.....          | 3 male white.....                | 3 male white.                |
| Eastern Missouri.....          | 3 male white.....                | 2 male white.                |
| South Dakota.....              | 1 male white.....                | 4 male white.                |
| <b>9th Circuit:</b>            |                                  |                              |
| Central California.....        | 11 male white/1 male black.....  |                              |
| Hawaii.....                    | 1 male Asian.....                | 3 male white/3 male Asian.   |
| Alaska.....                    | 1 male white.....                | 4 male white.                |
| Arizona.....                   | 4 male white.....                | 7 male white.                |
| Eastern California.....        | 4 male white.....                | 2 male white/1 female white. |
| Northern California.....       | 6 male white.....                | 8 male white.                |
| Southern California.....       | 3 male white.....                | 5 male white.                |
| Guam.....                      | 1 male Asian.....                |                              |
| Montana.....                   | 2 male white.....                | 11 male white/1 male Asian.  |
| Nevada.....                    | 2 male white.....                | 2 male white.                |
| Oregon.....                    | 4 1/2 male white.....            | 2 male white.                |
| Western Washington.....        | 4 male white.....                | 3 male white.                |
| Eastern Washington.....        | 1 male white.....                | 1 male white.                |
| Idaho.....                     | 1 male white.....                | 5 male white.                |
| <b>10th circuit:</b>           |                                  |                              |
| Colorado.....                  | 3 male white/1 female white..... | 2 male white.                |
| Kansas.....                    | 2 male white/1 male black.....   | 3 male white.                |
| New Mexico.....                | 1 male white.....                | 9 male white.                |
| Western Oklahoma.....          | 2 male white.....                | 1 male white.                |
| Eastern Oklahoma.....          | 1 male white.....                | 4 male white.                |
| Northern Oklahoma.....         | 1 male white.....                | 2 male white/1 female white. |

Mr. EDWARDS. I believe another good friend of ours has a statement. Ms. Lucy Edwards was formerly with the U.S. Commission on Civil Rights and is currently a member of the Board of Governors of the National Bar Association. Ms. Edwards, we are pleased to have you with us today.

Ms. EDWARDS. Thank you very much. It is indeed my pleasure to appear before this committee as a witness.

I must say that the National Bar Association is particularly pleased to be a part of the coalition that petitioned the Judicial Conference back in June of 1979 to move forward with preparing an affirmative action plan, and we are pleased that in September of 1979 there was some forward action.

As a petitioner organization greatly concerned about the quality of the proposal of the Judicial Conference and the net effect on equal employment opportunity in this country, we were pleased to witness your interest in substance as well as form. My colleagues on this panel have expressed our basic position that the Judicial Conference of the United States has not developed a workable affirmative action plan. The steps taken to date by the Judicial Conference should be modified to assure that equal employment opportunity becomes a reality in the Federal courts.

The National Bar Association has functioned over more than a half century as an advocate for equality of treatment and opportunity, not only for its member lawyers, but especially for blacks who have historically been discriminated against in this country. We have observed with interest the reporting of statistics by the Southern Regional Council, the hearings which you held, and the Judicial Con-

ference of the United States, which confirm bleak facts that black lawyers have suspected, guessed or even known for a long number of years.

Few judges in the United States are black, male or female. Like the Women's Legal Defense Fund, we are pleased with the increase in the number of blacks who sit on the bench; however, we, too, must know that the numbers and percentages increased very little as a result of our last effort. As a matter of fact, I guess one of the things that I pointed out in my testimony is that for me personally one of the great tragedies is that with the new judges being named, we do not yet have a black judge sitting on the U.S. district court in my home State of Virginia.

A small number of blacks serve as magistrates and bankruptcy judges.

At the clerk of court level, only one black male serves in the position of chief clerk of any Federal district court.

Blacks can scarcely be found among bankruptcy court clerks, deputy clerks of bankruptcy or district courts, probation officers, chief and deputy chief probation officers, and other higher echelon court employees.

In summary, black lawyers have often concluded that the courts, even the Federal courts responsible for a large measure of due process and equal protection for blacks, often mirror the discrimination of the communities where they sit.

In providing employment opportunities, the courts have too often followed the dictates and practices of their communities rather than serving as examples for other employers to follow. The Supreme Court needs to be the primary example of equal employment opportunity in this country.

After many hours of experience in analyzing affirmative action plans, deciding on issues of fundamental fairness and judging whether equal employment opportunity exists, the U.S. Federal courts have been presented a model affirmative action plan for their use which is inadequate. The model plan is to be adopted by each Federal court. However, the plan does not assure that the courts will achieve equal employment opportunity.

The plan does not contain goals and timetables. The plan is totally voluntary and there are many other defects noted by the previous speakers.

I will not go into the details contained in my statement.

In addition to a lack of goals and timetables and an enforcement mechanism, the plan does not provide for a grievance procedure that has a reasonable chance to be effective.

Mr. Manzano has pointed out some of the issues involved with this. The National Bar Association has long supported the development of meaningful affirmative action plans that promise to work, and which can work now.

While we are pleased that the Judicial Conference has made positive progress in declaring support for equal employment opportunity, it remains to be put into action.

In addition to curing the major inadequacies just discussed, NBA believes that the model plan of the Judicial Conference should include instruments for data collection which adequately permit analysis of all job categories within the courts—for example, judges, magistrates,

and individual jobs within the professional and nonprofessional categories.

The plans should also define the relevant labor market for each job classification to assure that the courts and public interest groups like our own can monitor the operation of the plan and assist the courts in providing equal employment opportunities.

It is important that the courts recruit and hire blacks and other minorities and women. It goes without saying that these groups must have greater representation among the judges, clerks, and executive staff within the courts. It is also crucial that the courts utilize our skills and make us a part of a system which has all too frequently excluded us. Training and upward mobility and fair competition for vacancies within the work force are vital to assimilating minorities and women in all court jobs.

In light of the present state of the Federal courts in the area of equal employment opportunity, we believe the Judicial Conference should take steps to modify the model plan. Reaffirmation of equal employment opportunity sounds good in policy statements, but it must be backed by a plan which reflects commitment and the will to change.

In summary, the National Bar Association believes that the Judicial Conference of the United States must modify its model plan to provide a workable affirmative action guide to equal employment opportunity.

[Ms. Edwards' statement follows:]

STATEMENT OF LUCY R. EDWARDS, BOARD OF GOVERNORS, NATIONAL BAR ASSOCIATION

Mr. Chairman and Members of the Subcommittee: I am pleased to be here this afternoon testifying on behalf of the National Bar Association. I am Lucy Edwards, a member of the Board of Governors of an organization which is pleased to be part of a coalition of civil rights, minority and women's rights organizations comprising the Petitioners who on June 5, 1979 sought to persuade the Judicial Conference of the United States to adopt equal employment opportunity plans for the federal judiciary.

Within the coalition, many of us believe that our petition and subsequent efforts were partially responsible for action by the Judicial Conference in moving forward to approve a model Affirmative Action Plan and Discrimination Complaint Procedures. We are pleased that this Committee in May 1980 held hearings on "Employment Practices in the Federal Judiciary". At that time you heard testimony from William E. Foley, Director of the Administrative Office of the U.S. Courts and other representatives of the Judicial Conference of the U.S.

As a petitioner organization greatly concerned about the quality of the proposal of the Judicial Conference and the net effect on equal employment opportunity in this country, we were pleased to witness your interest in substance as well as form. My colleagues on this panel have expressed our basic position that the Judicial Conference of the United States has not developed a workable affirmative action plan. The steps taken to date should be modified to assure that equal employment opportunity becomes a reality in the federal courts.

The National Bar Association has functioned over more than a half century as an advocate for equality of treatment and opportunity, not only for its member lawyers, but especially for blacks who have historically been discriminated against in this country. We have observed with interest the reporting of statistics by the Southern Regional Council, and the Judiciary Conference of the United States which confirm bleak facts that black lawyers have suspected, guessed or even known for a long number of years.

Few judges in the United States are black, male or female.

A small number of blacks serve as magistrates and bankruptcy judges.

At the clerk of court level only 1 black male serves in the position of chief clerk of any federal district court.

Blacks can scarcely be found among bankruptcy court clerks, deputy clerks of bankruptcy or district courts, probation officers, chief and deputy chief probation officers, and other higher echelon court jobs.

In summary, black lawyers have often concluded that the courts, even the federal courts responsible for a large measure of due process and equal protection for blacks, often mirror the discrimination of the communities where they sit. In providing employment opportunities, the courts have too often, followed the dictates and practices of their communities rather than serving as examples for other employers to follow.

After many hours of experience in analyzing affirmative action plans, deciding on issues of fundamental fairness and judging whether equal employment opportunity exists, the U.S. Federal courts have been presented a model Affirmative Action Plan for their use which is inadequate.

The model Plan is to be adopted by each Federal court. However, the plan does not assure that the courts will achieve equal employment opportunity. The plan does not contain goals and timetables.

In addition to a lack of goals and timetables and an enforcement mechanism, the plan does not provide for a grievance procedure that has a reasonable chance to be effective.

The National Bar Association has long supported the development of meaningful affirmative action plans that promise to work, and which can work now. While we are pleased that the Judiciary Conference has made positive progress in declaring support for equal employment opportunity, it remains to be put into action. In addition to curing the major inadequacies just discussed, NBA believes that the model plan of the Judicial Conference should include instruments for data collection which adequately permit analysis of all job categories within the courts, e.g. judges, magistrates, and individual jobs within the professional and non-professional categories. The plans should also define the relevant labor market for each job classification to assure that the courts and public interest groups like our own can monitor the operation of the plan and assist the courts' in providing equal employment opportunities.

It is important that the court's recruit and hire blacks and other minorities and women. It goes without saying that these groups must have greater representation among the judges, clerks and executive staff within the courts. It is also crucial that the courts' utilize our skills, and make us a part of a system which has all too frequently excluded us. Training and upward mobility, and fair competition for vacancies within the workforce are vital to assimilating minorities and women in all court jobs.

In light of the present state of the federal courts in the area of equal employment opportunity, we believe the Judicial Conference should take steps to modify the Model Plan. Reaffirmation of equal employment opportunity sounds good in policy statements, but it must be backed by a plan which reflects commitment and the will to change. In summary, the National Bar Association believes that the Judicial Conference of the United States must modify its Model Plan to provide a workable Affirmative Action guide to equal employment opportunity.

Mr. EDWARDS. Thank you. I wonder if you four witnesses would mind remaining there while Mr. Suitts makes his statement, and then we can have some questions for the panel of five.

Ms. EDWARDS. We would be honored.

Our final witness for today is Steve Suitts, director, Southern Regional Council. Mr. Suitts, it is because of your efforts that the Judicial Conference has taken this first step. We look forward to your assessment of what more needs to be done.

#### TESTIMONY OF STEVE SUITTS, DIRECTOR, SOUTHERN REGIONAL COUNCIL

Mr. SUITTS. Thank you, Mr. Chairman. I think there has been a chorus of concern about what has been presented by the Federal court system as the plan ending employment discrimination. I want to echo in many respects concerns about failures and absences of

proposals in the court's plan to remedy what has been, in the judgment of the Southern Regional Council, a pattern of discrimination.

Mr. Chairman, I think it is important to note here what is an unquestioned record before this subcommittee and hence before Congress. The record is a uniform pattern of underrepresentation of racial minorities and women throughout the system of the Federal Judiciary, and in each court system throughout the country, as responsibilities and rewards of an office increase.

The only means of rebuttal that has been presented to this subcommittee has been the suggestion that there is not one instance of proven racial discrimination in courts, and I must confess that is true, Mr. Chairman.

That is true because there has never been a means by which to prove racial discrimination or sex discrimination in the courts. In the authority which we cited in the 1978 report and again in our written testimony which we would like to make a formal part of the record, we note that the courts in some circuits have in fact in the past resisted allowing the courts to be a forum for litigating issues of employment discrimination.

So there hasn't been a means of a remedy by which to show intentional discrimination. But the record we do have clearly demonstrates that in all parts of the country and in my native part of the country, the South, discrimination is evident, if not self-evident, to the courts.

It is beyond credulity to anyone who has lived in the South or anyone who sits on a committee in this Congress, I would suggest, that there remains seven or eight Federal courts in the south where substantial black populations live and which have never had and do not today have a black in its employment.

Hence, Mr. Chairman, we are not here to analyze and evaluate a proposal which starts from an unbiased beginning. We are, instead, attempting to find, by advising this subcommittee and advising the Judicial Conference, the means by which to truly root out discrimination and to insure that in future decisions discrimination on the basis of race or sex will not occur.

I think on that premise it is clear that more has to be done by the Judicial Conference if it is going to assure that the principle adopted in 1966 and which it has not yet lived up to through practice will be a reality in the coming years.

I echo the concerns about the lack of goals and timetables and the absence of any enforcement or incentive for achievement of goals. I am particularly concerned about the leanings which are evident from the appearances of officials of the Judicial Conference about what they will define as the relevant labor market.

There are some tough questions to be answered in trying to define what is the pool of potential employees from which to hire. Different positions in the courts obviously require a different labor market. But let there be no mistake. Most of the positions in the court system are positions which come out of the local labor market and in most instances it is those local labor markets which have a substantial proportion of minorities and women and if the Judicial Conference attempts to enlarge the potential labor market it will, in effect, be attempting to reduce its obligation to hire minorities and women.

I call to your attention in the courts' written testimony to the fact that the only comparison of labor market statistics and the employment record of the courts uses a State universe, a universe of an entire State, claiming that the State's market is perhaps the best labor market.

In most States that technique will dilute the need or the obligation to hire minorities and women considerably while, in fact, most people in the past in the court systems have been hired from the local labor market where minorities and women are usually more prevalent.

I think something also must be said, Mr. Chairman, about those people who are already in the system. The courts have provided for a complaint mechanism with which there has been expressed some difficulty and problems. I think something else needs to be said. There needs to be an affirmative evaluation on the part of the court system to review the status of every black and woman in the courts to determine if their history of employment shows that they now deserve promotions, advancements which they have been denied irrationally in the past.

To start off with an unbiased beginning in implementing an affirmative action plan will be, without more, for those court employees a cruel joke.

I echo the concerns about the Supreme Court.

It seems to me that that issue alone casts a great deal of doubt over the integrity, if not the sincerity of the courts' actions in this area.

No other court stands as a symbol of the judiciary more than the Supreme Court, and no other court will tell the American people whether the judiciary not only sits to judge the law, but elevates itself above the law.

Finally, Mr. Chairman, I think the role of the administrative office, without legislation, could be considerably more influential and aggressive than the influence that office has apparently exerted.

I think they have the authority to set goals and timetables under statutes already provided and under the concepts, admittedly vague concepts, of the Judicial Conference itself.

In conclusion, I will simply state, as I did for the record, that I think there is nothing in this country that mocks justice more than the announced adoption of an important principle without the sincere design to see it work.

[The statement of Mr. Suitts follows:]

STATEMENT OF STEVE SUITTS EXECUTIVE DIRECTOR OF THE SOUTHERN REGIONAL COUNCIL

Mr. Chairman: I am pleased to appear before this Subcommittee once again to review the events and developments that have taken place within the federal court system to improve its employment practices. Since the Southern Regional Council released its report on "Blacks and Women in the Southern Federal Courts" almost two years ago and since I appeared before you in May of 1979 to present our findings and concerns, the administrative division of the Federal Courts, the U.S. Judicial Conference, acted in September, 1979, to reaffirm its commitment to equal opportunity in employment and in March, 1980, to adopt an affirmative action plan.

These developments constitute a commendable decision of the federal judges of this country to revive the meaning of the 1966 resolution of the U.S. Judicial Conference supporting equal opportunity in employment. They represent a symbol of the promise of equal opportunity in the halls of justice and an ir-

retrievable commitment that there should be specific procedures and machinery to enliven that promise.

The testimony of U.S. Judge Elmo Hunter, chairman of the Judicial Conference's Committee on Court Administration, and Mr. William Foley of the Administrative Office of the U.S. Courts before this Subcommittee in May of this year emphasized the accomplishments that have been made in this field in the last several months. Although noteworthy and important, the courts' beginning effort cannot be left unexamined on the assumption that the judiciary's resolution and plan will achieve, without scrutiny, improvements or alterations, the goal of equal employment opportunity.

Allow me a moment to review the essential findings that have been placed before Congress on this issue since hearings began in May, 1979. The record of unemployment practices in the federal courts is an undisputed pattern of underrepresentation of minorities and women especially in professional positions. The failures are widespread, substantial, and indicative of "a pattern of deliberate discrimination."<sup>1</sup>

From the survey of the U.S. Administrative Office conducted in the middle of 1979, the findings across the nation showed racial minorities and women were underrepresented. For instance, Blacks, Hispanics, and Asians constituted only 12.6 percent of the total workforce of the nation's appeals courts. Of the 118 non-White personnel, 20 percent were secretaries and 57 percent were deputy clerks.

The national trend was reflected in the South when the Administrative Office survey showed barely 9 percent of the district courts' personnel were people of color. Only 2.5 percent of the law clerks in the eleven Southern states were Black and only 1.5 percent were Hispanic, Asian, or Indian.

These findings substantiate the 1978 SRC report and establish in many locations the prima facie case that employment has been biased against Blacks, Hispanics, other racial minorities, and women in the judiciary's employment. In my judgment, these findings also reaffirm that the courts have "steadfastly failed to integrate their employment."<sup>2</sup>

The results of the courts' own survey dictate that their affirmative action plan be capable of not only halting employment discrimination, if and where it exists, but also overcoming an entrenched practice of employing largely White males in positions of highest reward and responsibility. As it has been presented to date, the judiciary's plan fails on its face to assure the country, present employees, or potential employees that equal employment opportunity will be carried out in such a way as to change the composition of the courts' longstanding pattern.

At bottom, the courts' model plan is a restatement of a 1966 resolution and the establishment of a reporting system and procedure for complaints. It is little more. The plan fails to provide specifically for the adoption of goals and timetables for improvements in employment. It fails to guide the definition of "relevant labor market" by which hiring practices in circuit and district courts can be evaluated. And it fails to offer specific relief to those present employees of the court system who are Black, female, or part of another racial minority and who may well have been subject to past discrimination. Finally, the plan does not reach the Supreme Court to establish mechanisms for equal opportunity in the country's highest court.

THE ABSENCE OF GOALS AND TIMETABLES

In testimony five months ago, Judge Hunter remarked to this Subcommittee that the model plan of the court system does have a goal, as stated in the preamble: "equal opportunity in job employment for all." In his prepared statement Judge Hunter elaborated more directly on why numerical goals are not required in the courts' plan:

We are not dealing with abstract numbers . . . We concluded that an abstract target number, based upon nothing more than a statistical assumption, will ultimately be of no value to the very people we hope to help. . . . Personally, I would not want it characterized as "having teeth"—if that characterization

<sup>1</sup> The testimony of the representatives of the U.S. Judicial Conference is quite accurate in observing that "there has not been proven a single instance of discrimination in employment against a particular employee or applicant (of the federal courts)." The fact of the matter is that there has been no forum in which to make such a case. See *William V. Molellan*, 509 F.2d 1031 (1978). Without a means of remedy, any instance of discrimination could hardly have been proven. Therefore, the statistical patterns of employment take on increased importance in determining the probability of instances of intentional discrimination.

<sup>2</sup> "Blacks and Women in Southern Federal Courts," p. 27.

**CONTINUED**

**1 OF 7**



were only applicable to a plan designed to merely achieve numerical results. . . . For the federal courts to recruit a preordained representative number of applicants for a preordained number of positions would be unconscionable injustice.

This zealous rejection of numerical goals by which to set a standard for the hiring in the federal courts is baffling and, more critically, could be fatal to the courts' achievement of equal opportunity. Without the duty of each district and federal court to set a clear, understandable, and, thereby, numerical goal for hiring, the achievement of improved, integrated employment patterns will depend upon the good will and the subjective, personal goals of each person with responsibility to hire. Without more, this approach will be a mere formalistic version of the Judicial Conference's 1966 resolution: declare the principle and leave the execution to each unit's perception of its own duty. From 1966 to 1980, that subjective approach did not work, and the experience of the last 15 years in the field of equal employment opportunity across this country and particularly in the South evidences that even with reporting and procedural requirements an affirmative action plan will not work effectively without the willingness to set goals.

Good cause to doubt the efficacy of the courts' plan is suggested by a recent analysis which the SRC undertook, to gauge in general terms the changes in the courts' employment pattern in the last year or two. Although the classifications vary somewhat, the results of the SRC 1978 study and the courts' 1979 study show no steady or marked improvement in the non-professional employment of Blacks in the South (See Appendix 1).<sup>3</sup> In places where Blacks were not employed at all in 1978 they continue not to be employed in 1979. If any movement is indicated, the percentages of Blacks probably decreased in most jurisdictions within those jobs where Blacks are traditionally employed.

While this analysis is admittedly very imprecise, general, and of limited application, the comparisons do suggest that at the very time when the courts are reaffirming publicly its principled devotion to equal opportunity it has been making very little, if any, progress in achieving that principle.

The obligation of the courts to adopt goals for achieving equal opportunity does not turn on this analysis alone, however. A prima facie case has been made through the record before this Subcommittee that the judiciary has maintained over the past 14 years practices that, on the whole, have obviously denied opportunities to Blacks, other racial minorities, and women in many courts. The courts should now restore that denied opportunity by setting numerical goals to assure significantly improved employment.

The absence of a universal timetable for achieving any goal in the courts' employment plan is more understandable since the rate of turnover in employment is apparently not known to the Administrative Office of the U.S. Courts; nonetheless, the model plan should set some requirement for a timetable to be established while respecting the specific rate of turnover of employees in each location. If equal employment opportunity is to be more than an epitaph for future generations to revive, time is of the essence and it is essential that the courts establish a timetable for its accomplishments in this field.

#### DEFINING RELEVANT LABOR MARKETS

Representatives of the Judicial Conference have raised legitimate questions about how the courts should define the relevant labor markets. Clearly, some occupations in the courts may draw from specialized, broad pools of very skilled labor and an effective plan for evaluation of affirmative action should not assume that every employee comes from the same labor force. On the other hand, these special jobs are only a small part of the total workforce of the courts.

The majority of the personnel in the judiciary will come from a labor force that is local in nature and in many cases representative of the general work force. For this reason, the absence of any definition of "relevant labor market" in the courts' plan presents ominous signs that affirmative action especially for racial minorities may be diluted by establishing a speciality and a large regional or national work pool for most personnel in the courts. The effect of such definitions will be to lower the expected results of any affirmative action in the future.

<sup>3</sup> Only an analysis of non-professional employment was undertaken because of variances in the definitions used in the SRC study and the courts' study relating to professional classifications. Non-professional categories could be identified through the court's employment forms. For purposes of this comparison, deputy clerks, secretaries, clerical assistants, reporters and bailiffs were classified as non-professional.

The analysis of the courts' own work force already submitted by the Administrative Office demonstrates the tendency to enlarge the area of the potential labor market and thereby to dilute any expectation of achieving high goals for equal opportunity. The courts' analysis of the present professional and non-professional employees compares the judiciary's work force in one entire state with the entire state's labor force. This comparison suggests, without qualification, a standard for the "relevant labor market" that will usually constitute the smallest representation of racial minorities throughout the country. For example, while the courts' findings show in Alabama an 8 percent professional and a 9 percent non-professional employment record of Blacks in the federal judiciary located in that state—compared favorably with a 9 percent Black professional labor force and a 12 percent non-professional pool of Black workers, the SRC study illustrated that in the central cities of Birmingham, Mobile, and Montgomery where the courts are located the local Black labor force is 36 percent, 30 percent and 28 percent respectively. (Appendix 2).

The Southern Regional Council believes that for most positions in most courts the local labor market is the most reliable standard. A review of the percentages of Blacks in the labor force of Southern metropolitan areas where federal courts are located evidences that this standard of a "relevant labor market" will require in most instances increased hiring of Blacks since a larger percentage of potential Black applicants for both professional and non-professional jobs exists by this definition than by definition of an overly enlarged relevant labor force encompassing a whole state. (See Appendix 3).

Although there will be exceptions, the bulk of the courts' personnel comes from a local work force and should as a general rule be compared with this standard in ascertaining and evaluating the progress and goals of the courts' employment.

#### PROMOTION AND ADVANCEMENT

Given the past lethargy in integrating the courts' employment, the model plan should give special attention to an evaluation of present employees who are Black, Hispanic, Asian, Indian or female. Especially in those positions where promotions will be possible in the new future and where in the past others have been promoted regularly the courts have an obligation to determine, outside of the procedures for complaints, if promotions and advancements have been denied and should now be awarded to this segment of its present employees.

#### SUPREME COURT PRACTICES

A conspicuous gap in this effort for equal employment opportunities in the federal judiciary is the fact that the highest court in the land had failed to establish any mechanisms for affirmative action. The Supreme Court should take the lead in this effort, and the fact that it has separated itself from the application of any affirmative action plan undermines this initial movement of the U.S. Judicial Conference with the suggestion that the Supreme Court sits above the law when equal opportunity is at stake within the judiciary.

#### A ROLE OF THE ADMINISTRATIVE OFFICE IN GUIDANCE AND STANDARDS

With the exception of the Supreme Court's stance on equal opportunity, I believe that the Administrative Office of the U.S. Courts can exercise considerable guidance and direction to remedy the deficiencies and failures of the present model plan. The establishment of goals can be tied to the Administrative Office's guidance in defining relevant labor markets and in evaluating and reporting on present employment patterns. Certainly, the Administrative Office has the responsibility and duty to evaluate reporting forms and to recommend specific goals, timetables, and enforcement mechanisms.

If the courts were of a mind, I believe that a simple and effective set of goals could be implemented by which equal opportunity could be made a reality within a relatively short time. (See Appendix 4). Short of this approach, the courts can now improve its plan through the role of the Administrative Office in providing guidance and direction to each jurisdiction.

These criticisms of the federal judiciary's model affirmative action plan should be taken for what they are: an attempt to make possible what the federal judges have resolved to achieve. Sixteen years after the judges' first declaration that equal employment opportunity was law in the courts as well as the nation, the

judiciary must be willing to demonstrate its dedication to this elusive American principle through goals that are measurably accomplished in the next few years. If the courts fail, we shall all learn once again that nothing mocks justice as much as the adoption of an important national principle without the design to actually achieve the practice.

Thank you, Mr. Chairman.

APPENDIX 1

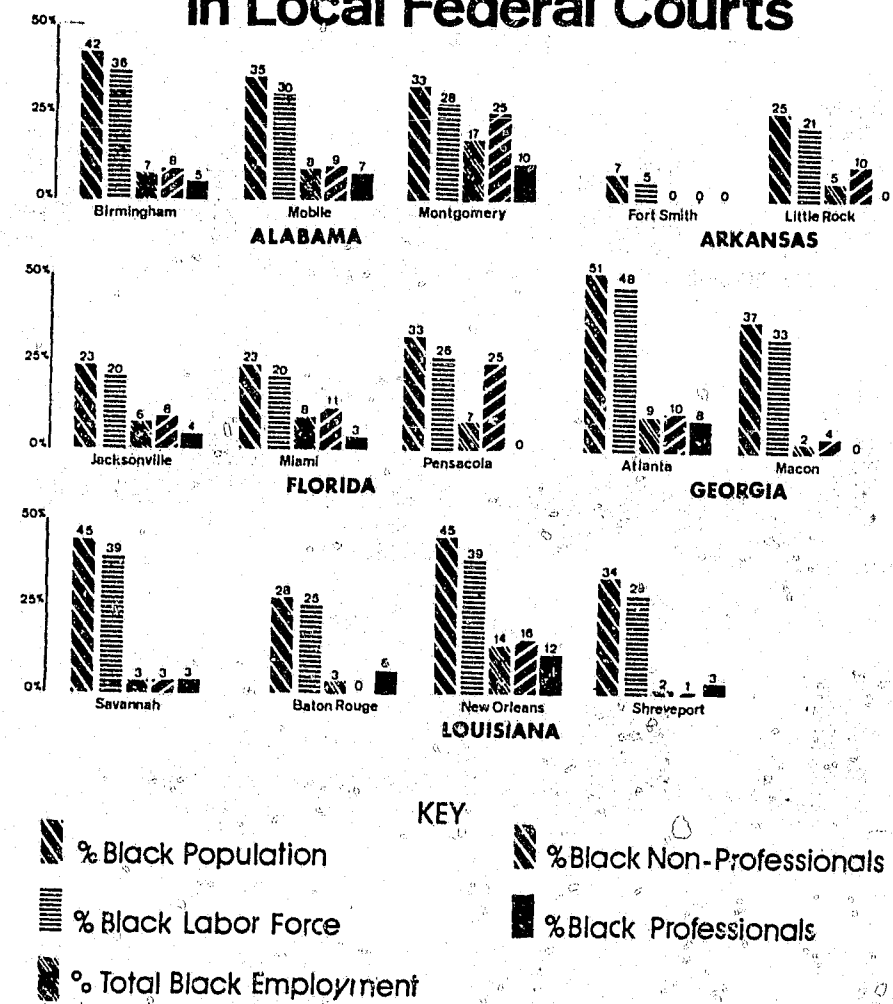
PERCENT BLACK NONPROFESSIONAL EMPLOYMENT IN SOUTHERN FEDERAL COURTS

|                                   | 1978 SRC study | 1979 court study |
|-----------------------------------|----------------|------------------|
| <b>Alabama:</b>                   |                |                  |
| Birmingham                        | 8              | 3.8              |
| Montgomery                        | 25             | 24               |
| Mobile                            | 9              | 7.1              |
| <b>Arkansas:</b>                  |                |                  |
| Forth Smith                       | 0              | 0                |
| Little Rock                       | 10             | 13.5             |
| <b>Florida:</b>                   |                |                  |
| Jacksonville                      | 8              | 6.1              |
| Miami                             | 11             | (1)              |
| Pensacola                         | 25             | 10               |
| <b>Georgia:</b>                   |                |                  |
| Atlanta                           | 10             | 9.7              |
| Macon                             | 4              | 7.4              |
| Savannah                          | 3              | 6.2              |
| <b>Louisiana:</b>                 |                |                  |
| Baton Rouge                       | 0              | 0                |
| New Orleans                       | 16             | 13.5             |
| Shreveport                        | 1              | 0                |
| <b>Mississippi:</b>               |                |                  |
| Jackson                           | 0              | (1)              |
| Oxford                            | 15             | 19.2             |
| <b>North Carolina:</b>            |                |                  |
| Asheville                         | 5              | 8.0              |
| Greensboro                        | 0              | 0                |
| Raleigh                           | 0              | 0                |
| <b>South Carolina: All cities</b> | 8              | 7.4              |
| <b>Tennessee:</b>                 |                |                  |
| Nashville                         | 8              | 12.9             |
| Knoxville                         | 0              | 2.2              |
| Memphis                           | 20             | 18.4             |
| <b>Texas:</b>                     |                |                  |
| Beaumont                          | 3              | (1)              |
| Dallas                            | 4              | 2.8              |
| Houston                           | 2              | 1.8              |
| San Antonio                       | 10             | 0                |
| <b>Virginia:</b>                  |                |                  |
| Alexandria                        | 6              | 5.5              |
| Roanoke                           | 0              | 0                |

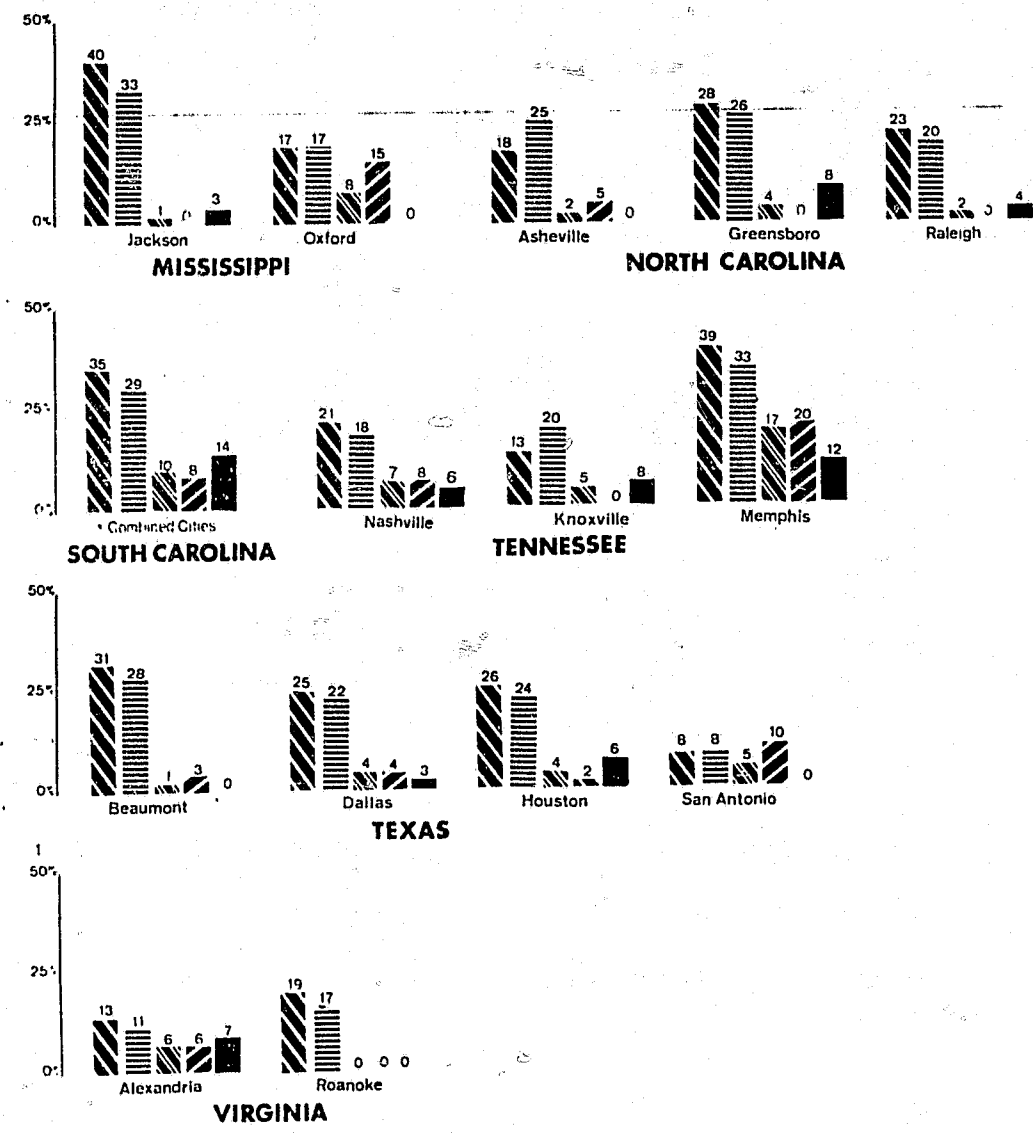
1 Not available information.

APPENDIX 2

Percent Black Employment In Local Federal Courts



# Percent Black Employment In Local Federal Courts



\* Aiken, Charleston, Columbia, Florence, & Greenville

## APPENDIX 3 LABOR FORCE IN SMSA WHERE SOUTHERN COURTS ARE LOCATED (1970 CENSUS)

|   | Total   | Percent black | Percent female |
|---|---------|---------------|----------------|
| <b>Alabama:</b>                             |         |               |                |
| Birmingham:                                 |         |               |                |
| Professional                                | 35,333  | 14.3          | 47.2           |
| Nonprofessional                             | 49,245  | 10.7          | 73.4           |
| Montgomery:                                 |         |               |                |
| Professional                                | 10,348  | 17.4          | 48.5           |
| Nonprofessional                             | 13,193  | 10.2          | 75.0           |
| Mobile:                                     |         |               |                |
| Professional                                | 16,031  | 16.4          | 44.8           |
| Nonprofessional                             | 20,892  | 9.6           | 73.4           |
| <b>Arkansas:</b>                            |         |               |                |
| Fort Smith:                                 |         |               |                |
| Professional                                | 5,270   | (3)           | 44.8           |
| Nonprofessional                             | 7,365   | (3)           | 69.2           |
| Little Rock:                                |         |               |                |
| Professional                                | 17,568  | 8.1           | 46.0           |
| Nonprofessional                             | 22,167  | 6.2           | 72.8           |
| <b>Florida:</b>                             |         |               |                |
| Jacksonville:                               |         |               |                |
| Professional                                | 23,762  | 12.5          | 46.1           |
| Nonprofessional                             | 43,264  | 10.6          | 74.5           |
| Miami:                                      |         |               |                |
| Professional                                | 63,415  | 6.3           | 38.9           |
| Nonprofessional                             | 98,232  | 7.4           | 74.1           |
| Pensacola:                                  |         |               |                |
| Professional                                | 11,097  | 7.4           | 45.2           |
| Nonprofessional                             | 12,726  | 6.0           | 71.7           |
| <b>Georgia:</b>                             |         |               |                |
| Atlanta:                                    |         |               |                |
| Professional                                | 90,443  | 10.5          | 40.8           |
| Nonprofessional                             | 131,550 | 14.1          | 73.3           |
| Macon:                                      |         |               |                |
| Professional                                | 10,068  | 11.4          | 46.3           |
| Nonprofessional                             | 13,900  | 9.5           | 74.5           |
| Savannah:                                   |         |               |                |
| Professional                                | 8,245   | 18.4          | 50.9           |
| Nonprofessional                             | 11,187  | 12.9          | 73.0           |
| <b>Louisiana:</b>                           |         |               |                |
| Baton Rouge:                                |         |               |                |
| Professional                                | 19,940  | 15.0          | 39.5           |
| Nonprofessional                             | 17,952  | 13.0          | 75.9           |
| New Orleans:                                |         |               |                |
| Professional                                | 55,420  | 13.2          | 40.0           |
| Nonprofessional                             | 71,712  | 14.8          | 69.9           |
| Shreveport:                                 |         |               |                |
| Professional                                | 13,157  | 14.0          | 46.8           |
| Nonprofessional                             | 15,843  | 7.8           | 73.6           |
| <b>Mississippi:</b>                         |         |               |                |
| Jackson:                                    |         |               |                |
| Professional                                | 15,331  | 15.9          | 45.2           |
| Nonprofessional                             | 18,117  | 10.3          | 75.3           |
| Oxford:                                     |         |               |                |
| Professional                                | (3)     | (3)           | (3)            |
| Nonprofessional                             | (3)     | (3)           | (3)            |
| <b>North Carolina:</b>                      |         |               |                |
| Asheville:                                  |         |               |                |
| Professional                                | 7,278   | (3)           | 45.1           |
| Nonprofessional                             | 8,665   | (3)           | 72.8           |
| Greensboro (Winston-Salem/High Point SMSA): |         |               |                |
| Professional                                | 33,176  | 11.5          | 44.6           |
| Nonprofessional                             | 44,249  | 10.5          | 73.4           |
| Raleigh:                                    |         |               |                |
| Professional                                | 18,484  | 6.7           | 36.3           |
| Nonprofessional                             | 20,019  | 8.6           | 76.0           |
| <b>South Carolina (State total):</b>        |         |               |                |
| Professional                                | 109,382 | 14.2          | 49.5           |
| Nonprofessional                             | 121,648 | 8.7           | 73.1           |
| <b>Tennessee:</b>                           |         |               |                |
| Nashville:                                  |         |               |                |
| Professional                                | 31,560  | 12.3          | 43.8           |
| Nonprofessional                             | 42,963  | 9.7           | 73.8           |
| Knoxville:                                  |         |               |                |
| Professional                                | 25,287  | 3.2           | 38.6           |
| Nonprofessional                             | 22,597  | 4.2           | 72.0           |
| Memphis:                                    |         |               |                |
| Professional                                | 36,086  | 17.0          | 45.8           |
| Nonprofessional                             | 53,677  | 15.2          | 70.2           |

See footnotes at end of table.

## APPENDIX 3

## LABOR FORCE IN SMSA WHERE SOUTHERN COURTS ARE LOCATED (1970 CENSUS)

|                      | Total   | Percent black | Percent female |
|----------------------|---------|---------------|----------------|
| Texas:               |         |               |                |
| Beaumont:            |         |               |                |
| Professional.....    | 15,720  | 8.2           | 39.9           |
| Nonprofessional..... | 15,903  | 8.6           | 72.1           |
| Dallas:              |         |               |                |
| Professional.....    | 97,181  | 5.7           | 34.7           |
| Nonprofessional..... | 139,225 | 7.9           | 75.0           |
| Houston:             |         |               |                |
| Professional.....    | 128,331 | 8.1           | 34.8           |
| Nonprofessional..... | 147,024 | 10.2          | 74.2           |
| San Antonio:         |         |               |                |
| Professional.....    | 37,808  | 4.7           | 44.1           |
| Nonprofessional..... | 57,477  | 4.5           | 70.9           |
| Virginia:            |         |               |                |
| Alexandria:          |         |               |                |
| Professional.....    | 288,277 | 12.4          | 35.7           |
| Nonprofessional..... | 303,614 | 26.5          | 74.6           |
| Roanoke:             |         |               |                |
| Professional.....    | 10,186  | (3)           | 43.8           |
| Nonprofessional..... | 14,473  | (3)           | 67.8           |

<sup>1</sup> Professional defined by census as professional, technical and kindred workers.

<sup>2</sup> Nonprofessional defined as clerical and kindred workers.

<sup>3</sup> Not available information.

## APPENDIX 4

## GOALS COMMITTEE

## GOALS IN HIRING

*Long-range Goals*

For each job classification, the court should set long-range goals for the employment of racial minorities which reflect the percentage of racial minorities in the civilian labor force of the local area. If the statistical area within which the court regularly has recruited personnel for specific job classifications is greater than the metropolitan area, the court has the responsibility to demonstrate its need to use a larger area for defining the available civilian labor force.

A long-range goal of employing women in positions of each job classification reflecting their composition in the local civilian labor force should be established by each court. The goal should apply to all non-traditional classifications and should include women who are a part of a racial minority.

*Short-range goals*

Each court shall establish a short-range goal for the employment of racial minorities and women by filling a proportion of available job openings with women and minorities. According to the variance between a court's present employment of minorities and women in each job classification and its long-range goals, the court should provide for a proportion of available openings in each job classification to be filled by members of underrepresented groups.

Each court should adopt the policy that it has a goal to fill, at a minimum, one out of every two openings with men of a racial minority or women of whatever race whenever its employment of underrepresented groups remains less than 50% of its long-range goal within that specific job classification for more than a year.

Because employment is not capable of adhering to any goal without exception or extenuating circumstances, each court which is unable to achieve its yearly short-term goals shall submit to the Administrative Office of the U.S. Courts documented statements of its best efforts to have met the goal through normal turnover, promotions, and new jobs.

Mr. EDWARDS. Thank you very much, Mr. Suitts.

At what point would there be a due process problem?

I know when you are dealing with people who can't read English and who are yet entitled to vote that the courts have held, in certain

circumstances, that they would be entitled to have translations or bilingual aid provided; otherwise, there would be a problem of due process.

Do any of you think there is a due process problem here, especially for black defendants in the Federal courts, due when there has been discrimination by the courts against blacks insofar as employment is concerned?

Mr. MANZANO. Speaking from the standpoint of language discrimination, I think at least in California where I am most familiar with, I think some of the State courts and local courts have made efforts to bring in interpreters such as that.

I am not altogether sure and I don't believe the Federal courts have made any sort of efforts to establish interpreters, translators of any kind.

The extent to which that has actually served the burden of individual defendants and parties is something I am not altogether sure of. I would think in the abstract, as a legal problem, a hypothetical, there would at some point be some very, very real problems in terms of people being able to take the stand and defend themselves adequately.

Mr. LEWIS. I think we should realize that some of the positions covered here, such as magistrates, or deputy clerk or clerks of the court, are positions of considerable authority and discretion in various district courts, though it varies from court to court.

So you may have an instance in which very substantive decisions concerning payroll, sentencing, scheduling, things like that, may be undertaken by staff who in fact are or have been discriminatorily selected.

Then you would have the kind of due process argument from the perspective of the person appearing before the court that you mentioned. Of course, our major constitutional premise has not been from that perspective, but, rather, the equal protection guaranteed to the employees as employees of the court.

Mr. EDWARDS. Thank you.

You know, I believe we assumed in this country for a number of years that the message has gotten through to a majority of the American people that if we eliminate discrimination or that, at least, the efforts to eliminate discrimination in all aspects of American life helps us to become a better and more peaceful country.

Yet in the last few years, last few short years, that seems to have been reversed to a certain extent. I believe that the election in November indicates that very well as does the Walker amendment, which indicates that affirmative action is the enemy and not discrimination.

I am wondering what has occurred in our country that this reversal has taken place where it is not considered good form to talk about fair employment practices. In fact, the votes in this body right here—votes against affirmative action, against fair employment—are in the majority, in both parties to a certain extent.

Mr. LEWIS. Mr. Chairman, I don't want to argue in favor of the electoral results we have just experienced, but I think some of the electoral analysis indicates that a good deal of what we saw, particularly by the people who did not vote, but also on behalf of many groups that did vote, reflects much more a negative view toward

our national institutions and their ability to cope effectively with problems—the gap between the promises and performance—and this has led them to reject a good deal of the incumbent leadership in an effort to change that leadership. To the extent the pattern or practice we see in the Federal courts is another example of national institutions enunciating goals, but then not undertaking programs sufficient to meet those goals, it is leading to disillusion with those institutions and cynicism about them and their effect.

I would say that there is some reading of the election results that would support a vigorous effort in this regard.

I particularly make this point because we feel that the specter of Federal courts ordering, in a rather sweeping terms, public and private organizations to adopt very difficult and disruptive mandatory EEO plans to remedy their past behavior, while at the same time these judges are rejecting the application of standards to themselves, can only raise questions in a disinterested observer about a double standard.

So the judges think they are beyond the law?

Do they think they are above the law?

We would suggest that the cynicism engendered by that kind of activity was a part of the motivation for a lot of the recent election results.

Mr. EDWARDS. Thank you, Mr. Lewis.

Insofar as oversight is concerned, you petitioners constitute a major oversight facility in this particular area of the courts, and, of course, I believe it is appropriate that congressional committees offer similar oversight.

Where else is it going to take place? I don't see any possibility of laws being enacted—any additional laws. I am not even sure that it would be wise.

But, is it your view that your organization, as a private organization, and congressional committees, as a public organization, would provide the necessary oversight to prod the courts, to remind the courts and the Judicial Conference of their duties?

Mr. LEWIS. Well, we certainly think that is a necessary first step and a requirement that will never end.

We think this requires constant oversight and discussion and that is why we are so eager to see a reporting system that will provide the basic data. But, because of the inadequacies of the EEO plan and the resources behind this effort, we feel that the contemplation of legislation may quickly become the rational way to deal with this problem.

It was alluded to earlier I think, in one of the questions, that in the recent decade constitutional wrongs have habitually been remedied in the court system and the courts more and more, in a historical perspective, have been the forum in which constitutional wrongs have been righted.

The difficulty we face is that the forum for remedying those rights is the very forum which we are accusing of not providing them. Because of this awkwardness, let us say, we think it would be particularly appropriate for the Congress to act in a way which allows these problems to be remedied without forcing those who are being harmed to try to find relief from those that they are accusing of causing the harm.

Mr. EDWARDS. We have almost the same problem in Congress with congressional committees and congressional staffing.

We are exempted from EEOC laws and yet—

Mr. LEWIS. That is true and I think it is very interesting that when this issue was raised in the judicial forum the result was *Davis v. Passman*, the decision rendered at the end of the 79th term, which found the fifth amendment to be in full force and effect as to the personal staffs of Congress.

It found that the equal protection clause created a cause of action and found that the Constitution had implied a remedy of damages.

I don't mean to indicate that I disagree with the decision at all. We think that it is a proper analysis of the constitutional situation, but we might note that in the situation where Congress had no statutory provisions, the Supreme Court didn't have much hesitation in providing the remedies, but we don't have those remedies in the judicial setting. Perhaps Congress would, therefore, feel somewhat equitable in providing a statutory remedy.

Mr. SUITTS. I think there is also perhaps a more philosophical basis and need for the role of this subcommittee in fashioning actions or in simple oversight.

It is, in part answering your question of before, that this country has begun to disbelieve the national interest in ending discrimination, and I think this committee, this body, as the primary legislator and voice of government, needs to have a forum in which that national interest is reiterated, is reproven, is demonstrated more and more.

And I suppose this element is the most disappointing of all; that is, that clearly the Federal court system has begrudgingly moved along in this process and by its conduct, suggests that it does not recognize the national interest.

It recognizes the difficult problems; it recognizes questions that come up, but it has not yet shown, by fashioning an affirmative action plan, that it knows that this country's heart and soul, as well as its productivity, may well depend upon integrated labor force in the courts and elsewhere.

Mr. EDWARDS. Thank you very much. The productivity, as well as the peacefulness of the society are at stake. Wouldn't you agree—

Mr. SUITTS. Yes.

Mr. EDWARDS. That it is a great threat to our peace in our homes and on the streets, and so forth, if you get all kinds of groups of people that have no mobility whatsoever, that are trapped into a particular status in life.

We seem to have given up the American promise of upward mobility.

Counsel?

Ms. GONZALES. Thank you, Mr. Chairman.

My questions are generally directed, to any or all of you.

First, I will start with asking for your comment to a statement that was made by Judge Hunter before our committee on May 30 of this year.

One of the concerns that he has, as I think we all do, is regarding the lack of data to use to make the plan any more effective at this particular time.

One of the specific pieces of information that he talked about was the lack of information on interested applicants from identified labor pools.

He went on to say that to argue that a pattern of discrimination exists without any idea of how many members of the group are interested in seeking employment in the Federal courts, is in fact not justified.

I wonder if you have any comments on that.

Ms. LICHTMAN. Judge Hunter sounded for all the world like an employer.

Instead of characterizing his statement, it seems to me that with the enormous rate of unemployment that exists in this country today for minorities and for women, to assume that minorities and women haven't applied for those jobs in significant numbers because they are not interested in them is to argue in the absurd.

The reason they haven't applied for those jobs is because they didn't know about them. Those are very, very good jobs.

To get on the Federal payroll, I don't care where you are in this country, as Members of Congress staff know all too well, is a very, very well paying and good job.

Now, the truth of the matter is nobody has ever advertised those jobs anywhere. Nobody has ever gone to the women's colleges, the minority colleges, to do significant outreach, where minorities and women are, to find out if they exist.

It seems to me the burden, the responsibility, is not on those people who don't know about those jobs, but on the courts as an employer, to go out and advertise those jobs and provide some public notice about those jobs.

I will bet there is a whole host of public interest legal organizations in this country that would love to help the Judicial Conference advertise those jobs.

I noticed when the District of Columbia circuit just implemented their plan, they sent their plan to me and to everybody else in this town who has anything to do with minorities, women in legal jobs, to tell them what the plan is and to help advertise positions that are open.

I just got a notice from Judge Wald about some administrative job that she is seeking people for; she didn't just send it to me, but to a whole battery of people; I think to every petitioner who Dan represents, and I will bet she will find some.

Ms. EDWARDS. One thing, if I can add: I think it is not just knowledge of the vacancies, but it is also knowledge that there is access and the possibility of that individual being hired.

If you are in a small town in the south where they have never had a black clerk or a black secretary, even if you have the skills and see a job announcement, you may not apply, particularly if you know the pattern of discrimination, you know those who have applied have never been interviewed, nor tested. Then you are likely not to believe, even if you are in a school setting and you see an announcement on the board that says jobs are open. You have to know that that means you, black, white, or whoever. And I think if the employment pattern in the Federal courts is going to change, you need not only a pro-

nouncement such as an affirmative action plan, but you need a plan which gives a signal to the community that indeed these jobs are open and we do intend to have open hiring and to give opportunities.

Ms. GONZALES. It appears to me that what you are saying is that part and parcel of this plan will be not only advertisement of the fact that there is now an official policy of equal employment opportunities within the courts, but also there should be an effective outreach program, possibly at the level of each district court, or in a small district possibly at the level of a circuit court.

Ms. LICHTMAN. For sure.

Ms. GONZALES. As I recall reading in one of the suggested plans that Arnold and Porter submitted for the petitioners, you in fact suggested that the plan incorporate some kind of an advisory council which would be composed of different civil rights groups.

Could you expand a bit on that?

Mr. LEWIS. What we had proposed and indeed we had discussions with several district court judges about the proposal, was getting together an advisory council which would be a permanent but unofficial body that would act as liaison between the district court or circuit court, as the case may be, and the various outside groups.

Indeed, some of the district court judges noted to us that the Title VII bar appearing before them in many instances included people with whom they were familiar, dealt with all the time, who would be willing to serve this function, and who could be very effective in setting up an unofficial but permanent means by which there could be communication about hiring opportunities.

Of course, they would have instant expertise on the various means by which title VII problems have been solved, and they could adapt the traditional EEO plan procedures and outreach procedures to the Federal courts system.

But that suggestion was rejected by the Judicial Conference. We understand, though we haven't fully analyzed all the plans, that a few district courts have adopted such a procedure.

I would like to note for the record that one court, the district court in New Jersey, adopted a plan which contains goals and deadlines very much similar to the ones we have suggested. This indicates that at least some district court judges agree with the need for these and certainly some feel that the adoption would not interfere with their administration of their district court system.

We are very proud to have had that effect, at least in 1 out of 95 courts.

Ms. GONZALES. Where was that court again?

Mr. LEWIS. District court of New Jersey. We hope to undertake a formal analysis of the various plans as they come in to see how they have been amended.

An informal analysis clearly indicates that almost all the plans that have been submitted, the overwhelming majority of about 50, are very similar, if not identical, to the model plan promulgated by the Judicial Conference in March.

Ms. GONZALES. I should note for the record that staff did call the administrative office yesterday to get an update on the number of courts that have submitted plans and were told that 9 out of the 11 circuit courts have adopted the model plan; 74 out of the 94 district

courts to date have adopted the plan; 44 out of 81 bankruptcy courts have adopted the plan and 4 out of the 6 special courts have adopted the plan, so I just wanted to note that for the record.

There was one other point that was emphasized at our previous hearing with the administrative office and the Judicial Conference. I think it is a legitimate concern that needs to be addressed. The whole Federal court structure is in fact composed of largely independent institutions within one nationwide system. The concern expressed was that this made it difficult to have the Judicial Conference do more than establish general compliance for nationwide application or set systemwide goals. They believed that if they wanted to do more, they had some difficulty in doing so because of the strong independence that each court system feels.

I wonder if all of you who have testified today believe that the recommendations which you have made today keep that concern in mind so that they don't interfere with the independent nature of the courts.

Mr. LEWIS. We find the argument quite curious. As the system exists now, if the district court judge in Wyoming recommends someone to be deputy assistant file clerk, he must submit complex data concerning that application to the administrative office in Washington.

The administrative office in Washington must be satisfied that it meets the criteria promulgated by the Judicial Conference 8 years ago and if they are not satisfied, that person doesn't go on the payroll. So the system is there.

Quite frankly, we were surprised with the degree of oversight and control, and I think the system works well because the hiring decision is initiated at the local level.

We think it should stay that way.

In addition, the way the plans we have recommended would work, they would not change the nature of the individuals being hired for each job. That is, if one district court thought that the best place to find clerks of the court was in Ivy League law schools, for example, they could continue to hire their court clerks from Ivy League law schools.

All they would be required to do is reflect the composition of the graduating class of Ivy League law schools. So we don't intend and we don't think it would be proper to centralize the hiring function nor to change the manner or type of individual with which each district court decides by itself should fit into these categories.

All we are contending is they should, when making the selection from the relevant labor pool, not hire one group and fail to hire the other groups.

Ms. EDWARDS. Another point that might be made in that direction, particularly when the response comes back that the employer who is hiring is concerned about independence, or concerned about hiring quality employees, is that I know from my own earlier experiences with the Commission on Civil Rights, that the Department of Defense, the various army posts throughout the country would often react to some of our advisory committees that the reason they had not moved forward with affirmative action or equal employment opportunity was because they sat in communities like Lawton, Okla., the middle of Texas or some place else, and the employment practices both on

their own jobs or in their contractor's work force simply reflected the local pattern and practice. And they had no ability to, indeed, force Coca-Cola or somebody else in the middle of Lawton to comply.

What we observed in going back and talking about what could be done under affirmative action planning and what could be done under equal employment opportunity if that facility wanted to move forward, was that with an independent spirit or the desire to enforce the equal employment opportunity law, they could in fact make a change in the pattern in the community and could, indeed, comply with the equal employment opportunity requirements of the Federal Government.

Mr. LEWIS. If I could add, we have been focusing on outreach efforts, which is new employee hiring. But it is our understanding, though this is not based on elaborate statistical analysis, that a good deal of the filling of the middle and upper level positions in the courts, every one but the law clerks to the justices and in some instances to the clerks to the court, are from internal promotion.

The entry level jobs which lead up this chain of responsibility in the court system are not that high. People are being hired with college education, with 2-year degrees or in many instances with high school degrees. So what happens is, although the training and the skills needed are substantial, it takes place within the court system. Any adequate EEO plan would address the training opportunity given to all employees; it would address the means by which and the criteria used to promote individuals within the court system.

We shouldn't neglect the very important processes by which the important and responsible jobs are given out.

Ms. GONZALES. Let me ask one other question. I take it you believe it would be important for the plan to include the collection of data regarding the applications that are made for the different job categories? My understanding from reading the plan is that it does not call for the accumulation of that kind of data. Is that correct?

Mr. LEWIS. That is right, it does not presently call for that data. We think that data would be enormously useful in analyzing any district court's efforts to undertake EEO efforts.

Ms. GONZALES. As you all noted, the Supreme Court is not covered under this plan.

Do any of you have any sense of whether in fact they intend to do anything in the field of equal employment opportunities? Also, does anybody here know what their hiring practices have been in the past?

Mr. LEWIS. I would be happy to answer that question.

I wrote on behalf of our group to the Public Information Officer of the Supreme Court many weeks ago. Not receiving a reply, we called him.

He acknowledged the receipt of the letter, but would not tell us whether or not he intended to reply.

The letter asked whether they had a plan, whether they intended to adopt one if they didn't. We asked for the data concerning the composition of the work force. We do not have access to the composition of the work force. However, the legal community in Washington has a pretty good understanding of the composition of the Supreme Court law clerks, for employment purposes, if none other.

The percentage of minorities, blacks, and women, on the Supreme Court as clerks has been extraordinarily low when compared to the composition of law school graduates.

I am unable to comment on the particular law schools or the particular district court clerkships from which various Supreme Court judges usually hire their clerks, so I am a little hesitant to characterize what the relevant labor pool is.

But the number of black or female law clerks in the court over the past decade has been very low.

Ms. LICHTMAN. We do know this year 3 women out of 32 law clerks, total.

Ms. GONZALES. In the Supreme Court?

Ms. LICHTMAN. Right. That may be the highest we have ever seen. Most other years they had one, if any, and the first one I can think of is 1968, 1967-68 term, that was the first woman I can think of to Justice Fortas.

Mr. LEWIS. I believe there are three black Supreme Court clerks this term.

Ms. GONZALES. Thank you very much.

Mr. EDWARDS. Mr. Boyd?

Mr. BOYD. Mr. Lewis, do I understand you correctly when you say that insofar as the selection by Federal judges of law clerks is concerned, the way you would like to see it operate is that those courts, those Federal districts, would be able to retain their normal hiring practices with regard to what law schools they prefer, but that they should represent in their law clerks, collectively, the percentage breakdown that is represented in those law schools?

Mr. LEWIS. Let me describe it in detail because we think this is a difficult problem, because the number of law clerks each judge hires is low, two or, in some cases, three.

Mr. BOYD. And the pool is decidedly limited apparently?

Mr. LEWIS. Right. It was our recommendation that the goal, the composition of the law clerks should reflect a relevant labor pool which we defined as the law school graduates in the United States for the previous year.

Mr. BOYD. But those law school graduates in the United States for the previous year may not come from qualified law schools?

Mr. LEWIS. That is the case. Our survey of the district courts indicated that a very, very low percentage of the judges routinely chose clerks only from highly prestigious schools. That is a narrow group.

Mr. BOYD. You would agree in the more prestigious districts that is the case?

Mr. LEWIS. That is right.

Mr. BOYD. Having clerked myself, I know at least on the court where I clerked in the central district of California, virtually every law clerk on that court came from what you would consider no doubt a prestigious law school.

Mr. LEWIS. That is true. We also noted that the concentration of minorities, blacks and women in particular, was much higher in the prestigious law schools by and large than other schools.

Mr. BOYD. That is true.

Mr. LEWIS. But what we recommended is that that be the base—all law schools—the composition. But we thought, because the hiring of Law clerks is a difficult process and one in which the judge has to feel comfortable with the people on whom he is going to rely in such a relatively intimate manner, that the satisfaction of the composition in the employment side should take place over a number of years.

That is if, for a given year, 1981, the composition of women in graduating law students were one-third, let's say, under our suggested plan each district court judge would, as a goal, hire one-third of his or her law clerks to be women over a 5-year period.

So, if there were three clerks, we would be talking about 15 individuals, each judge would aim to have five women. We think over a 5-year period judges probably have the discretion and the latitude in hiring to find individuals whom they felt were intellectually qualified and with whom they felt they could work.

We suggested and were very disappointed that the administrative office didn't pick up on one idea we had in this regard, which didn't require statutory authorization or, indeed, many resources.

We suggested that the AO set up a national collection of résumés of women and blacks and other minority groups which could relatively easily be solicited from all the law schools in the country and provide that information in computerized form to every district court judge in the country with information about their location, interests and other things.

So each district court judge could easily have without any individual effort, and it would be difficult for each judge to contact every law school, résumés of all the qualified minority and female candidates in the country.

We thought this was a relatively simple and damned effective approach.

Mr. BOYD. But, as a practical matter, judges aren't going to take the time to review extensive résumés. In fact, existing law clerks are the ones who do it and make recommendations.

Mr. LEWIS. The list could then be provided to the existing law clerks and each judge could ask for what they wanted. That is if a judge felt he was underrepresented in female law candidates and traditionally hired from southern California schools, that subject group of résumés could easily be collated for that individual judge. For reasons we don't understand, this suggestion has not been adopted and we thought it would go a long way toward helping solve the problem.

Mr. BOYD. Thank you.

Mr. SUITTS, you indicated in your testimony there was some six districts in the South that had no black employees. Was it you who said that?

Mr. SUITTS. It was I.

Mr. BOYD. Is that particular piece of notoriety exclusive only to the South? If not—

Mr. SUITTS. I don't think the South shares in that notoriety overwhelmingly, but I pointed out the South for the simple reason that it has the largest concentrations of black population and it does have more all-white employees than any other region in the different courts. But there are other courts in the country that do not have blacks.



Mr. BOYD. Where might they exist?

Mr. SUITTS. Most of them, as I recall, are in the Midwest, where the black population is reduced, but not entirely eliminated.

Mr. BOYD. Thank you.

Thank you, Mr. Chairman.

Mr. EDWARDS. Any further questions?

Ms. GONZALES. I have one last question. It is for Mr. Suitts. I wanted to clarify something that you pointed out in your testimony.

You noted that the model plan provides no relief for present employees who may have been subject to past discrimination.

Would you elaborate on how this discrimination would be determined at this point and how relief could be granted?

Mr. SUITTS. I think under an affirmative action plan it could begin by allowing an affirmative evaluation of the employee record and also allowing for complaints of present employees concerning what might obviously be continuing discrimination because of the denial of promotions or the denial of advancement in the past, which is an effect that continues.

I don't live in Washington and for that reason I am often simple-minded, I suppose, but it does seem to me that all of this doesn't take an enormous amount of resources.

What I am suggesting in this instance would take time and it would take a given procedure which would allow for employees to be able to make their own case, as well as to have some impartial body review the records, but we are not talking about establishing an enormous bureaucracy within the Federal courts.

I would suggest that if the courts would adopt goals and timetables with some incentives and enforcement, which it would stick by, then it could insure there wouldn't be any need for any large amount of expenditure. Because then we would know that by whatever method the court wanted to do this, it would get it done, and that result-oriented approach, instead of the procedural approach which the court has adopted here, would save the court and this committee a lot of time and a lot of money.

Ms. GONZALES. Thank you.

Mr. LEWIS. If I could just add to that, perhaps in our testimony we didn't emphasize adequately that we believe very strongly in rewards as well as penalties are the way to reach a goal like this. That is the reason we think budgetary support for this process is essential.

We feel if the district court clerks spread across the Nation and the circuit executives in the 11 circuits, are given the kind of monetary support that is needed, if the advertising and outreach doesn't come out of their budget for running their clerk's office, if the kind of time needed to sort through résumés from law students, if they could bring in experts to train their people in how to set up and administer a promotion program that doesn't discriminate, if these resources are provided to them—and their resources are stretched very thinly at this point—then they are more likely to react positively to this program.

But, without the resources and without the requirements, without the carrot and the stick, we don't think we are going to get very far.

Mr. EDWARDS. We will certainly ask Mr. Kastenmeier and members of his subcommittee to suggest that that money be put into their

budget when his subcommittee reviews the budget of the judiciary this coming year, in the early months of 1981. That would be a very good question to ask them. If it is not in there then where are their good intentions because it does cost money.

Mr. LEWIS. We think this would be very helpful and a most appropriate exercise of congressional authority.

Mr. EDWARDS. We will get a letter off to them right away, advising them of the results of the public hearings we have had, and the communications we have received, pointing out that all of the witnesses expressed great disappointment in some of the portions of the plan and the statistical results of their efforts and ask them what they are going to do about it.

That is part of our job, as well as part of anybody else's job, to encourage them along the paths of righteousness. But we thank the witnesses very much for your really splendid contributions and the good work you are doing and that brings to an end this particular hearing.

[Whereupon, at 4:16 p.m., the subcommittee was adjourned.]

## APPENDIXES

## APPENDIX 1

ADMINISTRATIVE OFFICE OF THE  
UNITED STATES COURTS  
SUPREME COURT BUILDING  
WASHINGTON, D.C. 20544

ROWLAND F. KIRKS  
DIRECTOR  
WILLIAM E. FOLEY  
DEPUTY DIRECTOR

November 30, 1977

Mr. Steve Suits  
Executive Director  
Southern Regional Council  
75 Marietta Street, N. W.  
Atlanta, Georgia 30303

Dear Mr. Suits:

This is in response to your November 17, 1977 inquiry.

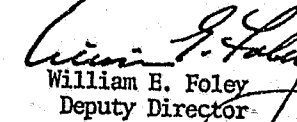
The functions of the Administrative Office are described in 28 U.S.C., Sections 601-611. These functions have not changed materially since the agency was created in 1938. You will note that our primary purpose is staff and support activity. As a result, our functions in the area of personnel are limited to pay administration and record keeping. Current restrictions on the keeping of minority data prohibit self-identification and association of race and/or color with a given name. As a result, our files contain no statistics on minority racial/color codes. This information would have to be pursued by contacting each court individually and visually identifying the incumbents of the positions. Since this office is statutorily located only in the District of Columbia, we can be of no assistance with respect to this particular data.

We can supply information regarding sex identification, although it would take some time to do so.

The information you request concerning the Marshal Service and United States Attorneys must be obtained from the Department of Justice as they are employees of the Executive Branch and not the Judicial Branch.

Please let us know if the data regarding sex would be of assistance to you and we will begin its assembly.

Sincerely yours,

  
William E. Foley  
Deputy Director

## APPENDIX 2

NINETY-SIXTH CONGRESS  
 PETER W. RODINO, JR. (D-N.J.), CHAIRMAN

JACK BROOKS, TENN.  
 DON EDWARDS, CALIF.  
 JOHN EDWARDS, JR., MICH.  
 JOHN T. BIELLIARD, OHIO  
 GEORGE E. DUNLAP, CALIF.  
 ROBERT F. DRUMAHAY, MASS.  
 ELIZABETH HOLYMAN, N.Y.  
 RICHARD W. HAZZELL, KY.  
 WILLIAM J. HUGHES, N.J.  
 SAM W. HALL, JR., TEX.  
 LAMAR BUDENZ, N.C.  
 HAROLD L. VELKOFF, MD.  
 HERBERT L. HANCOCK, N.Y.  
 MICHAEL LYNN STYER, DELA.  
 ROBERT T. WATSON, CALIF.  
 APHON J. MINYA, ILL.  
 MICHAEL W. HANCOCK, MD.  
 RICHARD C. SHELLEY, ALA.

Congress of the United States  
 Committee on the Judiciary  
 House of Representatives  
 Washington, D.C. 20515  
 Telephone: 202-225-3951

June 25, 1979

Mr. William E. Foley  
 Director  
 Administrative Office of the U.S. Courts  
 Supreme Court Building  
 1 First Street, N.E.  
 Washington, D.C. 20544

Dear Mr. Foley:

As noted in our recent discussion, this Subcommittee is investigating the employment practices of the federal judiciary, as it relates to minorities and women. On May 10th, we heard testimony from Steve Suits, Executive Director of the Southern Regional Council (SRC) on the underrepresentation of Blacks and Women in the District and Circuit Courts within the 11 Southern States constituting the "Ol' Confederacy." A copy of the SRC report, "Blacks and Women in the Southern Federal Court," is enclosed for your review.

Although the SRC report is limited in scope to the Southern States, it is quite likely that the findings are applicable, generally, to the entire federal judiciary. These findings are, obviously, quite disturbing and I am encouraged to know that the Judicial Conference, at your recommendation, may consider this issue for appropriate corrective action.

I will, therefore, honor your request to postpone scheduling your testimony before the Subcommittee--to respond to the SRC report, specifically, and to describe employment practices generally--until September, when the Judicial Conference will meet and possibly vote on this issue.

To assist the Subcommittee in preparing for that September hearing, I ask that you forward the following data by August 31st. I understand that the requested information may not be readily available, at this time, but this scheduling delay should provide your office with ample opportunity to collect this data:

1. Set forth by district, the actual number and percent of minorities (designate as Black, Hispanic, Asian, Native American), women and white males serving as: circuit, district, and bankruptcy judges, and magistrates.

- (a) your figures should not include circuit and district court seats created by the Omnibus Judgeship Act.
  - (b) set forth the appointment date for those minorities and women identified above.
2. Set forth, by district, the actual number and percent of minorities (designate as Black, Hispanic, Asian, Native American), women and white males employed as support staff within the federal judiciary who are outside the "competitive service."
    - (a) list and define the job categories covered (the race/sex data for each category) including clerks of the court and law clerks.
  3. Set forth, separately, the data requested in Question # 2 for those judicial employees within the "competitive service."

We look forward to your upcoming testimony. Ivy L. Davis of the Subcommittee staff will contact your office to schedule a mutually convenient time.

Sincerely,



Don Edwards  
 Chairman  
 Subcommittee on Civil and  
 Constitutional Rights

P.L. 100-1

cc: Bill Weller, Legislative Affairs

## APPENDIX 3

Supreme Court of the United States  
Washington, D. C. 20543

CHAMBERS OF  
THE CHIEF JUSTICE

July 6, 1979

Dear Mr. Edwards:

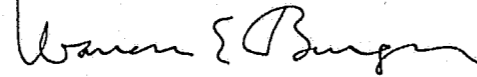
Mr. Foley has informed me of his correspondence with you on employment policies and practices in the Federal Courts, particularly in some Southern States.

As you know, each court is largely autonomous in most administrative matters, including employment of staffs.

The inquiry will be useful, however, and may lead to Judicial Conference action. The Committee informs us they will make inquiry into practices of law firms in the hope this may shed some light on the subject.

You may be assured of our full cooperation.

Cordially,



Honorable Don Edwards  
Chairman  
Subcommittee on Civil and  
Constitutional Rights  
Committee on the Judiciary  
U.S. House of Representatives  
Washington, D.C. 20515

## APPENDIX 4

ADMINISTRATIVE OFFICE OF THE  
UNITED STATES COURTS  
WASHINGTON, D.C. 20544

WILLIAM E. FOLEY  
DIRECTOR

JOSEPH F. SPANIOL, JR.  
DEPUTY DIRECTOR

September 21, 1979

Honorable Don Edwards  
Chairman, Subcommittee on Civil  
and Constitutional Rights  
Committee on the Judiciary  
U. S. House of Representatives  
Washington, D.C. 20515

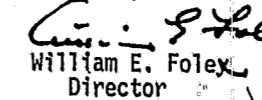
Dear Mr. Chairman:

On August 31 I forwarded to you data which you had requested in late June covering all eleven United States Courts of Appeals and 85 of the 95 United States district courts. Since then, my office has tried to obtain responses from the nine district courts which had not responded by August 31. I am enclosing copies of two of those nine (from the Southern District of New York and the District of Montana). We will continue our efforts to obtain reports from the remaining seven districts. In addition, I am enclosing that part of the report not previously filed by the Middle District of Louisiana, and part of a report from the Eastern District of Michigan, which was inadvertently omitted from my earlier transmission.

During our telephone conversation in early June I advised you that employment practices throughout the federal judiciary would be one of several subjects considered by the Judicial Conference during its September Proceedings, and agreed to notify you of whatever action the Conference should take immediately following the adjournment of the September Proceedings. Yesterday the Judicial Conference reviewed findings and recommendations presented by the Court Administration Committee and approved the enclosed resolution describing the policies and procedures to be followed in developing affirmative action plans for every United States court. I would like to bring to your attention the fact that the enclosed resolution will require annual reports on the implementation of all affirmative action plans, which will be included in my annual report to the Conference, which is, by statute, filed with both Houses of Congress.

If this office may be of further assistance to you, please contact me personally.

Sincerely,



William E. Foley  
Director

Enclosures

The Judicial Conference of the United States reaffirms its resolution of 1966, endorsing a national policy of a positive program for equal opportunity of employment. In furtherance of that endorsement, the Committee on Court Administration, with the assistance of the Administrative Office, is directed to prepare a model affirmative action plan, for adoption by each federal court, with regard to the selection and promotion of employees, and is further directed to present that model plan to the Conference for approval at the March 1980 session. Upon such approval, each federal court shall adopt and implement a plan based thereon. Any modification of the model plan by a court must first be approved in its circuit by the Circuit Council thereof. A copy of each plan and any subsequent modifications shall be filed with the Administrative Office. Each court shall annually submit a report on the implementation of its affirmative action plan to the Administrative Office for inclusion in the Director's Annual Report to the Judicial Conference.

## APPENDIX 5

## NECESSARY ELEMENTS OF EEO PLAN

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DANIEL M. LEWIS

January 22, 1980

The Honorable Elmo B. Hunter  
United States District Judge  
613 United States Court House  
811 Grand Avenue  
Kansas City, Missouri 64106

Re: The Committee on Court Administration's  
Consideration of a Model EEO Plan for  
the Federal Courts

Dear Judge Hunter:

We are writing to you as Chairman of the Committee on Court Administration on behalf of the petitioners which have requested the Judicial Conference to adopt equal employment opportunity plans ("EEO plans") for the federal courts.

As you know, we have been in contact with Mr. William Foley of the Administrative Office in order to keep abreast of the various stages of the drafting of a model EEO plan mandated by the Judicial Conference's September Resolution. In an effort to contribute to this process, we submitted to the Subcommittee on Supporting Personnel an outline which sets forth what we believe to be an appropriate model EEO plan for the federal courts and procedures for its adoption and implementation. We understand that the Subcommittee has met and has drafted (or is in the process of drafting) a model EEO plan to be submitted for consideration by the Committee on Court Administration at its January 28 and 29 meeting.

In an effort to aid the deliberations of your Committee, we are enclosing a copy of our outline, and respectfully urge your Committee to consider its proposals carefully.

Because any EEO Plan for the courts raises complex and subtle issues, we thought it would be helpful if, in this transmittal letter, we highlight and explain the significance of some of the major features of the EEO plan and related procedures proposed in our outline.\*/

1. Role of the Judicial Conference and the Administrative Office

At the outset, we would like to state our strong belief that the Judicial Conference and the Administrative Office, as well as the circuit councils, must play a pivotal role in the implementation, enforcement and monitoring of the EEO plans. Without the involvement of this administrative infrastructure of the judiciary, we believe there can be no viable or effective model EEO plans for the federal courts.

We take this position for several reasons. First, the development of an EEO plan for the federal judiciary charts completely new and unknown territory, and it is unrealistic to expect that each court will have the expertise and knowledge required to implement an EEO plan, once the plan emanates from the Judicial Conference. Second, questions of interpretation, as well as a need for technical assistance, will undoubtedly arise. Third, some courts simply do not and will not ever have the resources to implement and maintain a plan, even assuming technical assistance is available. And fourth, as discussed below, we feel that monitoring and enforcement of the goals in each EEO plan is essential, if this effort mandated by the Judicial Conference is to be successful.

\*/ As set forth in a separate letter, because of this complexity, we urge the Committee to permit us to make a presentation to it on the outline.

We believe that the Administrative Office, the Federal Judicial Center, and the circuit councils can play a creative and helpful role in assisting the courts in implementing their EEO plans. This assistance can take many forms, the details of which are set forth below and in our attached outline.

We recognize that our proposal expands the traditional responsibilities of the Administrative Office and the Federal Judicial Center. To enable the Administrative Office to carry out its new responsibilities regarding the model EEO plan, we have proposed that the Administrative Office establish an Office of Equal Employment Opportunity. By having one central office that handles matters relating to the EEO area, the expertise necessary to implement these plans can be developed and maintained. The EEO Office would also have the advantage of being able to disseminate information, research, and technical assistance on a national basis. This office would be the focal point of the Judiciary's efforts in this area, and the office to which judges, court personnel, and the Judicial Conference could turn when assistance or expertise are required.

2. The Model Plan's Goals and Deadlines

Under our outline, each federal court would set its own annual goals so that by July 1, 1985, the percentage of minorities and women in each job category of employees would reasonably approximate or be equal to the availability of minorities and women in the relevant labor force for each job category. We believe these annual goals and the 1985 goal are the heart of our model plan, because they allow a court to see where it stands in terms of the representation of minorities and women, and how far it must go to meet its eventual goal. It provides a uniform and clear national standard, while allowing courts to set their own annual goals, and thus providing maximum flexibility.

To reflect the diversity of hiring which each court undertakes, our model plan divides the employees in each court into four different job categories (law clerks; magistrates, bankruptcy judges and similar positions; clerks, deputy clerks, law librarians, and similar positions; and file clerks, secretaries, and similar positions). For each job category, there is a different available labor pool, a different percentage of minorities and women, and therefore a different five-year goal.

Since the long-range goals correspond to the availability of minorities and women in the relevant labor force, the rate at which a court should hire or promote will vary depending on the current composition of the court's work force. Thus, if a court's work force analysis demonstrated that minorities or women are substantially underrepresented\* as compared with their availability, that court's goals will be higher than a court whose work force more closely approximates the profile of the relevant labor force.

We also want to emphasize that in our outline, a court would be required to use its "best efforts" to reach these annual and long-range goals through recruitment, training, assignment and promotion. Of course, courts would be required to hire or promote only candidates qualified for their jobs.

We have chosen July 1, 1985 for implementation of long-range goals because we strongly believe that five years is a reasonable period to require the federal courts to take affirmative steps to meet the standards

\*/ Underrepresentation exists when there are fewer minorities or women in a particular job group than would reasonably be expected by their availability in the relevant labor force.

of equal protection and have a fully representative work force. It is similar to the time periods mandated by the EEOC, and by the courts for private institutions. It is a signal to each court that this effort must be undertaken "with all deliberate speed". We believe that almost all courts, using their best efforts, can meet this five-year goal.

### 3. Timing of the Plan's Adoption

The federal courts should begin to take action as soon as possible after the adoption of the model EEO plan by the Judicial Conference in March. To enable each court sufficient time to review the model plan and adopt amendments thereto, we have proposed a July 1, 1980 effective date for the model plan. To avoid delay from the amendment process, we have also proposed that if the amendments are not approved by July 1, 1980, the model plan would take effect for that court pending such approval.

### 4. Administrative Office's Guidelines

Our plan provides that the Administrative Office, with the help of the Federal Judicial Center, issue guidelines and minimum standards for the recruitment, hiring, promotion, assignments, means for determining relevant labor forces, and for other personnel actions which the Administrative Office and the Federal Judicial Center deem appropriate. Thus, the federal courts would be provided uniform guidance as to what minimum concrete steps they must take to implement the model EEO plan.

In issuing these instructions, the Federal Judicial Center and the Administrative Office would have flexibility to deal with problems as they arise. They also can use the

resources and expertise unavailable to individual courts. To the extent possible, the Federal Judicial Center and the Administrative Office would look to the policies and procedures adopted by the Equal Employment Opportunity Commission for guidance as to the types of strategies and approaches that have been feasible and effective in the affirmative action field.

Of course, each court can take any additional steps it feels are necessary or appropriate to make its best effort to meet the plan's five-year goals.

#### 5. Grievance Procedures

Another feature of the outline that merits emphasis is the administrative procedure for dealing with complaints based on alleged discriminatory treatment. Because a grievance procedure is an integral part of any EEO plan, we propose that each federal court shall establish internal administrative procedures to solicit and receive complaints. In light of the fact that court employees do not enjoy civil service protection, we believe such procedures must, to the extent possible, be designed to ensure anonymity of the complaint, and to protect the complainant from reprisals by other court employees. Otherwise, they will be useless.

Our proposal provides that the chief judge designate another judge or court employee to investigate a complainant's claim and to submit a recommendation as to the action that the chief judge should take. The chief judge would render a final decision on the claim within thirty days after the complaint is filed and notify the complainant in writing as to the disposition of his claim.

Hopefully, this procedure will settle any individual disputes arising under the plan and serve to settle any

difficulties without great disruption, delay, or expense. However, any such administrative process would not constitute a waiver of or prejudice any legal rights or remedies which an employee may want to seek through litigation.

#### 6. Enforcement

Central to any comprehensive plan which is implemented by independent constituent entities is a mechanism to enforce compliance with the standards contained in the plan. For this reason, every EEO plan, either for private or public institutions, contains an enforcement mechanism. Any omission of such powers in the model EEO plan for the federal courts would be, in our judgment, a signal to the courts and the public that the Judicial Conference is not fully committed to the goals it enunciated last September.

The enforcement powers proposed in our outline are very limited and are patterned after the present system used to ensure compliance with the Judicial Salary Plan.\* This system, which is already administered by the Administrative Office through its statutory power to approve all employees, works as follows: When a court selects an applicant for a position, a promotion or reassignment, information relating to that applicant's qualifications, education, background, and personal characteristics must be forwarded to the Administrative Office. The Administrative Office then reviews this information to determine whether the applicant meets the standards for the particular job category as set forth in the Judicial Salary Plan. If the applicant does not meet those standards, the Administrative

\*/ The Judicial Salary Plan, issued by the Administrative Office in 1976, is the comprehensive employment plan which sets standards for every job category in the federal courts.



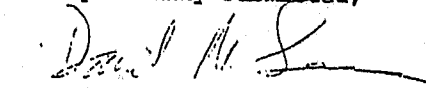
Office can adjust the applicant's requested compensation level. The Administrative Office may also refuse to add the person to the payroll. This power to refuse to approve applicants selected by the courts has, on occasion, been exercised.

The enforcement mechanism proposed in our outline is similar in operation. The Administrative Office would review annual reports submitted by each court to determine whether the court is using its best efforts to reach the goals set forth in its plan. If the EEO Office does not approve the performance of a federal court in any year, the EEO Office would first confer with the chief judge of that court. After the conference, either party may present the issue to the Judicial Conference. If the EEO Office finds that a federal court in any year has not used its best efforts, and is not overruled by the Judicial Conference, the Administrative Office would refuse to approve applicants selected by the court to fill new positions. If the EEO Office finds that a court has not made even a good faith effort to implement its plan, the Administrative Office would have the power to refuse to approve any applicants selected by the court to fill vacant positions.\*

\*/ During our discussions with Mr. Foley and Mr. Macklin of the Administrative Office, they reported that a question might arise concerning the statutory authority of the Judicial Conference and the Administrative Office to enforce EEO plans for the federal courts. In response to these comments, we prepared a memorandum demonstrating that this authority unquestionably exists. We submitted a copy of this memorandum to the Subcommittee on Supporting Personnel and enclose it herewith for the use of the Committee on Court Administration.

We hope this brief summary of our outline has been helpful. More detail, of course, is contained in the outline. If you have any questions about either this summary or other aspects of the outline, please do not hesitate to contact us. And we again urge the Committee to permit us to discuss these issues with the Committee at its January meeting.

Respectfully submitted,



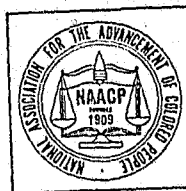
Daniel M. Lewis  
Charles R. Halpern

Attorneys for Petitioners

Enclosures

cc: Members of the Committee on  
Court Administration  
The Honorable Milton Pollack  
Mr. William Foley

## APPENDIX 6



WASHINGTON BUREAU  
 NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE  
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TESTIMONY  
 OF  
 ALTHEA T. L. SIMMONS  
 DIRECTOR, WASHINGTON BUREAU  
 NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE  
 BEFORE THE  
 CIVIL RIGHTS SUBCOMMITTEE  
 OF THE  
 JUDICIARY COMMITTEE OF THE  
 HOUSE OF REPRESENTATIVES  
 NOVEMBER 19, 1980  
 ON  
 EQUAL EMPLOYMENT OPPORTUNITIES  
 IN THE FEDERAL JUDICIARY

Mr. Chairman and members of the Subcommittee, I am Althea T. L. Simmons, Director of the Washington Bureau of the NAACP. I make this statement on behalf of the nearly half million members of the Association organized in some 1800 branches in every state of the Union and the District of Columbia.

Since its founding in 1909 the NAACP has been vitally interested in the issue of equal employment. Its efforts on behalf of blacks and other minorities has been a major factor in the enactment of many state and local FEPC laws and of Title VII of the Civil Rights of 1964 and its amendments in 1972.

Because many of the great legal victories achieved by the Association have resulted from litigation in the Federal courts, we have a deep concern that those courts adhere to the principle of equality that they have been instrumental in advancing.

This Subcommittee last year received a report from the Southern Regional Council indicating pervasive racial and sex discrimination in employment by the Federal courts in the region of the country studied by the Council. There is nothing to indicate that the situation is any better in other regions. As a matter of fact, data assembled by the Administrative Office of the U.S. Courts for this Subcommittee led its Chairman to observe at the May 30th meeting of the Subcommittee:

The data confirms the view that with few exceptions employment practices in the Federal Judiciary have excluded minorities and women in all but clerical and secretarial positions. Similar findings have been made with regard to the employment of minorities and women in the State courts in a separate report. Such findings compel the conclusion that the judiciary, State and Federal, lags behind private industry and other government sectors in insuring equal employment opportunities.

Mr. Chairman, we regret that your statement is true, and we deplore the fact that the judicial system of this Nation, which should be a bastion of equality, operates under a 19th century "business as usual" frame of mind when it comes to its own employment practices.

We note that some progress has been made at the top of the system. This has resulted from the enactment of the Omnibus Judgeship Act by the Congress and the appointment by President Carter of a record number of blacks and other minority and female judges. While we hail this as a significant step forward, we must observe that it has not had the effect of fully correcting the gross imbalance in the system and has not permeated the system.

It has been observed that a black defendant in the United States often faces the possibility of being arrested, arraigned, indicted, bonded, represented by counsel, tried before a judge and jury without ever seeing a white face on the judicial proceedings. A similar pattern could occur in civil proceedings. Our study of the data supplied by the judicial conference allows us to understand how this could happen.

In positions just a step away from district judgeships, bankruptcy judges and magistrates, six of the eleven judicial circuits lack any black magistrates. One which records no black bankruptcy judge is the District of Columbia circuit, which has the highest percentage of black population of any circuit. A breakdown by states shows that 42 of 50 have no black bankruptcy judges and 44 have no black magistrates. The state of New York is among the

jurisdictions in which these jobs are 100% within the white domain.

The statistics for supporting personnel is also disturbing. Circuits of high density black population such as the 4th and 5th have only 6.5% and 5.9% black personnel respectively. Within these circuits, the percentage employed in professional capacities is even lower. To cite examples, in Florida it is 2%; in Georgia, 5%; South Carolina, 2%; Texas, 3%. In twelve states the Federal courts employ no blacks in a professional capacity, according to the data, and of these twelve, in eleven the work force, both professional and non-professional, is lily white.

In the face of these statistics and the underlying problem they reveal, we would be grossly understating our position if we said that we were disappointed with the testimony presented in behalf of the Federal judiciary before this Subcommittee on May 30th by the Honorable Elmo B. Hunter, Chairman of the Committee on Court Administration of the Judicial Conference of the United States, and William E. Foley, Director of the Administrative Office of the U.S. Courts. Shocked, outraged, despairing would be better words to use to describe our reaction.

As we analyze the testimony of these representatives of our Federal Judicial System, they have devised a wonderful affirmative action plan (although it has not as yet gone into effect) to take care of a problem that does not exist, and they don't want equal opportunity and affirmative action lowering the quality of the courts' personnel. This, unfortunately, is the same tired rhetoric we heard from the Chamber of Commerce, the National Asso-

Association of Manufacturers and other groups that opposed passage of Title VII of the 1964 Civil Rights Act and from representatives of the Civil Service Commission and from state and local governmental personnel managers in 1972 when Congress was considering extending the coverage of Title VII to government employees. Paraphrased it goes something like this: "We will do everything we can to help you end discrimination, so long as it is someone else's." We believe the answer to this is the same as was given to private employers and the federal, state and local governments: "If you aren't discriminating, you have nothing to fear from being covered by the law."

Our sense of disappointment, shock, outrage, despair (or call it what you will) is heightened when we learn that the model affirmative action plan proposed by the body of Federal judges does not even require reporting until after the close of the 1980-81 judicial term, which probably means late 1981 considering the unhurried pace which courts proceed. This means that all of the support personnel for the 152 judges appointed and confirmed under the Omnibus Judgeship Act will be in place and will have been hired under current staffing practices. Given the likelihood that few additional judgeships will be created in the near future and given further proposed job freezes that may be implemented throughout government, it appears that the only solution to the two century old practice of discrimination in employment in the judicial system being proposed is gradual correction "with all deliberate speed" as jobs become available through attrition. Some quarter of a century after Brown v. Board of Education, we can only speculate that this projects

us into the 21st century.

Mr. Chairman and Members of the Subcommittee, we do not think the Federal Judiciary has produced a self-care for the cancer of discrimination that afflicts its employment policy. We feel it is up to you to prescribe one. May we respectfully suggest that the Subcommittee draft, consider and approve a bill amending Title VII of the Civil Rights Act of 1964 extending the protections of that Act to employees of, and applicants for employment with, the Federal judiciary. We pledge the NAACP's full support for such a measure.

APPENDIX 7

# Blacks and Women in Southern Federal Courts



**Southern Regional Council**

BLACKS AND WOMEN IN SOUTHERN FEDERAL COURTS

by

Steve Suits

with the assistance of

Alexis Barrett

Southern Regional Council, Inc./ Atlanta, Georgia

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## PREFACE

Thirteen years ago the Southern Regional Council undertook a study of the racial composition in the Southern federal courts. As the Voting Rights Act of 1965 was being considered by Congress, the Council noted that the 1964 Civil Rights Act enlarged "the responsibility of the federal courts, including district courts, many of which in the past have been highly protective of segregation. . . . New federal legislation to protect citizens. . . will. . . almost certainly increase the reliance on the district courts of the South for the protection of individual life and liberty."

The report was released in April, 1965, and entitled "Racial Discrimination in Southern Federal Courts." The study's findings revealed a court system of approximately 1500 employees with less than 40 Blacks - most of whom were clerical workers and secretaries. Except for five assistant U. S. attorneys and nine deputy marshals, there was no Black in any professional or decision-making position in the federal courts of the South.

Almost unbelievably, the pattern of exclusion has continued to 1978. Despite the passage of 13 years, innumerable court decisions requiring equal opportunity, and added national and state laws prohibiting race discrimination, this report shows that the present employment of the federal courts in the South is a pattern of dismal, shameful neglect toward Blacks.

While not surveyed in 1965, the status of women in the Southern federal courts is also examined. Although women are not excluded in large part from the work force of the courts, strikingly few are in the higher positions.

While some inside and outside the federal courts will misunderstand the purpose of this undertaking, the study in 1978 is done with the same rationale as in 1965:

*The federal court system in the South, guided by the Supreme Court and the Courts of Appeals, has slowly demonstrated the ability of a frankly white-dominated institution to deal justly with the broad, crucial questions of race. But now, not just the logic and principles of these very decisions but all the practical understanding of human dealings that is implied in the term "jury of his peers," require a closer look at the racial composition of the courts themselves, as administrators of justice to the individual as well as guardians of principle.*

Even more than in 1965, in our present era where national questions of human rights are seldom raised in the context of bloody demonstrations, the issues of equal opportunity must be decided by institutions of government which are fairly representative and fully integrated, if those issues are to be given proper significance. The courts are no exception.

With only the most decisive departure from past patterns by the courts and an active resolution by the highest officers of the land can there be any real promise that the neglect which this report documents will ever pass.

As in 1965, there is now an historic opportunity to redo the lingering patterns of discrimination. Most of the conditions found in this report can be improved drastically if the President appoints qualified Blacks and women to occupy many of the 60 judgeships which have been created in the South by recent law. If the President fails to act boldly and compassionately, it may well be as many as 200 more years before the people of the South and this country enter federal courts that are fully integrated.

The appointment of a few Blacks and women under the previously used process of judicial selection and Senatorial courtesy will not suffice. The President and the Senate must be willing to adopt and use a process which will include a large number of qualified Blacks and women regardless of their political influence and only in respect for their capabilities as future judges.

There is much more to be done. The conclusions and recommendations of this report call for quick action from all three branches of the federal government. All of government must adopt a common sense of urgency and a willingness to take extraordinary action, as it did thirteen years ago. If this historic, almost unprecedented opportunity to integrate the federal courts is missed, the administration of law will likely become the captive of political favoritism, and simple justice will be a privilege denied to many.

2

#### INTRODUCTION

This report is based upon information supplied by officers and personnel of the courts and the U. S. Justice Department in Washington and in some cases upon observation and interviews with lawyers practicing in the federal courts of the South (See Appendix 1 for "Comments on the Methods and Problems of Fact-Gathering"). The information was collected between October 1977 and July, 1978. In this survey, the South is defined as the eleven states of the Old Confederacy: Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Texas, and Virginia.

There are 29 district courts in the South. Usually there are three courts in each Southern state. Texas, however, has four district courts while Arkansas and Virginia have only two. Only one federal district court exists in South Carolina. Within the same territory, four federal appeals courts operate. They are the Fourth, Fifth, Sixth, and the Eighth Circuit Courts. Only the officers and employees who are physically located within one of the eleven Southern states are included in the survey. For instance, the two judges of the Eighth Circuit Court living in Arkansas are included in the survey along with their office personnel. On the other hand, all other judges of the Eighth Circuit and the staff, located in St. Louis, are not included. The staff of both the Fourth Circuit Court of Appeals, located in Richmond, and the Fifth Circuit Court of Appeals, located in New Orleans, were included in the study.

The officers and personnel of the federal courts are: circuit and district judges, bankruptcy judges, magistrates, circuit and district clerks, law clerks, U. S. attorneys, assistant U. S. attorneys, U. S. marshals, deputy marshals, law librarians, and all other clerical, recording, and secretarial personnel working under these individuals' supervision. These officers and employees are directly connected with most proceedings and are necessary in order to carry on the central functions of the courts. Other personnel who may be connected to law enforcement or are sometimes located in the federal courthouses (such as agents of the Federal Bureau of Investigation or probation officers) are not included. Janitorial staffs and security officers in federal courthouses are also excluded.

All officers and personnel of the federal courts hold appointed positions. Federal judges, U. S. attorneys and U. S. marshals are appointed by the President of the United States and confirmed by the Senate.<sup>1</sup>

In turn, these officers appoint other court personnel. Magistrates, bankruptcy judges, and chief clerks are appointed by the district judges of each jurisdiction.<sup>2</sup> The law librarian and clerk of the circuit courts are also appointed by judges.<sup>3</sup> All these officers select members of their own staff.<sup>4</sup>

U. S. attorneys and U. S. marshals also select their own staff of lawyers, deputies, and other personnel.<sup>5</sup> Deputy marshals are selected from a national roster of candidates while assistant U. S. attorneys and all clerical and secretarial personnel in these two offices are chosen from a register of local applicants.<sup>6</sup>

3

All personnel in the offices of the U. S. attorney and U. S. marshal are employees of the Department of Justice. All other employees of the federal courts are employees of the judiciary.

4

A REGIONAL PERSPECTIVE

*"Absent explanation, it is ordinarily to be expected that non-discriminatory hiring practices will in time result in a work force more or less representative of the racial...composition of the population... from which employees are hired." Teamsters v. United States, 431 U. S., 324, 349, note 20 (1976).*

By ordinary standards, the Southern federal courts have practiced racial discrimination in employment against Blacks. There are so few Blacks in the courts today that, as 13 years ago, it would be difficult for a litigant to find a Black in a position of major responsibility. In most of the courts, a Black employee would probably not be seen at all since two-thirds of the federal courts employ five or less Blacks. (See Chart #1). For certain, in Fort Smith, Arkansas and Roanoke, Virginia, no Black would be seen since none is employed.

In every category throughout the South, Blacks are underrepresented by staggering proportions. There is no Black as a magistrate, district or circuit clerk. No Black is a circuit law clerk, librarian, or assistant librarian. Only one Black out of 112 is a federal judge and only one of 29 is a U. S. attorney. No more than three U. S. marshals are Black. In a region where 20% of the population is Black, only 6% of the assistant U. S. attorneys and only 8% of the deputy U. S. marshals are Black (See Chart #2). Even in clerical and secretarial positions, the traditional level of entry for Blacks, fewer than 8% of all the employees in this category in Southern federal courts are Black. Only one Black secretary works in the chamber office of a Southern federal judge.

Women are better represented than Blacks in most of the lower-level positions in Southern courts but have not broken the barriers of some of the high-level positions.

No woman holds the office of U. S. Marshal or U. S. Attorney. Only two are federal judges or chief clerks in the South, and only four are magistrates. Less than 2% of all deputy marshals are female while almost 85% of the traditionally female positions - clerical and secretarial - are women. (See Chart #2).

The only area of substantial employment for women in non-traditional jobs is the position of law clerk. Almost one in three law clerks in the federal district courts of the South are women.

5



## CHART #1

## SOUTHERN FEDERAL DISTRICT COURTS WITH FIVE OR LESS BLACKS

| Location of the Main Courthouse of District | Total Number of Personnel | Total Number of Black Personnel |
|---|---------------------------|---------------------------------|
| Mobile, Alabama                             | 49                        | 4                               |
| Fort Smith, Arkansas                        | 31                        | 0                               |
| Little Rock, Arkansas                       | 77                        | 4                               |
| Pensacola, Florida                          | 54                        | 4                               |
| Macon, Georgia                              | 48                        | 1                               |
| Savannah, Georgia                           | 65                        | 2                               |
| Baton Rouge, Louisiana                      | 30                        | 1                               |
| Shreveport, Louisiana                       | 134                       | 3                               |
| Jackson, Mississippi                        | 72                        | 1                               |
| Oxford, Mississippi                         | 62                        | 5                               |
| Asheville, N. C.                            | 46                        | 1                               |
| Greensboro, N. C.                           | 62                        | 2                               |
| Raleigh, N. C.                              | 58                        | 1                               |
| Knoxville, Tennessee                        | 44                        | 2                               |
| Nashville, Tennessee                        | 56                        | 4                               |
| Beaumont, Texas                             | 73                        | 1                               |
| Dallas, Texas                               | 130                       | 5                               |
| Roanoke, Virginia                           | 81                        | 0                               |

6

## CHART #2

REGIONAL TALLY  
OF PERSONNEL IN  
DISTRICT & CIRCUIT COURTS

## DISTRICT COURTS

|                            | TOTAL NO. PERSONNEL | %MALE | %FEMALE | %BLACK | %WHITE | %OTHER |
|----------------------------|---------------------|-------|---------|--------|--------|--------|
| District Judges            | 112                 | 98*   | 2%      | 1%     | 98%    | 1%     |
| Bankruptcy Judges          | 52                  | 98    | 2       | 2      | 98     | 0      |
| Magistrates                | 82                  | 95    | 5       | 0      | 99     | 1      |
| U. S. Clerks               | 29                  | 93    | 7       | 0      | 100    | 0      |
| Law Clerks                 | 202                 | 71    | 29      | 1      | 98     | 1      |
| U. S. Attorneys            | 29                  | 100   | 0       | 3      | 97     | 0      |
| Assistant U.S. Attorneys   | 308                 | 85    | 15      | 6      | 91     | 3      |
| U. S. Marshals             | 29                  | 100   | 0       | 10     | 90     | 0      |
| Deputy Marshals            | 491                 | 98    | 2       | 8      | 87     | 5      |
| Other Clerks & Secretaries | 1,431               | 16    | 84      | 7      | 88     | 4      |
| SUBTOTALS                  | 2,765               | 52%   | 48%     | 6%     | 90%    | 4%     |

\*All percentages have been rounded off to the nearest whole number.

## CHART #2 (cont'd)

CIRCUIT COURTS

|                                 | TOTAL NO.<br>PERSONNEL | %MALE      | %FEMALE    | %BLACK    | %WHITE     | %OTHER         |
|---------------------------------|------------------------|------------|------------|-----------|------------|----------------|
| Circuit Judges                  | 26                     | 100%       | 0%         | 0%        | 100%       | 0%             |
| Circuit Clerks                  | 2                      | 100        | 0          | 0         | 100        | 0              |
| Law Librarians                  | 1                      | 100        | 0          | 0         | 100        | 0              |
| Assistant Law Librarians        | 4                      | 25         | 75         | 0         | 100        | 0              |
| Law Clerks                      | 46                     | 67         | 33         | 0         | 98         | 2              |
| Staff Law Clerks                | 20                     | 50         | 50         | 5         | 95         | 0              |
| Other Clerks &<br>Secretaries** | 92                     | 16         | 84         | 11        | 88         | 1 <sup>D</sup> |
| <b>SUBTOTALS</b>                | <b>191</b>             | <b>45%</b> | <b>55%</b> | <b>6%</b> | <b>93%</b> | <b>1%</b>      |
| <b>TOTALS</b>                   | <b>2,956</b>           | <b>52%</b> | <b>48%</b> | <b>6%</b> | <b>90%</b> | <b>4%</b>      |
| <b>DISTRICT COURTS</b>          |                        |            |            |           |            |                |
| Professionals                   | 1,334                  | 91%        | 9%         | 5%        | 92%        | 3%             |
| Non-Professionals               | 1,431                  | 16%        | 84%        | 7%        | 88%        | 4%             |
| <b>CIRCUIT COURTS</b>           |                        |            |            |           |            |                |
| Professionals                   | 99                     | 72%        | 28%        | 1%        | 98%        | 1%             |
| Non-Professionals               | 92                     | 16%        | 84%        | 11%       | 88%        | 1%             |
| <b>TOTALS</b>                   | <b>2,956</b>           | <b>52%</b> | <b>48%</b> | <b>6%</b> | <b>90%</b> | <b>4%</b>      |

\*\*This classification includes all persons in a clerical, secretarial, or recording position in any office of the court. It constitutes the definition of "non-professional." All other positions are classified as "professional."

FEDERAL COURTS IN THE SOUTHERN STATES

When employment in Southern federal courts is examined by state, the results show that in every state the courts fall far short of an integrated work force. Ten of 11 states have percentages of Blacks in their populations which are two or three times as great as the percentage of Blacks employed in the federal courts located within their boundaries. For both Blacks and women, the federal courts in each Southern state offer no substantial opportunities for employment.

Blacks are least represented in the employment of the federal courts of North Carolina where only 3% of the personnel are Black (See Chart #3). North Carolina has a Black population of 22%. The federal courts in Arkansas, Virginia, and Texas have only a 4% representation of Blacks within their employment. In contrast, Arkansas and Virginia have approximately an 18% Black population and Texas has almost 13% Blacks.

Federal courts in Mississippi portray the largest difference between percentage of the state's Black population and the percentage of the Blacks in the courts. Blacks comprise 5% of the federal courts' personnel in Mississippi while they represent 37% of the state's population.

Only in Tennessee does the percentage of Blacks in the federal courts closely approximate the Black population of the state. Tennessee has about 16% Black population and its three federal courts employ about 11% Blacks.

In professional positions, Blacks are represented in proportions that are even lower. In the Arkansas federal courts, there is no Black professional. In Mississippi, Blacks hold only 2% of the court's professional positions. In Texas and Florida courts, there are only 4%. South Carolina has the largest percentage of Blacks in professional positions. Yet, its one district court can claim Blacks in only 11% of those positions - far below the 30% Black population within the state.

In non-professional positions, the pattern is no different. Only the federal courts in three states employ more than 10% Blacks and all are below the Black population of the states.

While Blacks were underrepresented in all levels of employment in the federal courts in the South, the total percentage of women employed in the courthouses of each state is generally representative; however, as in the region as a whole, women are grossly underrepresented in professional positions in every state. (See Chart #4).

The federal courts in South Carolina have the lowest percentage of women in their professional positions - only 2%. The female population of the state is approximately 51%. The federal courts of Mississippi have only 3% women in professional positions and the courts in North Carolina have no more than 4%.

The highest percentage of women in professional positions in any one state's federal courts is apparently Louisiana. It has 13% - a percentage which is still far below the 51% of women making up the state's population.

In short, the federal court systems in every state offer Blacks and women no substantial opportunity for employment.

CHART 3

### State Percentages of Black Personnel

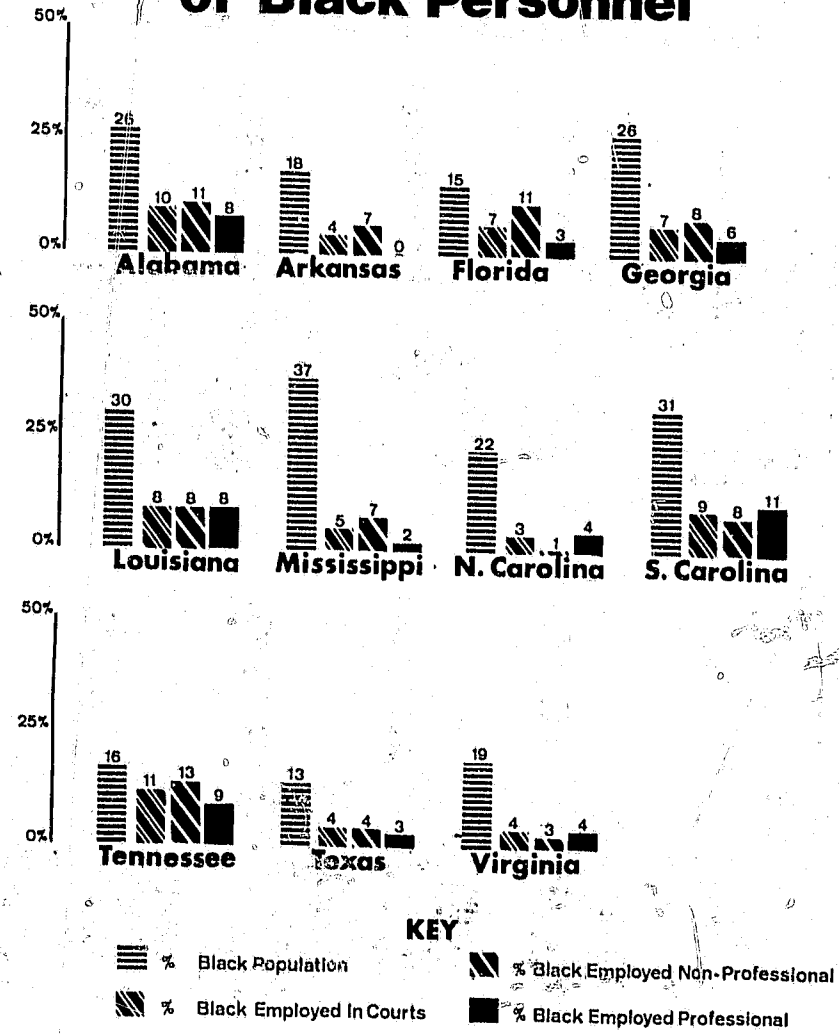
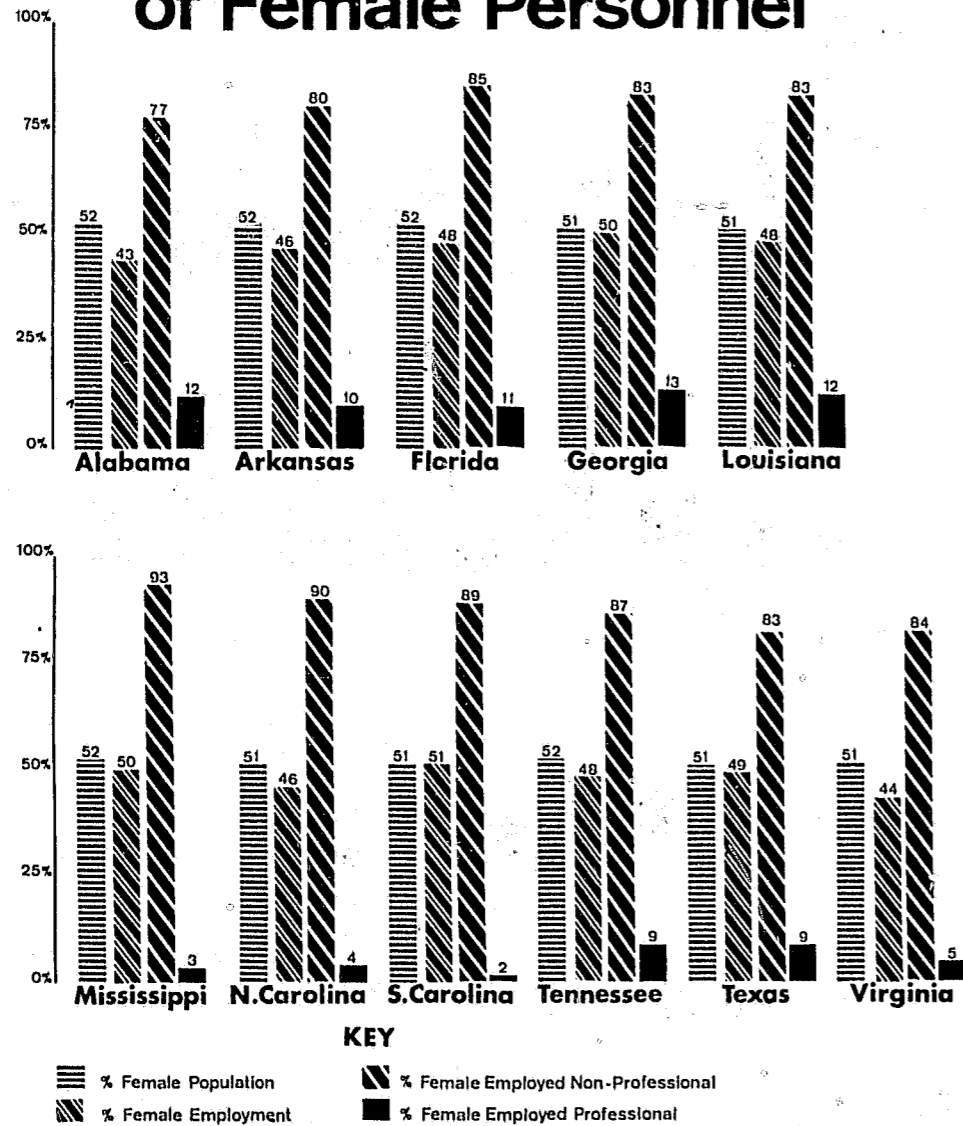


CHART 4

# State Percentages of Female Personnel



## ANALYSIS OF PERSONNEL IN EACH SOUTHERN FEDERAL DISTRICT COURT

*"A federal judge in the South was a white Southern politician before he became a judge. He had grown up with a set of values and loyalties before becoming a jurist called upon to enforce federal laws that often clashed with these values... His personality was formed in a society that segregated everything from maternity wards to cemeteries." Donald S. Strong, Negroes, Ballots, & Judges, p. 68.*

With few exceptions, the federal courts' employment of Blacks is disproportionately low regardless of circumstances.<sup>9</sup> In no instance is the percentage of Black employees - in any positions or categories - equal to the percentage of Blacks in the local population or even the local labor force. In most, the differences are enormous.

In only three of the 29 courts, Blacks constitute more than 10% of the overall employment (See Chart #5). Three federal courts in Georgia (Atlanta, Macon, and Savannah), appear to have the largest differences between the percentage of Blacks in the courts' employment and the percentage of Blacks in the cities' labor force: Atlanta has a 48% Black labor force and only 9% Blacks in the court; Macon has a 33% Black labor force and only 2% Black employment in the local court; and Savannah has 39% of its labor force as Blacks and only 3% of the Savannah federal court's personnel is Black.<sup>10</sup>

The difference between the percentages of Blacks in the court's employment and the local labor force is also large for Jackson, Mississippi (33% Black labor force and only 1% Black employment); Birmingham, Alabama (36% Black labor force and 7% Black employment); Beaumont, Texas (28% Black labor force and only 1% Black employment); and Shreveport, Louisiana (29% Black labor force and 2% Black employment).

The highest percentage of Black employment in a federal court in the South is found in Memphis, Tennessee and Montgomery, Alabama, where 17% of the courts' personnel is Black. Both cities, however, have Blacks in the labor force at percentages considerably higher: in Montgomery, it is 28% and in Memphis 33%. Although it differs substantially from the 39% Black labor force, the district court in New Orleans has the third highest percentage of Blacks of any Southern court - it has 14%.

Blacks in Professional Positions

In professional positions, Blacks have not been appointed in large proportions. In fact, nine of the 29 federal courts in the South do not have any Blacks in professional positions. Six others have 3% or less. Only three have 10% or more.

Because of heavy local Black population, the three Georgia federal courts also have the largest difference between their percentage of Blacks in professional positions and percentages in the local labor force. The employment of Blacks as professionals in the federal courts of North Carolina is also uniformly low.

The highest percentage of Blacks in professional positions is in Memphis, Tennessee and New Orleans, Louisiana district courts. With 12%, both are far below the percentage of Blacks in the local population and work force.

Blacks in Non-Professional Positions

The employment of Blacks in non-professional positions is somewhat better in most courts. Nonetheless, 14 of the 29 courthouses employ five percent or fewer Blacks even in these positions. The difference between the percentage of Blacks in the local labor force and the percentage in courts' non-professional jobs follows the same local pattern as the other two categories: in almost every instance the percentage of Blacks in the labor force is two or three times as great as the percentage of Blacks in non-professional positions.

Only five federal courts in the South employ 10% or more Blacks in non-professional positions. The court in Montgomery, Alabama employs the largest percentage of Blacks in this category. Its 25% Black employment in non-professional positions is close to the 28% Black labor force in the city. The federal court in Memphis, Tennessee has the next highest percentage of Blacks in non-professional positions. It has 20%.<sup>11</sup>

Female Personnel

Women are isolated largely in non-professional employment. Two courts - in Macon, Georgia and Oxford, Mississippi - employ no women in professional positions (See Chart #6). Seventeen of the 29 courts have 10% or fewer women in the upper level positions.

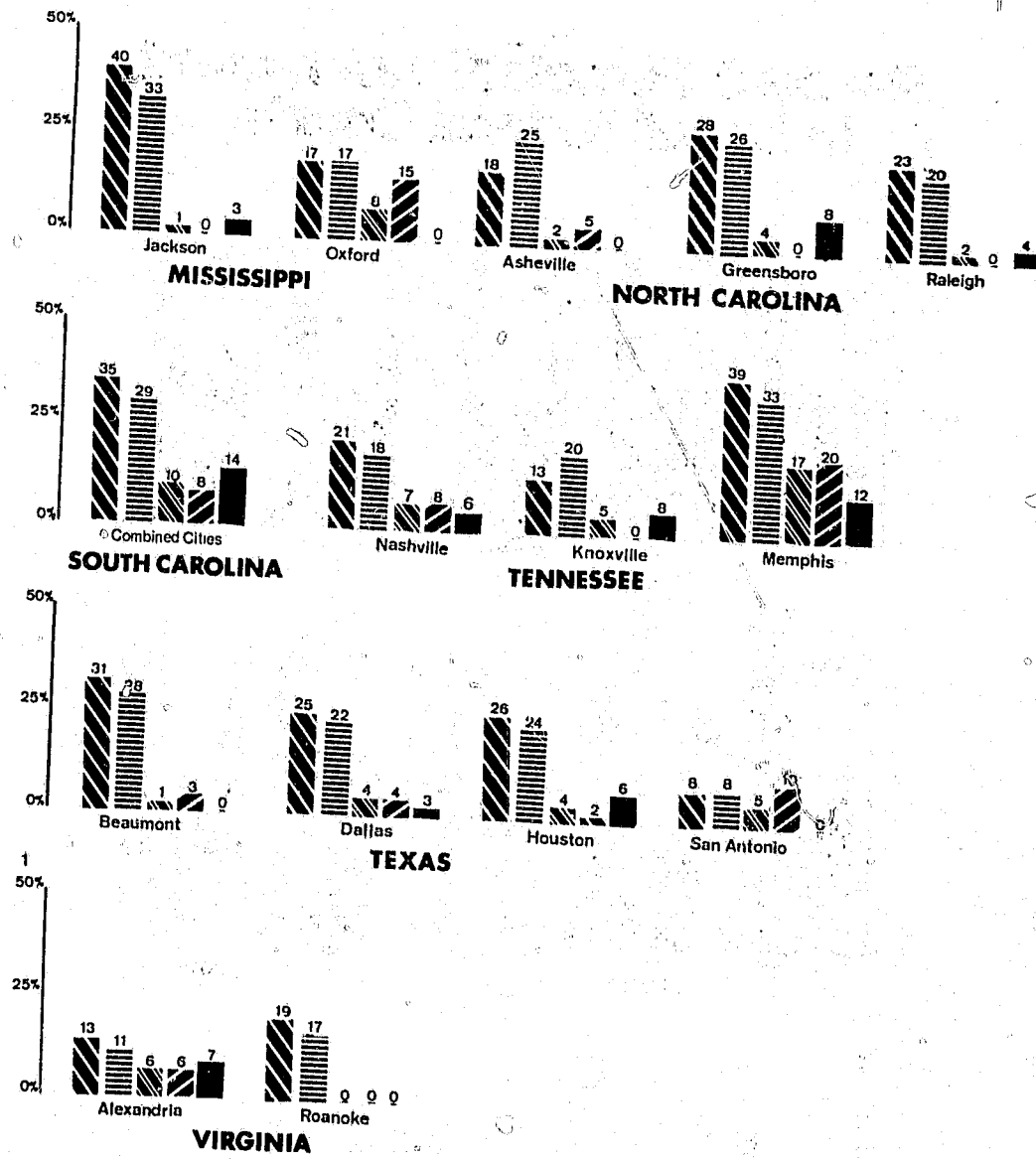
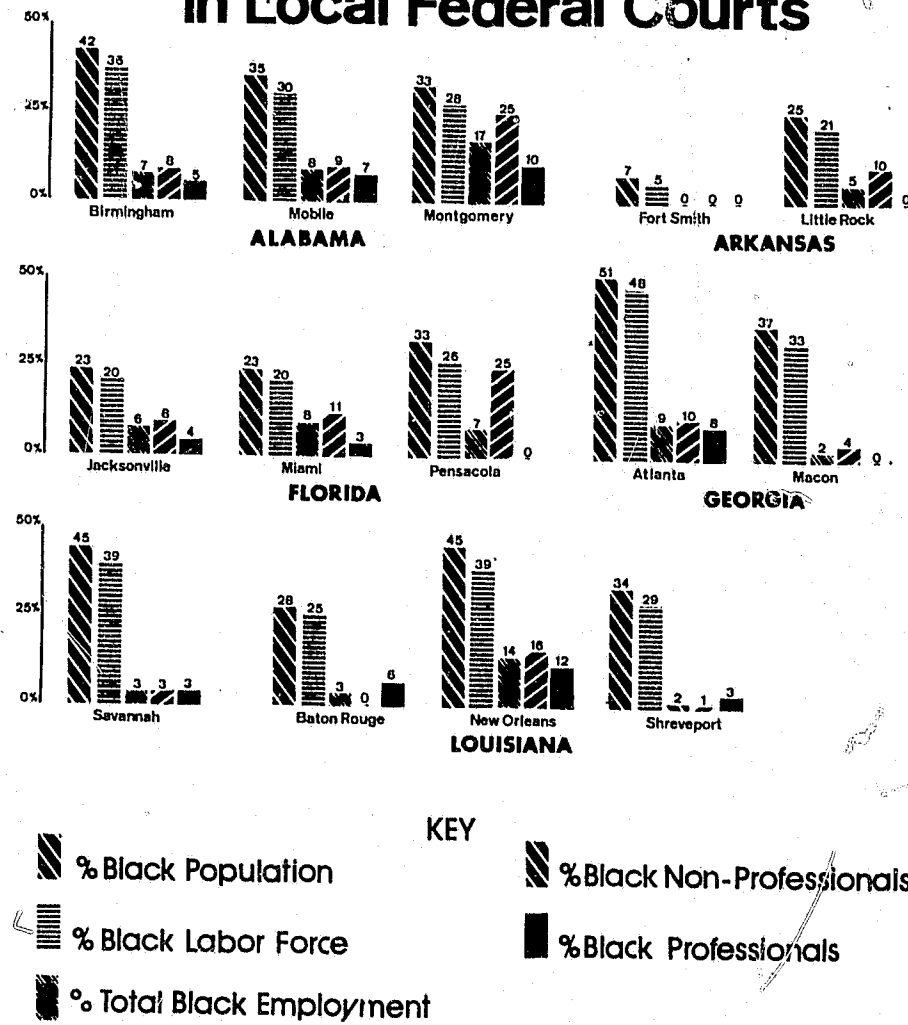
Even the courts which employ the highest proportion of women in professional jobs are nowhere near the local female labor force. The federal court in Miami has the highest percentage - 24%; yet, this representation of women is 20 percentage points below the percentage of women in Miami's labor force. Atlanta (18% professional women - 45% female labor force) and New Orleans (16% professional

women - 41% female labor force) show the same pattern.

The South Carolina federal court has probably the lowest representation of professional women (2%) and in its sister state, North Carolina, each federal court has only 4% professional women.

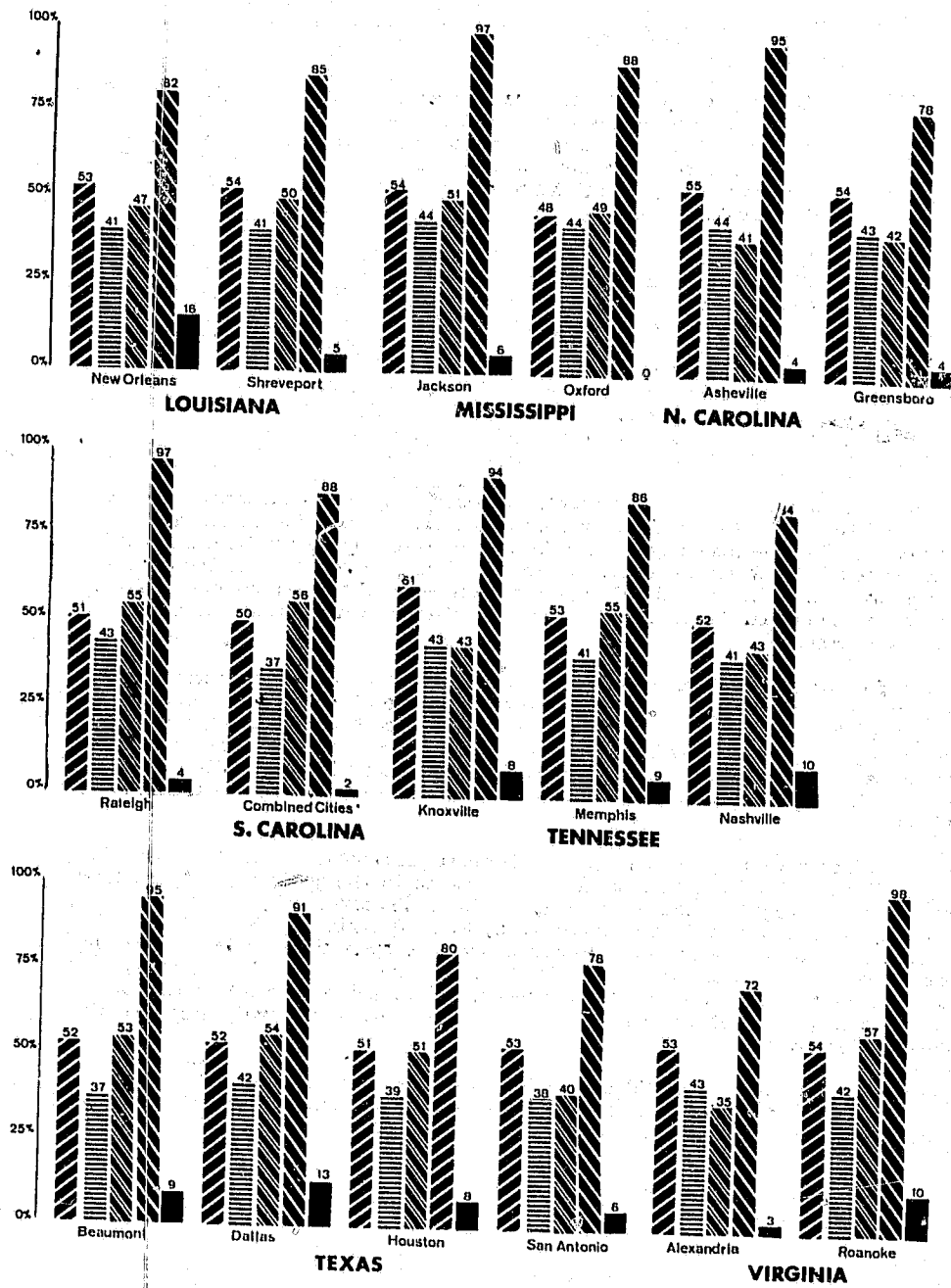
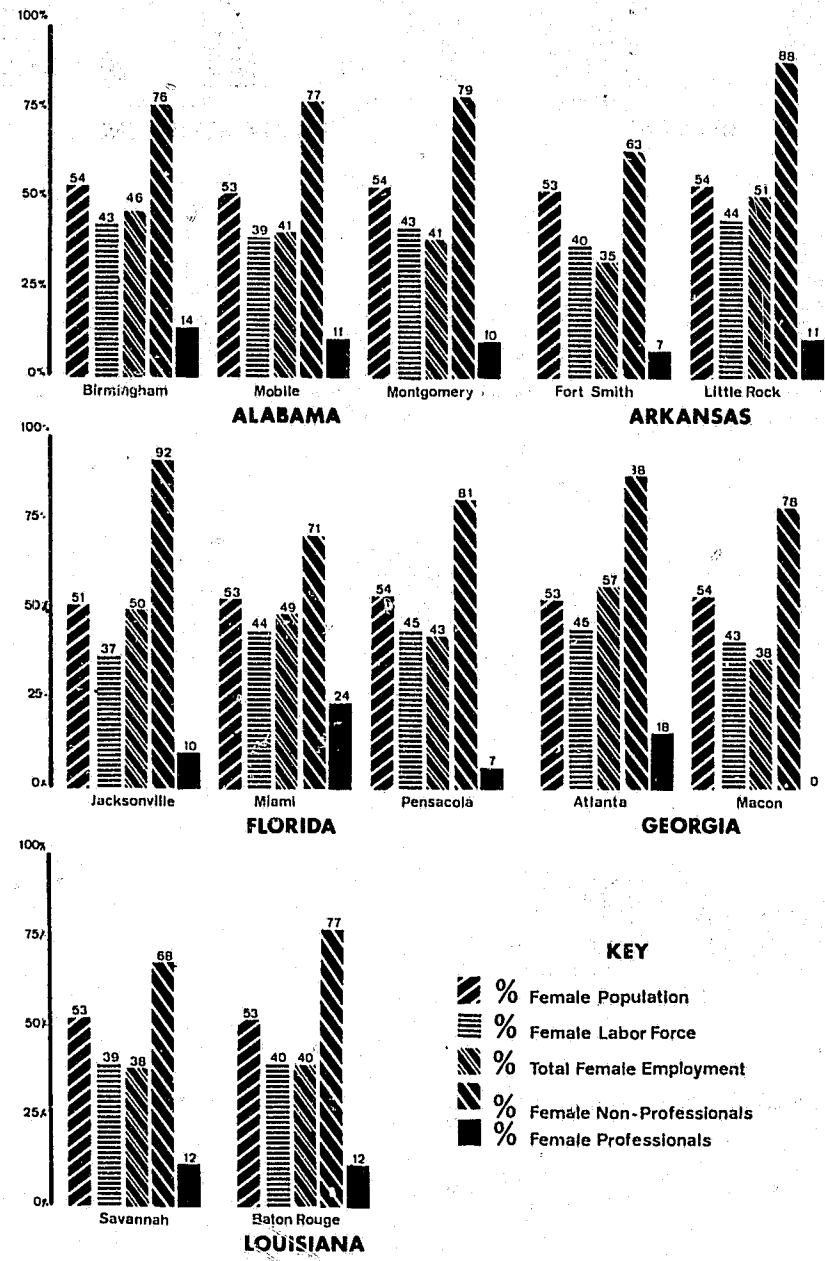
CHART 5

# Percent Black Employment In Local Federal Courts



\* Aiken, Charleston, Columbia, Florence, & Greenville

CHART 6  
**Percent Female Employment  
 In Local Federal Courts**



\* Alken, Charleston, Columbia, Florence, & Greenville

JUSTICE AND THE JUDICIARY

*"Nor shall any state deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws."* Fourteenth Amendment of the U.S. Constitution.

*"It shall be an unlawful employment practice for any employer to fail or refuse to hire or to discharge any individual or otherwise discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin..."* Section 703, Title VII of the Civil Rights Act of 1964.

The majestic language of the Fourteenth Amendment and the broad protection of Title VII of the Civil Rights Act have become forceful guides for public and private conduct in American life. They do not, however, apply to the officers and personnel of the federal courts. In fact, all people who work in the offices of judges and clerks in the federal courts remain among the small group of public employees in the United States who are not protected from race or sex discrimination in employment.<sup>12</sup>

In the federal courts, employees in the offices of the judges, magistrates, and clerks are a part of the judiciary and employees in the offices of the U. S. attorney and the U. S. marshal are a part of the Justice Department. A comparison between the two departments points out that, while neither is very effective in its representation of Blacks and women, the judiciary's record largely excludes Blacks and the Justice Department's record shows very few women in non-traditional positions.

Outside of secretarial, recording, and clerical positions, Blacks are found in less than 2% of each of the categories of employment in the judiciary. Apart from the one district judge and the one bankruptcy judge who are Black, there is no Black in the position of full-time magistrate, U. S. district clerk, or law clerk.<sup>13</sup> (See Chart #7). On the other hand, Blacks constitute approximately 14% of all the positions of the U. S. marshals of the South, 8% of the deputy U. S. marshals, and apparently 6% of the assistant U. S. attorneys. Also, there is one Southern U. S. attorney who is Black. There are no categories which are exclusively White within the Justice Department.

Only in clerical positions did the judiciary do better than the Justice Department. The 8% Blacks in the judiciary is three percentage points above the Justice Department's Black representation.

For women, the judiciary appears to offer more opportunity - although considerably limited. The highest representation of women outside of secretarial and clerical is found in the category of "law clerks." Almost 30% of the law clerks of the courts are female. Similarly, there are women in each category of employment in the judiciary, however small their representation.

In Justice there remains no woman as U. S. attorney or marshal. Deputy marshals also have few - only 2%. Only as assistant U. S. attorneys have women in the Justice Department been able to constitute a notable part of a professional classification at 15%.

Although too little is known of all factors that may influence the procedures for hiring in the federal courts, it is evident that the exemption which the judicial branch enjoys from equal employment opportunity laws and the absence of care and attention for all positions in the courts have an adverse effect upon its employment practices.

Complaints and disputes in Southern federal courts (and probably elsewhere) about issues of race and sex discrimination exist and without any expressed, enforceable prohibition, there is little remedy for employees and applicants who allege denial of employment on the basis of race or sex.<sup>14</sup>



## CHART #7

REGIONAL TALLY  
COMPARISON OF PERSONNEL IN JUDICIARY & JUSTICE DEPARTMENT

|                               | TOTAL NO.<br>PERSONNEL | Judiciary |         |        |        |        |
|-------------------------------|------------------------|-----------|---------|--------|--------|--------|
|                               |                        | %MALE     | %FEMALE | %BLACK | %WHITE | %OTHER |
| District Judges               | 112                    | 98%       | 2%      | 1%     | 98%    | 1%     |
| Bankruptcy<br>Judges          | 52                     | 98        | 2       | 2      | 98     | 0      |
| Magistrates                   | 82                     | 95        | 5       | 0      | 99     | 1      |
| U. S. Clerks                  | 29                     | 93        | 7       | 0      | 100    | 0      |
| Law Clerks                    | 202                    | 71        | 29      | 2      | 97     | 1      |
| Other Clerks<br>& Secretaries | 943                    | 23        | 77      | 8      | 88     | 4      |
| TOTALS                        | 1,420                  | 44%       | 50%     | 6%     | 91%    | 3%     |

|                               | TOTAL NO.<br>PERSONNEL | Justice Department |         |        |        |        |
|-------------------------------|------------------------|--------------------|---------|--------|--------|--------|
|                               |                        | %MALE              | %FEMALE | %BLACK | %WHITE | %OTHER |
| U. S. Attorneys               | 29                     | 100%               | 0%      | 3%     | 97%    | 0%     |
| Asst. U. S.<br>Attorneys      | 308                    | 85                 | 5       | 6      | 91     | 3      |
| Deputy Marshals               | 491                    | 98                 | 2       | 8      | 87     | 5      |
| U. S. Marshals                | 29                     | 100                | 0       | 10     | 90     | 0      |
| Other Clerks<br>& Secretaries | 488                    | 2                  | 98      | 5      | 90     | 5      |
| TOTALS                        | 1,345                  | 61%                | 39%     | 7%     | 89%    | 4%     |

## THE CIRCUIT COURTS

"In the problem of racial discrimination, statistics often tell much, and Courts listen." *Alabama v. U. S.*, 304 F.2d 583, 586 (5th Cir., 1962).

The pattern of employment in the federal circuit courts of appeal in the South shows no remarkable difference from the one established by district courts: few Blacks are employed and even fewer are in professional positions.<sup>15</sup> No Black holds a position in the Southern circuit as a judge, chief clerk, law librarian, judge's law clerk, or secretary in a judge's chamber office.<sup>16</sup> Overall, only 6% of the entire personnel and officers of the circuit courts in the South are Black. (See Chart #8).

The representation of Blacks in professional positions in the circuit courts is, in fact, below the proportion of Blacks in similar positions in the district courts. Only 1% of the circuit courts' professional positions are occupied by Blacks. Indeed, 10 of the 11 Blacks in the circuit courts are found in the clerks' offices in clerical, recording, and secretarial positions.

The employment of women also follows the same pattern of the district courts. Women are found in large proportions in secretarial and clerical positions (86%); however, they are seldom found in any other position. No circuit judge, clerk, or law librarian is female.

As with district courts, the only non-traditional position in which a large percentage of women is found is the position of law clerk. Almost 25% of the law clerks in the circuit courts are female.

## CHART #8

BLACKS & FEMALES IN SOUTHERN CIRCUIT COURTS

|                            | TOTAL NO.<br>PERSONNEL | %MALE | %FEMALE | %BLACK | %WHITE | %OTHER |
|----------------------------|------------------------|-------|---------|--------|--------|--------|
| Circuit Judges             | 26                     | 100%  | 0%      | 0%     | 100%   | 0%     |
| Circuit Clerks             | 2                      | 100   | 0       | 0      | 100    | 0      |
| Law Librarians             | 1                      | 100   | 0       | 0      | 100    | 0      |
| Asst. Law Librarians       | 4                      | 25    | 75      | 0      | 100    | 0      |
| Law Clerks                 | 46                     | 67    | 33      | 0      | 98     | 2      |
| Staff Law Clerks           | 20                     | 50    | 50      | 5      | 95     | 0      |
| Other Clerks & Secretaries | 92                     | 16    | 84      | 11     | 88     | 1      |
| TOTAL                      | 191                    | 45%   | 55%     | 6%     | 93%    | 1%     |
| PROFESSIONAL               | 99                     | 72%   | 28%     | 1%     | 98%    | 1%     |
| NON-PROFESSIONAL           | 92                     | 16%   | 84%     | 11%    | 88%    | 1%     |
| TOTAL                      | 191                    | 45%   | 55%     | 6%     | 93%    | 1%     |

EMPLOYMENT OVER THE YEARS

Since 1965, the number of Black officers and personnel in the Southern federal courts has increased. Unfortunately, the increase has been unimpressive and especially disappointing in light of the additional positions which have been created.

Thirteen years ago, the Southern Regional Council in its study found 1,479 positions in the federal, district, and circuit courts of the South. Of these, no more than 40 or roughly 2% were filled by Blacks. Only in the positions of assistant U. S. attorney, deputy U. S. marshal, and secretarial and clerical positions were Blacks employed.

By 1978, the number of positions in the Southern federal courts had almost doubled - to 2,954. Of this total, only 6% are Black. Also, there continue to be no Blacks as circuit judge, magistrate, U. S. clerk, law librarian, assistant law librarian, or judge's law clerk. (See Chart #9). Many of the Blacks who have been appointed to higher positions were appointed only recently. The only Blacks in the positions of district judge, U. S. attorney, and U. S. marshal in the Southern federal courts have been appointed in the last two years.

With almost 1,500 additional positions in the Southern federal courts during the past thirteen years (and whatever number of vacancies may have occurred), Blacks have gained no more than four percentage points in the region's courts. In most courts the gains have been even less. In some local courts, Blacks may have to wait far more than 200 years before they have equitable representation.

More important than these rough estimates, the fact is that there have been ample opportunities to hire Blacks in substantial numbers in many different positions in the federal courts. These opportunities were missed.

## CHART #9

PERCENTAGE CHANGE OF BLACKS IN  
SOUTHERN FEDERAL COURTS  
1965-1978

|                            | 1965 % Black | 1978 % Black |
|----------------------------|--------------|--------------|
| Circuit Court Judges       | 0%           | 0%           |
| District Court Judges      | 0            | 1            |
| Bankruptcy Judges          | 0            | 2            |
| U. S. Magistrates          | 0            | 0            |
| U. S. Clerks               | 0            | 0            |
| U. S. Attorneys            | 0            | 3            |
| U. S. Marshals             | 0            | 10           |
| Asst. U. S. Attorneys      | 3            | 8            |
| Deputy U. S. Marshals      | 5            | 6            |
| Law Librarians             | 0            | 0            |
| Asst. Law Librarians       | 0            | 0            |
| Law Clerks                 | 0            | 0            |
| Circuit Staff Law Clerks   | 0            | 5            |
| Other Clerks & Secretaries | 2            | 8            |
| TOTALS                     | 28           | 6%           |
|                            | 26           |              |

## CONCLUSIONS &amp; RECOMMENDATIONS

There is no satisfactory explanation for the systemic underemployment of Blacks in Southern federal courts. While a more sophisticated analysis with more detailed information should be done, no further study is needed to understand what has happened to the federal courts in the past thirteen years: they have steadfastly failed to integrate their employment.

Although there appears to be a greater general reception to the employment of women, the Southern federal courts have a long way to go in this area as well. Women must be allowed to excel not only in positions which are traditionally female, but also in all positions where they can capably work in the federal courts. To date, this opportunity has not been theirs in Southern federal courts.

The most effective means of offering Blacks and women realistic opportunities for employment in the federal courts is to appoint qualified Blacks and women in the highest positions in the courts. As we observed in our 1965 report: "the exclusion of Negroes from the top positions in the system obviously has the practical effect of virtually eliminating them from the lesser positions."

Thus, the appointment of qualified Blacks and women as federal judges, U. S. attorneys, U. S. marshals, and U. S. clerks, should be the first priority. Specifically, we recommend that:

1. The President nominate and the U. S. Senate confirm a large number of Blacks and women who are presently qualified to sit as federal judges. With 60 appointments to be made to federal judgeships in the South and more than 150 throughout the nation, the President has an historic opportunity to perform his Constitutional duties with sensitivity to the needs for added representation and an appreciation that Blacks and women can make important contributions. To do this, the President and the Senate must abandon the old process of political appointments which had excluded many highly qualified Blacks and women.
2. All segments of the federal courts, and especially the judiciary, adopt and enforce a comprehensive plan for affirmative action with specific timetables and goals.
3. Congress pass and the President sign legislation that gives employees in the federal courts specific entitlement to a procedure for the redress of grievances about discrimination on the basis of race, sex, or color in employment.
4. Congress pass legislation creating a specific requirement for the federal courts to report frequently on the

results of hiring practices and to compile information, which would be made available to the public, about the results of employment practices.

5. All officers and personnel of the courts realize that in our society, personal responsibility to remove irrational discrimination is not required only of those who hold personal blame.

Because of the lack of precise information, this report may have made a particular analysis with which some may disagree. Yet, there can be no honest denial that the Southern federal courts appear to exclude from their operation and decision-making Blacks and women.

Apart from the conclusion that this report reaches - that the courts have in fact discriminated in employment - the federal court system can not maintain its role as defender of the principle, written into the stone of the Supreme Court building, "Equal Justice Under Law," if it continues to have so few Blacks and women. It is important to remember that the appearance of justice is an inseparable part of justice itself. As the Supreme Court said years ago about another matter:

*"These are subtle matters, for they concern the ingredients of what constitutes justice. Therefore, justice must satisfy the appearance of justice."<sup>18</sup>*

One final observation is in order. Federal court judges are uniquely prohibited by the canons of ethics from making a full, vigorous defense of accusations against their conduct. While some may wish to have an opportunity to defend their personal conduct on these matters, this report condemns no specific individual - only a system which is maintained by many actors of government. No one person holds total blame and everyone shares some. As with matters that come before the courts, speedy action to remedy the practices which have been neglected too long will be the most persuasive response of all.

COMMENTS ON METHODS & PROBLEMS OF FACT-FINDING

The first inquiry for information about the employment practices in the federal courts was directed to the administrative office of the U. S. courts. According to Mr. William Foley, deputy director, the office does not maintain information on the race of court employees and is not able to retrieve information on the sex of court employees without extensive time and difficulty. In order for the Council to locate the information it sought, deputy director Foley recommended that an inquiry be made with each separate jurisdiction.

On December 18, 1977, letters with a questionnaire and a self-addressed, stamped envelope were sent to each of the U. S. district clerks located in the eleven Southern states. On January 20, 1978, a second correspondence with another questionnaire was sent to those clerks who had not responded. In February, telephone calls were made to those officials who had not responded in any way.

By March 15, it became clear that some jurisdictions had refused to provide the requested information. At that point, at least two lawyers who regularly practice in the local federal courthouses where the information was refused were interviewed. In some instances, this extraordinary method of fact-finding was supplemented with on-site, visual observation of court employees. Also, in a couple of instances, information was verified by former court employees.

The information for the offices of the U. S. attorney and the U. S. marshal was requested in a letter on January 23. A second correspondence was sent to the U. S. attorneys in late February. Because a large number of the requests for information was referred to the U. S. Department of Justice in Washington, the information was sought from that source. After several inquiries and conversations, officials in the Department of Justice provided information on the employment of Blacks and women in late April. The collection of information for the study was finished in early July, 1978.

If any inaccurate figures have been used at any point in this study they probably result from the refusal of officials in the U. S. courts to provide information. A rich variety of reasons were given.

Mr. Karl Saulpaw, clerk of the district court in Knoxville, stated simply that he had shown the survey to the chief judge and was told to forget about it.

Clerk Walter Doyle in the Macon, Georgia federal court expressed strong dislike for the survey. He stated that most of his employees were career employees and, accordingly, there was little turnover in the staff. According to Mr. Doyle, the survey did not consider this factor.\*

*\*It should be noted that in acquiring information from local sources in Macon, the Council discovered that the one Black person who works in the courts - an assistant clerk - was hired no more than nine months ago. Upon reliable information, it appears that this person is the first Black ever to work in the federal court in Macon. Assumedly, there has been more than one vacancy since the Macon court was created and, hence, an opportunity to hire other Blacks.*

Mr. William O'Connor, clerk of the U. S. district court in Mobile, stated that he "should not speak for the other officers in the court system" and did not provide information about the offices of the magistrates or the judges.

Three hundred miles to the north, James E. Vandegrift, the U. S. clerk of the district court in Birmingham, also provided information only about his own clerk's office; however, even this information was limited. Vandegrift provided only figures for the total number of employees and their sex. He refused to give any information about the race of employees. His rationale was that "such designation of the records of the employees would be subject to the individual employee's rights under the Privacy Act." While there is absolutely no support in the case law for the position that providing information about the race of unnamed employees violates any provisions of the Privacy Act, it is also difficult to understand how providing sex data is less private than race data.

Mr. James Bogart, clerk of the federal court in Miami, apparently did not provide information because judges in his jurisdiction thought that it would be "improper."

Finally, Mr. Nelson B. Jones of the district court in New Orleans informed the Council that he had presented the survey to the judges and that they decided the questionnaire should not be answered. "You have no authority to request this information," Mr. Jones informed us.

## FOOTNOTES

1. 28 USC §44; 28 USC §133; 28 USC §541; 28 USC §561.
2. 28 USC §631 and 28 USC §751. Often the chief judge of the district has primary responsibility for these appointments.
3. 28 USC §§711 and 713.
4. 28 USC §§751-755; 28 USC §562.
5. 28 USC §§542 and 550; 28 USC §562.
6. Conversation with William Russell, U. S. Department of Justice, Marshal's Service, April 11, 1978.
7. Judge Robert Collins, the only Black sitting as a federal judge in the South, was confirmed by the U. S. Senate in July this year.
8. There are different grades of employment within the offices of the U. S. clerks; however, because of the lack of opportunity to identify or evaluate each person's actual duties and the inconsistent methods of classification used throughout the region, all persons under the clerk's authority are classified in the "clerical, secretarial, and recording positions." These positions have also been included in the "non-professional" classifications along with other similar positions in other offices.
9. The offices, courtroom, and personnel of the 29 district courts in the South are located largely, if not exclusively, in one city; however, some district courts hold sessions in and assign clerks to other cities within their jurisdiction. In this analysis, the entire personnel of each court is compared by percentage to the labor force and population of only the city where the court usually operates. While the approach renders some degree of imprecision for comparison, the effect is not extensive since the difference in social characteristics of the cities where the courts hold session is usually small. In any event, it made little sense to analyze the employment of the usual one or two employees located away from the chief offices. One exception to this approach was made. Since there is only one district court for the entire state of South Carolina and the number of personnel outside of Columbia, the seat of the court, is comparatively significant, the percentages for the labor force and local population in Charts #5 and #6 for South Carolina are the combined percentages of the five cities where court personnel exist.
10. Percentages for population and labor force are derived from figures for the central city of the location where the major offices of the district court are located.
11. It should be pointed out that in San Antonio, Texas the federal court does employ a percentage of non-professional Blacks equal to the percentage of Blacks in the labor force. Unfortunately, the 8% Blacks in non-professional positions is not matched by employment in professional positions, where the federal court in San Antonio has no Black. Also, there are obviously particular skills which personnel

in the courts have and which everyone in the population or labor force do not have. Thus, judges and U. S. attorneys, for example, are positions which require highly specialized skills and experiences that relatively few people in a local population would have. The courts have recognized this fact in its analysis of possible, illegal discrimination in hiring, Furnco Construction Corp. v. Waters, 98 S.Ct. 2943 (1978); however, most positions in the federal courts do not require training or skills that are exceptional.

12. The Constitution contains no equal protection clause applicable to the federal government. Although discrimination may be so unjustifiable as to be violative of due process, Bolling v. Sharpe, 347 U. S. 497 (1954), this has not been applied to federal employment discrimination.

When a congressional employee (exempt from Title VII as are courts) was dismissed explicitly because her employer wanted to hire a male, the 5th Circuit sitting en banc held she could not sue for damages under the Due Process Clause. Davis v. Passman, 571 F.2d 793 (5th Cir. 1978) (en banc). Though such an employee might sue to get her job back, that plaintiff could not because her employer had left office. Any other due process wrongs were referred to state courts. Ironically, the same court held a probation officer could not sue his state judge employer in federal court. "[T]his court...would be well advised to avoid decisions that invade the chambers of a state court judge..." Abbott v. Thetford, 529 F.2d 695, 708 (5th Cir.), 534 F.2d 1101 (5th Cir. 1976) (en banc), cert. denied, 430 U.S. 954 (1977). Even if state courts were inclined to invade the chambers of federal judges sued for sex or race employment discrimination, such actions are automatically removable to federal courts. 28 USC §1442(a)(3).

13. There have been a few Black law clerks in the Southern district courts. As a general rule, they only serve for one or two years. Most judges, however, have never had a Black law clerk.
14. See William V. McClellan, 569 F.2d 1031, 1033 (1978), where a three-judge court sitting in the 8th Circuit held that a Black woman in the office of the clerk of the U. S. district court of the Eastern District of Arkansas had no remedy. "Clerical positions such as that occupied by Williams are outside the competitive civil services and therefore are not covered by Title VII... Since the positions such as that occupied by Williams are not covered by any merit or civil service system or by employment contracts, persons in those positions have no property protected by due process under the Constitution."
15. While the Southern states are divided into four different federal circuit courts of appeal, most of the region is covered by only one: the Fifth Circuit Court of Appeals, which is housed in New Orleans, Louisiana. The personnel of this court and the Fourth Circuit Court of Appeals, with offices in Richmond, Virginia, compose most of the positions which are analyzed under this chapter.
16. Since 1969, there have been a few Black law clerks in the Fifth Circuit. Law clerks serve for one or two years only as a general rule. Judges Richard Rives, Elbert Tuttle, Minor Wisdom, and John Godbold have, for instance, employed Black law clerks. Most circuit judges, however, have not.
17. Offett v. U. S., 75 S.Ct. 11, 13.

13  
National Criminal Justice Reference Service

**ncjrs**

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National Institute of Justice  
United States Department of Justice  
Washington, D. C. 20531

The following page (163) contain material protected by the Copyright Act of 1976 (17 U.S.C.): "STUDY FINDS STATE COURTS ARE FAILING ON HIRING OF MINORITIES AND WOMEN".  
The National Law Journal, Monday May 21, 1979, pp 3 and 13

## APPENDIX 9

## JUDICIAL CONFERENCE RESOLUTION

The Judicial Conference of the United States reaffirms its resolution of 1966, endorsing a national policy of a positive program for equal opportunity of employment. In furtherance of that endorsement, the Committee on Court Administration, with the assistance of the Administrative Office, is directed to prepare a model affirmative action plan, for adoption by each federal court, with regard to the selection and promotion of employees, and is further directed to present that model plan to the Conference for approval at the March 1980 session. Upon such approval, each federal court shall adopt and implement a plan based thereon. Any modification of the model plan by a court must first be approved in its circuit by the Circuit Council thereof. A copy of each plan and any subsequent modifications shall be filed with the Administrative Office. Each court shall annually submit a report on the implementation of its affirmative action plan to the Administrative Office for inclusion in the Director's Annual Report to the Judicial Conference.

## APPENDIX 10

## MODEL AFFIRMATIVE ACTION PLAN—REPORTING DATA FORMS

ADMINISTRATIVE OFFICE OF THE  
UNITED STATES COURTS

WASHINGTON, D.C. 20544

WILLIAM E. FOLEY  
DIRECTOR

March 12, 1980

JOSEPH F. SPANIO, JR.  
DEPUTY DIRECTORMEMORANDUM TO: ALL CHIEF JUDGES, UNITED STATES COURTS  
ALL JUDGES, UNITED STATES BANKRUPTCY COURTS

At its session on March 5, 1980, the Judicial Conference of the United States considered and approved the attached Model Affirmative Action Plan, with accompanying Discrimination Complaint Procedures, and directed its distribution to the Courts for action in accordance with the following Conference Resolution:

...Each federal court shall adopt and implement a plan based [upon the Model Affirmative Action Plan approved by the Judicial Conference of the United States on March 5, 1980.] Any modification of the Model Plan by a Court must first be approved in its circuit by the Circuit Council thereof. A copy of each plan and any subsequent modification shall be filed with the Administrative Office. Each court shall annually submit a report on the implementation of its Affirmative Action Plan to the Administrative Office for evaluation. The report of that evaluation, as well as the Court's report itself, shall be included in the Director's Annual Report to the Judicial Conference.

Prior to June 30, 1980, we will distribute the tables required by Section VII of the Model Plan to be included in each Court's Annual Report. The first report will cover the year ending June 30, 1981.



William E. Foley  
Director

cc: Circuit Executives  
Clerks, United States Courts of Appeals  
Clerks, National Courts  
Clerks, United States District Courts  
Clerks, United States Bankruptcy Courts



D. Equal Employment Opportunity Coordinator

The court will designate one person to be the Equal Employment Opportunity Coordinator. This person will be responsible for collecting, analyzing, and consolidating the statistical data and statements prepared by each court unit. The Coordinator will then prepare an annual report for the Chief Judge and the Administrative Office describing the court's achievements in providing equal employment opportunities, identifying those areas in which improvements are needed, and explaining those factors inhibiting achievement of equal employment opportunity objectives. Based upon this evaluation and report, the Coordinator will recommend modifications in the plan to the court. The Coordinator will also seek to informally resolve discrimination complaints and will provide EEO information to the public.

IV. Personnel Practices

A. Recruitment

Each court unit will seek qualified applicants who reflect the make-up of all such persons in the relevant labor market. Each unit will also use every available means to publicize vacancies.

B. Hiring

Each court unit will make its hiring decisions strictly upon an evaluation of a person's qualifications and ability to perform the duties of the position satisfactorily.

C. Promotions

Each court unit will promote employees according to their experience, training and demonstrated ability to perform duties of a higher level.

D. Advancement

Each court unit will seek to improve the skills and abilities of its employees through cross-training, job restructuring, assignments, details and outside training.

E. Discrimination Complaints

The court adopts the procedures for resolving discrimination complaints set forth in Appendix 1.

V. Evaluations

Each court unit will prepare a brief report for the EEO Coordinator describing its efforts to provide equal employment opportunities in —

a) Recruitment. Each court will describe briefly efforts made to bring a fair cross-section of the pool available for the position into its applicant pool, including listing all employment sources used (e.g., state employment offices, schools, and organizations, etc.). Each unit will also explain the methods it uses to publicize vacancies.

b) Hiring. Each court will identify where its recruitment efforts resulted in the hiring of a cross-section of the pool available and will, if known, explain those instances where members of the cross-section did not accept employment with the courts when it was offered.

c) Promotions. Each court unit will briefly describe promotional opportunities which occurred and will provide an analysis of the distribution of promotions, including a description of those persons who were promoted to supervisory positions.

d) Advancement. Each court unit will describe what efforts were made to improve the skills and abilities of employees through cross-training, job restructuring, assignments, details and outside training. This report will compare the race, sex, color, national origin, religion, age, and any handicap of the personnel involved.

In addition, this evaluation should include information on factors inhibiting achievement of EEO objectives such as no vacancies, minimal numbers of qualified applicants in the relevant labor market, and all persons in the unit having received all relevant training. This report will also include a breakdown according to the race, sex, color, national origin, religion, age and handicap of the court's personnel involved on forms to be provided by the Administrative Office of the United States Courts. The report will cover personnel actions occurring in the year ending June 30 and will be submitted to the EEO Coordinator by July 14 of each year.

VI. Objectives

Each court unit will develop annually its own objectives which reflect those improvements needed in recruitment, hiring, promotions, and advancement, and will prepare a specific plan for the EEO Coordinator explaining how those objectives will be achieved.

VII. Annual Report

The EEO Coordinator will prepare for the court's approval an annual report for the year ending June 30, consolidating the data and statements received from each court unit. The report will include tables to be provided by the Administrative Office of the United States Courts, consolidating the information provided by each court unit. It will also describe instances where significant

achievements were made in providing equal employment opportunities, will identify areas where improvements are needed, and will explain factors inhibiting achievement of equal employment opportunity objectives. Upon approval of the court, this report will be submitted by the Chief Judge to the Administrative Office of the United States Courts by August 1 of each year.

## Appendix 1

## Discrimination Complaint Procedures

## I. Scope of Coverage

All applicants for court positions and all court personnel may seek timely redress of discrimination complaints through these procedures. These procedures, however, are not intended to be a replacement for the working relationship which must exist between supervisors and employees nor are they intended to interfere in the administrative processes of the courts.

## II. Definition

A discrimination complaint is any allegation that a person has been denied employment, promotion, or advancement, or has been affected in any other condition of employment, because of his or her race, sex, color, national origin, religion, age, or handicap. It does not include complaints relating other dissatisfactions in a person's conditions of employment which are commonly known as grievances.

## III. Rights of Personnel

## A. Retaliation

Every complainant has the right to be free from retaliation, coercion, or interference because of filing a timely complaint.

## B. Representation

Every complainant and every person against whom a complaint has been filed has the right to be represented by a person of his or her choice if such person is available. Any representative who is a court employee may accept such responsibilities if it will not interfere with his or her court duties.

## C. Notice

Every person against whom a complaint has been timely filed has the right to have notice of the charges filed against him or her. All persons have the right to reasonable notice of any hearing conducted on a complaint.

## D. Preparation

All court employees involved in a complaint procedure may use a reasonable amount of official time to prepare their case so long as it does not interfere with the performance of their court duties.

## IV. Procedures

## A. Initiation of a Complaint

Any applicant or any court employee, or his or her representative, may file a timely discrimination complaint with the EEO Coordinator. The complaint must be in writing and must allege all relevant facts constituting the basis of such complaint.

## B. Informal Procedures

Upon receipt of a complaint, the EEO Coordinator will:

1. Make any investigation into the matter which he or she deems necessary;
2. Consult with the involved parties and seek an informal resolution of the problem; and
3. Prepare a report identifying the issues, describing his or her findings, explaining what resolution, if any, was achieved, and defining what corrective actions, if any, will be undertaken.

## C. Formal Procedures

## 1. Filing

If either the complainant or the person against whom the complaint has been filed objects to the findings of the EEO Coordinator, such person may file a written request with the Chief Judge or a designee to have the matter reviewed.

## 2. Review

Upon receipt of a request to review the findings of the EEO Coordinator, the Chief Judge or designee will:

- a. Conduct any additional investigation which he or she deems necessary;
- b. Determine whether to interview the parties;
- c. Determine whether to hold a formal hearing into the matter; and
- d. Issue a final decision on the merits if it is found that no interviews or hearings are necessary.

## 3. Hearing

If the Chief Judge or designee finds that a hearing is necessary, all parties will be notified of such action. At the hearing, each party will have the right to representation, to present evidence on his or her behalf, and to cross-examine adverse witnesses. The Chief Judge or a designee will issue a final decision on the merits based upon his or her findings.

## D. Deadlines

1. All complaints must be filed within 15 days calendar days of a particular act or occurrence or within 15 calendar days of becoming aware of the act or occurrence. No late filing will be accepted unless good cause is presented to the EEO Coordinator.
2. The EEO Coordinator will prepare his or her report within 20 days after consultation with the involved parties.
3. All requests for review of the EEO Coordinator's findings must be submitted within 5 days after receipt of the report.
4. The Chief Judge or designee will issue his or her final decision within 45 days after receipt of the request if no hearing is held.
5. The Chief Judge or designee will issue his or her final decision within 30 days after the close of a hearing.
6. The Chief Judge may extend any deadline for good cause.

## V. Records

All papers, files, and reports will be filed with the EEO Coordinator at the conclusion of any informal or formal proceeding into a complaint. No papers, files, or reports relating to a complaint will be filed in any employee's personnel folder.

## VI. Report

The EEO Coordinator will prepare an annual report, for the year ending June 30, indicating:

1. The number of complaints initiated;
2. The types of complaints initiated according to race, sex, color, national origin, religion, age or handicap;





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**Judiciary Equal Employment Program Status Report**  
**UNITED STATES BANKRUPTCY COURT FOR THE DISTRICT OF \_\_\_\_\_**

NOTE: This is a summary of court personnel as of June 30, 1980. Calculate percentages separately, based on total column for each line and enter in appropriate blocks.

| For the court's own use,<br>This form need not be submitted to<br>the Administrative Office. |                            |       | TOTAL |      |   |        |   | RACE / NATIONAL ORIGIN |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        | HANDI-<br>CAPPED |   |
|--|----------------------------|-------|-------|------|---|--------|---|------------------------|---|------|--------|-------|---|------|--------|----------|---|------|--------|-------|---|------|--------|------------------|---|
|  |                            |       |       |      |   |        |   | WHITE                  |   |      |        | BLACK |   |      |        | HISPANIC |   |      |        | ASIAN |   |      |        |                  |   |
|  |                            |       | No.   | Male | % | Female | % | No.                    | % | Male | Female | No.   | % | Male | Female | No.      | % | Male | Female | No.   | % | Male | Female | No.              | % |
| JUDICIAL   | Active Judges              | Total |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  |                            | Appt. |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
| PROFESSIONAL (LEGAL)   | Law Clerk                  | Total |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  |                            | Appt. |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
| ADMINISTRATIVE   | Clerk of Court             | Total |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  |                            | Appt. |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  | Deputy Clerk (12+)         | Total |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  |                            | Appt. |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  | Deputy Clerk (9-11)        | Total |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  |                            | Appt. |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
| SECRETARIAL  | Judges' Secretary          | Total |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  |                            | Appt. |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  | Clerk of Court's Secretary | Total |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  |                            | Appt. |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
| OFFICE/CLERICAL  | Deputy Clerk (7-8)         | Total |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  |                            | Appt. |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  | Deputy Clerk (5-6)         | Total |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  |                            | Appt. |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  | Deputy Clerk (2-4)         | Total |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  | Appt.                      |       |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
| Other (Specify)  | Total                      |       |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
|  | Appt.                      |       |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
| Part-Time  | Total                      |       |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |
| Temporary Definite   | Total                      |       |       |      |   |        |   |                        |   |      |        |       |   |      |        |          |   |      |        |       |   |      |        |                  |   |

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**WORKSHEET**

| TOTAL |  | RACE / NATIONAL ORIGIN |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      | HANDI-<br>CAPPED |  |        |     |   |  |  |
|-------|--|------------------------|------|---|--------|-------|-----|---|------|----------|-----|---|------|--------|-----|---|------|-----------------|-----|---|------|------------------|--|--------|-----|---|--|--|
|       |  | WHITE                  |      |   |        | BLACK |     |   |      | HISPANIC |     |   |      | ASIAN  |     |   |      | AMERICAN INDIAN |     |   |      |                  |  |        |     |   |  |  |
|       |  | No.                    | Male | % | Female | %     | No. | % | Male | Female   | No. | % | Male | Female | No. | % | Male | Female          | No. | % | Male |                  |  | Female | No. | % |  |  |
|       |  |                        |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      |                  |  |        |     |   |  |  |
|       |  |                        |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      |                  |  |        |     |   |  |  |
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|       |  |                        |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      |                  |  |        |     |   |  |  |
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|       |  |                        |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      |                  |  |        |     |   |  |  |
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|       |  |                        |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      |                  |  |        |     |   |  |  |
|       |  |                        |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      |                  |  |        |     |   |  |  |
|       |  |                        |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      |                  |  |        |     |   |  |  |
|       |  |                        |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      |                  |  |        |     |   |  |  |
|       |  |                        |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      |                  |  |        |     |   |  |  |
|       |  |                        |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      |                  |  |        |     |   |  |  |
|       |  |                        |      |   |        |       |     |   |      |          |     |   |      |        |     |   |      |                 |     |   |      |                  |  |        |     |   |  |  |
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APPENDIX 11

AFFIRMATIVE ACTION PLAN FOR THE ADMINISTRATIVE OFFICE OF THE U.S. COURTS

EQUAL EMPLOYMENT OPPORTUNITY PLAN

FISCAL YEAR 1979

The Administrative Office of the U.S. Courts  
811 Vermont Avenue, N.W.  
Washington, D.C. 20544

The Federal Judicial Center  
1520 H Street, N.W.  
Washington, D.C. 20005

Number of employees covered by this Plan:

Administrative Office -- 453

Federal Judicial Center -- 23

William E. Foley  
Director  
Administrative Office of the  
United States Courts

A. Leo Levin  
Director  
Federal Judicial Center

William E. Foley  
October 1, 1978  
Date

A. Leo Levin  
October 1, 1978  
Date

Walter F. Simon  
Director of Equal Employment Opportunity

Walter F. Simon  
October 1, 1978  
Date

Interagency Report  
Control #1046-CSC-SA

THIS PLAN IS ARRANGED ACCORDING TO THE  
FORMAT WHICH IS REQUIRED BY THE CIVIL  
SERVICE COMMISSION'S FPM LETTER 713-40,  
DATED AUGUST 17, 1977 - EQUAL EMPLOYMENT  
OPPORTUNITY PLANS.

IMMEDIATELY FOLLOWING IS AN ORGANIZATIONAL  
INDEX OF THIS REPORT.



**CONTINUED**

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EQUAL EMPLOYMENT OPPORTUNITY PLAN OF THE  
ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS  
AND THE FEDERAL JUDICIAL CENTER

## SECTION 1. - INTRODUCTION

The introduction includes the EEO policy of the Administrative Office and the Federal Judicial Center; roles and authorities of EEO staff members; certification of qualifications of principal EEO staff members; expected involvement of managers and supervisors; and a statement of the planned personnel and resources allocated to the program.

I. Policy and OrganizationA. EEO Policy

It is the policy of the Administrative Office of the United States Courts and the Federal Judicial Center to provide equal opportunity in employment for all qualified persons without regard to race, color, religion, sex, national origin, or age; to prohibit discrimination in personnel actions and practices and in working conditions; and to promote the full realization of equal employment opportunity through a continuing affirmative program whereby the maximum feasible opportunity is provided for employees to utilize and enhance their skills so that they may perform at their highest potential and advance in accordance with their abilities.

Section 717(a) of the Equal Employment Act of 1972 (Public Law 92-261) states that those units of the Judicial Branch of Government having positions in the competitive service are covered under the provisions of this Act. This would cover all employees and applicants for positions in the Administrative Office and only those employees in and applicants for the competitive positions in the Federal Judicial Center, as defined in 28 U.S.C. Section 625 (b) (c).

B. Organization

The current organization of the Equal Employment Opportunity staff is as follows:

Director of Equal Employment Opportunity

Walter F. Simon, Director of Equal Employment  
Opportunity and Training Officer

EEO Assistant

Carol Sefren

EEO Officer (Federal Judicial Center)

Myrna Brantley,  
Research Division  
2nd Floor, Cosmos Club Building

Counselors:

William E. Banks, Supervisory Procurement Agent  
Procurement and Property Management Branch

James A. Herbert, Assistant Foreman  
Offset Printing Plant

Carrol G. Lewis, Management Analyst  
Management Services Branch

Margaret Nelson, Accounting Clerk  
Accounting Branch

Investigators:

Provided as needed by the Division of Probation

Federal Women's Program Coordinator

Vacant

Spanish-Speaking Program Coordinator

Nancy Silva, Accounting Technician  
Division of Financial Management

The aforementioned persons constitute the Administrative Office's and Federal Judicial Center's Equal Employment Opportunity staff. The activities of the staff are and will continue to be performed on a part-time basis.

The Director of Equal Employment Opportunity is responsible for coordinating activities involved in the development of the Affirmative Action Plan and Program; monitoring the Plan to insure that it is being followed; presenting new ideas to management and bringing

The EEO counselors receive informal complaints from persons in the Administrative Office and General Schedule employees in the Federal Judicial Center who feel they have been discriminated against. The counselors have the authority to obtain the facts of the complaint and attempt to resolve the matter informally by discussing the situation with the complainant, the supervisor, and managers. They answer questions regarding the complaint system and advise persons of proper procedures. The counselors advise the Director of EEO of problem areas and assist in the revision of the EEO Plan.

The EEO Officer, counselors and coordinators attend periodic EEO staff meetings to keep informed of latest developments in the EEO area and in the EEO program.

The EEO investigators are provided as needed from the Division of Probation. The investigators have the authority to review all files and documents they feel are relevant; discuss the situation with employees, supervisors, and managers as may be deemed necessary; and take statements from all persons involved in or having knowledge of the allegations.

Responsibilities for an affirmative Equal Employment Opportunity Program exist at all levels of management and among all employees.

All managers and supervisors of the A.O. and F.J.C. are responsible for carrying out, within their organizational units, the EEO programs of the agencies and for actively directing their subordinates with respect to recruiting, placement, and assignments to ensure that all specific action plan items applicable to them are carried out effectively. Managers and supervisors are also responsible for evaluating the overall effectiveness of the program and for introducing changes as necessary.

Every employee has a personal responsibility to support the national policy of equal opportunity in employment and recommend changes in the Plan as necessary.

to their attention matters which positively or adversely affect the program; informing management as to their EEO responsibilities; and coordinating the activities of the EEO staff. Since the Administrative Office, as a small agency, has no EEO Officer, the Director of EEO serves in this capacity. He receives and acknowledges discrimination complaints from A.O. and Center personnel, requests investigators, attempts to resolve complaints informally after completion of the investigation, and issues the proposed disposition (except for Federal Judicial Center employees).

The EEO Assistant assists in the revision of the Affirmative Action plan. In the absence of the Director of EEO, the Assistant acknowledges receipt of complaints; requests investigators; transmits copies of investigative reports to complainants; requests the assignment of a Civil Service Commission EEO complaints' examiner; answers questions relating to the EEO Program and the complaint system; and listens to those having problems in this area and refers them to appropriate parties if unable to provide information and assistance.

The EEO Officer for the Federal Judicial Center receives formal complaints from Federal Judicial Center employees, acknowledges their receipt, and forwards them to the Director of EEO. Upon completion of the investigation, the EEO Officer attempts to achieve a mutually agreeable solution and, if unsuccessful, renders the proposed disposition.

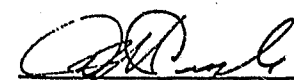
The Federal Women's Program Coordinator develops programs involving women in Federal employment for the Administrative Office and Federal Judicial Center with the help of the Program Committee; assists the Director of EEO by identifying problem areas relating to employment of women and, with the assistance of the committee, by developing action items to remedy any identifiable problem areas for use in the revision of the Affirmative Action Plan; and listens to problems of women, making suggestions to resolve the problems or referring persons to counselors or others in the agencies who can assist. She will, in certain situations, intercede in behalf of women. The Federal Women's Program Coordinator is not an EEO counselor and cannot counsel for a discrimination complaint.

The Hispanic Program Coordinator works closely with the Director of EEO to expand and improve recruiting techniques so as to attract more Hispanic applicants and thus increase the complement in each agency; identifies Hispanic organizations where vacancy announcements can be sent for referral of qualified applicants; maintains contact with the organizations to ensure a current mailing list; and also represents the Administrative Office at the monthly meetings of the Hispanic Program Coordinators, an adjunct of the Civil Service Commission's Inter-Agency Advisory Group.

## II. Certification of Qualifications of Principal EEO Officials

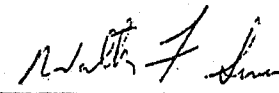
I certify that the qualifications of all part-time officials concerned with administration of the EEO program, including the Director of Equal Employment Opportunity, the EEO Officer of the Federal Judicial Center, the Counselors and the Investigators have been reviewed by competent authority and the incumbents of these positions meet the standards outlined in Qualification Standards' Handbook X-118 under "Equal Opportunity Specialist, GS-160" or "Qualifications for Collateral Assignments Involving Equal Employment Opportunity Duties." Evidence that the review has been made and its findings are on file and available for review by Civil Service Commission officials.

I further certify that the provisions of FPM Letter 713-37, Documenting EEO Collateral Duties in Official Position Descriptions, have been or are in the process of being met.



David M. Croyle  
Assistant Chief  
Division of Personnel

September 29, 1978  
Date



Walter F. Simon  
Director, Equal  
Employment Opportunity

September 29, 1978  
Date

## SECTION 3 - DISCRIMINATION COMPLAINT PROCEDURES

Procedures for Processing Complaints of Discrimination  
In Federal Employment  
Based on Race, Color, Religion, Sex, Age, or National Origin

1. EMPLOYEES OR APPLICANTS for employment contact the EQUAL EMPLOYMENT OPPORTUNITY COUNSELOR within 30 calendar days of the alleged discriminatory act or personnel action. COUNSELOR has 21 calendar days to attempt informal resolution.
2. EMPLOYEES OR APPLICANTS who are at least 40 years of age and who believe they were discriminated against due to age, can file a civil action with an appropriate United States District Court after giving 30 days' notice to the Civil Service Commission of their intent to sue without first going through existing EEO complaint procedures. Such written notice of intent must be filed with the Civil Service Commission within 180 days after the alleged act or personnel action occurred.
3. EMPLOYEE OR APPLICANT may file a complaint with the DIRECTOR OF THE ADMINISTRATIVE OFFICE, the DIRECTOR OF EQUAL EMPLOYMENT OPPORTUNITY, the EEO OFFICER (EJC employees only), or the FEDERAL WOMEN'S PROGRAM COORDINATOR if informal resolution cannot be effected within 15 calendar days after his or her final interview with an EQUAL EMPLOYMENT OPPORTUNITY COUNSELOR or after 21 calendar days from the first contact with the COUNSELOR about the matter if no informal resolution is effected.
4. If the complaint is accepted, the DIRECTOR OF EQUAL EMPLOYMENT OPPORTUNITY assigns an INVESTIGATOR from a Division other than that in which the complaint arose.
5. The investigation is conducted. The COMPLAINANT is then given a copy of the investigative file. The DIRECTOR OF EQUAL EMPLOYMENT OPPORTUNITY provides an opportunity for informal adjustment.
6. If an adjustment is not made, the DIRECTOR OF EQUAL EMPLOYMENT OPPORTUNITY notifies the COMPLAINANT of the proposed disposition and advises the COMPLAINANT of his or her right to a hearing or decision without a hearing.
7. If COMPLAINANT does not reply within 15 calendar days, the DIRECTOR OF EQUAL EMPLOYMENT OPPORTUNITY may adopt proposed disposition as decision of agency.
8. If COMPLAINANT asks for a decision without a hearing, the AGENCY HEAD (or his DESIGNEE) will review the complaint file and render a FINAL AGENCY DECISION based upon the evidence present in the file.

9. If COMPLAINANT asks for a hearing, the DIRECTOR OF EQUAL EMPLOYMENT OPPORTUNITY requests CIVIL SERVICE COMMISSION to assign an EQUAL EMPLOYMENT OPPORTUNITY COMPLAINTS' EXAMINER, who must be from an agency other than that in which the complaint arose.
10. The COMPLAINTS' EXAMINER reviews the file; remands complaint to agency for further investigation if necessary; or schedules and conducts the hearing.
11. Hearing recorded and transcribed verbatim. The COMPLAINTS' EXAMINER makes findings, analysis, and recommends a decision; forwards these and the complaint file to the AGENCY HEAD (or his DESIGNEE).
12. The HEAD OF THE AGENCY (or his DESIGNEE) makes agency decision, based on the file, giving COMPLAINANT a copy of the COMPLAINTS' EXAMINER'S recommended decision. Agency decision must contain reasons for rejection or modification of the recommended decision.
13. COMPLAINANT has the right to appeal to the Civil Service Commission's APPEALS REVIEW BOARD within 15 calendar days of agency decision or to file a civil action in a FEDERAL DISTRICT COURT within 30 calendar days of agency decision (does not apply to allegations based on age).
14. If COMPLAINANT elects to appeal to the APPEALS REVIEW BOARD, he or she may file a civil action in a FEDERAL DISTRICT COURT within 30 days of the Board's decision on the appeal.
15. The COMPLAINANT may file a civil action in a FEDERAL DISTRICT COURT if final action on his complaint is not taken by agency within 180 days of filing or if final action is not taken on an appeal to the APPEALS REVIEW BOARD within 180 days of filing (does not apply to allegations of discrimination based on age).

NOTE: COMPLAINANT has the right to be represented by a person of his or her own choosing at any stage in the presentation of a complaint, including the counseling stage.

III. Allocation of Personnel Resources for EEOProgram Administration and Management

|   | <u>Number</u> | <u>Time-<br/>Percentage<br/>Spent on EEO<sup>1</sup></u> | <u>Program<br/>Costs</u> |
|---|---------------|--|--------------------------|
| a. EEO Director                                 | 1.            | 50   | \$15,099                 |
| b. EEO Assistant                                | 1             | 20   | 2,602                    |
| c. EEO Officer (FJC)                            | 1             | 5  | 1,378                    |
| d. Federal Women's Program<br>Coordinator       | 1             | 5  | 2,194                    |
| e. Hispanic Employment Pro-<br>gram Coordinator | 1             | 5  | 525                      |
| f. EEO Counselors                               | 4             | 5  | 3,980                    |
| g. EEO Investigators                            | 8             | 2  | 6,001                    |
| h. Other Administrative Expenses <sup>2</sup>   | ---           | ---  | <u>7,702</u><br>\$39,481 |

<sup>1</sup>All EEO staff members are part-time

<sup>2</sup>Includes expenses for court reporters, transcripts, travel, reimbursement for EEO Complaints' Examiner, training of above officials, and upward mobility training.

SECTION 2 - ASSURANCES

A copy of this modified plan will be sent to every employee in the Administrative Office and in the Federal Judicial Center. Every new employee will also receive a copy.

Employees of both agencies will receive a copy of the complaint procedures. They have already been furnished a copy of the Class Complaint Procedures. All new employees will also be given copies of the procedures. A list of EEO personnel and complaint procedures will be prominently posted throughout the agencies.

The Administrative Office of the United States Courts and the Federal Judicial Center assure that, to the extent possible, every effort will be made to provide training and education programs and utilize upward mobility concepts so as to provide a maximum opportunity for employees to advance and perform at their highest potential.

## APPENDIX 12

## MODEL AFFIRMATIVE ACTION PLAN

MODEL EEO PLAN FOR THE FEDERAL  
COURTS AND PROCEDURES FOR ITS ADOPTION  
AND IMPLEMENTATION

## AFFIRMATIVE ACTION PLAN

FOR

\_\_\_\_\_  
(Name of Court)

Honorable \_\_\_\_\_

Chief Judge  
(Name of Court)  
(Date)\_\_\_\_\_  
(Name)

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

(Date)

NOTE: Words in brackets are deleted;  
Words underscored are added.

## I. Preamble

The Judicial Conference of the United States has directed that each court adopt an Affirmative Action Plan in conformance with the national policy of providing equal employment opportunity to all persons regardless of their race, sex, color, national origin, religion, age, or handicap. [Each] This court will promote equal employment opportunity and affirmative action through a program encompassing all facets of personnel management including recruitment, hiring, promotion, and [advancement] training. This program, which will be periodically evaluated, is not intended to modify or reduce the qualification standards for employment in the Federal courts as such standards have been approved by the Judicial Conference of the United States.

This court will disseminate its EEO policy internally to all employees and applicants, and within the community served by this court and from which it draws its labor force.

## II. Scope of Coverage

This Equal Employment Opportunity Program applies to all court personnel including judges' staffs, [and] court officers and their staffs[.], magistrates, and bankruptcy judges.

## III. Organization

## A. Chief Judge [Implementation]

The Chief Judge is responsible for administration of, and compliance with, the Equal Employment Opportunity Program. [The court shall implement the Equal Employment Opportunity Program.] On behalf of the court, the Chief Judge will submit modifications in the plan for circuit council approval.

## B. Heads of Court Support Units

The heads of each court support unit must ensure that all vacancies are publicly announced to attract

candidates who represent the make-up of persons available in the qualified labor market and all hiring decisions are based solely on job-related factors. They must consult and cooperate with the EEO Coordinator in the implementation of the recruitment program developed by the Coordinator and approved by the Chief Judge pursuant to Section VI.D, herein. In cooperation with the Coordinator, [T]they must also see that the skills, abilities and potential of each employee are identified and developed to their fullest extent, and that all employees are given equal opportunities for promotions through cross-training, reassignments, job restructuring, special assignments, and outside job-related training.

C. Judges, Court Managers and Supervisors

Judges and designated court managers and supervisors must apply each employment opportunity and affirmative action practices and policies in their work unit. This includes giving each employee the opportunity to demonstrate his or her skills and, where those abilities exceed general performance standards, to be recommended for personnel actions and awards recognizing such achievements[.]; [It also requires] providing training programs which enable employees to develop their job skills fully[.]; and developing and implementing recruitment, training and promotion strategies designed to achieve the court's equal opportunity goals and timetables.

D. Equal Employment Opportunity Coordinator

The court will designate one person to be the Equal Employment Opportunity Coordinator[.] ("The Coordinator").

1. The Coordinator will be responsible for the overall coordination of the Plan's implementation and for ensuring compliance by the court; [This person will be responsible] for collecting, analyzing, and consolidating the statistical data and statements prepared by each court unit[.]; [The Coordinator will then] prepar[e]ing an annual report for the Chief Judge and the Administrative Office describing the

court's achievements in providing equal employment opportunities, identifying those areas in which improvements are needed, and explaining those factors inhibiting achievement of equal employment opportunity objectives. Based upon this evaluation and report, the Coordinator will recommend modifications in the plan to the court. The Coordinator will also seek to informally resolve discrimination complaints and will provide EEO information to the public.

2. The Coordinator will be provided with training in the application of EEO principles, and will attend training courses on the subject given by the Federal Judicial Center, when such courses are offered.
3. The Coordinator will be provided with the resources and staff necessary for the effective performance of his/her responsibilities, and will have direct access to the Chief Judge and to all court unit supervisors. The Coordinator will be appointed by July 1, 1980.
4. The Coordinator will periodically consult with the Affirmative Action Council and keep it informed of measures proposed for the implementation of this plan.

E. Affirmative Action Council

The Chief Judge shall appoint an Affirmative Action Council composed of minority, women, employee and community representatives to serve as an advisory board in the achievement and implementation of the plan.

1. The Affirmative Action Council shall have access to the evaluation reports of the court units to the Coordinator and to the annual reports submitted by the Coordinator to the Chief Judge and the Administrative Office.



2. The Affirmative Action Council may petition the Coordinator to make inquiry into the court's employment decisions and practices.

IV. Employment Analysis

- A. The Coordinator will conduct an analysis to determine any deficiencies in the utilization of minorities and women and any corrective action that should be taken. The analysis shall be conducted in the following manner:

1. Determine the number and percentage of minorities and women employed in each job classification.

"Minority" shall include at least the following groups: black (not of Hispanic origin), Hispanic, Asian or Pacific Islander, American Indian, and Alaskan.

2. Compare (1) to the percentage of minorities in the relevant labor force and their general availability for that type of work.

3. If the analysis undertaken pursuant to this section reveals that utilization of a minority/sex group in a job classification is less than the percentage of members of that group in the labor force, that group shall be deemed to be underrepresented in the court.

- B. The relevant labor force for each job classification for purposes of establishing affirmative action goals is as follows:

1. Law clerks: all law students graduating each year from accredited law schools in the nation.
2. Magistrates, bankruptcy judges and similar professional positions: all attorneys who have been admitted to practice within the last five years in the district in which the court is located.

3. Clerks, deputy clerks, law librarians and similar professional positions: qualified persons in the standard metropolitan statistical area in which the court is located.

4. File clerks, secretaries, administrative positions and similar occupations: qualified persons in the standard metropolitan statistical area in which the court is located.

- C. The above analysis shall be conducted separately for each minority and sex group, and separately for sex groups within each minority group.

- D. The necessary data for this analysis shall be collected from reliable sources, such as the state unemployment office, the Census, and the Department of Labor.

[IV. Personnel Practices is now "VI. Achievement of Goals"]

V. Goals and Timetables

- A. Where underrepresentation is found as a result of the analysis conducted pursuant to Section IV of this Plan:

1. The Coordinator shall develop specific goals for hiring and promotion, so that by 1985 the percentage of each minority/sex group in each job classification equals, or reasonably approximates, the percentage of each group in the labor force for that job classification.

2. The court shall adopt goals to be achieved by 1985, and interim annual incremental goals.

- B. The court shall develop and adopt programs and strategies in recruitment, training, promotions and job upgrading in order to achieve goals and designed to eliminate those employment practices which have or could have an adverse impact on minorities and women.

## VI. Achievement of Goals [IV. Personnel Practices]

- A. The court will ensure that all employment procedures and requirements are job-related. The court's goals and timetables shall be deemed job-related considerations, as shall a candidate's ability to work well with different minority and sex groups.
- B. The Coordinator shall:
1. Review recruitment, hiring, promotion, training, assignment and other employment practices to determine whether these have had or could have an adverse impact on, or result in the disparate treatment of, minorities or women generally or for specific job categories, and whether employment procedures and requirements are job-related;
  2. Develop specific strategies to meet the court's goals and timetables.
- C. Each court unit shall consult and cooperate with the Coordinator in the application of the policies and the strategies set out in this section.

[A.]

## D. Recruitment

Each court unit will seek qualified applicants who reflect the make-up of all such persons in the relevant labor market. Each unit will also use every available means to publicize vacancies.

[B.]

## E. Hiring

Each court unit will make its hiring decisions [strictly] based upon an evaluation of a person's qualifications and ability to perform the duties of the position satisfactorily[.], taking into account the court's goals and timetables for that job classification.

[C.]

## F. Promotions

Each court unit will promote employees according to their experience, training and demonstrated ability to perform duties of a higher level[.], taking into account the court's goals and timetables.

[D. Advancement]

## G. Training

Each court unit will seek to improve the skills and abilities of its employees through cross-training, job restructuring, assignments, details and outside training[.], taking into account the court's goals and timetables for all job classifications.

[E. Discrimination Complaints may now be found under Section IX. "Enforcement"]

H. Each court unit will maintain a working environment free of sexual and racial harrassment, intimidation and coercion.

[V.]

## VII. Evaluations

- A. Each court unit will prepare a brief report for the EEO Coordinator describing its efforts to provide equal employment [in -]. The report shall document the progress made toward meeting the goals and timetables adopted for each applicable job category. Where the results were short of the annual goals, such deficiency shall be explained and documented. Where a failure to find qualified minority employees or applicants is cited, recruitment and training efforts shall be evaluated, modified and intensified as necessary.

In addition, this evaluation should include information on factors inhibiting achievement of EEO objectives such as no vacancies, minimal numbers of qualified

applicants in the relevant labor market, and all persons in the unit having received all relevant training. This report will also include a breakdown according to the race, sex, color, national origin, religion, age and handicap of the court's personnel involved on forms to be provided by the Administrative Office of the United States Courts. The report will cover personnel actions occurring in the year ending June 30 and will be submitted to the EEO Coordinator by July 14 of each year.

B. The report shall describe the efforts of the court unit in -

[a]

1. Recruitment. Each court unit will describe briefly efforts made to bring a fair cross-section of the pool available for the position into its applicant pool, including listing all employment sources used (e.g., state employment offices, schools, and organizations, etc.). Each unit will also explain the methods it uses to publicize vacancies.
2. Hiring and Promotion. For each hiring and promotion the report shall identify the number of applicants by race, sex and national origin; the race, sex and national origin of the person hired; and where the position is in a job classification that has established hiring goals and timetables for minorities and/or females, an explanation as to why someone from that race/sex group was not hired or selected, either from qualified employees in lower-level jobs or outside applicants.

[b]

- a) Hiring. Each court unit will identify where its recruitment efforts resulted in the hiring of a cross-section of the pool available. [and will, if known, explain those instances where members of the cross-section did not accept employment with the courts when it was offered.]

[c]

- b) Promotions. Each court unit will briefly describe promotional and transfer opportunities which occurred and will provide an analysis of the distribution of promotions and transfers, including a description of those persons who were promoted to supervisory positions[.] according to race, sex and national origin.

[d] Advancement]

3. Training. Each court unit will describe what efforts were made to improve the skills and abilities of employees through cross-training, job restructuring, assignments, details and outside training. This report will compare the race, sex, color, national origin, religion, age, and any handicap of the personnel involved.
4. Terminations. Each court unit will identify the number of terminations by job category, race, sex and national origin, and reason for termination.

[VI. Objectives

Each court unit will develop annually its own objectives which reflect those improvements needed in recruitment, hiring, promotions, and advancement, and will prepare a specific plan for the EEO Coordinator explaining how those objectives will be achieved.]

[VII.]

VIII. Annual Report

The EEO Coordinator will prepare for the court's approval an annual report for the year ending June 30, consolidating the data and statements received from each court unit. The report will include tables to be provided by the Administrative Office of the United States Courts, consolidating the information provided by each court unit. It will also describe instances where significant achievements were made

in providing equal employment opportunities, will identify areas where improvements are needed, and will explain factors inhibiting achievement of equal employment opportunity objectives. Upon approval of the court, this report will be submitted by the Chief Judge to the Administrative Office of the United States Courts by August 1 of each year.

#### IX. Enforcement

- A. The EEO Coordinator and the Affirmative Action Council may recommend disciplinary action to the Chief Judge against a supervisor who fails to carry out in good faith his/her obligations under the equal employment opportunity and affirmative action policies of this plan.
- B. Performance evaluations for supervisors shall include specific items concerning the supervisor's understanding, support, and achievement of EEO and affirmative action.
- C. An incentive award/s system shall be implemented to grant recognition to supervisors for their support of, and efforts in, EEO and affirmative action.
- D. Discrimination Complaints

The procedures for resolving discrimination complaints set forth in Appendix 1 are hereby adopted.

#### Appendix 1

##### Discrimination Complaint Procedures

#### I. Scope of Coverage

All applicants for court positions and all court personnel may seek timely redress of discrimination complaints through these procedures. These procedures, however, are not intended to be a replacement for the working relationship which must exist between supervisors and employees nor are they intended to interfere in the administrative processes of the courts.

#### II. Definition

A discrimination complaint is any allegation that a person has been denied employment, promotion, or advancement, or has been affected in any other condition of employment, because of his or her race, sex, color, national origin, religion, age, or handicap. It does not include complaints relating other dissatisfactions in a person's conditions of employment which are commonly known as grievances.

#### III. Rights of Personnel

##### A. Retaliation

Every complainant has the right to be free from retaliation, coercion, or interference because of filing a timely complaint.

##### B. Representation

Every complainant and every person against whom a complaint has been filed has the right to be represented by a person of [their] his or her choice if such person is available. Any representative who is a court employee may accept such responsibilities if it will not interfere with his or her court duties.

## C. Notice

Every person against whom a complaint has been timely filed has the right to have notice of the charges filed against [them] him or her. All persons have the right to reasonable notice of any hearing conducted on a complaint.

## D. Preparation

All court employees involved in a complaint procedure may use a reasonable amount of official time to prepare their case, [so long as it does not interfere with the performance of their court duties.]

E. Notice of Right to File Complaint

The Coordinator shall effectively communicate to all employees and applicants their right to file a discrimination complaint and the necessary procedures and deadlines.

## IV. Procedures

## A. Initiation of a Complaint

1. Any applicant or any court employee, or [their] his or her representative, may file a timely discrimination complaint with the EEO Coordinator. The complaint [must be in writing] shall be communicated to the Coordinator in writing, if possible, or orally, either personally or by phone, and must allege all relevant facts constituting the basis of such complaint.

2. The Coordinator shall develop complaint forms both to be filed by complainants, and to be filed by the Coordinator with the oral information transmitted by complainant.

## B. Informal Procedures

Upon receipt of a complaint, the EEO Coordinator will:

1. Make any investigation into the matter which he or she deems necessary;
2. Consult with the involved parties and seek an informal resolution of the problem; and
3. Prepare a report identifying the issues, describing his or her findings, explaining what resolution, if any, was achieved, and defining what corrective actions, if any, will be undertaken.

The EEO Coordinator shall, to the extent possible, protect the identity of the complainant.

## C. Formal Procedures

## 1. Filing

If either the complainant or the person against whom the complaint has been filed object to the findings of the EEO Coordinator, [they] such person may file a written request with the Chief Judge or a designee to have the matter reviewed.

## 2. Review

Upon receipt of a request to review the findings of the EEO Coordinator, the Chief Judge or designee will:

- a. Conduct any additional investigation which he or she deems necessary;
- b. Determine whether to interview the parties;
- c. Determine whether to hold a formal hearing into the matter; and
- d. Issue a final decision on the merits if it is found that no interviews or hearings are necessary.

## 3. Hearing

If the Chief Judge or designee finds that a hearing is necessary, all parties will be notified of such action. At the hearing, each party will have the right to representation, to present evidence on his or her behalf, and to cross-examine adverse witnesses. The Chief Judge or a designee will issue a final decision on the merits based upon his or her findings.

## D. Deadlines

1. All complaints must be filed within [15] 30 calendar days of [the] a particular act or occurrence of alleged discrimination, [the date on which the person became aware of the act or occurrence, or] the date of the last act [or occurrence where there has been] of an ongoing [violation, whichever is earliest.] practice of alleged discrimination, or the date on which the complainant became (or within 15 days of becoming) aware of the act or occurrence, whichever is latest. [No] [1] Late filings will be accepted [unless] if good cause is presented to the EEO Coordinator.
2. The EEO Coordinator will prepare his or her report within 20 days after consultation within the involved parties.
3. All requests for review of the EEO Coordinator's findings must be submitted within 5 days after receipt of the report.
4. The Chief Judge or designee will issue his or her final decision within 45 days after receipt of the request if no hearing is held.
5. The Chief Judge or designee will issue his or her final decision within 30 days after the close of a hearing.
6. The Chief Judge may extend any deadline for good cause.

## V. Records

All papers, files, and reports will be filed with the EEO Coordinator at the conclusion of any informal or formal proceeding into a complaint. No papers, files, or reports relating to a complaint will be filed in any employee's personnel folder.

## VI. Report

The EEO Coordinator will [require] prepare an annual report, for the year ending June 30, indicating:

1. The number of complaints initiated;
2. The types of complaints initiated according to race, sex, color, national origin, religion, age or handicap;
3. The number of complaints resolved informally;
4. The number of complaints resolved formally without a hearing; and
5. The number of complaints resolved formally with a hearing.

[This] (The foregoing information will not identify the names of the parties involved.)

This report will remain in the court and will be made available for examination.

## VII. Notice

Copies of these [regulations] procedures shall be given to all employees, the Affirmative Action Council, and, upon request, to members of the public.

APPENDIX 13  
PROFILE OF EACH COURT

DATA REPORTING FORM FOR COURTS OF APPEALS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

COURT OF APPEALS FOR THE D.C. CIRCUIT

PART 1A - Numbers and Percentages of Judges

|                                     | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|-------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                     |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Judges* (in active service) | 8            | 7      | 87.5       | 1      | 12.5       |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| Circuit Judges* (in active service)   | White   |        | Black   |        | Hispanic |        | Asian |        | Native American |        |
|---|---------|--------|---------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male    | Female | Male    | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 3/30/62 |        |         |        |          |        |       |        |                 |        |
|   | 3/22/63 |        |         |        |          |        |       |        |                 |        |
|   | 3/11/65 |        |         |        |          |        |       |        |                 |        |
|   | 4/7/65  |        | 11/3/66 |        |          |        |       |        |                 |        |
|   | 5/6/69  |        |         |        |          |        |       |        |                 |        |
|   | 5/5/69  |        |         |        |          |        |       |        |                 |        |
|   | 2/25/70 |        |         |        |          |        |       |        |                 |        |

PART 2 - Numbers and Percentages of Supporting Personnel

|  | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|  |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Executive                              | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Administrative Assistants to Circuit Executive | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Circuit Executive               | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Clerk of Court                                 | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks                                  | 633          | 9      | 11.1       | 4      | 22.2       |          |            |        |            |                 |            |
| Administrative Assistants to Judges            | 1266         | 10     | 55.5       | 2      | 11.1       |          |            |        |            |                 |            |
| Law Clerks to Judges                           | 1886         | 63     | 86.6       |        |            |          |            |        |            |                 |            |
| Secretaries to Judges                          | 213          | 2      | 13.3       |        |            |          |            |        |            |                 |            |
| Senior Staff Attorneys                         | 14           | 12     |            | 2      | 14.3       |          |            |        |            |                 |            |
| Staff Attorneys                                | 440          | 4      | 40         |        |            |          |            |        |            |                 |            |
| Court Secretaries                              | 660          | 6      | 60         |        |            |          |            |        |            |                 |            |
| Court Librarians                               | 2            | 1      | 50         | 1      | 50         |          |            |        |            |                 |            |
| Assistant Court Librarians                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Library Assistants                             | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Library Clerks                                 | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Others Marshal                                 | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF District of Columbia As of 6/30/79

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 12           | 8      | 57%        | 4      | 29%        |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 2            | 1      | 33.3%      | 1      | 33.3%      |          |            |        |            |                 |            |

PART 1B - Dates of Appointment (Oaths of Office)

| District Judges* (in active service)  | White    |         | Black   |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|---------|---------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female  | Male    | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 12/1/71  | 6/18/68 | 8/16/65 |        |          |        |       |        |                 |        |
|   | 8/16/65  | 6/27/75 | 1/23/70 |        |          |        |       |        |                 |        |
|   | 1/2/68   |         | 5/15/79 |        |          |        |       |        |                 |        |
|   | 6/21/78  |         | 11/3/66 |        |          |        |       |        |                 |        |
|   | 11/17/77 |         |         |        |          |        |       |        |                 |        |
|   | 6/12/68  |         |         |        |          |        |       |        |                 |        |
|   | 5/19/71  |         |         |        |          |        |       |        |                 |        |
|   | 11/14/66 |         |         |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | Male   | Female | Male | Female | Male | Female | Male | Female | Male | Female |
|--|--------|--------|------|--------|------|--------|------|--------|------|--------|
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 7/1/72 |        |      |        |      |        |      |        |      |        |

| Magistrates  | Male    | Female  | Male    | Female | Male | Female | Male | Female | Male | Female |
|--|---------|---------|---------|--------|------|--------|------|--------|------|--------|
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 1/18/71 | 6/22/72 | 4/22/76 |        |      |        |      |        |      |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF District of Columbia, As of 6/30/79

PART 2 - Numbers and Percentages of Supporting Personnel

Table with columns for Total Number, White (Number, % of Total), Black (Number, % of Total), Hispanic (Number, % of Total), Asian (Number, % of Total), and Native American (Number, % of Total). Rows include Clerk of Court, Deputy Clerks, Ad. Assistants to Judges, Law Clerks to Judges, Secretaries to Judges, etc.

DATA REPORTING FORM FOR COURTS OF APPEALS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

COURT OF APPEALS FOR THE FIRST CIRCUIT

PART 1A - Numbers and Percentages of Judges

Table showing Total Number, White (Number, % of Total), Black (Number, % of Total), Hispanic (Number, % of Total), Asian (Number, % of Total), and Native American (Number, % of Total) for Circuit Judges (in active service).

PART 1B - Dates of Appointment

Table showing appointment dates for Circuit Judges (in active service) categorized by race and gender.

PART 2 - Numbers and Percentages of Supporting Personnel

Table with columns for Total Number, White (Number, % of Total), Black (Number, % of Total), Hispanic (Number, % of Total), Asian (Number, % of Total), and Native American (Number, % of Total). Rows include Circuit Executive, Administrative Assistants, Clerks, etc.

\*Do not include incumbents in judicial positions created by Public Law No. 95-486



DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF MAINE

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 8/26/57 |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 12/1/62 |        |       |        |          |        |       |        |                 |        |
|  | 5/1/75  |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 2/25/71 |        |       |        |          |        |       |        |                 |        |
|  | 9/16/77 |        |       |        |          |        |       |        |                 |        |
|  | 1/2/79  |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF MAINE

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 8            | 8      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |

\*Law Clerk appointments 1973-1980 as follows: 3 white females, 1 black male, 4 white males.







DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF RHODE ISLAND

PART 1A -- Numbers and Percentages of Judicial Officers

Table with columns: Total Number, White (Number, % of Total), Black (Number, % of Total), Hispanic (Number, % of Total), Asian (Number, % of Total), Native American (Number, % of Total). Rows include District Judges (in active service), Bankruptcy Judges, and Magistrates.

PART 1B -- Dates of Appointment

Table with columns for race/ethnicity and gender: White (Male, Female), Black (Male, Female), Hispanic (Male, Female), Asian (Male, Female), Native American (Male, Female). Rows are for District Judges (in active service), Bankruptcy Judges, and Magistrates.

Table with columns for race/ethnicity and gender: White (Male, Female), Black (Male, Female), Hispanic (Male, Female), Asian (Male, Female), Native American (Male, Female). Row for Bankruptcy Judges.

Table with columns for race/ethnicity and gender: White (Male, Female), Black (Male, Female), Hispanic (Male, Female), Asian (Male, Female), Native American (Male, Female). Row for Magistrates.

\*Do not include incumbents in judicial positions created by Public Law No. 95-486

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF RHODE ISLAND

PART 2 -- Numbers and Percentages of Supporting Personnel

Table with columns: Total Number, White (Number, % of Total), Black (Number, % of Total), Hispanic (Number, % of Total), Asian (Number, % of Total), Native American (Number, % of Total). Rows include Clerk of Court, Chief Deputy Clerk of Court, Deputy Clerks of Court, Ad. Assistants to Judges, Law Clerks to Judges, Secretaries to Judges, Bailiffs/Clerks/Messengers, Court Reporters, Bankruptcy Court Chief Clerks, Bankruptcy Court Clerks, Law Clerks to Bankruptcy Judges, Secretaries to Bankruptcy Judges, Clerical Assistants to Magistrates, Secretaries to Magistrates, Public Defenders, Assistant Public Defenders, C.J.A. Investigators, C.J.A. Secretaries, Chief Probation Officer, Deputy Chief Probation Officer, Probation Officers, Probation Officer Trainees, Interpreters, and Others.

DATA REPORTING FORM FOR COURTS OF APPEALS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

COURT OF APPEALS FOR THE SECOND CIRCUIT

PART 1A - Numbers and Percentages of Judges

Table with 12 columns: Total Number, White (Number, % of Total), Black (Number, % of Total), Hispanic (Number, % of Total), Asian (Number, % of Total), Native American (Number, % of Total). Rows include Circuit Judges\* (in active service) Male and Female.

\*Excludes 2 recently appointed judges including one black female.

PART 1B - Dates of Appointment

Table with 12 columns: Circuit Judges\* (in active service), Male/Female, White (Male/Female), Black (Male/Female), Hispanic (Male/Female), Asian (Male/Female), Native American (Male/Female). Includes a sub-table for recording appointment dates on individual lines.

PART 2 - Numbers and Percentages of Supporting Personnel

Large table with 12 columns: Total Number, White (Number, % of Total), Black (Number, % of Total), Hispanic (Number, % of Total), Asian (Number, % of Total), Native American (Number, % of Total). Rows include various court staff positions like Circuit Executive, Administrative Assistants, Clerks, etc.

\*Do not include incumbents in judicial positions created by Public Law No. 95-480.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF CONNECTICUT

PART 1A - Numbers and Percentages of Judicial Officers

Table with 12 columns: Total Number, White (Number, % of Total), Black (Number, % of Total), Hispanic (Number, % of Total), Asian (Number, % of Total), Native American (Number, % of Total). Rows include District Judges\* (in active service) Male and Female.

Table with 12 columns: Bankruptcy Judges Male and Female, Total Number, White (Number, % of Total), Black (Number, % of Total), Hispanic (Number, % of Total), Asian (Number, % of Total), Native American (Number, % of Total).

Table with 12 columns: Magistrates Male and Female, Total Number, White (Number, % of Total), Black (Number, % of Total), Hispanic (Number, % of Total), Asian (Number, % of Total), Native American (Number, % of Total).

PART 1B - Dates of Appointment

Table with 12 columns: District Judges\* (in active service), Male/Female, White (Male/Female), Black (Male/Female), Hispanic (Male/Female), Asian (Male/Female), Native American (Male/Female). Includes a sub-table for recording appointment dates on individual lines with names like T. Emmet Clarie and T.F. Gilroy Daly.

Table with 12 columns: Bankruptcy Judges, recording appointment dates on individual lines for Robert Trevethan and Robert Krechevsky.

Table with 12 columns: Magistrates, recording appointment dates on individual lines for Arthur Latimer and F. Owen Eagan.

\*Do not include incumbents in judicial positions created by Public Law No. 95-480.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF CONNECTICUT

PART 2 - Numbers and Percentages of Supporting Personnel

|  |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|  |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                                       | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court (in charge of div. off.) | Male   | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |
|  | Female | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court                               | Male   | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
|  | Female | 17           | 14     | 82         | 3      | 18         |          |            |        |            |                 |            |
| Ad. Assistants to Judges                             | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges                                 | Male   | 3            | 3      | 50         |        |            |          |            |        |            |                 |            |
|  | Female | 3            | 3      | 50         |        |            |          |            |        |            |                 |            |
| Secretaries to Judges                                | Male   | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Siffits/Criers/Messengers                            | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                                      | Male   | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks                        | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks                              | Male   | 9            | 8      | 89         | 1      | 11         |          |            |        |            |                 |            |
|  | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges                      | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|  | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges                     | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates                   | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates                           | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders                                     | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders                           | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators                                 | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                                   | Male   | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |
|  | Female | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |
| Chief Probation Officer                              | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Supervising Probation Officer                        | Male   | 2            | 1      | 50         | 1      | 50         |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                                   | Male   | 9            | 9      | 100        |        |            |          |            |        |            |                 |            |
|  | Female | 3            | 1      | 33-1/3     | 1      | 33-1/3     | 1        | 33-1/3     |        |            |                 |            |
| Probation Officer Volunteer                          | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer Clerk                        | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Clerks                                     | Male   | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN/NEW YORK

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 6            | 6      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            |       |        |       |        |          |        |       |        |                 |        |
| 2/2/49   | 1     |        |       |        |          |        |       |        |                 |        |
| 10/4/76  | 1     |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |       |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |       |        |       |        |          |        |       |        |                 |        |
| 7/2/75   | 1     |        |       |        |          |        |       |        |                 |        |
| 7/14/75  | 1     |        |       |        |          |        |       |        |                 |        |
| Magistrates  |       |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       |       |        |       |        |          |        |       |        |                 |        |
| 8/11/75  | 1     |        |       |        |          |        |       |        |                 |        |
| 9/28/77  | 1     |        |       |        |          |        |       |        |                 |        |
| 1/29/79  | 1     |        |       |        |          |        |       |        |                 |        |
| 1/29/79  | 1     |        |       |        |          |        |       |        |                 |        |
| 1/29/79  | 1     |        |       |        |          |        |       |        |                 |        |
| 1/29/79  | 1     |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN NEW YORK

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 4            | 3      | 75%        | 1      | 25%        |          |            |        |            |                 |            |
|                                    | Female | 7            | 7      | 85%        | 1      | 15%        |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   | 7            | 7      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female | 11           | 10     | 90%        | 1      | 10%        |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 6            | 6      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF New York - Eastern

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 11 (2 Sr.)   | 10     | 91         | 1      | 9          |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White               |        | Black    |        | Hispanic |        | Asian |        | Native American |        |
|--|---------------------|--------|----------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male                | Female | Male     | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            | 7/6/60              |        |          |        |          |        |       |        |                 |        |
|  | 7/30/59 (Sr.)       |        |          |        |          |        |       |        |                 |        |
|  | 5/20/71             |        | 12/26/77 |        |          |        |       |        |                 |        |
|  | 9/22/61 (Sr.)       |        |          |        |          |        |       |        |                 |        |
|  | 7/25/71             |        |          |        |          |        |       |        |                 |        |
|  | 10/21/77            |        |          |        |          |        |       |        |                 |        |
|  | 3/6/74              |        |          |        |          |        |       |        |                 |        |
|  | 5/24/76             |        |          |        |          |        |       |        |                 |        |
|  | 10/12/77            |        |          |        |          |        |       |        |                 |        |
|  | 4/15/67             |        |          |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |                     |        |          |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 3/1/64              | 8/1/78 |          |        |          |        |       |        |                 |        |
|  | 11/22/76            |        |          |        |          |        |       |        |                 |        |
|  | 2/1/72              |        |          |        |          |        |       |        |                 |        |
|  | 7/1/65              |        |          |        |          |        |       |        |                 |        |
|  | 11/28/67            |        |          |        |          |        |       |        |                 |        |
| Magistrates  |                     |        |          |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 6/20/77             |        |          |        |          |        |       |        |                 |        |
|  | 5/14/76             |        |          |        |          |        |       |        |                 |        |
|  | 5/1/78              |        |          |        |          |        |       |        |                 |        |
|  | 4/21/77 (PART-TIME) |        |          |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-450.



DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF New York - Eastern

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 28           | 24     | 86         | 4      | 14         | 1        | 4          |        |            |                 |            |
| Ad. Assistants to Judges           | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 15           | 15     | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 11           | 9      | 82         | 2      | 18         |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 0            |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 9            | 8      | 89         | 1      | 11         |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 0            |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 0            |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 0            |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Clerk of Court      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                  | 20           | 19     | 95         | 1      | 5          | 1        | 100        |        |            |                 |            |
| Clerical Assistants to Magistrates | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Public Defender                    | 2            | 1      | 50         | 1      | 50         |          |            |        |            |                 |            |
| Public Defender Secretaries        | 2            | 1      | 50         | 1      | 50         |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers (Supervising)   | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 35           | 33     | 94         | 2      | 6          |          |            |        |            |                 |            |
| Interpreters                       | 6            | 5      | 83         | 1      | 17         |          |            |        |            |                 |            |
| Others *                           | 1            |        |            |        |            | 1        | 100        |        |            |                 |            |
|                                    | 10           | 8      | 80         | 1      | 10         | 1        | 10         |        |            |                 |            |
|                                    | 10           | 6      | 60         | 2      | 20         | 2        | 20         |        |            |                 |            |

\*includes Probation Office clerical staff and Pre-trial Services division.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

Southern

U.S. DISTRICT COURT FOR THE DISTRICT OF New York

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 24           | 22     | 92         | 2      | 8          |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 8/5/50   |        |       |        |          |        |       |        |                 |        |
|   | 11/1/51  |        |       |        |          |        |       |        |                 |        |
|   | 9/10/59  |        |       |        |          |        |       |        |                 |        |
|   | 6/12/67  |        |       |        |          |        |       |        |                 |        |
|   | 6/24/68  |        |       |        |          |        |       |        |                 |        |
|   | 7/29/71  |        |       |        |          |        |       |        |                 |        |
|   | 12/15/71 |        |       |        |          |        |       |        |                 |        |
|   | 6/30/72  |        |       |        |          |        |       |        |                 |        |
|   | 6/30/72  |        |       |        |          |        |       |        |                 |        |
|   | 6/30/72  |        |       |        |          |        |       |        |                 |        |
|   | 10/17/72 |        |       |        |          |        |       |        |                 |        |
|   | 10/17/72 |        |       |        |          |        |       |        |                 |        |
|   | 12/19/73 |        |       |        |          |        |       |        |                 |        |
|   | 12/19/73 |        |       |        |          |        |       |        |                 |        |
|   | 7/9/74   |        |       |        |          |        |       |        |                 |        |
|   | 3/30/76  |        |       |        |          |        |       |        |                 |        |
|   | 5/3/76   |        |       |        |          |        |       |        |                 |        |
|   | 10/4/76  |        |       |        |          |        |       |        |                 |        |
|   | 10/31/77 |        |       |        |          |        |       |        |                 |        |
|   | 4/28/78  |        |       |        |          |        |       |        |                 |        |
|   | 5/17/78  |        |       |        |          |        |       |        |                 |        |
|   | 4/23/79  |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 7/1/63   |        |       |        |          |        |       |        |                 |        |
|  | 7/1/63   |        |       |        |          |        |       |        |                 |        |
|  | 12/21/64 |        |       |        |          |        |       |        |                 |        |
|  | 4/21/71  |        |       |        |          |        |       |        |                 |        |
|  | 6/27/73  |        |       |        |          |        |       |        |                 |        |
|  | 1/23/76  |        |       |        |          |        |       |        |                 |        |
|  | 1/14/77  |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 5/17/71  |        |       |        |          |        |       |        |                 |        |
|  | 5/17/71  |        |       |        |          |        |       |        |                 |        |
|  | 12/1/79  |        |       |        |          |        |       |        |                 |        |
|  | 8/5/76   |        |       |        |          |        |       |        |                 |        |
|  | 12/30/74 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-406.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

Southern  
U.S. DISTRICT COURT FOR THE DISTRICT OF New York

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total<br>Number | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|------------------------------------|--------|-----------------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|                                    |        |                 | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| Clerk of Court                     | Male   | 1               | 1      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Chief Deputy Clerk of Court        | Male   | 2               | 2      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Deputy Clerks of Court             | Male   | 71              | 59     |               | 7      |               | 5        |               |        |               |                 |               |
|                                    | Female | 32              | 24     |               | 3      |               | 5        |               |        |               |                 |               |
| Ad. Assistants to Judges           | Male   | -               | -      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Law Clerks to Judges               | Male   | 38              | 36     |               |        |               |          |               | 2      |               |                 |               |
|                                    | Female | 19              | 17     |               | 1      |               |          |               | 1      |               |                 |               |
| Secretaries to Judges              | Male   | -               | -      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 34              | 27     |               | 7      |               |          |               |        |               |                 |               |
| Bailiffs/Criers/Messengers         | Male   | -               | -      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Court Reporters                    | Male   | 41              | 40     |               |        |               | 1        |               |        |               |                 |               |
|                                    | Female | 29              | 23     |               |        | 5             | 1        |               |        |               |                 |               |
| Bankruptcy Court Chief Clerks      | Male   | 1               | 1      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Bankruptcy Court Clerks            | Male   | 4               | 1      |               | 3      |               |          |               |        |               |                 |               |
|                                    | Female | 23              | 17     |               | 4      |               | 1        |               | 1      |               |                 |               |
| Law Clerks to Bankruptcy Judges    | Male   | -               | -      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Secretaries to Bankruptcy Judges   | Male   | 1               |        |               |        |               |          |               | 1      |               |                 |               |
|                                    | Female | 7               | 6      |               | 1      |               |          |               |        |               |                 |               |
| Clerical Assistants to Magistrates | Male   | 1               | 1      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 5               | 4      |               | 1      |               |          |               |        |               |                 |               |
| Secretaries to Magistrates         | Male   | -               | -      |               |        |               |          |               | 1      |               |                 |               |
|                                    | Female | 4               | 3      |               |        |               |          |               |        |               |                 |               |
| Public Defenders                   | Male   | -               | -      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Assistant Public Defenders         | Male   | -               | -      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| C.J.A. Investigators               | Male   | -               | -      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| C.J.A. Secretaries                 | Male   | -               | -      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Chief Probation Officer            | Male   | 1               | 1      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Deputy Chief Probation Officer     | Male   | 1               | 1      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Probation Officers                 | Male   | 35              | 29     |               | 6      |               |          |               |        |               |                 |               |
|                                    | Female | 8               | 3      |               | 5      |               |          |               |        |               |                 |               |
| Probation Officer Trainees         | Male   | -               | -      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 1               |        |               | 1      |               |          |               |        |               |                 |               |
| Interpreters                       | Male   | -               | -      |               |        |               |          |               | 1      |               |                 |               |
|                                    | Female | 1               |        |               |        |               |          |               |        |               |                 |               |
| Others                             | Male   | -               | -      |               |        |               |          |               |        |               |                 |               |
|                                    | Female | -               | -      |               |        |               |          |               |        |               |                 |               |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Western Dist. of New York

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total<br>Number | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|--------------------------------------|--------|-----------------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|                                      |        |                 | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| District Judges* (in active service) | Male   | 3               | 3      |               |        |               |          |               |        |               |                 |               |
|                                      | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Bankruptcy Judges                    | Male   | 3               | 3      |               |        |               |          |               |        |               |                 |               |
|                                      | Female | -               | -      |               |        |               |          |               |        |               |                 |               |
| Magistrates                          | Male   | 4               | 4      |               |        |               |          |               |        |               |                 |               |
|                                      | Female | -               | -      |               |        |               |          |               |        |               |                 |               |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |       |        |       |        |          |        |       |        |                 |        |
| John T. Curtin  |       |        |       |        | 12/23/67 |        |       |        |                 |        |
| Harold P. Burke   |       |        |       |        | 6/28/37  |        |       |        |                 |        |
| John T. Elvin   |       |        |       |        | 1/10/75  |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |
|   |       |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |       |        |       |        |          |        |       |        |                 |        |
| Beryl E. McGuire   |       |        |       |        | 4/1/74   |        |       |        |                 |        |
| John W. Croghan  |       |        |       |        | 8/1/77   |        |       |        |                 |        |
| Edward D. Hayes  |       |        |       |        | 9/16/74  |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] |       |        |       |        |          |        |       |        |                 |        |
| Edmund F. Maxwell  |       |        |       |        | 2/1/79   |        |       |        |                 |        |
| *Paul J. Murphy  |       |        |       |        | 2/16/78  |        |       |        |                 |        |
| *Stephen S. Joy  |       |        |       |        | 3/15/79  |        |       |        |                 |        |
| *Irving Ethind   |       |        |       |        | 2/18/79  |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |
|  |       |        |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.  
\* Part-time Magistrates

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Western Dist. of New York

PART 2 - Numbers and Percentages of Supporting Personnel

|   | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|---|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|   |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court Male                       | 1            | 1      |            |        |            |          |            |        |            |                 |            |
| Clerk of Court Female                     |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court Male          | 1            | 1      |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court Female        |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court Male               | 2            | 2      |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court Female             | 8            | 8      |            |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges Male             |              |        |            |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges Female           |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges Male                 | 2            | 2      |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges Female               | 2            | 2      |            |        |            |          |            |        |            |                 |            |
| Secretaries to Judges Male                |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Judges Female              | 3            | 3      |            |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers Male           | 1            | 1      |            |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers Female         |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters Male                      | 2            | 2      |            |        |            |          |            |        |            |                 |            |
| Court Reporters Female                    | 1            | 1      |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks Male        |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks Female      | 2            | 2      |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks Male              |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks Female            | 19           | 19     |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges Male      |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges Female    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges Male     |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges Female   | 3            | 3      |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates Female | 2            | 2      |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates Male           |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates Female         |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders Male                     |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders Female                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders Male           |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders Female         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators Male                 |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators Female               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries Male                   |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries Female                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer Male              | 1            | 1      |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer Female            |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer Male       | 1            |        |            | 1      |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer Female     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers Male                   | 7            | 7      |            |        |            |          |            |        |            |                 |            |
| Probation Officers Female                 | 2            | 1      |            | 1      |            |          |            |        |            |                 |            |
| Probation Officer Trainees Male           |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees Female         |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters Male                         |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters Female                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others * Male                             |              |        |            |        |            |          |            |        |            |                 |            |
| Others * Female                           | 9            | 8      |            | 1      |            |          |            |        |            |                 |            |

\* 7 secretaries, Probation (white) and 2 clerical assistants, Clerk's office (1 white, 1 black)

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF VERMONT

PART 1A - Numbers and Percentages of Judicial Officers

|   | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|---|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|   |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| District Judges* (in active service) Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges Male                      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges Female                    |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates Male                            | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates Female                          |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White    |        | Black |        | Hispanic |        | Asian |  | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female   | Male            | Female |
| (Record appointment dates on individual lines in appropriate columns for each individual judge)            |          |        |       |        |          |        |       |  |                 |        |
| James S. Holden  | 11/30/71 |        |       |        |          |        |       |  |                 |        |
| Albert W. Coffey   | 6/9/72   |        |       |        |          |        |       |  |                 |        |
| Bankruptcy Judges  |          |        |       |        |          |        |       |  |                 |        |
| (Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge) |          |        |       |        |          |        |       |  |                 |        |
| Charles J. Marro   | 7/1/67   |        |       |        |          |        |       | reappointed to succeed himself since that date |                 |        |
| Magistrates  |          |        |       |        |          |        |       |  |                 |        |
| (Record appointment dates on individual lines in appropriate columns for each individual magistrate)       |          |        |       |        |          |        |       |  |                 |        |
| Charles D. Hickey  | 1/6/75   |        |       |        |          |        |       | reappointed 1/13/79                            |                 |        |
| James D. Foley   | 3/11/75  |        |       |        |          |        |       | reappointed 3/12/79                            |                 |        |
| George W.F. Cook   | 10/28/77 |        |       |        |          |        |       |  |                 |        |
| Joseph F. Cahill   | 3/7/78   |        |       |        |          |        |       |  |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.

**DATA REPORTING FORM FOR DISTRICT COURTS**  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF VERMONT

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to bankruptcy Judges   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Office Clerk             | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |

**DATA REPORTING FORM FOR COURTS OF APPEALS**  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

COURT OF APPEALS FOR THE THIRD CIRCUIT - AS OF JUNE 30, 1979

PART 1A - Numbers and Percentages of Judges

|                                     |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|-------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                     |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Judges* (In active service) | Male   | 9            | 8      | 88.9%      | 1      | 11.1%      |          |            |        |            |                 |            |
|                                     | Female |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

|   |        | White    |        | Black |          | Hispanic |        | Asian |        | Native American |        |
|---|--------|----------|--------|-------|----------|----------|--------|-------|--------|-----------------|--------|
|   |        | Male     | Female | Male  | Female   | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | Male   | 6/9/66   |        |       |          |          |        |       |        |                 |        |
|   | Female | 7/26/68  |        |       |          |          |        |       |        |                 |        |
|   | Male   | 11/3/69  |        |       |          |          |        |       |        |                 |        |
|   | Female | 12/18/69 |        |       |          |          |        |       |        |                 |        |
|   | Male   | 10/7/70  |        |       |          |          |        |       |        |                 |        |
|   | Female | 11/10/71 |        |       |          |          |        |       |        |                 |        |
|   | Male   | 3/15/73  |        |       |          |          |        |       |        |                 |        |
|   | Female | 8/29/73  |        |       |          |          |        |       |        |                 |        |
|   | Male   |          |        |       | 10/13/77 |          |        |       |        |                 |        |
|   | Female |          |        |       |          |          |        |       |        |                 |        |
|   |        |          |        |       |          |          |        |       |        |                 |        |

PART 2 - Numbers and Percentages of Supporting Personnel

|  |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|  |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Executive                              | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Administrative Assistants to Circuit Executive | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Circuit Executive               | Male   | 2            | 1      | 50%        |        |            |          |            | 1      | 50%        |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Clerk of Court                                 | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court                    | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks                                  | Male   | 2            | 2      | 9.5%       |        |            |          |            |        |            |                 |            |
|  | Female | 19           | 16     | 76.2%      | 3      | 14.3%      |          |            |        |            |                 |            |
| Administrative Assistants to Judges            | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges                           | Male   | 16           | 16     | 88.8%      |        |            |          |            |        |            |                 |            |
|  | Female | 2            |        |            | 2      | 11.2%      |          |            |        |            |                 |            |
| Secretaries to Judges                          | Male   | 10           | 10     | 100%       |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Senior Staff Attorneys                         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Staff Attorneys                                | Male   | 7            | 6      | 60%        |        |            | 1        | 10%        |        |            |                 |            |
|  | Female | 3            | 3      | 30%        |        |            |          |            |        |            |                 |            |
| Court Secretaries                              | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female | 11           | 10     | 91%        | 1      | 9%         |          |            |        |            |                 |            |
| Court Librarians                               | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Assistant Court Librarians                     | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Library Assistants                             | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female | 1            |        |            | 1      | 100%       |          |            |        |            |                 |            |
| Library Clerks                                 | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Others   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |

\* Do not include incumbents in judicial positions created by Public Law No. 95-400.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF DELAWARE as of 7/30/79

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 0            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 0            | 1      | 100        |        |            |          |            |        |            |                 |            |

\*Some persons occupy part-time Bankruptcy Judge & U.S. Magistrate position but serves full time in both capacities.

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White    |         | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|---------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female  | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            |          |         |       |        |          |        |       |        |                 |        |
| James L. Latham, Chief Judge   | 8/3/69   |         |       |        |          |        |       |        |                 |        |
| Walter K. Stapleton, Judge   | 10/14/70 |         |       |        |          |        |       |        |                 |        |
| Murray M. Schwartz, Judge  | 5/2/74   |         |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |          |         |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |          |         |       |        |          |        |       |        |                 |        |
| Helen S. Balick  |          | 5/21/74 |       |        |          |        |       |        |                 |        |
| Magistrates  |          |         |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       |          |         |       |        |          |        |       |        |                 |        |
| Helen S. Balick  |          | 5/21/78 |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-466

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF DELAWARE as of 7/30/79

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 3            | 3      | 37.5       |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 0            | 4      | 50         | 1      | 12.5       |          |            |        |            |                 |            |
| Law Clerks to Judges               | 3            | 3      | 50         |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 0            | 3      | 50         |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | 0            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 3            | 3      | 75         |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 0            | 1      | 25         |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 0            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 0            | 2      | 50         | 1      | 50         |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 0            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 4            | 3      | 75         | 1      | 25         |          |            |        |            |                 |            |
| Probation Officer Trainees         | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Interners                          | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Other Probation - Secretaries      | 0            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Branch Librarian                   | 0            | 1      | 100        |        |            |          |            |        |            |                 |            |

TOTAL 36

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NEW JERSEY

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 7            | 7      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 4            | 4      | 80%        |        |            |          |            |        |            |                 |            |
|                                      | 1            | 1      | 20%        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)<br>[Record appointment dates on individual lines in appropriate columns for each individual judge] | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| 10-16-70  |       |        |       |        |          |        |       |        |                 |        |
| 3-26-71   |       |        |       |        |          |        |       |        |                 |        |
| 4-17-73   |       |        |       |        |          |        |       |        |                 |        |
| 12-28-73  |       |        |       |        |          |        |       |        |                 |        |
| 5-8-74  |       |        |       |        |          |        |       |        |                 |        |
| 11-18-74  |       |        |       |        |          |        |       |        |                 |        |
| 1-27-75   |       |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges<br>[Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| 5-10-47   |       |        |       |        |          |        |       |        |                 |        |
| 6-9-67  |       |        |       |        |          |        |       |        |                 |        |
| 7-29-69   |       |        |       |        |          |        |       |        |                 |        |
| 1-4-72  |       |        |       |        |          |        |       |        |                 |        |
| 2-3-75  |       |        |       |        |          |        |       |        |                 |        |

| Magistrates<br>[Record appointment dates on individual lines in appropriate columns for each individual magistrate] | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| 3-22-72   |       |        |       |        |          |        |       |        |                 |        |
| 11-4-74   |       |        |       |        |          |        |       |        |                 |        |
| 5-5-76  |       |        |       |        |          |        |       |        |                 |        |
| 10-17-78  |       |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-466.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NEW JERSEY

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 18           | 18     | 100%       |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 26           | 23     | 88%        | 2      | 8%         | 1        | 4%         |        |            |                 |            |
| Law Clerks to Judges               | 9            | 9      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | 7            | 7      | 100%       |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 6            | 6      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 20           | 19     | 95%        | 1      | 5%         |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 6            | 6      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 3            | 2      | 67%        | 1      | 33%        |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 4            | 2      | 50%        | 2      | 50%        |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            | 1      | 100%       |          |            |        |            |                 |            |
| Probation Officers                 | 37           | 32     | 87%        | 4      | 11%        | 1        | 3%         |        |            |                 |            |
| Probation Officer Trainees         | 3            | 1      | 33%        | 2      | 67%        |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Probation Off. Assts.     | 25           | 15     | 60%        | 7      | 28%        | 2        | 8%         | 1      | 4%         |                 |            |
| Probation Off. Assts.              | 2            |        |            | 1      | 50%        | 1        | 50%        |        |            |                 |            |
|                                    | 1            |        |            | 1      | 100%       |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Eastern District of Pennsylvania

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 17           | 17     | 94.4       | 1      | 2.8        |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 5            | 4      | 80         | 1      | 20         |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black   |         | Hispanic |        | Asian |        | Native American |        |  |
|---|----------|--------|---------|---------|----------|--------|-------|--------|-----------------|--------|--|
|   | Male     | Female | Male    | Female  | Male     | Female | Male  | Female | Male            | Female |  |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 9-15-61  |        |         |         |          |        |       |        |                 |        |  |
|   | 9-25-61  |        |         |         |          |        |       |        |                 |        |  |
|   | 8-11-66  |        |         |         |          |        |       |        |                 |        |  |
|   | 6-14-67  |        |         |         |          |        |       |        |                 |        |  |
|   | 6-16-67  |        |         |         |          |        |       |        |                 |        |  |
|   | 5-29-69  |        |         |         |          |        |       |        |                 |        |  |
|   | 10-4-70  |        |         |         |          |        |       |        |                 |        |  |
|   | 10-15-70 |        |         |         |          |        |       |        |                 |        |  |
|   | 10-15-70 |        |         |         |          |        |       |        |                 |        |  |
|   | 10-15-70 |        |         |         |          |        |       |        |                 |        |  |
|   | 5-10-71  |        |         |         |          |        |       |        |                 |        |  |
|   | 11-30-71 |        |         |         |          |        |       |        |                 |        |  |
|   |          |        |         | 12-9-71 |          |        |       |        |                 |        |  |
|   | 3-7-72   |        |         |         |          |        |       |        |                 |        |  |
|   | 3-8-74   |        |         |         |          |        |       |        |                 |        |  |
|   | 1-31-75  |        |         |         |          |        |       |        |                 |        |  |
|   | 7-12-78  |        |         |         |          |        |       |        |                 |        |  |
|   |          |        | 8-11-78 |         |          |        |       |        |                 |        |  |

| Bankruptcy Judges  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 6-29-66  |        |       |        |          |        |       |        |                 |        |
|  | 4-28-75  |        |       |        |          |        |       |        |                 |        |
|  | 12-30-75 |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White    |        | Black   |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|---------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male    | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 3-12-71  |        |         |        |          |        |       |        |                 |        |
|  | 4-1-71   |        |         |        |          |        |       |        |                 |        |
|  | 12-9-71  |        |         |        |          |        |       |        |                 |        |
|  | 10-28-74 |        |         |        |          |        |       |        |                 |        |
|  |          |        | 4-26-75 |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Eastern District of Pennsylvania

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 28           | 26     | 42.6       | 2      | 3.3        |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Low Clerks to Judges               | 26           | 24     | 66.6       | 2      | 5.6        |          |            |        |            |                 |            |
| Secretaries to Judges              | 18           | 16     | 88.9       | 2      | 11.1       |          |            |        |            |                 |            |
| Bailiffs/Clerks' Messengers        | 17           | 13     | 72.2       | 4      | 22.2       |          |            |        |            |                 |            |
| Court Reporters                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 10           | 10     | 100        |        |            |          |            |        |            |                 |            |
| Low Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 4            | 3      | 75         | 1      | 25         |          |            |        |            |                 |            |
| Public Defenders                   | 5            | 4      | 80         | 1      | 20         |          |            |        |            |                 |            |
| Assistant Public Defenders         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 3            | 1      | 33         | 2      | 67         |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 38           | 26     | 53         | 10     | 26         | 2        | 4          |        |            |                 |            |
| Probation Officer Trainees         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others Prob. Clerks                | 31           | 21     | 68         | 10     | 32         |          |            |        |            |                 |            |





DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF WESTERN PENNSYLVANIA

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 9            | 8      | 89%        | 1      | 11%        |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service) | White |        | Black  |        | Hispanic |        | Asian |        | Native American |        |
|--------------------------------------|-------|--------|--------|--------|----------|--------|-------|--------|-----------------|--------|
|                                      | Male  | Female | Male   | Female | Male     | Female | Male  | Female | Male            | Female |
| 9/15/64                              |       |        |        |        |          |        |       |        |                 |        |
| 10/14/70                             |       |        |        |        |          |        |       |        |                 |        |
| 12/12/70                             |       |        |        |        |          |        |       |        |                 |        |
| 12/18/70                             |       |        |        |        |          |        |       |        |                 |        |
| 4/17/75                              |       |        |        |        |          |        |       |        |                 |        |
| 5/21/76                              |       |        |        |        |          |        |       |        |                 |        |
| 5/24/78                              |       |        | 5/3/78 |        |          |        |       |        |                 |        |
| 5/22/78                              |       |        |        |        |          |        |       |        |                 |        |

| Bankruptcy Judges | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|-------------------|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|                   | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| 7/1/72            |       |        |       |        |          |        |       |        |                 |        |
| 11/3/76           |       |        |       |        |          |        |       |        |                 |        |
| 7/20/59           |       |        |       |        |          |        |       |        |                 |        |

| Magistrates | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|-------------|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|             | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| 3/15/71     |       |        |       |        |          |        |       |        |                 |        |
| 2/12/72     |       |        |       |        |          |        |       |        |                 |        |
| 6/7/73      |       |        |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF WESTERN PENNSYLVANIA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | OPEN         |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 17           | 17     | 100%       |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 14           | 14     | 100%       | 3      | 37.5%      |          |            |        |            |                 |            |
| Secretaries to Judges              | 12           | 12     | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 7            | 7      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 4            | 3      | 75%        | 1      | 25%        |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 20           | 19     | 95%        | 1      | 5%         |          |            |        |            |                 |            |
| Probation Officer Trainees         | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Others                             | 0            | 0      |            |        |            |          |            |        |            |                 |            |

\* 1 Black, male Crier - Clerk appointed by a judge on 7/30/79  
\* 1 Black, male Probation Officer added to Probation office on 7/30/79

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF VIRGIN ISLANDS

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 2            | 1      | 50%        | 1      | 50%        | 0        | 0          | 0      | 0          | 0               | 0%         |
| Bankruptcy Judges**                  | 1            | 1      | 100%       | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Clerk/Magistrate*                    | 1            | 0      | 0          | 1      | 100%       | 0        | 0          | 0      | 0          | 0               | 0%         |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White   |        | Black  |        | Hispanic |        | Asian |        | Native American |        |
|---|---------|--------|--------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male    | Female | Male   | Female | Male     | Female | Male  | Female | Male            | Female |
| (Record appointment dates on individual lines in appropriate columns for each individual judge) | 9/10/77 |        | 9/9/69 |        |          |        |       |        |                 |        |

| ** Bankruptcy Judges   | White   |  | Black |  | Hispanic |  | Asian |  | Native American |  |
|--|---------|--|-------|--|----------|--|-------|--|-----------------|--|
| (Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge) | 11/3/77 |  |       |  |          |  |       |  |                 |  |

| * Magistrates/Clerk  | White |         | Black |  | Hispanic |  | Asian |  | Native American |  |
|--|-------|---------|-------|--|----------|--|-------|--|-----------------|--|
| (Record appointment dates on individual lines in appropriate columns for each individual magistrate) |       | 9/11/78 |       |  |          |  |       |  |                 |  |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486. \*One individual serves as Clerk-Magistrate. \*\*One individual serves as Bankruptcy Judge-Magistrate.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF VIRGIN ISLANDS

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 0      | 0          | 1      | 100%       | 0        | 0          | 0      | 0          | 0               | 0%         |
| Chief Deputy Clerk of Court        | 1            | 0      | 0          | 1      | 100%       | 0        | 0          | 0      | 0          | 0               | 0%         |
| Deputy Clerks of Court             | 11           | 0      | 0          | 11     | 100%       | 0        | 0          | 0      | 0          | 0               | 0%         |
| Ad. Assistants to Judges           | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Law Clerks to Judges               | 2            | 1      | 50%        | 1      | 50%        | 0        | 0          | 0      | 0          | 0               | 0%         |
| Secretaries to Judges              | 2            | 0      | 0          | 2      | 100%       | 0        | 0          | 0      | 0          | 0               | 0%         |
| Bailiffs/Clerks/Messengers         | 2            | 0      | 0          | 1      | 50%        | 1        | 50%        | 0      | 0          | 0               | 0%         |
| Court Reporters                    | 2            | 1      | 50%        | 1      | 50%        | 0        | 0          | 0      | 0          | 0               | 0%         |
| Bankruptcy Court Chief Clerks      | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Bankruptcy Court Clerks            | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Law Clerks to Bankruptcy Judges    | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Secretaries to Bankruptcy Judges   | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Clerical Assistants to Magistrates | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Secretaries to Magistrates         | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Public Defenders                   | 1            | 0      | 0          | 1      | 100%       | 0        | 0          | 0      | 0          | 0               | 0%         |
| Assistant Public Defenders         | 1            | 1      | 100%       | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| C.J.A. Investigators               | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| C.J.A. Secretaries                 | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Chief Probation Officer            | 1            | 0      | 0          | 1      | 100%       | 0        | 0          | 0      | 0          | 0               | 0%         |
| Deputy Chief Probation Officer     | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Probation Officers                 | 2            | 0      | 0          | 2      | 100%       | 0        | 0          | 0      | 0          | 0               | 0%         |
| Probation Officer Trainees         | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Interpreters                       | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0%         |
| Clerical/Other Assistants          | 1            | 0      | 0          | 1      | 100%       | 0        | 0          | 0      | 0          | 0               | 0%         |

\*One individual serves as Clerk-Magistrate.

DATA REPORTING FORM FOR COURTS OF APPEALS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

COURT OF APPEALS FOR THE FOURTH CIRCUIT

PART 1A - Numbers and Percentages of Judges

|                                     | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|-------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                     |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Judges* (in active service) | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| Circuit Judges* (in active service)   | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 4-4-57   |        |       |        |          |        |       |        |                 |        |
|   | 6-24-66  |        |       |        |          |        |       |        |                 |        |
|   | 7-31-67  |        |       |        |          |        |       |        |                 |        |
|   | 5-1-71   |        |       |        |          |        |       |        |                 |        |
|   | 10-17-72 |        |       |        |          |        |       |        |                 |        |
|   | 9-3-76   |        |       |        |          |        |       |        |                 |        |
|   | 1-1-79   |        |       |        |          |        |       |        |                 |        |

PART 2 - Numbers and Percentages of Supporting Personnel

|  | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|  |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Executive                              | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Administrative Assistants to Circuit Executive | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Circuit Executive               | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Clerk of Court                                 | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks                                  | 15           | 12     | 80%        | 3      | 20%        |          |            |        |            |                 |            |
| Administrative Assistants to Judges            |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges                           | 12           | 12     | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges                          | 13           | 13     | 100        |        |            |          |            |        |            |                 |            |
| Senior Staff Attorneys                         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Staff Attorneys                                | 8            | 8      | 100        |        |            |          |            |        |            |                 |            |
| Court Secretaries                              | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Court Librarians                               | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Assistant Court Librarians                     |              |        |            |        |            |          |            |        |            |                 |            |
| Library Assistants                             | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Library Clerks                                 | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Other Library Research Attorneys               | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |

\*Do not include incumbents in judicial positions created by Public Law No. 95-400.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF MARYLAND

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 9            | 9      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 5/17/54  |        |       |        |          |        |       |        |                 |        |
|   | 9/7/55   |        |       |        |          |        |       |        |                 |        |
|   | 10/24/61 |        |       |        |          |        |       |        |                 |        |
|   | 10/17/66 |        |       |        |          |        |       |        |                 |        |
|   | 10/17/66 |        |       |        |          |        |       |        |                 |        |
|   | 11/16/70 |        |       |        |          |        |       |        |                 |        |
|   | 9/11/71  |        |       |        |          |        |       |        |                 |        |
|   | 8/11/71  |        |       |        |          |        |       |        |                 |        |
|   | 8/11/71  |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 11/9/79 |        |       |        |          |        |       |        |                 |        |
|  | 6/1/79  |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 12/21/70 |        |       |        |          |        |       |        |                 |        |
|  | 12/21/78 |        |       |        |          |        |       |        |                 |        |
|  | 12/21/70 |        |       |        |          |        |       |        |                 |        |
|  | 10/3/73  |        |       |        |          |        |       |        |                 |        |
|  | 9/30/76  |        |       |        |          |        |       |        |                 |        |
|  | 12/21/70 |        |       |        |          |        |       |        |                 |        |
|  | 10/12/77 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-400.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF MARYLAND

PART 2 -- Numbers and Percentages of Supporting Personnel

|                                       | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|---------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                       |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court           | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court                | 27           | 22     | 82         | 5      | 15         |          |            | 1      | 3          |                 |            |
| Ad. Assistants to Judges              | 0            |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges                  | 13           | 12     | 92         | 1      | 8          |          |            |        |            |                 |            |
| Secretaries to Judges                 | 9            | 9      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers            | 0            |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                       | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks         | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks               | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges       | 0            |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates    | 9            | 7      | 78         | 2      | 22         |          |            |        |            |                 |            |
| Secretaries to Magistrates            | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders            | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| Public Defender's Investigator/Clerks | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                    | 0            |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer               | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer        | 0            |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                    | 24           | 22     | 92         | 2      | 8          |          |            |        |            |                 |            |
| Probation Officers - Clerical         | 24           | 24     | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers - Clerical         | 6            | 2      | 33-1/3     | 4      | 66-2/3     |          |            |        |            |                 |            |
| Others                                | 0            |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Eastern District of North Carolina

PART 1A -- Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates*                         | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |

PART 1B -- Dates of Appointment

| District Judges* (in active service) | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--------------------------------------|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|                                      | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| January 4, 1971                      | 1     |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges | White | Black | Hispanic | Asian | Native American |
|-------------------|-------|-------|----------|-------|-----------------|
| Nov. 1, 1960      | 1     |       |          |       |                 |

| Magistrates            | White | Black | Hispanic | Asian | Native American |
|------------------------|-------|-------|----------|-------|-----------------|
| Full-time Oct 20, 1975 | 1     |       |          |       |                 |
| Part-time May 2, 1973  | 1     |       |          |       |                 |
| Part-time Feb 1, 1973  | 1     |       |          |       |                 |
| Part-time May 2, 1974  | 1     |       |          |       |                 |
| Part-time Oct 11, 1977 | 1     |       |          |       |                 |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Eastern District of North Carolina

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 6            | 6      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female | 7            | 7      | 100%       |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | Male   | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   | 8            | 8      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   | 8            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 14           | 12     | 86%        | 2      | 14%        |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Middle North Carolina

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White  |        | Black                       |        | Hispanic |        | Asian |        | Native American |        |
|---|--|--------|-----------------------------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male   | Female | Male                        | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 6/9/64   |        |                             |        |          |        |       |        |                 |        |
|   | 6/28/72  |        |                             |        |          |        |       |        |                 |        |
| Bankruptcy Judges   | [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |        |                             |        |          |        |       |        |                 |        |
|   | 7/1/73 (last reappointment)  |        | 8/16/46 (first appointment) |        |          |        |       |        |                 |        |
|   | 8/3/77   |        |                             |        |          |        |       |        |                 |        |
| Magistrates   | [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       |        |                             |        |          |        |       |        |                 |        |
|   | 1/1/79 (reappointment)   |        | 1/1/71 (first appointment)  |        |          |        |       |        |                 |        |
|   | 7/3/76   |        |                             |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

Middle  
U.S. DISTRICT COURT FOR THE DISTRICT OF North Carolina

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 3      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 8      | 100        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 4      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 8      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 16     | 88         | 2*     | 12         |          |            |        |            |                 |            |
|                                    | Female | 1      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |          |            |        |            |                 |            |
| Probation Clerk                    | Male   |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 12**   | 100        |        |            |          |            |        |            |                 |            |

\*1 Black Supervisor  
1 White Supervisor

\*\*1 Probation Clerk is a supervisor and 1 is a chief probation clerk

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF WESTERN DISTRICT OF NORTH CAROLINA

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |
|                                      | Female | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)<br>[Record appointment dates on individual lines in appropriate columns for each individual judge] | White         |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|---------------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male          | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
|   | July 18, 1967 | 1      |       |        |          |        |       |        |                 |        |
| June 30, 1968   | 1             |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges<br>[Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | White       |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-------------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male        | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
|   | May 1, 1976 | 1      |       |        |          |        |       |        |                 |        |

| Magistrates<br>[Record appointment dates on individual lines in appropriate columns for each individual magistrate] | White           |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-----------------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male            | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
|   | January 1, 1971 | 1      |       |        |          |        |       |        |                 |        |
| April 17, 1976  |                 | 1      |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF WESTERN DISTRICT OF NORTH CAROLINA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 9            | 8      | 89         | 1      | 11         |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 2            | 1      | 50         | 1      | 50         |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Baillifs/Criers/Messengers         | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 6            | 5      | 83         | 1      | 17         |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 10           | 9      | 90         | 1      | 10         |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer XXXXXXX Clerical | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 8            | 7      | 87         | 1      | 13         |          |            |        |            |                 |            |
| Interpreters                       | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF SOUTH CAROLINA

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            | 2-29-61 |        |       |        |          |        |       |        |                 |        |
|  | 5-1-64  |        |       |        |          |        |       |        |                 |        |
|  | 5-22-64 |        |       |        |          |        |       |        |                 |        |
|  | 6-21-71 |        |       |        |          |        |       |        |                 |        |
|  | 7-14-71 |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |         |        |       |        |          |        |       |        |                 |        |
|  |         |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 7-1-69  |        |       |        |          |        |       |        |                 |        |
|  |         |        |       |        |          |        |       |        |                 |        |
|  |         |        |       |        |          |        |       |        |                 |        |
|  |         |        |       |        |          |        |       |        |                 |        |
| Magistrates  |         |        |       |        |          |        |       |        |                 |        |
|  |         |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 5-16-73 |        |       |        |          |        |       |        |                 |        |
|  | 9-1-75  |        |       |        |          |        |       |        |                 |        |
|  | 12-1-78 |        |       |        |          |        |       |        |                 |        |
|  |         |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF SOUTH CAROLINA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | N/A    |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 3            | 2      | 67%        | 1      | 33%        |          |            |        |            |                 |            |
|                                    | Female | 32           | 30     | 94%        | 2      | 6%         |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Low Clerks to Judges               | Male   | 9            | 9      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | Male   |              |        |            | 1      | 100%       |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 24           | 23     | 96%        | 1      | 4%         |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| PUBLIC DEF. Secretary              | Female | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| PUBLIC DEF. Adm. Asst.             | Female | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Prob. Office Clerks                | Female | 14           | 14     | 100%       |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Eastern Virginia

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 8            | 8      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 7            | 6      | 86%        | 1      | 14%        |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)   | Male    | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  |         | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            | 9-3-54  |       |        |       |        |          |        |       |        |                 |        |
|  | 6-17-60 |       |        |       |        |          |        |       |        |                 |        |
|  | 9-1-67  |       |        |       |        |          |        |       |        |                 |        |
|  | 9-1-67  |       |        |       |        |          |        |       |        |                 |        |
|  | 9-1-67  |       |        |       |        |          |        |       |        |                 |        |
|  | 8-9-71  |       |        |       |        |          |        |       |        |                 |        |
|  | 5-31-74 |       |        |       |        |          |        |       |        |                 |        |
|  | 1-2-75  |       |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |         |       |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 4-20-59 |       |        |       |        |          |        |       |        |                 |        |
|  | 1-1-71  |       |        |       |        |          |        |       |        |                 |        |
|  | 2-1-76  |       |        |       |        |          |        |       |        |                 |        |
| Magistrates  |         |       |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 1-1-72  |       |        |       |        |          |        |       |        |                 |        |
|  | 3-1-75  |       |        |       |        |          |        |       |        |                 |        |
|  | 7-20-76 |       |        |       |        | 4-5-76   |        |       |        |                 |        |
|  | 5-1-77  |       |        |       |        |          |        |       |        |                 |        |
|  | 10-1-77 |       |        |       |        |          |        |       |        |                 |        |
| 6-18-79  |         |       |        |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 05-486.



DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Eastern Virginia

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 7            | 7      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female | 42           | 37     | 88%        | 4      | 10%        |          |            |        | 1          | 2%              |            |
| Ad. Assistants to Judges           | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 14           | 14     | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 9            | 9      | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | Male   | 1            |        |            |        |            |          |            | 1      | 100%       |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 8            | 7      | 87.5%      | 1      | 12.5%      |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female | 18           | 17     | 94%        | 1      | 6%         |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 8            | 8      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 9            | 9      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 23           | 19     | 83%        | 4      | 17%        |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Office Clerks            | Male   | 16           | 15     | 94%        | 1      | 6%         |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

Western U.S. DISTRICT COURT FOR THE DISTRICT OF Virginia

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 30           | 28     | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 8            | 8      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |

\*Two Full-Time Magistrates; 6 Part-time Magistrates.

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 10/31/59 |        |       |        |          |        |       |        |                 |        |
|   | 10/28/72 |        |       |        |          |        |       |        |                 |        |
|   | 10/12/76 |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges   | 6/1/75   |        |       |        |          |        |       |        |                 |        |
|   | 3/16/76  |        |       |        |          |        |       |        |                 |        |
|   | 9/1/77   |        |       |        |          |        |       |        |                 |        |
| Magistrates   | 1/1/76   |        |       |        |          |        |       |        |                 |        |
|   | 5/24/76  |        |       |        |          |        |       |        |                 |        |
|   | 12/28/76 |        |       |        |          |        |       |        |                 |        |
|   | 3/9/77   |        |       |        |          |        |       |        |                 |        |
|   | 10/16/78 |        |       |        |          |        |       |        |                 |        |
|   | 7/1/79   |        |       |        |          |        |       |        |                 |        |
|   | 7/1/79   |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Western Virginia

PART 2 -- Numbers and Percentages of Supporting Personnel

Table with columns for Total Number, White (Number, % of Total), Black (Number, % of Total), Hispanic (Number, % of Total), Asian (Number, % of Total), and Native American (Number, % of Total). Rows include Clerk of Court, Deputy Clerks, Ad. Assistants, Law Clerks, Secretaries, Court Reporters, Bankruptcy Court Clerks, etc.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN WEST VIRGINIA

PART 1A -- Numbers and Percentages of Judicial Officers

Summary table for Part 1A showing Total Number, White, Black, Hispanic, Asian, and Native American counts and percentages for District Judges, Bankruptcy Judges, and Magistrates.

PART 1B -- Dates of Appointment

Table for Part 1B showing appointment dates for District Judges by race and gender. Rows include 9-13-65 and 21-19-75.

Table for Part 1B showing appointment dates for Bankruptcy Judges by race and gender. Row includes 10-16-75.

Table for Part 1B showing appointment dates for Magistrates by race and gender. Rows include 4-5-77, 3-21-77, 2-1-79, and 6-15-79.

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

**DATA REPORTING FORM FOR DISTRICT COURTS**  
**CONGRESSIONAL INVESTIGATIONS**  
**OF**  
**FEDERAL COURT EMPLOYMENT PRACTICES**

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN WEST VIRGINIA

**PART 2 - Numbers and Percentages of Supporting Personnel**

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100        |        |            |          |            |        |            | 1               | 100        |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   |              |        |            |        |            |          |            |        |            | 1               | 100        |
|                                    | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   |              |        |            |        |            |          |            |        |            | 7               | 100        |
|                                    | Female | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 4            | 4      | 100        |        |            |          |            |        |            | 4               | 100        |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   |              |        |            |        |            |          |            |        |            | 2               | 100        |
|                                    | Female | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Deputies/Clerks/Messengers         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 2            | 2      | 100        |        |            |          |            |        |            | 2               | 100        |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   | 1            | 1      | 100        |        |            |          |            |        |            | 1               | 100        |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   | 3            | 3      | 100        |        |            |          |            |        |            | 3               | 100        |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            | 1      | 100        |        |            |          |            |        |            | 1               | 100        |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 2            | 2      | 100        |        |            |          |            |        |            | 2               | 100        |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Others *                           | Male   |              |        |            |        |            |          |            |        |            | 2               | 100        |
|                                    | Female | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |

\*Probation Office Secretaries

**DATA REPORTING FORM FOR DISTRICT COURTS**  
**CONGRESSIONAL INVESTIGATION**  
**OF**  
**FEDERAL COURT EMPLOYMENT PRACTICES**

U.S. DISTRICT COURT FOR THE DISTRICT OF SOUTHERN WEST VIRGINIA

**PART 1A - Numbers and Percentages of Judicial Officers**

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 2.5          | 2.5    | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates Full-Time                | Male   | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates Part-Time                | Male   | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |

**PART 1B - Dates of Appointment**

|                                      |  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--------------------------------------|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|                                      |  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| District Judges* (in active service) | [Record appointment dates on individual lines in appropriate columns for each individual judge]            | 12/22/79 |        |       |        |          |        |       |        |                 |        |
|                                      |  | 12/19/75 |        |       |        |          |        |       |        |                 |        |
|                                      |  | 9/26/76  |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges                    | [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 1/12/77  |        |       |        |          |        |       |        |                 |        |
|                                      |  |          |        |       |        |          |        |       |        |                 |        |
| Magistrates (Part-Time)              | [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 7/1/79   |        |       |        |          |        |       |        |                 |        |
|                                      |  | 1/1/78   |        |       |        |          |        |       |        |                 |        |
|                                      |  | 7/26/78  |        |       |        |          |        |       |        |                 |        |
|                                      |  | 7/1/79   |        |       |        |          |        |       |        |                 |        |
|                                      |  | 10/1/76  |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-480.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF SOUTHERN, WEST VIRGINIA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 4            | 4      | 32%        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 9            | 9      | 78%        |        |            |          |            |        |            |                 |            |
| Low Clerks to Judges               | 2            | 2      | 67%        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 1            | 1      | 33%        |        |            |          |            |        |            |                 |            |
| Halliffs/Criers/Messengers         | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 1            | 1      | 17%        |        |            |          |            |        |            |                 |            |
| Low Clerks to Bankruptcy Judges    | 5            | 5      | 83%        |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 6            | 5      | 83%        | 1      | 17%        |          |            |        |            |                 |            |
| Probation Officer Trainees         |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Clerks                   | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR COURTS OF APPEALS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

COURT OF APPEALS FOR THE FIFTH CIRCUIT

PART 1A - Numbers and Percentages of Judges

|                                     | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|-------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                     |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Judges* (in active service) | 13           | 13     | 100.0      |        |            |          |            |        |            |                 |            |
|                                     | 1            | 1      | 100.0      |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| Circuit Judges* (in active service)   | White    |         | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|---------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female  | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 7-27-55  | 3-23-79 |       |        |          |        |       |        |                 |        |
|   | 7-6-65   |         |       |        |          |        |       |        |                 |        |
|   | 7-22-66  |         |       |        |          |        |       |        |                 |        |
|   | 7-23-66  |         |       |        |          |        |       |        |                 |        |
|   | 7-22-66  |         |       |        |          |        |       |        |                 |        |
|   | 10-17-69 |         |       |        |          |        |       |        |                 |        |
|   | 10-16-70 |         |       |        |          |        |       |        |                 |        |
|   | 8-18-73  |         |       |        |          |        |       |        |                 |        |
|   | 11-21-75 |         |       |        |          |        |       |        |                 |        |
|   | 5-21-76  |         |       |        |          |        |       |        |                 |        |
|   | 9-21-76  |         |       |        |          |        |       |        |                 |        |
|   | 9-19-77  |         |       |        |          |        |       |        |                 |        |
|   | 12-15-77 |         |       |        |          |        |       |        |                 |        |

PART 2 - Numbers and Percentages of Supporting Personnel

|  | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|  |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Executive                              | 1            | 1      | 100.0      |        |            |          |            |        |            |                 |            |
| Administrative Assistants to Circuit Executive | 1            | 1      | 100.0      |        |            |          |            |        |            |                 |            |
| Secretaries to Circuit Executive               | 2            | 2      | 100.0      |        |            |          |            |        |            |                 |            |
| Clerk of Court                                 | 1            | 1      | 100.0      |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court                    | 1            | 1      | 100.0      |        |            |          |            |        |            |                 |            |
| Deputy Clerks                                  | 11           | 6      | 54.5       | 5      | 45.5       |          |            |        |            |                 |            |
| Administrative Assistants to Judges            | 33           | 30     | 90.9       | 2      | 6.1        | 1        | 3.0        |        |            |                 |            |
| Law Clerks to Judges                           | 30           | 30     | 100.0      |        |            |          |            |        |            |                 |            |
| Secretaries to Judges                          | 14           | 12     | 85.7       | 1      | 7.1        | 1        | 7.1        |        |            |                 |            |
| Senior Staff Attorneys                         | 1            | 1      | 100.0      |        |            |          |            |        |            |                 |            |
| Staff Attorneys                                | 9            | 7      | 77.8       | 1      | 11.1       | 1        | 11.1       |        |            |                 |            |
| Court Secretaries                              | 7            | 6      | 85.7       | 1      | 14.3       |          |            |        |            |                 |            |
| Court Librarians                               | 1            | 1      | 100.0      |        |            |          |            |        |            |                 |            |
| Assistant Court Librarians                     | 1            | 1      | 100.0      |        |            |          |            |        |            |                 |            |
| Library Assistants                             | 1            | 1      | 100.0      |        |            |          |            |        |            |                 |            |
| Library Clerks                                 | 1            | 1      | 100.0      |        |            |          |            |        |            |                 |            |
| Others   | 1            | 1      | 100.0      |        |            |          |            |        |            |                 |            |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN ALABAMA

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White      |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|------------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male       | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            | 8-9-69     |        |       |        |          |        |       |        |                 |        |
|  | 10-14-70   |        |       |        |          |        |       |        |                 |        |
|  | 4-17-73    |        |       |        |          |        |       |        |                 |        |
|  | 4-18-73    |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |            |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 9-14-38*   |        |       |        |          |        |       |        |                 |        |
|  | 2-7-62**   |        |       |        |          |        |       |        |                 |        |
|  | 10-16-72** |        |       |        |          |        |       |        |                 |        |
|  | 5-1-61**   |        |       |        |          |        |       |        |                 |        |
|  | 11-1-61**  |        |       |        |          |        |       |        |                 |        |
|  | 11-9-61**  |        |       |        |          |        |       |        |                 |        |
| Magistrates  |            |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 2-8-71**   |        |       |        |          |        |       |        |                 |        |
|  | 2-8-71**   |        |       |        |          |        |       |        |                 |        |
|  | 2-8-71**   |        |       |        |          |        |       |        |                 |        |
|  | 10-14-74** |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.  
\*\*Date of original appointment.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN ALABAMA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 14           | 12     | 85.7       | 2      | 14.3       |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 0            |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 6*           | 6      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 7*           | 7      | 100        |        |            |          |            |        |            |                 |            |
| Bailliffs/Criers/Messengers        | 1*           | 1      | 100        |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 24           | 24     | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 0            |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | --           |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | --           |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | --           |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | --           |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 18           | 16     | 88.9       | 2      | 11.1       |          |            |        |            |                 |            |
| Probation Officer Trainees         | 0            |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | --           |        |            |        |            |          |            |        |            |                 |            |
| Others                             | 17           | 17     | 100        |        |            |          |            |        |            |                 |            |

\*Includes staff for three senior judges.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES  
AS OF JUNE 30, 1979

U.S. DISTRICT COURT FOR THE DISTRICT OF MIDDLE DISTRICT OF ALABAMA

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | * 3          | 3      | 100        |        |            |          |            |        |            |                 |            |

\*1 full-time Magistrate - 2 part-time Magistrates.

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 10-22-55 |        |       |        |          |        |       |        |                 |        |
|   | 4-23-71  |        |       |        |          |        |       |        |                 |        |

\*\* Bankruptcy Judges

| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | White  |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|--------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male   | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
|  | 4-2-56 |        |       |        |          |        |       |        |                 |        |
|  | 9-1-67 |        |       |        |          |        |       |        |                 |        |

\*\* Magistrates

| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | White  |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|--------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male   | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
|  | 2-3-75 |        |       |        |          |        |       |        |                 |        |
|  | 6-1-79 |        |       |        |          |        |       |        |                 |        |
|  | 6-1-71 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-460.

\*\*Dates of appointment shown for Bankruptcy Judges and Magistrates are the dates of their initial appointments.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES  
AS OF JUNE 30, 1979

U.S. DISTRICT COURT FOR THE DISTRICT OF MIDDLE DISTRICT OF ALABAMA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 0            |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 8            | 5      | 62.5       | 3      | 37.5       |          |            |        |            |                 |            |
| Law Clerks to Judges               | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | 0            |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 5            | 3      | 60         | 2      | 40         |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 0            |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 1            |        |            | 1      | 100        |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 0            |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 0            |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 0            |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 4            | 4      | 80         | 1      | 20         |          |            |        |            |                 |            |
| Probation Officer Trainees         | 3            | 2      | 66.67      | 1      | 33.33      |          |            |        |            |                 |            |
| Interpreters                       | 0            |        |            |        |            |          |            |        |            |                 |            |
| Others                             | 5            | 3      | 60         | 2      | 40         |          |            |        |            |                 |            |



DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF ALABAMA - SOUTHERN

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White     |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male      | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 3-9-1951  |        |       |        |          |        |       |        |                 |        |
|   | 5-29-1960 |        |       |        |          |        |       |        |                 |        |
|   | 5-20-1971 |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 1-16-70 |        |       |        |          |        |       |        |                 |        |
|  | 5-23-74 |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 5-1-1979 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF ALABAMA - SOUTHERN

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 5            | 3      | 60%        | 2      | 40%        |          |            |        |            |                 |            |
| Law Clerks to Judges               | 4            | 3      | 75%        | 1      | 25%        |          |            |        |            |                 |            |
| Secretaries to Judges              | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            |        |            | 1      | 100%       |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 7            | 5      | 71%        | 2      | 29%        |          |            |        |            |                 |            |
| Probation Officer Trainees         |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             | 5            | 4      | 80%        | 1      | 20%        |          |            |        |            |                 |            |





**CONTINUED**

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DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Middle-Florida

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 7            | 7      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 5/18/61  |        |       |        |          |        |       |        |                 |        |
|   | 8/06/73  |        |       |        |          |        |       |        |                 |        |
|   | 12/16/77 |        |       |        |          |        |       |        |                 |        |
|   | 4/26/77  |        |       |        |          |        |       |        |                 |        |
|   | 6/12/67  |        |       |        |          |        |       |        |                 |        |
|   | 12/15/71 |        |       |        |          |        |       |        |                 |        |
|   | 11/03/66 |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 7/01/63  |        |       |        |          |        |       |        |                 |        |
|  | 12/23/75 |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 12/30/70 |        |       |        |          |        |       |        |                 |        |
|  | 12/30/70 |        |       |        |          |        |       |        |                 |        |
|  | 12/30/70 |        |       |        |          |        |       |        |                 |        |
|  | 8/08/75  |        |       |        |          |        |       |        |                 |        |
|  | 3/16/79  |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF MIDDLE - FLORIDA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 14           | 13     | 34%        | 1      | 3%         |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 24           | 20     | 52%        | 3      | 8%         | 1        | 3%         |        |            |                 |            |
| Law Clerks to Judges               | 10           | 10     | 71 1/2%    |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 4            | 3      | 21 1/2%    | 1      | 7%         |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 8            | 8      | 100%       |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 3            | 3      | 50%        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 15           | 13     | 81%        |        |            | 2        | 13%        |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 5            | 4      | 66%        | 1      | 17%        |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Probation Officers *               | 26           | 24     | 80%        | 2      | 7%         |          |            |        |            |                 |            |
| Probation Clerk-Stenoes            | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Interpreters                       | 20           | 17     | 85%        | 2      | 10%        |          |            | 1      | 5%         |                 |            |
| Staff                              | 1            | 1      | 50%        |        |            |          |            |        |            |                 |            |
| Others Attorneys                   | 1            | 1      | 50%        |        |            |          |            |        |            |                 |            |

\*1 probation officer & 1 probation steno vacancy as of 6/30/79

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Florida - Southern

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 9            | 9      | 100%       |        |            |          |            |        |            |                 |            |
| * Includes 2 Senior Judges           |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |       |        |       |        |          |        |       |        |                 |        |
| Senior Judge Fulton   |       |        |       |        |          |        |       |        |                 |        |
| Chief Judge Atkins  |       |        |       |        |          |        |       |        |                 |        |
| Judge Eaton   |       |        |       |        |          |        |       |        |                 |        |
| Judge King  |       |        |       |        |          |        |       |        |                 |        |
| Judge Roettger  |       |        |       |        |          |        |       |        |                 |        |
| Judge Aronovitz   |       |        |       |        |          |        |       |        |                 |        |
| Judge Hoeveler  |       |        |       |        |          |        |       |        |                 |        |
| Judge Gonzalez  |       |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |       |        |       |        |          |        |       |        |                 |        |
| Judge Britton  |       |        |       |        |          |        |       |        |                 |        |
| Judge Weaver   |       |        |       |        |          |        |       |        |                 |        |
| Judge Hyman (deceased)   |       |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] |       |        |       |        |          |        |       |        |                 |        |
| Judge Palermo  |       |        |       |        |          |        |       |        |                 |        |
| Judge Sorrentino   |       |        |       |        |          |        |       |        |                 |        |
| Judge Shapiro  |       |        |       |        |          |        |       |        |                 |        |
| Judge Kyle   |       |        |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Florida - Southern

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 13           | 13     | 100%       |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 37           | 22     | .564%      | 4      | .103%      | 11       | .282%      | 2      | .051%      |                 |            |
| Law Clerks to Judges               | 12           | 12     | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 11           | 11     | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 6            | 6      | 100%       |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 10           | 7      | .70%       |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 3            | 2      | .667%      |        |            | 1        | .333%      |        |            |                 |            |
| Clerical Assistants to Magistrates | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 3            | 2      | .667%      |        |            | 1        | .333%      |        |            |                 |            |
| C.J.A. Investigators               | 2            | 1      | .50%       |        |            | 1        | .50%       |        |            |                 |            |
| C.J.A. Secretaries                 | 4            | 3      | .75%       |        |            | 1        | .25%       |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 25           | 24     | .96%       | 1      | .166%      | 1        | .04%       |        |            |                 |            |
| Probation Officer Assistant        | 6            | 4      | .666%      | 1      | .166%      | 1        | .166%      |        |            |                 |            |
| Interpreters                       | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Probation Clerks                   | 20           | 16     | .80%       | 2      | .10%       | 2        | .10%       |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF GEORGIA - Northern

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 10/27/49 |        |       |        |          |        |       |        |                 |        |
|   | 6/30/67  |        |       |        |          |        |       |        |                 |        |
|   | 10/18/68 |        |       |        |          |        |       |        |                 |        |
|   | 10/23/70 |        |       |        |          |        |       |        |                 |        |
|   | 10/23/70 |        |       |        |          |        |       |        |                 |        |
|   | 4/29/71  |        |       |        |          |        |       |        |                 |        |
|   | 8/11/71  |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | Male    | Female | Male | Female | Male | Female | Male | Female | Male | Female |
|--|---------|--------|------|--------|------|--------|------|--------|------|--------|
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 1/1/68  |        |      |        |      |        |      |        |      |        |
|  | 12/8/71 |        |      |        |      |        |      |        |      |        |
|  | 1/15/76 |        |      |        |      |        |      |        |      |        |
|  | 4/1/76  |        |      |        |      |        |      |        |      |        |

| Magistrates  | Male     | Female | Male | Female | Male | Female | Male | Female | Male | Female |
|--|----------|--------|------|--------|------|--------|------|--------|------|--------|
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 4/30/71  |        |      |        |      |        |      |        |      |        |
|  | 4/30/71  |        |      |        |      |        |      |        |      |        |
|  | 4/30/71  |        |      |        |      |        |      |        |      |        |
|  | 8/11/72  |        |      |        |      |        |      |        |      |        |
|  | 10/23/74 |        |      |        |      |        |      |        |      |        |
|  | 5/10/76  |        |      |        |      |        |      |        |      |        |
|  | 12/1/77  |        |      |        |      |        |      |        |      |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF GEORGIA - Northern

PART 2 - Numbers and Percentages of Supporting Personnel

|                                       | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|---------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                       |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court           | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court                | 10           | 10     | 100        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges              | 33           | 30     | 91         | 3      | 9          |          |            |        |            |                 |            |
| Law Clerks to Judges                  | 10           | 10     | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges                 | 8            | 8      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers            | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| Court Reporters                       | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks               | 19           | 15     | 79         | 4      | 21         |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges       | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges      | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates    | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates            | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                      | 0            |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders            | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators                  | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                    | 0            |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer               | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers                    | 26           | 22     | 85         | 4      | 15         |          |            |        |            |                 |            |
| Probation Officer Trainees            | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Interpreters                          | 0            |        |            |        |            |          |            |        |            |                 |            |
| Probation Office Other Clerical Staff | 19           | 18     | 95         | 1      | 5          |          |            |        |            |                 |            |

















DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF SOUTHERN DISTRICT OF MISSISSIPPI

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 7-14-61  |        |       |        |          |        |       |        |                 |        |
|   | 10-25-63 |        |       |        |          |        |       |        |                 |        |
|   | 7-26-68  |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 11-1-68 |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 2-1-63  |        |       |        |          |        |       |        |                 |        |
|  | 3-19-76 |        |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF SOUTHERN DISTRICT OF MISSISSIPPI

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 18           | 18     | 100        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | n/a          |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 7            | 8      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 1            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | n/a          |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | n/a          |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | n/a          |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | n/a          |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | n/a          |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | n/a          |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | n/a          |        |            |        |            |          |            |        |            |                 |            |
| Others                             | n/a          |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE ~~XXXXXX~~ NORTHERN DISTRICT OF TEXAS

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 6-28-68  |        |       |        |          |        |       |        |                 |        |
|   | 12-18-70 |        |       |        |          |        |       |        |                 |        |
|   | 7-14-72  |        |       |        |          |        |       |        |                 |        |
|   | 7-18-74  |        |       |        |          |        |       |        |                 |        |
|   | 1-2-76   |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 12-15-73 |        |       |        |          |        |       |        |                 |        |
|  | 10-1-76  |        |       |        |          |        |       |        |                 |        |
|  | 6-1-78   |        |       |        |          |        |       |        |                 |        |
|  | 9-1-78   |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 11-1-75 |        |       |        |          |        |       |        |                 |        |
|  | 3-19-79 |        |       |        |          |        |       |        |                 |        |
|  | 3-19-79 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE ~~XXXXXX~~ NORTHERN DISTRICT OF TEXAS

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 35           | 28     | 80         | 2      | 6          | 5        | 14         |        |            |                 |            |
| Ad. Assistants to Judges           | 7            | 4      | 57         |        |            | 2        | 29         | 1      | 14         |                 |            |
| Law Clerks to Judges               | 8            | 8      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 9            | 8      | 89         |        |            |          |            | 1      | 11         |                 |            |
| Bailiffs/Criers/Messengers         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 11           | 10     | 90         |        |            | 1        | 10         |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 37           | 28     | 75         | 5      | 14         | 4        | 11         |        |            |                 |            |
| Probation Officer Trainees         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Affairs Clerks           | 24           | 21     | 87.5       | 1      | 4.17       | 2        | 8.33       |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF TEXAS/SOUTHERN

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 9            | 8      | 89%        |        |            | 1        | 11%        |        |            |                 |            |
| Bankruptcy Judges                    | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 6            | 5      | 83%        |        |            | 1        | 17%        |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |          |        |       |        |          |        |       |        |                 |        |
| Hannay  | 8/18/42  |        |       |        |          |        |       |        |                 |        |
| Garza   |          |        |       |        | 4/29/61  |        |       |        |                 |        |
| Singleton   | 9/7/66   |        |       |        |          |        |       |        |                 |        |
| Seals   | 9/7/66   |        |       |        |          |        |       |        |                 |        |
| Buc   | 11/6/70  |        |       |        |          |        |       |        |                 |        |
| Cox   | 12/18/76 |        |       |        |          |        |       |        |                 |        |
| O'Connor  | 4/28/75  |        |       |        |          |        |       |        |                 |        |
| Sterling  | 5/18/76  |        |       |        |          |        |       |        |                 |        |
| Cowan   | 6/30/77  |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |          |        |       |        |          |        |       |        |                 |        |
| Patton   | 11/15/73 |        |       |        |          |        |       |        |                 |        |
| Blinn  | 1/8/75   |        |       |        |          |        |       |        |                 |        |
| Schultz  | 10/1/75  |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] |         |        |       |        |          |        |       |        |                 |        |
| Platter  | 2/4/71  |        |       |        |          |        |       |        |                 |        |
| Blask  | 1/18/71 |        |       |        |          |        |       |        |                 |        |
| Mallet   | 1/18/71 |        |       |        |          |        |       |        |                 |        |
| Goodwin  | 8/1/72  |        |       |        |          |        |       |        |                 |        |
| Black  | 3/15/76 |        |       |        |          |        |       |        |                 |        |
| Tijerina   |         |        |       |        | 6/1/74   |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF TEXAS/SOUTHERN

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 52           | 35     | 67%        | 1      | 2%         | 17       | 33%        |        |            |                 |            |
| Ad. Assistants to Judges           | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 8            | 8      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 9            | 9      | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 7            | 6      | 86%        | 1      | 14%        |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 7            | 4      | 57%        |        |            | 3        | 43%        |        |            |                 |            |
| Public Defenders                   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 5            | 3      | 60%        |        |            | 2        | 40%        |        |            |                 |            |
| C.J.A. Investigators               | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 3            |        |            | 1      | 33%        | 2        | 67%        |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 6            | 3      | 50%        |        |            | 3        | 50%        |        |            |                 |            |
| Probation Officers                 | 41           | 21     | 51%        | 2      | 5%         | 18       | 44%        |        |            |                 |            |
| Probation Officer Trainees         | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Interpreters                       | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Others                             | 30           | 11     | 37%        | 1      | 3%         | 18       | 60%        |        |            |                 |            |





DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF TEXAS, WESTERN

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 4            | 4      | 100        |        |            |          |            |        |            | 4               | 100        |
| Bankruptcy Judges                    | 2            | 2      | 100        |        |            |          |            |        |            | 2               | 100        |
| Magistrates                          | 3            | 3      | 100        |        |            |          |            |        |            | 3               | 100        |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |          |        |       |        |          |        |       |        |                 |        |
| ADRIAN A. SPEARS  | 10-10-61 |        |       |        |          |        |       |        |                 | X      |
| D. W. SUTTLE  | 7-11-64  |        |       |        |          |        |       |        |                 | X      |
| JACK ROBERTS  | 10-3-66  |        |       |        |          |        |       |        |                 | X      |
| WILLIAM S. SESSIONS   | 12-24-74 |        |       |        |          |        |       |        |                 | X      |

| Bankruptcy Judges  | White  |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|--------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male   | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |        |        |       |        |          |        |       |        |                 |        |
| BERT W. THOMPSON   | 2-9-71 |        |       |        |          |        |       |        |                 | X      |
| JOSEPH C. ELLIOTT  | 8-4-75 |        |       |        |          |        |       |        |                 | X      |

| Magistrates  | White  |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|--------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male   | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] |        |        |       |        |          |        |       |        |                 |        |
| JOHN P. GILES  | 2-8-71 |        |       |        |          |        |       |        |                 | X      |
| HARRY L. HUDSPETH  | 7-8-77 |        |       |        |          |        |       |        |                 | X      |
| JOSEPH F. LEONARD, JR.   | 1-5-76 |        |       |        |          |        |       |        |                 | X      |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF TEXAS, WESTERN

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            | 1               | 100        |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            | 1               | 100        |
| Deputy Clerks of Court             | 5            | 2      | 40         |        |            | 3        | 60         |        |            | 5               | 100        |
| Ad. Assistants to Judges           | 32           | 25     | 78.1       |        |            | 7        | 21.9       |        |            | 31              | 96.9       |
| Law Clerks to Judges               | 8            | 8      | 100        |        |            |          |            |        |            | 8               | 100        |
| Secretaries to Judges              | 4            | 4      | 100        |        |            |          |            |        |            | 4               | 100        |
| Bailiffs/Clerks/Messengers         | 4            | 3      | 75.0       |        |            | 1        | 25.0       |        |            | 4               | 100        |
| Court Reporters                    | 4            | 3      | 75.0       |        |            | 1        | 25.0       |        |            | 4               | 100        |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100        |        |            |          |            |        |            | 1               | 100        |
| Bankruptcy Court Clerks            | 8            | 7      | 87.5       |        |            | 1        | 12.5       |        |            | 8               | 100        |
| Law Clerks to Bankruptcy Judges    | 1            | 1      | 100        |        |            |          |            |        |            | 1               | 100        |
| Secretaries to Bankruptcy Judges   | 1            | 1      | 100        |        |            |          |            |        |            | 1               | 100        |
| Clerical Assistants to Magistrates | 4            | 3      | 75.0       |        |            | 1        | 25.0       |        |            | 4               | 100        |
| Secretaries to Magistrates         | 3            | 3      | 100        |        |            |          |            |        |            | 3               | 100        |
| Public Defenders                   | 1            | 1      | 100        |        |            |          |            |        |            | 1               | 100        |
| Assistant Public Defenders         | 6            | 4      | 66.7       |        |            | 2        | 33.3       |        |            | 5               | 83.3       |
| C.J.A. Investigators               | 2            |        |            |        |            | 2        | 100        |        |            | 2               | 100        |
| C.J.A. Secretaries                 | 4            | 2      | 50         |        |            | 2        | 50         |        |            | 4               | 100        |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            | 1               | 100        |
| Deputy Chief Probation Officer     | 1            |        |            |        |            | 1        | 100        |        |            | 1               | 100        |
| Probation Officers                 | 35           | 20     | 57.2       | 1      | 2.8        | 14       | 40         |        |            | 35              | 100        |
| Probation Officer Trainees         | 3            | 2      | 66.7       |        |            | 1        | 33.3       |        |            | 3               | 100        |
| Interpreters                       | 2            |        |            |        |            | 2        | 100        |        |            | 2               | 100        |
| Others                             | 1            |        |            |        |            | 1        | 100        |        |            | 1               | 100        |

DATA REPORTING FORM FOR COURTS OF APPEALS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

COURT OF APPEALS FOR THE SIXTH CIRCUIT

PART 1A - Numbers and Percentages of Judges

|                                     | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|-------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                     |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Judges* (in active service) | 7            | 6      | 86         | 1      | 14         |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| Circuit Judges* (in active service)   | White    |        | Black    |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|----------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male     | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 12-19-63 |        | 10-21-77 |        |          |        |       |        |                 |        |
|   | 9-10-59  |        |          |        |          |        |       |        |                 |        |
|   | 8-19-65  |        |          |        |          |        |       |        |                 |        |
|   | 10-5-72  |        |          |        |          |        |       |        |                 |        |
|   | 12-19-73 |        |          |        |          |        |       |        |                 |        |
|   | 10-31-77 |        |          |        |          |        |       |        |                 |        |

PART 2 - Numbers and Percentages of Employees

|  | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|  |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Executive                              | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Administrative Assistants to Circuit Executive |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Circuit Executive               | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Clerk of Court                                 | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court                    | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks                                  | 6            | 4      | 67%        | 2      | 33%        |          |            |        |            |                 |            |
| Administrative Assistants to Judges            | 17           | 14     | 82%        | 3      | 18%        |          |            |        |            |                 |            |
| Law Clerks to Judges                           | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Judges                          | 11           | 9      | 82%        | 2      | 18%        |          |            |        |            |                 |            |
| Senior Staff Attorneys                         | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Staff Attorneys                                | 5            | 4      | 80%        | 1      | 20%        |          |            |        |            |                 |            |
| Court Secretaries                              | 4            | 3      | 75%        | 1      | 25%        |          |            |        |            |                 |            |
| Court Librarians                               | 2            | 1      | 50%        | 1      | 50%        |          |            |        |            |                 |            |
| Assistant Court Librarians                     | 1            |        |            | 1      | 100%       |          |            |        |            |                 |            |
| Library Assistants                             | 1            |        |            | 1      | 100%       |          |            |        |            |                 |            |
| Library Clerks                                 |              |        |            |        |            |          |            |        |            |                 |            |
| Others   |              |        |            |        |            |          |            |        |            |                 |            |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF EASTERN KENTUCKY

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 4*           | 4      | 100        |        |            |          |            |        |            |                 |            |

\*Includes 2 part-time Magistrates.

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |       |        |       |        |          |        |       |        |                 |        |
| B. T. Moynahan, Jr. 9-22-63   | 1     |        |       |        |          |        |       |        |                 |        |
| H. David Hermansdorfer 3-23-72  | 1     |        |       |        |          |        |       |        |                 |        |
| Eugene E. Siler, Jr. 12-8-75  | 1     |        |       |        |          |        |       |        |                 |        |

Bankruptcy Judges

| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
|--|------|--------|------|--------|------|--------|------|--------|------|--------|
| Joe Lee 7-1-61   | 1    |        |      |        |      |        |      |        |      |        |

Magistrates

| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
|--|------|--------|------|--------|------|--------|------|--------|------|--------|
| D. R. Irvin 11-4-71  | 1    |        |      |        |      |        |      |        |      |        |
| J. H. Hood 2-17-76   | 1    |        |      |        |      |        |      |        |      |        |
| J. G. Wehrman 11-3-75  | 1    |        |      |        |      |        |      |        |      |        |
| C. Dr. Moberly 2-8-78  | 1    |        |      |        |      |        |      |        |      |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF EASTERN KENTUCKY

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total<br>Number | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|------------------------------------|-----------------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|                                    |                 | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| Clerk of Court                     | Male 1          | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Chief Deputy Clerk of Court        | Male 1          | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Deputy Clerks of Court             | Male 1          | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female 20       | 20     | 100           |        |               |          |               |        |               |                 |               |
| Ad. Assistants to Judges           | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Law Clerks to Judges               | Male 2          | 2      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female 4        | 4      | 100           |        |               |          |               |        |               |                 |               |
| Secretaries to Judges              | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 3        | 3      | 100           |        |               |          |               |        |               |                 |               |
| Bailiffs/Criers/Messengers         | Male            |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female          |        |               |        |               |          |               |        |               |                 |               |
| Court Reporters                    | Male            |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 3        | 3      | 100           |        |               |          |               |        |               |                 |               |
| Bankruptcy Court Chief Clerks      | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 1        | 1      | 100           |        |               |          |               |        |               |                 |               |
| Bankruptcy Court Clerks            | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 6        | 6      | 85.6          |        |               | 1        | 14.4          |        |               |                 |               |
| Law Clerks to Bankruptcy Judges    | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Secretaries to Bankruptcy Judges   | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Clerical Assistants to Magistrates | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 2        | 2      | 100           |        |               |          |               |        |               |                 |               |
| Secretaries to Magistrates         | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 2        | 2      | 100           |        |               |          |               |        |               |                 |               |
| Public Defenders                   | Male 1          | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Assistant Public Defenders         | Male 2          | 2      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| C.J.A. Investigators               | Male 1          | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| C.J.A. Secretaries                 | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 2        | 2      | 100           |        |               |          |               |        |               |                 |               |
| Chief Probation Officer            | Male 1          | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Deputy Chief Probation Officer     | Male 1          | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Probation Officers                 | Male 10         | 10     | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female 1        | 1      | 100           |        |               |          |               |        |               |                 |               |
| Probation Officer Trainees         | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Interpreters                       | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Other-Clerical                     | Male 0          |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female 9        | 9      | 100           |        |               |          |               |        |               |                 |               |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Kentucky, Western

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total<br>Number | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|--------------------------------------|-----------------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|                                      |                 | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| District Judges* (in active service) | Male 4          | 4      | 100           |        |               |          |               |        |               |                 |               |
|                                      | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Bankruptcy Judges                    | Male 2          | 2      | 100           |        |               |          |               |        |               |                 |               |
|                                      | Female 0        |        |               |        |               |          |               |        |               |                 |               |
| Magistrates                          | Male 5          | 5      | 100           |        |               |          |               |        |               |                 |               |
|                                      | Female 0        |        |               |        |               |          |               |        |               |                 |               |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 12-10-71 |        |       |        |          |        |       |        |                 |        |
|   | 10-13-77 |        |       |        |          |        |       |        |                 |        |
|   | 11-04-77 |        |       |        |          |        |       |        |                 |        |
|   | 08-03-65 |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 02-10-75 |        |       |        |          |        |       |        |                 |        |
|  | 01-31-77 |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 10-13-78 |        |       |        |          |        |       |        |                 |        |
|  | 03-10-71 |        |       |        |          |        |       |        |                 |        |
|  | 04-15-75 |        |       |        |          |        |       |        |                 |        |
|  | 03-17-78 |        |       |        |          |        |       |        |                 |        |
|  | 01-30-75 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

**DATA REPORTING FORM FOR DISTRICT COURTS**  
 CONGRESSIONAL INVESTIGATIONS  
 OF  
 FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Kentucky, Western

**PART 2 - Numbers and Percentages of Supporting Personnel**

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male         | 1      | 1          | 100    |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male         | 1      | 1          | 100    |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male         | 3      | 3          | 100    |            |          |            |        |            |                 |            |
|                                    | Female       | 18     | 17         | 94.4   | 1          | 5.6      |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male         | 6      | 6          | 100    |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 1          | 100    |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 4      | 4          | 100    |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | Male         | 1      | 0          |        | 1          | 100      |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male         | 2      | 2          | 100    |            |          |            |        |            |                 |            |
|                                    | Female       | 2      | 2          | 100    |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 1          | 100    |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 13     | 12         | 92.31  | 1          | 7.69     |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 2      | 2          | 100    |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 1          | 100    |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 1          | 100    |            |          |            |        |            |                 |            |
| Public Defenders                   | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male         | 1      | 1          | 100    |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male         | 15     | 13         | 86.67  | 2          | 13.33    |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male         | 1      | 1          | 100    |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Others                             | Male         | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 11     | 10         | 90.9   | 1          | 9.1      |            |        |            |                 |            |

**DATA REPORTING FORM FOR DISTRICT COURTS**  
 CONGRESSIONAL INVESTIGATION  
 OF  
 FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF EASTERN MICHIGAN

**PART 1A - Numbers and Percentages of Judicial Officers**

|                                      | Total Number (in active service) | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|----------------------------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |                                  | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male                             | 10     | 9          | 75     | 1          | 8        |            |        |            |                 |            |
|                                      | Female                           | 2      | 2          | 17     |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male                             | 5*     | 4          | 80     | 1          | 20       |            |        |            |                 |            |
|                                      | Female                           | 0      |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male                             | 2      | 1          | 33     | 1          | 33       |            |        |            |                 |            |
|                                      | Female                           | 1      | 1          | 33     |            |          |            |        |            |                 |            |

\*One white male Bankruptcy Judge also serves as a part-time U. S. Magistrate.

**PART 1B - Dates of Appointment**

| District Judges* (in active service)   | White    |          | Black |         | Hispanic |        | Asian |        | Native American |        |
|--|----------|----------|-------|---------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female   | Male  | Female  | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            |          | 10/22/70 |       |         |          |        |       |        |                 |        |
|  | 2/15/49  |          |       |         |          |        |       |        |                 |        |
|  | 6/29/54  |          |       |         |          |        |       |        |                 |        |
|  | 12/14/70 |          |       |         |          |        |       |        |                 |        |
|  | 12/14/70 |          |       |         |          |        |       |        |                 |        |
|  | 8/26/71  |          |       |         |          |        |       |        |                 |        |
|  | 6/30/72  |          |       |         |          |        |       |        |                 |        |
|  | 2/1/74   |          |       |         |          |        |       |        |                 |        |
|  | 12/30/74 |          |       |         |          |        |       |        |                 |        |
|  | 6/7/76   |          |       |         |          |        |       |        |                 |        |
|  |          | 10/10/78 |       | 9/27/78 |          |        |       |        |                 |        |
| Bankruptcy Judges  |          |          |       |         |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |          |          |       | 7/1/57  |          |        |       |        |                 |        |
|  | 9/1/61   |          |       |         |          |        |       |        |                 |        |
|  | 3/26/65  |          |       |         |          |        |       |        |                 |        |
|  | 4/14/66  |          |       |         |          |        |       |        |                 |        |
|  | 10/27/77 |          |       |         |          |        |       |        |                 |        |
| Magistrates  |          |          |       |         |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       |          | 3/1/73   |       |         |          |        |       |        |                 |        |
|  | 2/12/71  |          |       | 4/19/76 |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

**DATA REPORTING FORM FOR DISTRICT COURTS**  
**CONGRESSIONAL INVESTIGATIONS**  
**OF**  
**FEDERAL COURT EMPLOYMENT PRACTICES**

U.S. DISTRICT COURT FOR THE DISTRICT OF EASTERN MICHIGAN

**PART 2 -- Numbers and Percentages of Supporting Personnel**

|                                     |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|-------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                     |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                      | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                     | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court         | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                     | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court              | Male   | 13           | 7      | 12         | 6      | 10         |          |            |        |            |                 |            |
|                                     | Female | 47           | 41     | 68         | 6      | 10         |          |            |        |            |                 |            |
| Ad. Assistants to Judges            | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                     | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges                | Male   | 15           | 15     | 63         |        |            |          |            |        |            |                 |            |
|                                     | Female | 9            | 9      | 37         |        |            |          |            |        |            |                 |            |
| Secretaries to Judges               | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                     | Female | 13           | 13     | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers          | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                     | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                     | Male   | 7            | 5      | 42         | 2      | 17         |          |            |        |            |                 |            |
|                                     | Female | 5            | 4      | 33         | 1      | 8          |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks       | Male   | 1            |        |            | 1      | 100        |          |            |        |            |                 |            |
|                                     | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks             | Male   | 4            | 4      | 17         |        |            |          |            |        |            |                 |            |
|                                     | Female | 19           | 13     | 57         | 6      | 26         |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges     | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                     | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges    | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                     | Female | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates  | Male   | 2            | 2      | 40         |        |            |          |            |        |            |                 |            |
|                                     | Female | 3            | 2      | 40         | 1      | 20         |          |            |        |            |                 |            |
| Secretaries to Magistrates          | Male   | 0            |        |            | 1      | 33         |          |            |        |            |                 |            |
|                                     | Female | 3            | 2      | 67         |        |            |          |            |        |            |                 |            |
| Public Defenders                    | Male   | 1            |        |            | 1      | 100        |          |            |        |            |                 |            |
|                                     | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders          | Male   | 7            | 5      | 62         | 2      | 25         |          |            |        |            |                 |            |
|                                     | Female | 1            |        |            | 1      | 13         |          |            |        |            |                 |            |
| Federal Defender XXXX Investigators | Male   | 1            |        |            | 1      | 100        |          |            |        |            |                 |            |
|                                     | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Federal Defender XXXX Secretaries   | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                     | Female | 4            | 2      | 50         | 2      | 50         |          |            |        |            |                 |            |
| Chief Probation Officer             | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                     | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer      | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                     | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                  | Male   | 48           | 34     | 56         | 12     | 20         | 1        | 2          | 1      | 2          |                 |            |
|                                     | Female | 12           | 6      | 10         | 6      | 10         |          |            |        |            |                 |            |
| Probation Officer Trainees          | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                     | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                        | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                     | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Probation Office Clerks/Steno       | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                     | Female | 31           | 25     | 81         | 6      | 19         |          |            |        |            |                 |            |
| Pretrial Service Officers           | Male   | 12           | 8      | 50         | 3      | 18         | 1        | 6          |        |            |                 |            |
|                                     | Female | 4            | 2      | 13         | 2      | 13         |          |            |        |            |                 |            |
| Pretrial Service Secretaries        | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                     | Female | 9            | 6      | 67         | 3      | 33         |          |            |        |            |                 |            |

**DATA REPORTING FORM FOR DISTRICT COURTS**  
**CONGRESSIONAL INVESTIGATION**  
**OF**  
**FEDERAL COURT EMPLOYMENT PRACTICES**

U.S. DISTRICT COURT FOR THE DISTRICT OF Western Michigan

**PART 1A -- Numbers and Percentages of Judicial Officers**

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (In active service) | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |

**PART 1B -- Dates of Appointment**

| District Judges* (In active service)<br>(Record appointment dates on individual lines in appropriate columns for each individual judge) | White  |         | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|--------|---------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male   | Female  | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
|   | 8-9-62 | 5-9-74  |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges<br>(Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge)         | Male   | 4-15-55 |       |        |          |        |       |        |                 |        |
|   | Female | 1-14-76 |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |
|   |        |         |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-488.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Western Michigan

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 7            | 6      | 85.7       | 0      |            | 1        | 14.2       | 0      |            | 0               |            |
|                                    | Female | 8            | 6      | 75         | 2      | 25         | 0        |            | 0      |            | 0               |            |
| Ad. Assistants to Judges           | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   | 2            | 2      | 100        | 0      |            |          |            |        |            |                 |            |
|                                    | Female | 5            | 2      | 40         | 3      | 60         |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 8            | 5      | 62.5       | 2      | 25         | 1        | 12.5       |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Probation Officers & Secretaries   | Male   | 7            | 6      | 85.7       | 1      | 14.2       |          |            |        |            |                 |            |
|                                    | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Western Michigan

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female | 0            | 0      |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |  |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|--|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |  |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 8-9-62   |        |       |        |          |        |       |        |                 |        |  |
|   | 5-9-74   |        |       |        |          |        |       |        |                 |        |  |
| Bankruptcy Judges   | 4-15-55  |        |       |        |          |        |       |        |                 |        |  |
|   | 1-14-76  |        |       |        |          |        |       |        |                 |        |  |
| Magistrates   | 10-01-73 |        |       |        |          |        |       |        |                 |        |  |
|   |          |        |       |        |          |        |       |        |                 |        |  |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Western Michigan

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 7            | 6      | 40         | 0      | 12.3       | 1        | 6.7        | 0      |            | 0               |            |
| Ad. Assistants to Judges           | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 2            | 2      | 25.6       | 0      | 42.8       |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 2            | 2      |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 8            | 5      | 55.5       | 2      | 25.0       | 1        | 12.5       |        |            |                 |            |
| Probation Officer Trainees         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Interpreters                       | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Probation Officers & Secretaries   | 7            | 6      | 85.7       | 1      | 14.2       |          |            |        |            |                 |            |

August 15, 1979

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Northern Ohio

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 9            | 9      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 8            | 8      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White    |           | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|-----------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female    | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            | 10-4-61  |           |       |        |          |        |       |        |                 |        |
|  | 11-9-61  |           |       |        |          |        |       |        |                 |        |
|  | 6-11-65  |           |       |        |          |        |       |        |                 |        |
|  | 3-14-66  |           |       |        |          |        |       |        |                 |        |
|  | 8-28-67  |           |       |        |          |        |       |        |                 |        |
|  | 11-6-70  |           |       |        |          |        |       |        |                 |        |
|  | 11-30-70 |           |       |        |          |        |       |        |                 |        |
|  | 12-17-71 |           |       |        |          |        |       |        |                 |        |
|  | 4-9-76   |           |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |          |           |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 5-1-58   |           |       |        |          |        |       |        |                 |        |
|  | 6-1-61   |           |       |        |          |        |       |        |                 |        |
|  | 1-22-65  |           |       |        |          |        |       |        |                 |        |
|  | 9-1-65   |           |       |        |          |        |       |        |                 |        |
|  | 6-5-72   |           |       |        |          |        |       |        |                 |        |
|  | 7-1-75   |           |       |        |          |        |       |        |                 |        |
|  | 9-2-75   |           |       |        |          |        |       |        |                 |        |
|  | 10-22-77 |           |       |        |          |        |       |        |                 |        |
| Magistrates  |          |           |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 7-1-71   | Part time |       |        |          |        |       |        |                 |        |
|  | 2-5-73   |           |       |        |          |        |       |        |                 |        |
|  | 1-10-74  | Part time |       |        |          |        |       |        |                 |        |
|  | 8-1-77   |           |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.



August 15, 1979

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Northern Ohio

PART 2 - Numbers and Percentages of Supporting Personnel

|                                       |           | Total<br>Number | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|---------------------------------------|-----------|-----------------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|                                       |           |                 | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| Clerk of Court                        | Male      | 1               | 1      | 100%          |        |               |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| Chief Deputy Clerk<br>of Court        | Male      | 1               | 1      | 100%          |        |               |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| Deputy Clerks<br>of Court             | Male      | 20              | 18     | 42%           | 1      | 2%            | 1        | 2%            |        |               |                 |               |
|                                       | Female    | 23              | 23     | 54%           |        |               |          |               |        |               |                 |               |
| Ad. Assistants to<br>Judges           | Male      |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| Law Clerks to<br>Judges               | Male      | 14              | 14     | 76%           |        |               |          |               |        |               |                 |               |
|                                       | Female    | 5               | 5      | 26%           |        |               |          |               |        |               |                 |               |
| Secretaries to<br>Judges              | Male      |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female    | 9               | 9      | 100%          |        |               |          |               |        |               |                 |               |
| Bailiffs/Clerks/<br>Messengers        | Male      |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| Court Reporters                       | Male      | 6               | 6      | 75%           |        |               |          |               |        |               |                 |               |
|                                       | Female    | 2               | 2      | 25%           |        |               |          |               |        |               |                 |               |
| Bankruptcy Court<br>Chief Clerks      | Male      | 2               | 2      | 40%           |        |               |          |               |        |               |                 |               |
|                                       | Female    | 3               | 3      | 60%           |        |               |          |               |        |               |                 |               |
| Bankruptcy Court<br>Clerks            | Male      | 2               | 1      | 3-1/2%        | 1      | 3-1/2%        |          |               |        |               |                 |               |
|                                       | Female    | 28              | 24     | 80%           | 4      | 13%           |          |               |        |               |                 |               |
| Law Clerks to<br>Bankruptcy Judges    | Male      |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| Secretaries to<br>Bankruptcy Judges   | Male      |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female    | 8               | 8      | 100%          |        |               |          |               |        |               |                 |               |
| Clerical Assistants<br>to Magistrates | Male      | 1               | 1      | 100%          |        |               |          |               |        |               |                 |               |
|                                       | Female    | 1               | 1      | 100%          |        |               |          |               |        |               |                 |               |
| Secretaries to<br>Magistrates         | Male      |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female    | 3               | 3      | 100%          |        |               |          |               |        |               |                 |               |
| Public Defenders                      | Male      | 1               | 1      | 100%          |        |               |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| Assistant Public<br>Defenders         | Male      | 3               | 2      | 66%           | 1      | 33%           |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| C.J.A. Investigators                  | Male      | 1               | 1      | 100%          |        |               |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| C.J.A. Secretaries                    | Male      |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female    | 2               | 1      | 50%           | 1      | 50%           |          |               |        |               |                 |               |
| Chief Probation Officer               | Male      | 1               | 1      | 100%          |        |               |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| Deputy Chief<br>Probation Officer     | Male      | 1               | 1      | 100%          |        |               |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| Probation Officers                    | Male      | 25              | 22     | 88%           | 3      | 12%           |          |               |        |               |                 |               |
|                                       | Female    | 5               | 2      | 40%           | 3      | 60%           |          |               |        |               |                 |               |
| Probation Officer<br>Trainees         | Male      |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| Interpreters                          | Male      |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female    |                 |        |               |        |               |          |               |        |               |                 |               |
| Others                                | Librarian | 1               | 1      | 100%          |        |               |          |               |        |               |                 |               |
|                                       | Probation | 19              | 16     | 84%           | 3      | 16%           |          |               |        |               |                 |               |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Ohio, Southern

PART 1A - Numbers and Percentages of Judicial Officers

|   | Total<br>Number | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|---|-----------------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|   |                 | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| District Judges*<br>(in active service) | 5               | 4      | 80%           | 1      | 20%           |          |               |        |               |                 |               |
| Bankruptcy Judges                       | 7               | 6      | 86%           | 1      | 14%           |          |               |        |               |                 |               |
| Magistrate**                            | 6               | 6      | 100%          |        |               |          |               |        |               |                 |               |

PART 1B - Dates of Appointment

| District Judges*<br>(in active service)  | White   |           | Black   |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|-----------|---------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female    | Male    | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates<br>on individual lines in<br>appropriate columns for each<br>individual judge] | 11-3-66 |           | 6-20-74 |        |          |        |       |        |                 |        |
|  | 7-22-66 |           |         |        |          |        |       |        |                 |        |
|  | 11-3-66 |           |         |        |          |        |       |        |                 |        |
|  | 5-20-71 |           |         |        |          |        |       |        |                 |        |
| Bankruptcy Judges  | 10-5-73 |           |         |        |          |        |       |        |                 |        |
|  | 7-1-74  |           |         |        |          |        |       |        |                 |        |
|  | 7-1-78  |           |         |        |          |        |       |        |                 |        |
|  | 1-28-75 |           |         |        |          |        |       |        |                 |        |
|  | 7-21-76 |           |         |        |          |        |       |        |                 |        |
|  | 6-21-77 |           |         |        |          |        |       |        |                 |        |
| Magistrates  | 5-1-79  | Full time |         |        |          |        |       |        |                 |        |
|  | 7-23-76 | Full time |         |        |          |        |       |        |                 |        |
|  | 1-1-78  | Full time |         |        |          |        |       |        |                 |        |
|  | 5-1-79  | part time |         |        |          |        |       |        |                 |        |
|  | 5-1-79  | part time |         |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

**DATA REPORTING FORM FOR DISTRICT COURTS**  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Ohio, Southern

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 13           | 13     | 45%        | 4      | 14%        |          |            |        |            |                 |            |
| Ad. Assistants to Judges           |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 5            | 5      | 71%        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 8            | 8      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Clerks/Chief Clerks     | 2            | 2      | 67%        |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 2            | 2      | 50%        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 4            | 4      | 12%        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 28           | 24     | 75%        | 4      | 13%        |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 7            | 7      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 3            | 2      | 67%        | 1      | 33%        |          |            |        |            |                 |            |
| Public Defenders                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 4            | 3      | 65%        | 1      | 17%        |          |            |        |            |                 |            |
| Probation Officer Trainees         | 3            | 2      | 12%        | 1      | 6%         |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others Probation Clerical          | 11           | 10     | 91%        | 1      | 9%         |          |            |        |            |                 |            |

**DATA REPORTING FORM FOR DISTRICT COURTS**  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Eastern District of Tennessee

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)<br>(Record appointment dates on individual lines in appropriate columns for each individual judge) | White    |         | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|---------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female  | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
|   |          | 11/2/49 |       |        |          |        |       |        |                 |        |
|   | 6/15/61  |         |       |        |          |        |       |        |                 |        |
|   | 11/20/61 |         |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges<br>(Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge) | White  |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|--------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male   | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
|   |        | 1/1/75 |       |        |          |        |       |        |                 |        |
|   | 7/1/75 |        |       |        |          |        |       |        |                 |        |

| Magistrates<br>(Record appointment dates on individual lines in appropriate columns for each individual magistrate) | White              |         | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|--------------------|---------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male               | Female  | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
|   |                    | 2/10/78 |       |        |          |        |       |        |                 |        |
|   | 1/1/79             |         |       |        |          |        |       |        |                 |        |
|   | 1/1/79 (part time) |         |       |        |          |        |       |        |                 |        |
|   | 1/1/79 (part time) |         |       |        |          |        |       |        |                 |        |

\*Do not include Incumbents in Judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Eastern District of Tennessee

PART 2 -- Numbers and Percentages of Supporting Personnel

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 3            | 3      | 20         |        |            |          |            |        |            |                 |            |
|                                    | Female | 12           | 12     | 80         |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 4            | 4      | 80         |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 20         |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | Male   | 1            |        |            | 1      | 100        |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 2            | 2      | 66-2/3     |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 33-1/3     |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   | 2            | 2      | 13.2       |        |            |          |            |        |            |                 |            |
|                                    | Female | 13           | 13     | 86.8       |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 8            | 7      | 87.5       | 1      | 12.5       |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Clerks and Others                  | Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries                        | Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Probation                          | Female | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF MIDDLE TENNESSEE

PART 1A -- Numbers and Percentages of Judicial Officers

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Parttime Mag.                        | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |

PART 1B -- Dates of Appointment

| District Judges* (in active service)  | White             |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-------------------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male              | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 10-26-70          |        |       |        |          |        |       |        |                 |        |
|   | 8-25-78           |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges   | 9-1-72            |        |       |        |          |        |       |        |                 |        |
|   | 9-29-78           |        |       |        |          |        |       |        |                 |        |
| Magistrates   |                   |        |       |        |          |        |       |        |                 |        |
|   | 9-1-72 to 8-31-80 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF MIDDLE TENNESSEE

PART 2 - Numbers and Percentages of Supporting Personnel

|                                       |        | Total<br>Number | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|---------------------------------------|--------|-----------------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|                                       |        |                 | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| Clerk of Court                        | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
| Chief Deputy Clerk<br>of Court        | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Deputy Clerks<br>of Court             | Male   | 13              | 11     | 84.6          | 2      | 15.4          |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Ad. Assistants to<br>Judges           | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Law Clerks to<br>Judges               | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female | 3               | 3      | 100           |        |               |          |               |        |               |                 |               |
| Secretaries to Judges                 | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female | 2               | 2      | 100           |        |               |          |               |        |               |                 |               |
| Bailiffs/Criers/<br>Messengers        | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Court Reporters                       | Male   | 2               | 2      | 100           |        |               | *        |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Bankruptcy Court<br>Chief Clerks      | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Bankruptcy Court<br>Clerks            | Male   | 8               | 6      | 75            | 2      | 25            |          |               |        |               |                 |               |
|                                       | Female | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
| Law Clerks to<br>Bankruptcy Judges    | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Secretaries to<br>Bankruptcy Judges   | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female | 2               | 2      | 100           |        |               |          |               |        |               |                 |               |
| Clerical Assistants<br>to Magistrates | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Secretaries to<br>Magistrates         | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female | 2               | 2      | 100           |        |               | **       |               |        |               |                 |               |
| Public Defenders                      | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Assistant Public<br>Defenders         | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| C.J.A. Investigators                  | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| C.J.A. Secretaries                    | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
| Chief Probation Officer               | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| SUPERVISORY<br>Probation Officer      | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Probation Officers                    | Male   | 5               | 4      | 80            | 1      | 20            | ***      |               |        |               |                 |               |
|                                       | Female | 2               | 1      | 50            | 1      | 50            | ****     |               |        |               |                 |               |
| Probation Officer<br>Trainees         | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Interpreters                          | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| PROBATION<br>CLERKS                   | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female | 7               | 6      | 85.7          | 1      | 14.3          |          |               |        |               |                 |               |

\* As of August 9, 1979, one male and one female.

\*\* One is fulltime Secretary to Nashville Magistrate; the other is parttime Secretary to Columbia Magistrate.

\*\*\* One Male, Black, under investigation for vacancy as of June 30, 1979, not included in this report. Now on staff.

\*\*\*\* One Female, White, under investigation for vacancy as of June 30, 1979, not included in this report.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Western Tennessee

PART 1A - Numbers and Percentages of Judicial Officers

|   |        | Total<br>Number | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|---|--------|-----------------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|   |        |                 | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| District Judges*<br>(in active service) | Male   | 3               | 3      | 100           |        |               |          |               |        |               |                 |               |
|   | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Bankruptcy Judges                       | Male   | 2               | 1      | 50            | 1      | 50            |          |               |        |               |                 |               |
|   | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Magistrates                             | Male   | 2               | 2      | 100           |        |               |          |               |        |               |                 |               |
|   | Female |                 |        |               |        |               |          |               |        |               |                 |               |

PART 1B - Dates of Appointment

| District Judges*<br>(in active service)  | Male     | Female | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|--|----------|--------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|  |          |        | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| [Record appointment dates<br>on individual lines in<br>appropriate columns for each<br>individual judge] | 8/29/61  |        |        |               |        |               |          |               |        |               |                 |               |
|  | 11/10/66 |        |        |               |        |               |          |               |        |               |                 |               |
|  | 11/13/71 |        |        |               |        |               |          |               |        |               |                 |               |

| Bankruptcy Judges   | Male    | Female | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|---|---------|--------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|   |         |        | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| [Record appointment dates<br>on individual lines in<br>appropriate columns for each<br>individual bankruptcy judge] | 3-19-77 |        |        |               |        |               |          |               |        |               |                 |               |
|   | 4-1-78  |        |        |               |        |               |          |               |        |               |                 |               |
|   |         |        |        |               |        |               |          |               |        |               |                 |               |

| Magistrates   | Male    | Female | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|---|---------|--------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|   |         |        | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| [Record appointment dates<br>on individual lines in<br>appropriate columns for each<br>individual magistrate] | 2-16-77 |        |        |               |        |               |          |               |        |               |                 |               |
|   | 3-15-79 |        |        |               |        |               |          |               |        |               |                 |               |
|   |         |        |        |               |        |               |          |               |        |               |                 |               |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Western Tennessee

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 4            | 3      | 75         | 1      | 25         |          |            |        |            |                 |            |
|                                    | Female | 9            | 8      | 89         | 1      | 12         |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   | 12           | 9      | 75         | 3      | 25         |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   | 2            | 1      | 50         | 1      | 50         |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   | 2            | 1      | 50         | 1      | 50         |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defender Secretaries        | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   | 1            |        |            | 1      | 100        |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 9            | 8      | 89         | 1      | 12         |          |            |        |            |                 |            |
|                                    | Female | 1            |        |            | 1      | 100        |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Clerks                   | Male   | 8            | 6      | 75         | 2      | 25         |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR COURTS OF APPEALS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

COURT OF APPEALS FOR THE Seventh CIRCUIT

PART 1A - Numbers and Percentages of Judges

|                                     |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|-------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                     |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Judges* (in active service) | Male   | 8            | 8      | 100        |        |            |          |            |        |            |                 |            |
|                                     | Female |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| Circuit Judges* (in active service) | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |  |
|-------------------------------------|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|--|
|                                     | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |  |
| 9-29-61                             |       |        |       |        |          |        |       |        |                 |        |  |
| 8-11-66                             |       |        |       |        |          |        |       |        |                 |        |  |
| 8-11-66                             |       |        |       |        |          |        |       |        |                 |        |  |
| 4-24-70                             |       |        |       |        |          |        |       |        |                 |        |  |
| 4-23-71                             |       |        |       |        |          |        |       |        |                 |        |  |
| 5-14-74                             |       |        |       |        |          |        |       |        |                 |        |  |
| 12-20-74                            |       |        |       |        |          |        |       |        |                 |        |  |
| 5-7-76                              |       |        |       |        |          |        |       |        |                 |        |  |

PART 2 - Numbers and Percentages of Supporting Personnel

|  |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|  |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Executive                              | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Administrative Assistants to Circuit Executive | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Circuit Executive               | Male   | 1            |        |            | 1      | 100        |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Clerk of Court                                 | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court                    | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks                                  | Male   | 6            | 5      | 83.3       | 1      | 16.7       |          |            |        |            |                 |            |
|  | Female | 13           | 11     | 84.6       | 1      | 7.7        | 1        | 7.7        |        |            |                 |            |
| Administrative Assistants to Judges            | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges                           | Male   | 11           | 10     | 90.9       | 1      | 9.1        |          |            |        |            |                 |            |
|  | Female | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges                          | Male   | 10           | 8      | 80         | 1      | 10         |          |            | 1      | 10         |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Senior Staff Attorneys                         | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Staff Attorneys                                | Male   | 5            | 4      | 80         | 1      | 20         |          |            |        |            |                 |            |
|  | Female | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Court Secretaries                              | Male   | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Librarians                               | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Court Librarians                     | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Library Assistants                             | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Library Clerks                                 | Male   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Others   | Male   | 1            |        |            | 1      | 100        |          |            |        |            |                 |            |
|  | Female |              |        |            |        |            |          |            |        |            |                 |            |

\*Do not include incumbents in judicial positions created by Public Law No. 95-488.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Central Illinois

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 7-7-67   |        |       |        |          |        |       |        |                 |        |
|   | 7-26-76  |        |       |        |          |        |       |        |                 |        |
|   | 10-11-78 |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 5-1-66  |        |       |        |          |        |       |        |                 |        |
|  | 12-2-74 |        |       |        |          |        |       |        |                 |        |
|  | 7-1-73  |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 11-20-70 |        |       |        |          |        |       |        |                 |        |
|  | 6-22-73  |        |       |        |          |        |       |        |                 |        |
|  | 10-11-77 |        |       |        |          |        |       |        |                 |        |
|  | 10-30-77 |        |       |        |          |        |       |        |                 |        |
|  | 12-21-78 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Central Illinois

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 11           | 11     | 100%       |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Belliffs/Clerks/Messengers         |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 13           | 13     | 100%       |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 7            | 6      | 85%        | 1      | 15%        |          |            |        |            |                 |            |
| Probation Officer Trainees         |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             | 6            | 6      | 100%       |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Southern Illinois

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |

*also part time Magistrate*

PART 1B - Dates of Appointment

| District Judges* (in active service)<br>[Record appointment dates on individual lines in appropriate columns for each individual judge] | White     |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male      | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
|   | 1972      |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges<br>[Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge]         | APR 1979  |        |       |        |          |        |       |        |                 |        |
| Magistrates<br>[Record appointment dates on individual lines in appropriate columns for each individual magistrate]                     | APRIL '79 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN ILLINOIS

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 17           | 15     | 88.2       | 2      | 11.8       |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 8            | 7      | 87.5       | 1      | 12.5       |          |            |        |            |                 |            |
| Magistrates                          | 4            | 4      | 100.0      |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)<br>[Record appointment dates on individual lines in appropriate columns for each individual judge] | White   |        | Black   |                   | Hispanic |        | Asian |        | Native American |        |
|---|---|--------|---------|-------------------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female | Male    | Female            | Male     | Female | Male  | Female | Male            | Female |
|   | 10-27-61<br>12-21-62<br>10-27-70<br>5-21-71<br>8-6-73<br>1-21-75<br>1-5-76<br>7-21-76<br>12-2-77<br>11-4-77<br>10-22-40<br>12-1-56<br>5-21-53<br>12-9-58<br>10-1-63 |        |         | 9-22-61<br>3-1-76 |          |        |       |        |                 |        |
| ** Bankruptcy Judges<br>[Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge]      | 5-1-75  |        | 11-1-69 |                   |          |        |       |        |                 |        |
| ** Magistrates<br>[Record appointment dates on individual lines in appropriate columns for each individual magistrate]                  | 3-12-71<br>3-12-71<br>3-18-76<br>4-3-79   |        | 3-12-71 |                   |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN ILLINOIS

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male         | 1      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male         | 1      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male         | 38     | 52.6       | 13     | 34.2       | 3        | 7.9        | 2      | 5.3        |                 |            |
|                                    | Female       | 37     | 59.5       | 14     | 37.8       | 1        | 2.7        |        |            |                 |            |
| Ad. Assistants to Judges           | Male         | 1      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male         | 21     | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       | 10     | 100.0      |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male         |        |            |        |            | 1        | 4.3        |        |            |                 |            |
|                                    | Female       | 23     | 95.7       |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | Male         | 3      | 66.7       | 1      | 33.3       |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male         | 11     | 95.7       | 1      | 4.3        |          |            |        |            |                 |            |
|                                    | Female       | 8      | 100.0      |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male         | 1      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male         | 20     | 60.0       | 8      | 40.0       |          |            |        |            |                 |            |
|                                    | Female       | 21     | 52.0       | 10     | 48.0       |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 8      | 87.5       | 1      | 12.5       |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male         | 1      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       | 3      | 66.7       | 1      | 33.3       |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 4      | 100.0      |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male         | 1      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male         | 3      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       | 3      | 100.0      |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male         | 2      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male         | 3      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 100.0      |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male         | 1      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male         | 1      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male         | 58     | 75.9       | 10     | 17.2       | 4*       | 6.9        |        |            |                 |            |
|                                    | Female       | 9      | 44.4       | 4      | 44.4       |          |            | 1      | 11.1       |                 |            |
| Probation Officer Trainees         | Male         | 4      |            | 2      | 50.0       | 2        | 50.0       |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Others                             | Male         | 1      | 100.0      |        |            |          |            |        |            |                 |            |
|                                    | Female       | 40     | 65.0       | 11     | 27.5       | 3        | 7.5        |        |            |                 |            |

\* Includes one person with Hispanic father and Native American mother.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Southern Illinois

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male         | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 10     | 90         | 1      | 10         |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male         | 1      | 50         |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 50         |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male         | 2      | 60         |        |            |          |            |        |            |                 |            |
|                                    | Female       | 3      | 60         |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male         | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male         | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male         | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male         | 7      | 100        |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Others                             | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |





**DATA REPORTING FORM FOR DISTRICT COURTS**  
 CONGRESSIONAL INVESTIGATION  
 OF  
 FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF INDIANA, NORTHERN

**PART 1A - Numbers and Percentages of Judicial Officers**

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (In active service) | 4**          | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |

\*\*One in senior status

**PART 1B - Dates of Appointment**

| District Judges* (In active service)   | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            | 9/24/57  |        |       |        |          |        |       |        |                 |        |
|  | 5/14/62  |        |       |        |          |        |       |        |                 |        |
|  | 11/1/73  |        |       |        |          |        |       |        |                 |        |
|  | 5/17/76  |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |          |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 11/1/55  |        |       |        |          |        |       |        |                 |        |
|  | 11/11/60 |        |       |        |          |        |       |        |                 |        |
| Magistrates  |          |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 5/31/55  |        |       |        |          |        |       |        |                 |        |
|  | 10/25/61 |        |       |        |          |        |       |        |                 |        |
|  | 11/20/61 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

**DATA REPORTING FORM FOR DISTRICT COURTS**  
 CONGRESSIONAL INVESTIGATIONS  
 OF  
 FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF INDIANA, NORTHERN

**PART 2 - Numbers and Percentages of Supporting Personnel**

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 4            | 3      | 75.0%      | 1      | 25.0%      |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 15           | 14     | 93.3%      | 1      | 6.7%       |          |            |        |            |                 |            |
| Law Clerks to Judges               | 6            | 6      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Balliffs/Criers/Messengers         | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 13           | 11     | 84.6%      | 1      | 7.7%       | 1        | 7.7%       |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 11           | 10     | 90.9%      | 1      | 9.1%       |          |            |        |            |                 |            |
| Probation Officer Trainees         | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             |              |        |            |        |            |          |            |        |            |                 |            |

\*One part-time law clerk

\*\*Part-time law clerk and clerical assistant



DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE ~~MIDDLE~~ EASTERN DISTRICT OF WISCONSIN

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 3            | 2      | 66 2/3     | 1      | 33 1/3     |          |            |        |            |                 |            |
| Magistrates                          | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White |                  | Black    |        | Hispanic |        | Asian |        | Native American |        |
|---|-------|------------------|----------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female           | Male     | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 1     | John W. Reynolds | 11/12/65 |        |          |        |       |        |                 |        |
|   | 1     | Myron L. Gordon  | 3/15/67  |        |          |        |       |        |                 |        |
|   | 1     | Robert W. Warren | 10/10/74 |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White |                      | Black   |        | Hispanic |        | Asian |        | Native American |        |
|--|-------|----------------------|---------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male  | Female               | Male    | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 1     | Howard W. Helgendorf | 7/1/59  |        |          |        |       |        |                 |        |
|  | 1     | Dale E. Thlenfeldt   | 11/1/66 |        |          |        |       |        |                 |        |
|  | 1     | Charles N. Clevert   | 11/1/77 |        |          |        |       |        |                 |        |

| Magistrates  | White |                                   | Black  |        | Hispanic |        | Asian |        | Native American |        |
|--|-------|-----------------------------------|--------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male  | Female                            | Male   | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 1     | John C. McBride (full-time)       | 3/1/71 |        |          |        |       |        |                 |        |
|  | 1     | John P. Duffy (part-time)         | 3/1/71 |        |          |        |       |        |                 |        |
|  | 1     | Patrick F. Coughlin (part-time)   | 3/1/71 |        |          |        |       |        |                 |        |
|  | 1     | Ruth W. LaFave (Clark-Magistrate) | 1/4/72 |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE ~~MIDDLE~~ EASTERN DISTRICT OF WISCONSIN

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100 %      |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 3            | 3      | 100 %      |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 11           | 8      | 72.7 %     | 2      | 18.2 %     |          |            |        |            | 1               | 9.1 %      |
| Law Clerks to Judges               | 3            | 3      | 100 %      |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 3            | 3      | 100 %      |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 2            | 2      | 100 %      |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            |        | 0          | 1      | 100 %      |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 13           | 11     | 84.6 %     | 2      | 15.4 %     |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 3            | 3      | 100 %      |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 1            | 1      | 100 %      |        |            |          |            |        |            |                 |            |
| Public Defenders                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100 %      |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 5            | 4      | 80 %       | 1      | 20 %       |          |            |        |            |                 |            |
| Probation Officer Trainees         | 1            | 1      | 100 %      |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             | 4            | 4      | 100 %      |        |            |          |            |        |            |                 |            |

\* In addition from 1974 - 1977 the Bankruptcy Court employed two Native Americans - Females

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

*7/30/79*  
*Joseph M. Maguire*  
*Clk of Court*

U.S. DISTRICT COURT FOR THE DISTRICT OF *Western District of Wisconsin*

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Bankruptcy Judges                    | 2*           | 2*     | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Magistrates                          | 5**          | 5*     | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| (Record appointment dates on individual lines in appropriate columns for each individual judge)            | <i>22 May 75</i>  |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |   |        |       |        |          |        |       |        |                 |        |
| (Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge) | <i>23 May 78</i><br><i>31 Aug 62</i>  |        |       |        |          |        |       |        |                 |        |
| Magistrates  |   |        |       |        |          |        |       |        |                 |        |
| (Record appointment dates on individual lines in appropriate columns for each individual magistrate)       | <i>9 Feb 71</i><br><i>8 Feb 71</i><br><i>12 Apr 71</i><br><i>3 Jul 72</i><br><i>1 Nov 72</i><br><i>1 Mar 77</i> |        |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.  
\* 1 bankruptcy judge holds a half-time position  
\* All 5 magistrates are part-time positions, each for 2,000 per year. One of these part-time magistrates in his position

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

*7/30/79*  
*Joseph M. Maguire*  
*Clk of Court*

U.S. DISTRICT COURT FOR THE DISTRICT OF *Western District of Wisconsin*

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Deputy Clerks of Court             | 5            | 4      | 80         | 1      | 20         | 0        | 0          | 0      | 0          | 0               | 0          |
| Ad. Assistants to Judges           | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Law Clerks to Judges               | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Secretaries to Judges              | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Bailiffs/Clerks/Messengers         | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Court Reporters                    | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Bankruptcy Court Chief Clerks      | 2            | 2      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Bankruptcy Court Clerks            | 5            | 5      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Law Clerks to Bankruptcy Judges    | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Secretaries to Bankruptcy Judges   | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Clerical Assistants to Magistrates | 2*           | 2*     | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Secretaries to Magistrates         | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Public Defenders                   | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Assistant Public Defenders         | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| C.J.A. Investigators               | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| C.J.A. Secretaries                 | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Chief Probation Officer            | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Deputy Chief Probation Officer     | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Probation Officers                 | 2            | 2      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Probation Officer Trainees         | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Interpreters                       | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |
| Administrative Secretaries         | 2            | 2      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 0               | 0          |

\* The 2 clerical assistants to the magistrate each work 1/2 time.

DATA REPORTING FORM FOR COURTS OF APPEALS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

COURT OF APPEALS FOR THE EIGHTH CIRCUIT

PART 1A - Numbers and Percentages of Judges

|                                     | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|-------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                     |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Judges* (in active service) | 8            | 7      | 87.5       | 1      | 12.5       |          |            |        |            |                 |            |
| Male                                |              |        |            |        |            |          |            |        |            |                 |            |
| Female                              |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| Circuit Judges* (in active service)   | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |       |        |       |        |          |        |       |        |                 |        |
| Gibson 6/21/65  | X     |        |       |        |          |        |       |        |                 |        |
| Lay 8/26/66   | X     |        |       |        |          |        |       |        |                 |        |
| Heaney 12/1/66  | X     |        |       |        |          |        |       |        |                 |        |
| Bright 8/16/68  | X     |        |       |        |          |        |       |        |                 |        |
| Ross 1/25/71  | X     |        |       |        |          |        |       |        |                 |        |
| Stephenson 7/6/71   | X     |        |       |        |          |        |       |        |                 |        |
| Henley 3/24/75  | X     |        |       |        |          |        |       |        |                 |        |
| McMillian 10/2/78   |       |        | X     |        |          |        |       |        |                 |        |

PART 2 - Numbers and Percentages of Supporting Personnel

|  | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|  |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Executive                              | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Administrative Assistants to Circuit Executive | 0            |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Circuit Executive               | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerk of Court                                 | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court                    | 0            |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks                                  | 12           | 11     | 91.7       | 1      | 8.3        |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Administrative Assistants to Judges            | 0            |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges                           | 10           | 10     | 100        |        |            |          |            | 1      | 14.3       |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Judges                          | 9            | 9      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Senior Staff Attorneys                         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Staff Attorneys                                | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Court Secretaries                              | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Court Librarians                               | 0            |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Court Librarians                     | 0            |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Library Assistants                             | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Library Clerks                                 | 0            |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Others   | 0            |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Eastern District of Arkansas

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 3            | 3      | 75         |        |            |          |            |        |            |                 |            |
| Male                                 |              |        |            |        |            |          |            |        |            |                 |            |
| Female                               |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Male                                 |              |        |            |        |            |          |            |        |            |                 |            |
| Female                               |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | 2            | 1      | 50         | 1      | 50         |          |            |        |            |                 |            |
| Male                                 |              |        |            |        |            |          |            |        |            |                 |            |
| Female                               |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White   |           | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|---|-----------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female    | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |   |           |       |        |          |        |       |        |                 |        |
|   | 2/3/66**  |           |       |        |          |        |       |        |                 |        |
|   | 8/17/70   |           |       |        |          |        |       |        |                 |        |
|   |   | 12/9/77** |       |        |          |        |       |        |                 |        |
|   | 10/16/78**  |           |       |        |          |        |       |        |                 |        |
| **Serves in both  | Eastern District of Arkansas and Western District of Arkansas |           |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White  |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|--------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male   | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |        |        |       |        |          |        |       |        |                 |        |
|  | 1/2/62 |        |       |        |          |        |       |        |                 |        |
|  | 2/1/73 |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White  |        | Black    |        | Hispanic |        | Asian |        | Native American |        |
|--|--------|--------|----------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male   | Female | Male     | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] |        |        |          |        |          |        |       |        |                 |        |
|  | 2/1/71 |        | 12/22/78 |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Eastern District of Arkansas

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total<br>Number | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|------------------------------------|--------|-----------------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|                                    |        |                 | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| Clerk of Court                     | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Chief Deputy Clerk of Court        | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |
| Deputy Clerks of Court             | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 16              | 14     | 87½           | 2      | 12½           |          |               |        |               |                 |               |
| Ad. Assistants to Judges           | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |
| Law Clerks to Judges               | Male   | 5               | 5      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female | 4               | 4      | 100           |        |               |          |               |        |               |                 |               |
| Secretaries to Judges              | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 4               | 4      | 100           |        |               |          |               |        |               |                 |               |
| Bailiffs/Criers/Messengers         | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |
| Court Reporters                    | Male   | 2               | 2      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female | 2               | 2      | 100           |        |               |          |               |        |               |                 |               |
| Bankruptcy Court Chief Clerks      | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
| Bankruptcy Court Clerks            | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 6               | 3      | 50            | 2      | 33 1/3        |          |               | 1      | 17 2/3        |                 |               |
| Law Clerks to Bankruptcy Judges    | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |
| Secretaries to Bankruptcy Judges   | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 2               | 2      | 100           |        |               |          |               |        |               |                 |               |
| Clerical Assistants to Magistrates | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 2               | 2      | 100           |        |               |          |               |        |               |                 |               |
| Secretaries to Magistrates         | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 2               | 2      | 100           | 1      | 50            |          |               |        |               |                 |               |
| Public Defenders                   | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |
| Assistant Public Defenders         | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |
| C.J.A. Investigators               | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |
| C.J.A. Secretaries                 | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |
| Chief Probation Officer            | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |
| Deputy Chief Probation Officer     | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |
| Probation Officers                 | Male   | 8               | 7      | 87½           |        |               | 1        | 12½           |        |               |                 |               |
|                                    | Female | 2               | 1      | 50            | 1      | 50            |          |               |        |               |                 |               |
| Probation Officer Clerks           | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 7               | 7      | 100           |        |               |          |               |        |               |                 |               |
| Interpreters                       | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |
| Others                             | Male   | 0               |        |               |        |               |          |               |        |               |                 |               |
|                                    | Female | 0               |        |               |        |               |          |               |        |               |                 |               |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF ARKANSAS/WESTERN

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total<br>Number | White   |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|--------------------------------------|--------|-----------------|---|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|                                      |        |                 | Number  | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| District Judges* (in active service) | Male   | 2               | 2   | 100           |        |               |          |               |        |               |                 |               |
|                                      | Female |                 |   |               |        |               |          |               |        |               |                 |               |
| Bankruptcy Judges                    | Male   | 2               | <i>Included in report by Clerk, U.S. District Court, Eastern District of Arkansas</i> |               |        |               |          |               |        |               |                 |               |
|                                      | Female |                 |   |               |        |               |          |               |        |               |                 |               |
| Magistrates                          | Male   |                 |   |               |        |               |          |               |        |               |                 |               |
|                                      | Female |                 |   |               |        |               |          |               |        |               |                 |               |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]   |       |        |       |        |          |        |       |        |                 |        |
| <i>Harwin</i>   | 1     |        |       |        |          |        |       |        |                 |        |
| <i>Williams</i>   | 1     |        |       |        |          |        |       |        |                 |        |
| <i>Two names (names) in Eastern &amp; Western Districts, included in report by Clerk, U.S. District Court, Eastern District of Arkansas</i> |       |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  |  |  |  |  |  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|--|--|--|
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |  |  |  |  |  |  |  |  |  |  |  |
| <i>Included in report by Clerk, U.S. District Court, Eastern District of Arkansas</i>                      |  |  |  |  |  |  |  |  |  |  |  |

| Magistrates  |   |   |     |  |  |  |  |  |  |  |  |
|--|---|---|-----|--|--|--|--|--|--|--|--|
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] |   |   |     |  |  |  |  |  |  |  |  |
|  | 5 | 5 | 100 |  |  |  |  |  |  |  |  |
| <i>Brooks</i>  |   |   |     |  |  |  |  |  |  |  |  |
| <i>Reynolds</i>  |   |   |     |  |  |  |  |  |  |  |  |
| <i>Stewart</i>   |   |   |     |  |  |  |  |  |  |  |  |
| <i>Wright</i>  |   |   |     |  |  |  |  |  |  |  |  |
| <i>Wooten</i>  |   |   |     |  |  |  |  |  |  |  |  |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF ARKANSAS/WESTERN

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             |              |        |            |        |            |          |            |        |            |                 |            |

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DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF IOWA NORTHERN

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            | 7-1962  |        |       |        |          |        |       |        |                 |        |
|  | 11-1978 |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |         |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 3-1977  |        |       |        |          |        |       |        |                 |        |
| Magistrates <i>all part time</i>   |         |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 5-1978  |        |       |        |          |        |       |        |                 |        |
|  | 1-1979  |        |       |        |          |        |       |        |                 |        |
|  | 1-1979  |        |       |        |          |        |       |        |                 |        |
|  | 11-1976 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF IOWA - NORTHERN

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             |              |        |            |        |            |          |            |        |            |                 |            |

7-31-79

*R. W. Weller*  
clerk

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF IOWA - SOUTHERN

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 1 1/2        | 1 1/2  | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            |       |        |       |        |          |        |       |        |                 |        |
| W. C. Stuart   |       |        |       |        |          |        |       |        |                 |        |
| Donald E. O'Brien  |       |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |       |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |       |        |       |        |          |        |       |        |                 |        |
| Richard F. Stage-man   |       |        |       |        |          |        |       |        |                 |        |
| Magistrates  |       |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       |       |        |       |        |          |        |       |        |                 |        |
| R. E. Longstaff  |       |        |       |        |          |        |       |        |                 |        |
| J. Hobart Darbyshire   |       |        |       |        |          |        |       |        |                 |        |
| W. Scott Power   |       |        |       |        |          |        |       |        |                 |        |
| Richard W. Peter-  |       |        |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.  
\* Judge Donald E. O'Brien is appointed to serve in both the Northern and Southern Districts of Iowa. We have shown him as one-half and have included his staff in our report, pursuant to instructions from Mr. Weller, Administrative Office.



DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF IOWA - SOUTHERN

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            |        |            | 1      | 100        |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 2            | 1      | 10         | 1      | 10         |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 4            | 4      | 80         |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 1            | 1      | 20         |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 1            | 1      | 33         |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 2            | 2      | 67         |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 1            | 1      | 10         |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 9            | 9      | 80         | 1      | 10         |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             |              |        |            |        |            |          |            |        |            |                 |            |

\* We have included figures in this report for Senior Judge William C. Hanson and Donald E. O'Brien who is a "roving" Judge, however, we are not including Senior Judge William C. Hanson, pursuant to instructions from Mr. Weller, Administrative Office, under parts 1-A and 1-B.

\*\* We have a contract with a court reporting service which has ten court reporters.

\*\*\* We have included employees of our part-time Magistrates, also at Mr. Weller's direction.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Minnesota

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service) | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--------------------------------------|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|                                      | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| Edward J. Devitt                     |       |        |       |        |          |        |       |        |                 |        |
| Hiles W. Lord                        |       |        |       |        |          |        |       |        |                 |        |
| Donald D. Alsop                      |       |        |       |        |          |        |       |        |                 |        |
| Harry H. MacLaughlin                 |       |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|-------------------|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|                   | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| Kenneth G. Owens  |       |        |       |        |          |        |       |        |                 |        |
| Jacob Dim         |       |        |       |        |          |        |       |        |                 |        |
| John J. Connelly  |       |        |       |        |          |        |       |        |                 |        |
| Hartley Nordin    |       |        |       |        |          |        |       |        |                 |        |

| Magistrates         | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---------------------|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|                     | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| J. Earl Cudd        |       |        |       |        |          |        |       |        |                 |        |
| George C. McPartlin |       |        |       |        |          |        |       |        |                 |        |
| Robert G. Renner    |       |        |       |        |          |        |       |        |                 |        |
| Patrick J. McNulty  |       |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.  
\*Patrick J. McNulty is a full time Judicial Officer and listed on this form as a Magistrate, but actually 50% of his duties are that of Magistrate and 50% are that of Bankruptcy Judge.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF Minnesota

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male         | Vacant |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male         | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male         | 3      | 14%        |        |            |          |            |        |            |                 |            |
|                                    | Female       | 18     | 86%        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male         | N/A    |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male         | 7      | 7.5%       |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 12.5%      |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | Male         | N/A    |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male         | 3      | 75%        |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 25%        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male         | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 15     | 100%       |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male         | N/A    |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male         | 1      | 33%        |        |            |          |            |        |            |                 |            |
|                                    | Female       | 2      | 67%        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male         | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male         | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male         | N/A    |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Public Defender Office Secretaries | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male         | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male         | N/A    |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male         | 9      | 90%        |        |            |          |            |        |            |                 |            |
|                                    | Female       | 1      | 10%        |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male         | N/A    |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male         | N/A    |            |        |            |          |            |        |            |                 |            |
|                                    | Female       |        |            |        |            |          |            |        |            |                 |            |
| Probation Secretaries              | Male         |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female       | 9      | 100%       |        |            |          |            |        |            |                 |            |

\*Patrick J. McNulty's secretary is a full time Federal employee listed on this form as a Magistrate secretary, but actually 50% of her duties are that of a Magistrate secretary and 50% are that of a Bankruptcy Judge secretary.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF EASTERN DISTRICT OF MISSOURI

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male         | 4      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male         | 3      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female       | 0      |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male         | 2      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female       | 0      |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 3-17-62  |        |       |        |          |        |       |        |                 |        |
|   | 12-22-70 |        |       |        |          |        |       |        |                 |        |
|   | 7-18-73  |        |       |        |          |        |       |        |                 |        |
|   | 7-22-77  |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges   | 7-1-61   |        |       |        |          |        |       |        |                 |        |
|   | 12-15-67 |        |       |        |          |        |       |        |                 |        |
|   | 9-1-78   |        |       |        |          |        |       |        |                 |        |
| Magistrates   | 9-1-72   |        |       |        |          |        |       |        |                 |        |
|   | 10-1-76  |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF EASTERN DISTRICT OF MISSOURI

PART 2 - Numbers and Percentages of Supporting Personnel

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number   | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                       | Male 1       | 1      | 100%       |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court          | Male 1       | 1      | 100%       |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| Deputy Clerks of Court               | Male 7       | 7      | 100%       | (One Male is one-half Filipino - Asian ancestry) |            |          |            |        |            |                 |            |
|                                      | Female 15    | 14     | 93.3%      | 1  | 6.7%       |          |            |        |            |                 |            |
| Ad. Assistants to Judges             | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| Law Clerks to Judges                 | Male 5       | 5      | 62.5%      |  |            |          |            |        |            |                 |            |
|                                      | Female 3     | 3      | 37.5%      |  |            |          |            |        |            |                 |            |
| Secretaries to Judges                | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 6     | 6      | 100%       |  |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers           | Male 5       | 5      | 100%       |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| Court Reporters                      | Male 2       | 2      | 100%       |  |            |          |            |        |            |                 |            |
|                                      | Female 3     | 3      | 100%       |  |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks        | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 1     | 1      | 100%       |  |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks              | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 8     | 7      | 87.5%      | 1  | 12.5%      |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges      | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges     | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 3     | 3      | 100%       |  |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates   | Male 1       | 1      | 100%       |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| Secretaries to Magistrates           | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 2     | 2      | 100%       |  |            |          |            |        |            |                 |            |
| Public Defenders                     | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| Assistant Public Defenders           | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| C.J.A. Investigators                 | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                   | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| Chief Probation Officer              | Male 1       | 1      | 100%       |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| Deputy Chief Prob. Probation Officer | Male 2       | 2      | 100%       |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| Probation Officers                   | Male 15      | 11     | 73%        | 4  | 27%        |          |            |        |            |                 |            |
|                                      | Female 3     | 2      | 66.7%      | 1  | 33.3%      |          |            |        |            |                 |            |
| Probation Officer Trainees           | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |  |            |          |            |        |            |                 |            |
| Probation-Supv. Interpreters         | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 2     | 2      | 100%       |  |            |          |            |        |            |                 |            |
| Probation Clerks                     | Male 0       |        |            |  |            |          |            |        |            |                 |            |
|                                      | Female 11    | 9      | 82%        | 2  | 18%        |          |            |        |            |                 |            |

TOTALS

|        |    |    |       |   |      |
|--------|----|----|-------|---|------|
| Male   | 40 | 36 | 90.0% | 4 | 10%  |
| Female | 57 | 52 | 91.2% | 5 | 8.8% |
| Total  | 97 | 88 | 90.7% | 9 | 9.3% |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF WESTERN MISSOURI

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male 5       | 5      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male 3       | 3      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male 3       | 3      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female 0     |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 4-3-62  |        |       |        |          |        |       |        |                 |        |
|   | 8-11-65 |        |       |        |          |        |       |        |                 |        |
|   | 8-11-65 |        |       |        |          |        |       |        |                 |        |
|   | 7-5-77  |        |       |        |          |        |       |        |                 |        |
|   | 9-18-61 |        |       |        |          |        |       |        |                 |        |
| *Senior Judge in active service   |         |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 2-1-69   |        |       |        |          |        |       |        |                 |        |
|  | 7-1-64   |        |       |        |          |        |       |        |                 |        |
|  | 11-15-76 |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 5-3-71   |        |       |        |          |        |       |        |                 |        |
|  | 11-15-76 |        |       |        |          |        |       |        |                 |        |
|  | 12-13-76 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.



DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NEBRASKA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                      | Total Number     | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|------------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |                  | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                       | Male 1           | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female 0         | 0      |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court          | Male 1           | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female 0         | 0      |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court               | Male 2           | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female 8         | 8      | 100        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges             | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| * Law Clerks to Judges               | Male 5           | 5      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female 3         | 3      | 100        |        |            |          |            |        |            |                 |            |
| ** Secretaries to Judges             | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 5         | 5      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers           | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                      | Male 2           | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female 1         | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerk & Secy. | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 1         | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks              | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 5         | 5      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges      | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges     | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female See above |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates   | Male 1           | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates           | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 4         | 4      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                     | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders           | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators                 | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                   | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer              | Male 1           | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer       | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                   | Male 5           | 4      | 80         | 1      | 20         |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees           | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                         | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 0         |        |            |        |            |          |            |        |            |                 |            |
| Probation Off. Other Secretaries     | Male 0           |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female 4         | 4      | 100        |        |            |          |            |        |            |                 |            |

\* 2 law clerks to senior judges - 1 male, 1 female  
\*\* 2 secretaries to senior judges  
\*\*\* 3 part-time secretaries to magistrates

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTH DAKOTA

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male 2       | 2      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female       |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male 1       | 1      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female       |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male 6       | 6      | 100        |        |            |          |            |        |            |                 |            |
|                                      | Female       |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | M's   | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 7-29-71  |        |       |        |          |        |       |        |                 |        |
|   | 12-15-71 |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  |  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |  | Male    | Female | M's   | Female | Male     | Female | Male  | Female | Male            | Female |
|  |  | 11-9-77 |        |       |        |          |        |       |        |                 |        |

| Magistrates  |  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] |  | Male     | Female | M's   | Female | Male     | Female | Male  | Female | Male            | Female |
|  |  | 12-1-76  |        |       |        |          |        |       |        |                 |        |
|  |  | 2-3-79   |        |       |        |          |        |       |        |                 |        |
|  |  | 12-1-75  |        |       |        |          |        |       |        |                 |        |
|  |  | 6-19-78  |        |       |        |          |        |       |        |                 |        |
|  |  | 11-15-78 |        |       |        |          |        |       |        |                 |        |
|  |  | 11-15-78 |        |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTH DAKOTA

PART 2 - Numbers and Percentages of Supporting Personnel

|   | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|---|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|   |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court Male                       | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Clerk of Court Female                     |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court Male          | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court Female        |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court Male               | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court Female             | 5            | 4      | 80         |        |            | 1        | 20         |        |            |                 |            |
| Ad. Assistants to Judges Male             |              |        |            |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges Female           |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges Male                 | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges Female               | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges Male                | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges Female              |              |        |            |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers Male           |              |        |            |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers Female         |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters Male                      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Court Reporters Female                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks Male        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks Female      |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks Male              | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks Female            |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges Male      |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges Female    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges Male     |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates Male           |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates Female         |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders Male                     |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders Female                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders Male           |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders Female         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators Male                 |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators Female               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries Male                   |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries Female                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer Male              | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Probation Officer Female            |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer Male       |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer Female     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers Male                   | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers Female                 |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees Male           |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees Female         |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters Male                         |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters Female                       |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Clerks Male                     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Clerks Female                   | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF South Dakota

PART 1A - Numbers and Percentages of Judicial Officers

|   | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|---|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|   |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) Male   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| District Judges* (in active service) Female | 0            | 0      | 0          |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges Male                      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges Female                    | 0            | 0      | 0          |        |            |          |            |        |            |                 |            |
| Magistrates Male                            | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates Female                          | 0            | 0      | 0          |        |            |          |            |        |            |                 |            |

*American Indian*

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White  |        | Black  |         | Hispanic |        | Asian |        | Native American |        |
|--|--------|--------|--------|---------|----------|--------|-------|--------|-----------------|--------|
|  | Male   | Female | Male   | Female  | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            | 6/4/65 | 5/1/70 |        |         |          |        |       |        |                 |        |
| Bankruptcy Judges  |        |        |        |         |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 7/1/75 |        |        |         |          |        |       |        |                 |        |
| Magistrates  |        |        |        |         |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 5/3/79 | 2/9/76 | 7/5/79 | 4/10/76 |          |        |       |        |                 |        |

*American Indian*

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF South Dakota

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 9            | 9      | 100        |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 0            |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 5            | 5      | 83         |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 2            | 2      | 67         |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 0            |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 0            |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 0            |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 0            |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 0            |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 0            |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 0            |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officer                  | 0            | 0      | 0          |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 6            | 6      | 85         |        |            |          |            |        |            |                 |            |
| Probation Officer                  | 0            | 0      | 0          |        |            |          |            |        |            |                 |            |
| Interpreters                       | 0            |        |            |        |            |          |            |        |            |                 |            |
| Others                             | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |

American Indian

DATA REPORTING FORM FOR COURTS OF APPEALS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

COURT OF APPEALS FOR THE Ninth Circuit

PART 1A - Numbers and Percentages of Judges

|                                     | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|-------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                     |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Judges* (in active service) | 12           | 10     | 83%        |        |            |          |            | 2      | 17%        |                 |            |

PART 1B - Dates of Appointment

| Circuit Judges* (in active service)   | White    |        | Black |        | Hispanic |        | Asian    |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|----------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male     | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 9-18-61  |        |       |        |          |        |          |        |                 |        |
|   | 7-2-64   |        |       |        |          |        |          |        |                 |        |
|   | 9-12-68  |        |       |        |          |        |          |        |                 |        |
|   | 9-15-69  |        |       |        |          |        |          |        |                 |        |
|   | 9-16-69  |        |       |        |          |        | 4-23-71  |        |                 |        |
|   | 11-30-71 |        |       |        |          |        |          |        |                 |        |
|   | 6-28-72  |        |       |        |          |        |          |        |                 |        |
|   | 8-24-73  |        |       |        |          |        |          |        |                 |        |
|   | 5-30-75  |        |       |        |          |        |          |        |                 |        |
|   | 7-23-76  |        |       |        |          |        |          |        |                 |        |
|   | 9-16-77  |        |       |        |          |        | 10-12-77 |        |                 |        |

PART 2 - Numbers and Percentages of Supporting Personnel

|  | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|  |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Executive                              | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Administrative Assistants to Circuit Executive | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Circuit Executive               | 2            |        |            | 1      | 50%        |          |            | 1      | 50%        |                 |            |
| Clerk of Court                                 | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court                    | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks                                  | 18           | 8      | 44%        | 2      | 11%        | 5        | 28%        | 3      | 17%        |                 |            |
| Administrative Assistants to Judges            | 26           | 14     | 54%        | 5      | 19%        | 1        | 4%         | 6      | 23%        |                 |            |
| Law Clerks to Judges                           | 7            | 6      | 86%        |        |            | 1        | 14%        |        |            |                 |            |
| Secretaries to Judges                          | 19           | 17     | 90%        |        |            | 1        | 5%         | 1      | 5%         |                 |            |
| Senior Staff Attorneys                         | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Staff Attorneys                                | 16           | 15     | 94%        |        |            | 1        | 6%         |        |            |                 |            |
| Court Secretaries                              | 2            | 1      | 50%        |        |            | 1        | 50%        |        |            |                 |            |
| Court Librarians                               | 13           | 11     | 84%        |        |            | 1        | 8%         | 1      | 8%         |                 |            |
| Assistant Court Librarians                     | 3            | 2      | 67%        |        |            |          |            | 1      | 33%        |                 |            |
| Library Assistants                             | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Library Clerks                                 | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Lexis Research                                 | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Others & Crier                                 | 0            | 0      | 0          |        |            |          |            |        |            |                 |            |

\*Do not include incumbents in judicial positions created by Public Law no. 95-486.

**DATA REPORTING FORM FOR DISTRICT COURTS**  
 CONGRESSIONAL INVESTIGATION  
 OF  
 FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF ALASKA

**PART 1A - Numbers and Percentages of Judicial Officers**

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |

**PART 1B - Dates of Appointment**

| District Judges* (in active service)   | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            |          |        |       |        |          |        |       |        |                 |        |
|  | 11-10-66 |        |       |        |          |        |       |        |                 |        |
|  | 3-3-75   |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  |          |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |          |        |       |        |          |        |       |        |                 |        |
|  | 1-2-74   |        |       |        |          |        |       |        |                 |        |
| Magistrates  |          |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       |          |        |       |        |          |        |       |        |                 |        |
|  | 7-13-78  |        |       |        |          |        |       |        |                 |        |
|  | 5-7-79   |        |       |        |          |        |       |        |                 |        |
|  | 6-3-79   |        |       |        |          |        |       |        |                 |        |
|  | 7-1-79   |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

**DATA REPORTING FORM FOR DISTRICT COURTS**  
 CONGRESSIONAL INVESTIGATIONS  
 OF  
 FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF ALASKA

**PART 2 - Numbers and Percentages of Supporting Personnel**

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 11           | 10     | 83.4       |        |            |          |            |        |            | 1               | 8.3        |
| Ad. Assistants to Judges           | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                        | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others *                           | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |

\*Probation office clerks





DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN CALIFORNIA

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 11           | 10     | 91         | 1      | 9          |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates + part time Magistrates  | 8            | 8      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White    |        | Black |         | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|---------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female  | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            | 8/7/58   |        |       |         |          |        |       |        |                 |        |
|  | 10/9/62  |        |       |         |          |        |       |        |                 |        |
|  | 11/10/66 |        |       |         |          |        |       |        |                 |        |
|  | 10/28/70 |        |       |         |          |        |       |        |                 |        |
|  | 12/11/70 |        |       |         |          |        |       |        |                 |        |
|  | 8/9/77   |        |       |         |          |        |       |        |                 |        |
|  | 2/1/72   |        |       |         |          |        |       |        |                 |        |
|  | 8/28/74  |        |       | 10/5/76 |          |        |       |        |                 |        |
|  | 8/4/76   |        |       |         |          |        |       |        |                 |        |
|  | 8/4/76   |        |       |         |          |        |       |        |                 |        |
|  |          |        |       |         |          |        |       |        |                 |        |
|  |          |        |       |         |          |        |       |        |                 |        |
| Bankruptcy Judges  |          |        |       |         |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 1/1/59   |        |       |         |          |        |       |        |                 |        |
|  | 10/18/65 |        |       |         |          |        |       |        |                 |        |
|  | 11/21/68 |        |       |         |          |        |       |        |                 |        |
|  | 1/20/75  |        |       |         |          |        |       |        |                 |        |
|  | 4/1/75   |        |       |         |          |        |       |        |                 |        |
|  | 12/1/75  |        |       |         |          |        |       |        |                 |        |
| Magistrates  |          |        |       |         |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 8/1/71   |        |       |         |          |        |       |        |                 |        |
|  | 8/1/71   |        |       |         |          |        |       |        |                 |        |
|  | 8/1/71   |        |       |         |          |        |       |        |                 |        |
|  | 8/1/71   |        |       |         |          |        |       |        |                 |        |
|  | 4/15/75  |        |       |         |          |        |       |        |                 |        |
|  | 4/29/77  |        |       |         |          |        |       |        |                 |        |
|  | 12/20/77 |        |       |         |          |        |       |        |                 |        |
| 2/5/79   |          |        |       |         |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN CALIFORNIA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            | Other    |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|----------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |          |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |          |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |          |
| Deputy Clerks of Court             | 37           | 29     | 78.4       | 2      | 5.4        | 3        | 8.1        | 3      | 8.1        |                 |            |          |
| Ad. Assistants to Judges Ch. Judge | 18           | 11     | 61.1       | 2      | 11.1       | 1        | 5.6        | 4      | 22.2       |                 |            |          |
| Law Clerks to Judges               | 1            |        |            |        |            |          |            | 1      | 100        |                 |            |          |
| Secretaries to Judges              | 15           | 14     | 93.3       |        |            |          |            | 1      | 6.7        |                 |            |          |
| Bailiffs/Clerks/Messengers         | 8            | 8      | 100        |        |            |          |            |        |            |                 |            |          |
| Court Reporters                    | 11           | 9      | 81.8       | 1      | 9.1        | 1        | 9.1        |        |            |                 |            |          |
| Bankruptcy Court Chief Clerks      | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |          |
| Bankruptcy Court Clerks            | 8            | 7      | 87.5       |        |            |          |            | 1      | 12.5       |                 |            |          |
| Law Clerks to Bankruptcy Judges    | 13           | 11     | 84.6       | 1      | 7.7        |          |            | 1      | 7.7        |                 |            |          |
| Secretaries to Bankruptcy Judges   | 0            |        |            |        |            |          |            |        |            |                 |            |          |
| Clerical Assistants to Magistrates | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |          |
| Secretaries to Magistrates         | 36           | 24     | 66.7       | 5      | 13.9       | 4        | 11.1       | 2      | 5.6        | 1               | 2.8        |          |
| Public Defenders                   | 0            |        |            |        |            |          |            |        |            |                 |            |          |
| C.J.A. Investigators               | 6            | 3      | 50.0       | 1      | 16.7       |          |            |        |            | 1               | 16.7       | (1-16.7) |
| C.J.A. Secretaries                 | 7            | 6      | 85.7       | 1      | 14.3       |          |            |        |            |                 |            |          |
| Chief Probation Officer            | 7            | 5      | 71.4       |        |            |          |            | 2      | 28.6       |                 |            |          |
| Deputy Chief Probation Officer     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |          |
| Probation Officers                 | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |          |
| Probation Officer Trainees         | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |          |
| Interpreters                       | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |          |
| Others Clerks                      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |          |
| Librarians- Male                   | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |          |
| Librarians- Female                 | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |          |

PREPARED BY: William L. Whittaker  
WILLIAM L. WHITTAKER, CLERK

**CONTINUED**

**4 OF 7**

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF EASTERN DISTRICT OF CALIFORNIA

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service) | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--------------------------------------|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|                                      | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| Philip C. Wilkins                    | 1-5-70  |        |       |        |          |        |       |        |                 |        |
| Myron D. Crocker                     | 9-21-59 |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges    | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|----------------------|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|                      | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| Robt. E. Woodward    | 7-1-64   |        |       |        |          |        |       |        |                 |        |
| Bryte H. Peterson    | 11-28-67 |        |       |        |          |        |       |        |                 |        |
| Frederick K. Reylard | 10-26-67 |        |       |        |          |        |       |        |                 |        |
| Eckhart A. Thompson  | 2-16-72  |        |       |        |          |        |       |        |                 |        |

| Magistrates         | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---------------------|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|                     | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| Esther Mix          |         | 5-1-71 |       |        |          |        |       |        |                 |        |
| Alan D. Christensen | 1-3-77  |        |       |        |          |        |       |        |                 |        |
| Donald W. Pitts     | 12-1-75 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF EASTERN DISTRICT OF CALIFORNIA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 12           | 11     | 92%        |        |            | 2        | 17%        | 1      | 8%         |                 |            |
| Ad. Assistants to Judges           | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 4            | 3      | 75%        |        |            |          |            |        | 1          | 25%             |            |
| Bailiffs/Clerks/Messengers         | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 18           | 12     | 67%        |        |            | 5        | 28%        | 1      | 5%         |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 3            | 2      | 67%        |        |            | 1        | 33%        |        |            |                 |            |
| Clerical Assistants to Magistrates | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 7            | 7      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 6            | 3      | 50%        |        |            | 2        | 34%        | 1      | 17%        |                 |            |
| Chief Probation Officer            |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 30           | 25     | 84%        |        |            | 4        | 13%        | 1      | 3%         |                 |            |
| Probation Officer Trainees         | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             | 21           | 14     | 67%        | 1      | 4.5%       | 5        | 24%        | 1      | 4.5%       |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF CENTRAL CALIFORNIA

PART 1A - Numbers and Percentages of Judicial Officers

|   | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|---|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|   |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) Male | 14           | 11     | 73.3%      | 1      | 8.7%       | 1        | 8.7%       | 1      | 8.7%       |                 |            |
| Female                                    | 1            | 1      | 8.7%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges Male                    | 12           | 11     | 91.7%      | 1      | 8.3%       |          |            |        |            |                 |            |
| Female                                    |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates Male                          |              |        |            |        |            |          |            |        |            |                 |            |
| Female                                    |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |         | Black   |        | Hispanic |        | Asian  |        | Native American |        |
|---|----------|---------|---------|--------|----------|--------|--------|--------|-----------------|--------|
|   | Male     | Female  | Male    | Female | Male     | Female | Male   | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 6/25/65  | 11/7/78 | 6/30/69 |        | 11/14/66 |        | 7/6/76 |        |                 |        |
|   | 7/1/66   |         |         |        |          |        |        |        |                 |        |
|   | 7/7/66   |         |         |        |          |        |        |        |                 |        |
|   | 11/10/66 |         |         |        |          |        |        |        |                 |        |
|   | 12/11/67 |         |         |        |          |        |        |        |                 |        |
|   | 2/3/71   |         |         |        |          |        |        |        |                 |        |
|   | 5/28/71  |         |         |        |          |        |        |        |                 |        |
|   | 8/5/71   |         |         |        |          |        |        |        |                 |        |
|   | 8/5/71   |         |         |        |          |        |        |        |                 |        |
|   | 5/3/74   |         |         |        |          |        |        |        |                 |        |
|   | 7/7/76   |         |         |        |          |        |        |        |                 |        |

| Bankruptcy Judges  | White    |        | Black   |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|---------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male    | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 4/28/76  |        | 11/1/76 |        |          |        |       |        |                 |        |
|  | 8/16/55  |        |         |        |          |        |       |        |                 |        |
|  | 1/1/71   |        |         |        |          |        |       |        |                 |        |
|  | 2/15/64  |        |         |        |          |        |       |        |                 |        |
|  | 8/1/73   |        |         |        |          |        |       |        |                 |        |
|  | 1/5/76   |        |         |        |          |        |       |        |                 |        |
|  | 1/21/65  |        |         |        |          |        |       |        |                 |        |
|  | 3/1/76   |        |         |        |          |        |       |        |                 |        |
|  | 12/5/73  |        |         |        |          |        |       |        |                 |        |
|  | 10/15/65 |        |         |        |          |        |       |        |                 |        |
|  | 9/3/74   |        |         |        |          |        |       |        |                 |        |

| Magistrates  | White   |         | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|---------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female  | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 1/18/71 | 1/18/71 |       |        |          |        |       |        |                 |        |
|  | 4/23/73 |         |       |        |          |        |       |        |                 |        |
|  | 1/18/71 |         |       |        |          |        |       |        |                 |        |
|  | 4/1/76  |         |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF CENTRAL CALIFORNIA

PART 2 - Numbers and Percentages of Supporting Personnel

|   | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|---|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|   |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court Male                             | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Female  |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court Male                | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Female  |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court Male                     | 37           | 25     | 27.8%      | 3      | 3.3%       | 8        | 8.9%       | 1      | 1.1%       |                 |            |
| Female  | 53           | 25     | 27.8%      | 9      | 10%        | 12       | 13.3%      | 5      | 5.6%       | 2               | 2.2%       |
| Ad. Assistants to Judges Male                   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Female  |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges Male                       | 22           | 21     | 84.4%      |        |            |          |            | 1      | 4.4%       |                 |            |
| Female  | 3            | 3      | 12%        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges Male                      | 15           | 11     | 73.3%      | 1      | 6.7%       | 1        | 6.7%       | 2      | 13.5%      |                 |            |
| Female  | 5            | 3      | 60%        |        |            | 1        | 20%        | 1      | 20%        |                 |            |
| Bailiffs/Clerks/Messengers Male                 | 7            | 7      | 46.7%      |        |            |          |            |        |            |                 |            |
| Female  | 8            | 6      | 40%        | 1      | 6.7%       |          |            | 1      | 6.7%       |                 |            |
| Bankruptcy Court Chief Clerks Male              | 1            | 1      | 16.6%      |        |            |          |            |        |            |                 |            |
| Female  | 5            | 4      | 66.7%      |        |            |          |            | 1      | 16.7%      |                 |            |
| Bankruptcy Court Clerks Male                    | 4            | 2      | 2.4%       | 2      | 2.4%       | 2        | 2.4%       | 1      | 1.2%       | 1               | 1.2%       |
| Female  | 79           | 55     | 66.3%      | 8      | 9.6%       | 14       | 16.9%      | 1      | 1.2%       | 1               | 1.2%       |
| Law Clerks to Bankruptcy Judges Male            |              |        |            |        |            |          |            |        |            |                 |            |
| Female  |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges Male           | 8            | 4      | 50%        |        |            | 2        | 25%        | 2      | 25%        |                 |            |
| Female  |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates Male         | 6            | 6      | 100%       |        |            |          |            |        |            |                 |            |
| Female  |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates Male                 | 5            | 2      | 40%        |        |            |          |            | 3      | 60%        |                 |            |
| Female  |              |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders Male                           | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Female  |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders Male                 | 9            | 7      | 53.8%      |        |            | 2        | 15.4%      |        |            |                 |            |
| Female  | 4            | 2      | 15.4%      | 1      | 7.7%       | 1        | 7.7%       |        |            |                 |            |
| C.J.A. Investigators Male                       | 3            | 1      | 20%        | 1      | 20%        | 1        | 20%        |        |            |                 |            |
| Female  | 2            | 2      | 40%        |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries Male                         | 1            | 1      | 10%        |        |            |          |            |        |            |                 |            |
| Female  | 9            | 3      | 30%        | 2      | 20%        | 3        | 30%        | 1      | 10%        |                 |            |
| Chief Probation Officer Male                    | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Female  |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer Male             | 1            | 1      | 50%        |        |            |          |            |        |            |                 |            |
| Female  | 1            | 1      | 50%        |        |            |          |            |        |            |                 |            |
| Probation Officers Male                         | 78           | 58     | 59.8%      | 8      | 8.2%       | 9        | 9.2%       | 3      | 3.1%       |                 |            |
| Female  | 19           | 12     | 12.3%      | 4      | 4.1%       | 2        | 2.1%       | 1      | 1%         |                 |            |
| Probation Officer Male                          | 3            | 1      | 25%        | 1      | 25%        | 1        | 25%        |        |            |                 |            |
| Female  | 1            | 1      | 25%        |        |            |          |            |        |            |                 |            |
| Assistants Clerical Probation and Pretrial Male | 7            | 5      | 7.9%       | 1      | 1.6%       |          |            | 1      | 1.6%       |                 |            |
| Female  | 56           | 20     | 31.7%      | 16     | 25.4%      | 18       | 28.6%      | 2      | 3.2%       |                 |            |
| Pretrial Service Officers Male                  | 11           | 7      | 43.8%      | 1      | 6.3%       | 3        | 18.8%      |        |            |                 |            |
| Female  | 5            | 4      | 25%        |        |            | 1        | 6.3%       |        |            |                 |            |
| Public Defender Male                            |              |        |            |        |            |          |            |        |            |                 |            |
| Misc. Clerical Female                           | 2            |        |            |        |            | 2        | 100%       |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF California, Southern

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates 2 part time              | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |         |        |       |        |          |        |       |        |                 |        |
| Edward J. Schwartz  | 3/28/68 |        |       |        |          |        |       |        |                 |        |
| Howard B. Turrentine  | 4/24/70 |        |       |        |          |        |       |        |                 |        |
| Gordon Thompson Jr.   | 10/6/70 |        |       |        |          |        |       |        |                 |        |
| Leland C. Nielsen   | 5/20/71 |        |       |        |          |        |       |        |                 |        |
| William B. Enright  | 6/30/72 |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |          |        |       |        |          |        |       |        |                 |        |
| Herbert Katz   | 5/3/72   |        |       |        |          |        |       |        |                 |        |
| Ross M. Pyle   | 7/14/75  |        |       |        |          |        |       |        |                 |        |
| James W. Meyers  | 12/18/75 |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] |         |        |       |        |          |        |       |        |                 |        |
| J. Edward Harris   | 7/1/69  |        |       |        |          |        |       |        |                 |        |
| Harry R. McCue   | 9/15/70 |        |       |        |          |        |       |        |                 |        |
| Edward A. Infante  | 9/6/72  |        |       |        |          |        |       |        |                 |        |
| Victor E. Bianchini  | 5/28/74 |        |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF California, Southern

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 11           | 8      | 73%        | 1      | 9%         | 2        | 18%        |        |            |                 |            |
| Ad. Assistants to Judges           | 20           | 16     | 80%        | 1      | 5%         | 1        | 5%         | 2      | 10%        |                 |            |
| Law Clerks to Judges               | 8            | 8      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 5            | 4      | 80%        |        |            | 1        | 20%        |        |            |                 |            |
| Court Reporters                    | 5            | 5      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 15           | 11     | 73%        | 1      | 7%         | 2        | 13%        | 1      | 7%         |                 |            |
| Secretaries to Bankruptcy Judges   | 3            | 1      | 33%        |        |            | 2        | 67%        |        |            |                 |            |
| Clerical Assistants to Magistrates | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 3            | 2      | 67%        |        |            | 1        | 33%        |        |            |                 |            |
| Public Defenders                   | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 27           | 20     | 74%        | 2      | 7%         | 5        | 19%        |        |            |                 |            |
| Probation Officer Trainees         | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Interpreters                       | 9            | 1      | 11%        |        |            | 8        | 89%        |        |            |                 |            |
| Others                             | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Probation Office Clerical Staff    | 20           | 15     | 75%        | 2      | 10%        | 3        | 15%        |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF IDAHO

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White  |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|--------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male   | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |        |        |       |        |          |        |       |        |                 |        |
| Ray McNichols   | 5/7/64 |        |       |        |          |        |       |        |                 |        |
| Marion Callister  | 9/3/76 |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White  |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|--------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male   | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |        |        |       |        |          |        |       |        |                 |        |
| Merlin Young   | 3/1/70 |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] |         |        |       |        |          |        |       |        |                 |        |
| R. Donald Bistline   | 5/14/54 |        |       |        |          |        |       |        |                 |        |
| Jim Christensen  | 3/30/76 |        |       |        |          |        |       |        |                 |        |
| E. B. Ponack   | 1/18/71 |        |       |        |          |        |       |        |                 |        |
| Harry B. Turner  | 8/22/66 |        |       |        |          |        |       |        |                 |        |
| Steve Ayers  | 7/1/77  |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 96-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF IDAHO

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 2            | 2      | 33         |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 4            | 4      | 67         |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 1            |        |            |        |            |          | 1          | 100    |            |                 |            |
| Court Reporters                    | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 4            | 4      | 80         |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | 0            | 0      |            |        |            |          |            |        |            |                 |            |
| Others                             | 0            | 0      |            |        |            |          |            |        |            |                 |            |





DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NEVADA

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Magistrates                          | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |         |        |       |        |          |        |       |        |                 |        |
| Roger D. Foley  | 7/16/62 |        |       |        |          |        |       |        |                 |        |
| Hazzy E. Claiborne  | 9/1/78  |        |       |        |          |        |       |        |                 |        |

Bankruptcy Judges

| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| Lloyd D. George  | 2/28/74 |        |       |        |          |        |       |        |                 |        |
| Bert Goldwater   | 10/1/76 |        |       |        |          |        |       |        |                 |        |

Magistrates

| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| Joseph L. Ward   | 10/6/72 |        |       |        |          |        |       |        |                 |        |
| Harold O. Taber  | 3/1/75  |        |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-496.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NEVADA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 10           | 7      | 70%        | 1      | 50%        | 3        | 30%        |        |            |                 |            |
| Ad. Assistants to Judges           | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 2            | 1      | 50%        |        |            | 1        | 50%        |        |            |                 |            |
| Secretaries to Judges              | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 7            | 6      | 86%        |        |            |          |            |        | 1          | 14%             |            |
| Law Clerks to Bankruptcy Judges    | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 2            | 1      | 50%        |        |            | 1        | 50%        |        |            |                 |            |
| Public Defenders                   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 8            | 8      | 100%       |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | 1            | 1      | 100%       | 2      | 100%       |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Others Clerical          | 8            | 6      | 75%        |        |            |          |            | 2      | 25%        |                 |            |

Note: Comprehensive Youth Program of the Job Corps utilized to attract minorities in Probation & Clerks Offices.





DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF WESTERN WASHINGTON

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (In active service) | 4            | 3      | 75         | 1      | 25         |          |            |        |            |                 |            |
| Male                                 | 4            |        |            |        |            |          |            |        |            |                 |            |
| Female                               | 0            |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Male                                 | 4            |        |            |        |            |          |            |        |            |                 |            |
| Female                               | 0            |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Male                                 | 3            |        |            |        |            |          |            |        |            |                 |            |
| Female                               | 0            |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (In active service)  | White    |        | Black  |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|--------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male   | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual Judge] | 5-14-71  |        | 6-2-78 |        |          |        |       |        |                 |        |
|   | 12-17-71 |        |        |        |          |        |       |        |                 |        |
|   | 7-15-74  |        |        |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 3-1-64  |        |       |        |          |        |       |        |                 |        |
|  | 8-7-67  |        |       |        |          |        |       |        |                 |        |
|  | 7-29-74 |        |       |        |          |        |       |        |                 |        |
|  | 6-23-78 |        |       |        |          |        |       |        |                 |        |

| Magistrates  | White  |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|--------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male   | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 1-1-71 |        |       |        |          |        |       |        |                 |        |
|  | 8-9-73 |        |       |        |          |        |       |        |                 |        |
|  | 8-1-77 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF WESTERN WASHINGTON

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clark of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male                               | 1            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male                               | 1            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 8            | 8      | 32         |        |            |          |            |        |            |                 |            |
| Male                               | 8            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 17           | 17     | 68         |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           |              |        |            |        |            |          |            |        |            |                 |            |
| Male                               |              |        |            |        |            |          |            |        |            |                 |            |
| Female                             |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 8            | 8      | 72.72      |        |            |          |            |        |            |                 |            |
| Male                               | 8            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 3            | 2      | 18.18      | 1      | 9.10       |          |            |        |            |                 |            |
| Secretaries to Judges              | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |
| Male                               | 6            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |
| Male                               | 1            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 5            | 5      | 83.33      |        |            |          |            |        |            |                 |            |
| Male                               | 5            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 1            | 1      | 16.66      |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |
| Male                               | 1            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 1            | 1      | 50         |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 15           | 15     | 100        |        |            |          |            |        |            |                 |            |
| Male                               | 15           |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Male                               |              |        |            |        |            |          |            |        |            |                 |            |
| Female                             |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Male                               | 3            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Male                               | 3            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male                               | 1            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 2            | 2      | 66-2/3     |        |            |          |            |        |            |                 |            |
| Male                               | 2            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 1            | 1      | 33-1/3     |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male                               | 1            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | 0            |        |            |        |            |          |            |        |            |                 |            |
| Male                               | 0            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Male                               | 4            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male                               | 1            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Male                               | 2            |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 0            |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 17           | 15     | 82         | 1      | 6          | 1        | 6          |        |            |                 |            |
| Male                               | 17           |        |            |        |            |          |            |        |            |                 |            |
| Female                             | 1            | 1      | 6          |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         |              |        |            |        |            |          |            |        |            |                 |            |
| Male                               |              |        |            |        |            |          |            |        |            |                 |            |
| Female                             |              |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Male                               |              |        |            |        |            |          |            |        |            |                 |            |
| Female                             |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             | 13           | 12     | 91         |        |            |          |            | 1      | 9          |                 |            |
| Male                               | 13           |        |            |        |            |          |            | 1      | 9          |                 |            |
| Female                             | 0            |        |            |        |            |          |            | 0      | 0          |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF GUAM

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian/Pacific Islander |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|------------------------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number                 | % of Total | Number          | % of Total |
| District Judges* (in active service) | 1            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 100        | 0               | 0          |
| Bankruptcy Judges                    | 1            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 100        | 0               | 0          |
| Magistrates *                        | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |

(Note: District Judge is Chamorro-Guamanian; Bankruptcy Judge is Chinese Hawaiian)

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]                 |       |        |       |        |          |        |       |        |                 |        |
| Original date of appointment is December 24, 1967. Reappointed on June 15, 1978, for a term of eight (8) years. |       |        |       |        |          |        |       |        |                 |        |

Bankruptcy Judges

| Bankruptcy Judges  | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge]   |       |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judge from Honolulu, serve the District Court of Guam on an interim basis. Appointment papers in the U.S. District Court of Honolulu, Hawaii. |       |        |       |        |          |        |       |        |                 |        |

Magistrates

| Magistrates  | White |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|-------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male  | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] |       |        |       |        |          |        |       |        |                 |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-486.

\* Not extended to Guam

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF GUAM

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian/Pacific Islander |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|------------------------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number                 | % of Total | Number          | % of Total |
| Clerk of Court                     | 1 *          | 0      | 0          | 0      | 0          | 0        | 0          | 1                      | 100        | 0               | 0          |
| Chief Deputy Clerk of Court        | 1 **         | 0      | 0          | 0      | 0          | 0        | 0          | 1                      | 100        | 0               | 0          |
| Deputy Clerks of Court             | 2 **         | 0      | 0          | 0      | 0          | 0        | 0          | 2                      | 100        | 0               | 0          |
| Ad. Assistants to Judges           | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Law Clerks to Judges               | 1 *          | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Secretaries to Judges              | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Baliffs/Clerks/Messengers          | 1 *          | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 100        | 0               | 0          |
| Court Reporters                    | 1 *          | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Bankruptcy Court Chief Clerks      | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Bankruptcy Court Clerks            | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Law Clerks to Bankruptcy Judges    | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Secretaries to Bankruptcy Judges   | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Clerical Assistants to Magistrates | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Secretaries to Magistrates         | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Public Defenders                   | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Assistant Public Defenders         | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| C.J.A. Investigators               | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| C.J.A. Secretaries                 | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Chief Probation Officer            | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Deputy Chief Probation Officer     | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Probation Officers                 | 1 **         | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 100        | 0               | 0          |
| Probation Officer Trainees         | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Interpreters                       | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Probation Clerk                    | 0            | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 0          | 0               | 0          |
| Others                             | 1 **         | 0      | 0          | 0      | 0          | 0        | 0          | 0                      | 100        | 0               | 0          |

REMARKS:  
\* Percentages for Non Competitive Service 38%  
\*\* Percentages for Competitive Service 62%  
Percentage for Women Minority 46%  
Percentage for Male Employees 54%

The population for Black, Hispanic and American Indian in Guam is negligible. For purposes of this analysis, Guamanians are included in the Asian category, which has been broadened to "Asian/Pacific Islander".





DATA REPORTING FORM FOR COURTS OF APPEALS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

COURT OF APPEALS FOR THE TENTH CIRCUIT

PART 1A - Numbers and Percentages of Judges

|                                     | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|-------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                     |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Judges* (in active service) | 7            | 7      | 100        |        |            |          |            |        |            |                 |            |
| Male                                |              |        |            |        |            |          |            |        |            |                 |            |
| Female                              |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| Circuit Judges* (in active service)   | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |          |        |       |        |          |        |       |        |                 |        |
| Oliver Seth   | 06-20-62 |        |       |        |          |        |       |        |                 |        |
| William J. Holloway Jr.   | 09-16-68 |        |       |        |          |        |       |        |                 |        |
| Robert H. McWilliams  | 10-14-70 |        |       |        |          |        |       |        |                 |        |
| James E. Barrett  | 04-23-71 |        |       |        |          |        |       |        |                 |        |
| William E. Doyle  | 04-26-71 |        |       |        |          |        |       |        |                 |        |
| Monroe G. McKay   | 12-01-77 |        |       |        |          |        |       |        |                 |        |
| James K. Logan  | 12-16-77 |        |       |        |          |        |       |        |                 |        |

PART 2 - Numbers and Percentages of Supporting Personnel

|  | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|  |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Circuit Executive                              | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Administrative Assistants to Circuit Executive | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Circuit Executive               | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerk of Court                                 | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks                                  | 3            | 2      | 66.6       |        |            | 1        | 33.3       |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   | 11           | 8      | 72.7       | 1      | 9.1        | 1        | 9.1        | 1      | 9.1        |                 |            |
| Administrative Assistants to Judges            |              |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges                           | 14           | 13     | 93.0       | 1      | 7.0        |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges                          | 11           | 10     | 91.0       |        |            | 1        | 9.0        |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Senior Staff Attorneys                         |              |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Staff Attorneys                                | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| Court Secretaries                              |              |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   | 5            | 4      | 80         |        |            | 1        | 20.0       |        |            |                 |            |
| Court Librarians                               |              |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Assistant Court Librarians                     |              |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Library Assistants                             |              |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   | 2            |        | 50         |        |            | 1        | 50.0       |        |            |                 |            |
| Library Clerks                                 |              |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |
| Others   |              |        |            |        |            |          |            |        |            |                 |            |
| Male   |              |        |            |        |            |          |            |        |            |                 |            |
| Female   |              |        |            |        |            |          |            |        |            |                 |            |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF COLORADO

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Male                                 |              |        |            |        |            |          |            |        |            |                 |            |
| Female                               |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    |              |        |            |        |            |          |            |        |            |                 |            |
| Male                                 | 3            | 3      | 75%        |        |            |          |            |        |            |                 |            |
| Female                               | 1            | 1      | 25%        |        |            |          |            |        |            |                 |            |
| Magistrates                          |              |        |            |        |            |          |            |        |            |                 |            |
| Male                                 | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Female                               |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] |          |        |       |        |          |        |       |        |                 |        |
|   | 2/1/71   |        |       |        |          |        |       |        |                 |        |
|   | 10/22/71 |        |       |        |          |        |       |        |                 |        |
|   | 3/8/74   |        |       |        |          |        |       |        |                 |        |
|   | 1/3/78   |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges  | White   |         | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|---------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female  | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |         |         |       |        |          |        |       |        |                 |        |
|  | 11/1/67 |         |       |        |          |        |       |        |                 |        |
|  | 2/1/74  | 1/25/74 |       |        |          |        |       |        |                 |        |
|  | 5/1/74  |         |       |        |          |        |       |        |                 |        |
|  | 1/15/75 |         |       |        |          |        |       |        |                 |        |

| Magistrates  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] |         |        |       |        |          |        |       |        |                 |        |
|  | 3/1/71  |        |       |        |          |        |       |        |                 |        |
|  | 10/6/75 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

As of August, 1979  
DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF COLORADO

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 4            | 4      | 19%        |        |            |          |            |        |            |                 |            |
|                                    | Female | 17           | 13     | 61%        | 2      | 10%        | 2        | 10%        |        |            |                 |            |
| Ad. Assistants to Judges           | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 7            | 7      | 70%        |        |            | 1        | 10%        | 1      | 10%        |                 |            |
|                                    | Female | 3            | 1      | 10%        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 6            | 6      | 100%       |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 1            | 1      | 20%        |        |            |          |            |        |            |                 |            |
|                                    | Female | 4            | 4      | 80%        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   | 2            | 1      | 6%         |        |            | 1        | 6%         |        |            |                 |            |
|                                    | Female | 16           | 9      | 50%        | 2      | 11%        | 4        | 22%        |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   | 1            | 1      | 50%        |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 50%        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   | 2            | 1      | 50%        | 1      | 50%        |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            |        |            | 1      | 100%       |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            |        |            | 1      | 100%       |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   | 17           | 14     | 75%        | 1      | 5%         | 2        | 10%        |        |            |                 |            |
|                                    | Female | 2            | 1      | 5%         | 1      | 5%         |          |            |        |            |                 |            |
| Probation Officers                 | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   | 1            |        |            | 1      | 100%       |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |
| PROBATION CLERKS                   | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 12           | 9      | 75%        |        |            | 2        | 17%        | 1      | 8%         |                 |            |
| Others                             | Male   |              |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |              |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF KANSAS

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 3            | 2      | 66 2/3%    | 1      | 33 1/3%    |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 3            | 3      | 100%       |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)<br>[Record appointment dates on individual lines in appropriate columns for each individual judge] | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |  |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|--|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |  |
|   | 4/12/62  |        |       |        |          |        |       |        |                 |        |  |
|   | 3/27/67  |        |       |        |          |        |       |        |                 |        |  |
|   | 11/10/71 |        |       |        |          |        |       |        |                 |        |  |
|   | 8/7/75   |        |       |        |          |        |       |        |                 |        |  |
| Bankruptcy Judges<br>[Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge]         | 4/27/62  | 2/9/76 |       |        |          |        |       |        |                 |        |  |
|   | 12/17/76 |        |       |        |          |        |       |        |                 |        |  |
| Magistrates<br>[Record appointment dates on individual lines in appropriate columns for each individual magistrate]                     | 6/1/69   |        |       |        |          |        |       |        |                 |        |  |
|   | 11/17/75 |        |       |        |          |        |       |        |                 |        |  |
|   | 9/15/75  |        |       |        |          |        |       |        |                 |        |  |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.



DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF KANSAS

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        |              |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 5            | 4      | 80         | 1      | 20         |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | 15           | 14     | 93 1/3     | 1      | 6 2/3      |          |            |        |            |                 |            |
| Law Clerks to Judges               | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 16           | 15     | 93 3/4     | 1      | 6 1/4      |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 3            | 1      | 33 1/3     | 2      | 66 2/3     |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| PUBLIC DEF. INVESTIGATORS          | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| PUBLIC DEF. SECRETARIES            | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     |              |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 12           | 10     | 83 1/3     | 1      | 8 1/3      |          |            |        |            | 1               | 8 1/3      |
| Probation Officer - Admin. Asst.   | 2            | 1      | 50         | 1      | 50         |          |            |        |            |                 |            |
| Interpreters                       | 1            |        |            | 1      | 100        |          |            |        |            |                 |            |
| Probation Officer - Clerical       | 10           | 10     | 100        |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NEW MEXICO

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (In active service) | 3            | 2      | 66         |        |            | 1        | 33         |        |            |                 |            |
| Bankruptcy Judges                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 9            | 9      | 100        |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (In active service)  | White    |        | Black |        | Hispanic |         | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|---------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female  | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 3/17/64  |        |       |        |          | 7/20/78 |       |        |                 |        |
|   | 10/14/70 |        |       |        |          |         |       |        |                 |        |

| Bankruptcy Judges  | Male    | Female | White | Black | Hispanic | Asian | Native American |
|--|---------|--------|-------|-------|----------|-------|-----------------|
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 12/1/78 |        |       |       |          |       |                 |

| Magistrates  | Male      | Female | White | Black | Hispanic | Asian | Native American |
|--|-----------|--------|-------|-------|----------|-------|-----------------|
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate] | 3/19/79   |        |       |       |          |       |                 |
|  | 4/1/79 *  |        |       |       |          |       |                 |
|  | 12/20/75* |        |       |       |          |       |                 |
|  | 7/2/76*   |        |       |       |          |       |                 |
|  | 8/27/77*  |        |       |       |          |       |                 |
|  | 10/25/73* |        |       |       |          |       |                 |
|  | 1/4/77*   |        |       |       |          |       |                 |
|  | 3/8/77*   |        |       |       |          |       |                 |
| *part-time Mag.'s  | 10/1/77*  |        |       |       |          |       |                 |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

**DATA REPORTING FORM FOR DISTRICT COURTS**  
**CONGRESSIONAL INVESTIGATIONS**  
**OF**  
**FEDERAL COURT EMPLOYMENT PRACTICES**

U.S. DISTRICT COURT FOR THE DISTRICT OF NEW MEXICO

**PART 2 - Numbers and Percentages of Supporting Personnel**

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                       | 1            |        |            |        |            | 1        | 100        |        |            |                 |            |
| Chief Deputy Clerk of Court          | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court               | 3            | 1      | 33         |        |            | 2        | 66         |        |            |                 |            |
| Ad. Assistants to Judges             | 13           | 8      | 62         |        |            | 5        | 38         |        |            |                 |            |
| Law Clerks to Judges                 | 4            | 4      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges                | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges                | 4            | 1      | 25         |        |            | 3        | 75         |        |            |                 |            |
| Bailiffs/Clerks/Messengers           | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Court Reporters                      | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks              | 5            | 3      | 50         |        |            | 3        | 50         |        |            |                 |            |
| Law Clerks to Bankruptcy Judges      |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates   | 1            |        |            |        |            | 1        | 100        |        |            |                 |            |
| Secretaries to Magistrates           | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders           | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators                 | 1            |        |            |        |            | 1        | 100        |        |            |                 |            |
| C.J.A. Secretaries                   | 2            | 1      | 50         |        |            | 1        | 50         |        |            |                 |            |
| Chief Probation Officer              | 1            |        |            |        |            | 1        | 100        |        |            |                 |            |
| Deputy Chief Spvn. Probation Officer | 1            |        |            |        |            | 1        | 100        |        |            |                 |            |
| Probation Officers                   | 9            | 3      | 33         |        |            | 5        | 56         |        |            | 1               | 11         |
| Probation Officers                   | 2            | 1      | 50         |        |            | 1        | 50         |        |            |                 |            |
| Probation Officer -Business Ass't's  | 1            |        |            | 1      | 100        |          |            |        |            | 1               | 100        |
| Interpreters                         |              |        |            |        |            |          |            |        |            |                 |            |
| Others Probation Clerk-Stenos        | 7            | 2      | 29         |        |            | 5        | 71         |        |            |                 |            |

**DATA REPORTING FORM FOR DISTRICT COURTS**  
**CONGRESSIONAL INVESTIGATION**  
**OF**  
**FEDERAL COURT EMPLOYMENT PRACTICES**

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN DISTRICT OF OKLAHOMA

**PART 1A - Numbers and Percentages of Judicial Officers**

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (In active service) | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Magistrates                          | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |

**PART 1B - Dates of Appointment**

| District Judges* (In active service)   | White    |          | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|----------|----------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male     | Female   | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            | Jan. '75 |          |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges  | June '55 |          |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |          |          |       |        |          |        |       |        |                 |        |
| Magistrates  | May '77  | Dec. '72 |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | Feb. '71 |          |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-465

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF NORTHERN DISTRICT OF OKLAHOMA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 6            | 5      | 83         |        |            | 1        | 17         |        |            | 2               | 67         |
| Ad. Assistants to Judges           |              |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 3            | 3      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Clerks/Messengers         |              |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 6            | 6      | 100        |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   |              |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates |              |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 1            |        |            |        |            |          |            |        |            | 1               | 100        |
| Public Defenders                   |              |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               |              |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 |              |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            |        |            |        |            |          |            |        |            | 1               | 100        |
| Deputy Chief Probation Officer     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 5            | 3      | 60         |        |            |          |            |        |            | 2               | 40         |
| Probation Officer                  | 1            |        |            |        |            |          |            |        |            | 1               | 100        |
| Probation Officer                  |              |        |            |        |            |          |            |        |            |                 |            |
| Witness Clerks                     | 4            | 3      | 75         |        |            | 1        | 25         |        |            |                 |            |
| Interpreters                       |              |        |            |        |            |          |            |        |            |                 |            |
| Others                             |              |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

EASTERN

U.S. DISTRICT COURT FOR THE DISTRICT OF OKLAHOMA

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 2            | 2      | 100%       |        |            |          |            |        |            |                 |            |
| (Part-time) Bankruptcy Judges        | 1            | 1      | 100%       |        |            |          |            |        |            |                 |            |
| (Part-time) Magistrates              | 4            | 4      | 100%       |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

| District Judges* (in active service)  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| (Record appointment dates on individual lines in appropriate columns for each individual judge) | 10/11/61 |        |       |        |          |        |       |        |                 |        |
|   | 1/8/75   |        |       |        |          |        |       |        |                 |        |

| Bankruptcy Judges (Part-time)  | White  |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|--------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male   | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| (Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge) | 7/1/65 |        |       |        |          |        |       |        |                 |        |

| Magistrates (Part-time)  | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| (Record appointment dates on individual lines in appropriate columns for each individual magistrate) | 1/22/71 |        |       |        |          |        |       |        |                 |        |
|  | 7/18/72 |        |       |        |          |        |       |        |                 |        |
|  | 2/27/76 |        |       |        |          |        |       |        |                 |        |
|  | 3/17/76 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

EASTERN  
U.S. DISTRICT COURT FOR THE DISTRICT OF OKLAHOMA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total  |            | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------|------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        | Number | % of Total | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1      | 100%       |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1      |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            | 1               | 100%       |
| Deputy Clerks of Court             | Male   | 1      | 100%       |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 5      | 100%       |        |            |        |            |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1      | 100%       |        |            |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | Male   | 1      | 100%       |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 1      | 100%       |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1      | 100%       |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1      | 100%       |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 4      | 100%       |        |            |        |            |          |            |        |            |                 |            |
| Public Defenders                   | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1      | 100%       |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 3      | 67%        |        |            |        |            |          |            |        |            | 1               | 33%        |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Others                             | Male   |        |            |        |            |        |            |          |            |        |            |                 |            |
| Probation Sec.                     | Female | 2      | 100%       |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

WESTERN  
U.S. DISTRICT COURT FOR THE DISTRICT OF OKLAHOMA

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total  |            | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------|------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        | Number | % of Total | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 5      | 100%       |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 2      | 100%       |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female |        |            |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 1      | 100%       |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female |        |            |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

|                                      |  | White    |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--------------------------------------|--|----------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|                                      |  | Male     | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| District Judges* (in active service) | [Record appointment dates on individual lines in appropriate columns for each individual judge]            | 6-16-43  |        |       |        |          |        |       |        |                 |        |
|                                      |  | 8-17-51  |        |       |        |          |        |       |        |                 |        |
|                                      |  | 10-11-51 |        |       |        |          |        |       |        |                 |        |
|                                      |  | 8-20-65  |        |       |        |          |        |       |        |                 |        |
|                                      |  | 10-14-75 |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges                    | [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] | 1-27-67  |        |       |        |          |        |       |        |                 |        |
|                                      |  | 12-17-73 |        |       |        |          |        |       |        |                 |        |
| Magistrates                          | [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 11-27-78 |        |       |        |          |        |       |        |                 |        |
|                                      |  |          |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF WESTERN OKLAHOMA

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | 3            | 3      | 16-2/3     | 2      | 11-1/9     |          |            |        |            |                 |            |
| Ad. Assistants to Judges           | NA           |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | 3-1/2        | 3-1/2  | 63-11/13   |        |            |          |            |        |            |                 |            |
| Secretaries to Judges              | 5            | 5      | 100        |        |            |          |            |        |            |                 |            |
| Bailiffs/Criers/Messengers         | 2-1/2        | 2-1/2  | 71-3/7     |        |            |          |            |        |            |                 |            |
| Court Reporters                    | 3-3/4        | 3-3/4  | 75         |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Clerks            | 7            | 5      | 71-3/7     | 2      | 28-4/7     |          |            |        |            |                 |            |
| Law Clerks to Bankruptcy Judges    | NA           |        |            |        |            |          |            |        |            |                 |            |
| Secretaries to Bankruptcy Judges   | 2            | 2      | 100        |        |            |          |            |        |            |                 |            |
| Clerical Assistants to Magistrates | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Secretaries to Magistrates         | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Public Defenders                   | NA           |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | NA           |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | NA           |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | NA           |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Probation Officers                 | 8            | 7      | 77-7/9     | 1      | 11-1/9     |          |            |        |            |                 |            |
| Probation Officer - Service Clerks | 1            | 1      | 100        |        |            |          |            |        |            |                 |            |
| Interpreters                       | NA           |        |            |        |            |          |            |        |            |                 |            |
| Others                             | NA           |        |            |        |            |          |            |        |            |                 |            |

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF UTAH

PART 1A - Numbers and Percentages of Judicial Officers

|                                      | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | 2            | 2      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 2               | 100        |
| Bankruptcy Judges                    | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 1               | 100        |
| Magistrates                          | 5*           | 5      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 5               | 100        |

\* 4 part-time

PART 1B - Dates of Appointment

| District Judges* (in active service)   | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge]            |         |        |       |        |          |        |       |        |                 |        |
| Aldon J. Anderson<br>Chief Judge   | 7/22/71 |        |       |        |          |        |       |        | 7/22/71         |        |
| Bruce S. Jenkins   | 9/22/78 |        |       |        |          |        |       |        | 9/22/78         |        |
| Bankruptcy Judges  |         |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |         |        |       |        |          |        |       |        |                 |        |
| Ralph R. Mabey   | 2/9/79  |        |       |        |          |        |       |        | 2/9/79          |        |
| Magistrates  |         |        |       |        |          |        |       |        |                 |        |
| [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       |         |        |       |        |          |        |       |        |                 |        |
| Daniel A. Alsop  | 7/1/71  |        |       |        |          |        |       |        | 7/1/71          |        |
| Paul L. Badger   | 2/9/79  |        |       |        |          |        |       |        | 2/9/79          |        |
| F. Bennion Redd  | 3/29/79 |        |       |        |          |        |       |        | 3/29/79         |        |
| Ray E. Nash  | 5/3/79  |        |       |        |          |        |       |        | 5/3/79          |        |
| Patrick H. Wencor  | 5/3/79  |        |       |        |          |        |       |        | 5/3/79          |        |

\* Do not include incumbents in judicial positions created by Public Law No. 95-406.

**DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES**

U.S. DISTRICT COURT FOR THE DISTRICT OF UTAH

PART 2 - Numbers and Percentages of Supporting Personnel

|                                    |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                    |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| Clerk of Court                     | Male   | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 1               | 100        |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Chief Deputy Clerk of Court        | Male   | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 1               | 100        |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Deputy Clerks of Court             | Male   | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 1               | 100        |
|                                    | Female | 9            | 8      | 88.8       | 0      | 0          | 0        | 0          | 1      | 11.2       | 8               | 88.8       |
| Ad. Assistants to Judges           | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Law Clerks to Judges               | Male   | 3            | 3      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 3               | 100        |
|                                    | Female | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 1               | 100        |
| Secretaries to Judges              | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 2            | 2      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 2               | 100        |
| Bailliffs/Drivers/Messengers       | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Court Reporters                    | Male   | 2            | 2      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 2               | 100        |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Court Chief Clerks      | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 1               | 100        |
| Bankruptcy Court Clerks            | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 6            | 6      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 6               | 100        |
| Law Clerks to Bankruptcy Judges    | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 1               | 100        |
| Secretaries to Bankruptcy Judges   | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 1               | 100        |
| Clerical Assistants to Magistrates | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 0      | 0          | 0      | 0          | 0        | 1          | 100    | 0          | 0               |            |
| Secretaries to Magistrates         | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 1               | 100        |
| Public Defenders                   | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Assistant Public Defenders         | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Investigators               | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| C.J.A. Secretaries                 | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Chief Probation Officer            | Male   | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 1               | 100        |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Deputy Chief Probation Officer     | Male   | 1            | 1      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 1               | 100        |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Probation Officers                 | Male   | 6            | 6      | 100        | 0      | 0          | 0        | 0          | 0      | 0          | 6               | 100        |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Probation Officer Trainees         | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Interpreters                       | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |
| Others                             | Male   | 0            |        |            |        |            |          |            |        |            |                 |            |
|                                    | Female | 0            |        |            |        |            |          |            |        |            |                 |            |

**DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATION  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES**

U.S. DISTRICT COURT FOR THE DISTRICT OF WYOMING

PART 1A - Numbers and Percentages of Judicial Officers

|                                      |        | Total Number | White  |            | Black  |            | Hispanic |            | Asian  |            | Native American |            |
|--------------------------------------|--------|--------------|--------|------------|--------|------------|----------|------------|--------|------------|-----------------|------------|
|                                      |        |              | Number | % of Total | Number | % of Total | Number   | % of Total | Number | % of Total | Number          | % of Total |
| District Judges* (in active service) | Male   | 2            |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Bankruptcy Judges                    | Male   | 1            |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |
| Magistrates                          | Male   | 9            |        |            |        |            |          |            |        |            |                 |            |
|                                      | Female |              |        |            |        |            |          |            |        |            |                 |            |

PART 1B - Dates of Appointment

|   | District Judges* (in active service)   | White   |        | Black |        | Hispanic |        | Asian |        | Native American |        |
|---|--|---------|--------|-------|--------|----------|--------|-------|--------|-----------------|--------|
|   |  | Male    | Female | Male  | Female | Male     | Female | Male  | Female | Male            | Female |
| [Record appointment dates on individual lines in appropriate columns for each individual judge] | 3-2-56   |         |        |       |        |          |        |       |        |                 |        |
|   | 9-26-75  |         |        |       |        |          |        |       |        |                 |        |
| Bankruptcy Judges   | 2-1-71   |         |        |       |        |          |        |       |        |                 |        |
|   | [Record appointment dates on individual lines in appropriate columns for each individual bankruptcy judge] |         |        |       |        |          |        |       |        |                 |        |
| Magistrates   | 1-30-75  |         |        |       |        |          |        |       |        |                 |        |
|   | [Record appointment dates on individual lines in appropriate columns for each individual magistrate]       | 6-1-76  |        |       |        |          |        |       |        |                 |        |
|   |  | 6-10-52 |        |       |        |          |        |       |        |                 |        |
|   |  | 2-1-75  |        |       |        |          |        |       |        |                 |        |
|   |  | 2-1-73  |        |       |        |          |        |       |        |                 |        |
|   |  | 6-1-69  |        |       |        |          |        |       |        |                 |        |
|   |  | 1-1-71  |        |       |        |          |        |       |        |                 |        |
|   |  | 4-25-58 |        |       |        |          |        |       |        |                 |        |
|   |  | 7-19-62 |        |       |        |          |        |       |        |                 |        |

\*Do not include incumbents in judicial positions created by Public Law No. 95-486.

DATA REPORTING FORM FOR DISTRICT COURTS  
CONGRESSIONAL INVESTIGATIONS  
OF  
FEDERAL COURT EMPLOYMENT PRACTICES

U.S. DISTRICT COURT FOR THE DISTRICT OF WYOMING

PART 2 -- Numbers and Percentages of Supporting Personnel

|                                       |        | Total<br>Number | White  |               | Black  |               | Hispanic |               | Asian  |               | Native American |               |
|---------------------------------------|--------|-----------------|--------|---------------|--------|---------------|----------|---------------|--------|---------------|-----------------|---------------|
|                                       |        |                 | Number | % of<br>Total | Number | % of<br>Total | Number   | % of<br>Total | Number | % of<br>Total | Number          | % of<br>Total |
| Clerk of Court                        | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Chief Deputy Clerk<br>of Court        | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Deputy Clerks<br>of Court             | Male   | 6               | 6      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Ad. Assistants to<br>Judges           | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Law Clerks to<br>Judges               | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
| Secretaries to Judges                 | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female | 2               | 2      | 100           |        |               |          |               |        |               |                 |               |
| Bailiffs/Criers/<br>Messengers        | Male   | 2               | 2      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Court Reporters                       | Male   | 2               | 2      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Bankruptcy Court<br>Chief Clerks      | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Bankruptcy Court<br>Clerks            | Male   | 2               | 2      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Law Clerks to<br>Bankruptcy Judges    | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Secretaries to<br>Bankruptcy Judges   | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Clerical Assistants<br>to Magistrates | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Secretaries to<br>Magistrates         | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Public Defenders                      | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Assistant Public<br>Defenders         | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| C.J.A. Investigators                  | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| C.J.A. Secretaries                    | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Chief Probation Officer               | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Deputy Chief<br>Probation Officer     | Male   | 1               | 1      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Probation Officers                    | Male   | 3               | 3      | 100           |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Probation Officer<br>Trainees         | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Interpreters                          | Male   | 1               |        |               |        |               | 1        | 100           |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |
| Others                                | Male   |                 |        |               |        |               |          |               |        |               |                 |               |
|                                       | Female |                 |        |               |        |               |          |               |        |               |                 |               |

APPENDIX 14

SELECTED ANALYSIS PREPARED BY ADMINISTRATIVE OFFICE OF THE  
U.S. COURTS—TABLES 1-4

TABLE 1

PERCENTAGE OF MEN AND WOMEN HOLDING POSITIONS AS CIRCUIT JUDGE,  
DISTRICT JUDGE, BANKRUPTCY JUDGE, MAGISTRATE, AND SUPPORTING  
PERSONNEL IN THE UNITED STATES COURTS BY CIRCUIT AND BY STATE

NOTE: Percentages for each state do not include court of appeals personnel.

Percent (%)FIRST CIRCUIT

## Circuit Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 40.9 |
| Female | 59.1 |

SECOND CIRCUIT

## Circuit Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## District Judges:

|        |      |
|--------|------|
| Male   | 93.3 |
| Female | 6.7  |

## Bankruptcy Judges:

|        |      |
|--------|------|
| Male   | 95.2 |
| Female | 4.8  |

## Magistrates:

|        |      |
|--------|------|
| Male   | 95.8 |
| Female | 4.2  |

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 49.2 |
| Female | 50.8 |

THIRD CIRCUIT

## Circuit Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|        |      |
|--------|------|
| Male   | 91.7 |
| Female | 8.3  |

## Magistrates:

|        |      |
|--------|------|
| Male   | 81.3 |
| Female | 18.7 |

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 43.5 |
| Female | 56.5 |

FOURTH CIRCUIT

## Circuit Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|        |      |
|--------|------|
| Male   | 97.7 |
| Female | 2.3  |

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 38.9 |
| Female | 61.1 |



FIFTH CIRCUIT

## Circuit Judges:

|        |      |
|--------|------|
| Male   | 92.9 |
| Female | 7.1  |

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|        |      |
|--------|------|
| Male   | 93.8 |
| Female | 6.2  |

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 41.1 |
| Female | 58.9 |

SIXTH CIRCUIT

## Circuit Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## District Judges:

|        |      |
|--------|------|
| Male   | 95.3 |
| Female | 4.7  |

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|        |      |
|--------|------|
| Male   | 96.8 |
| Female | 3.2  |

## Supporting Personnel:

|        |    |
|--------|----|
| Male   | 39 |
| Female | 61 |

SEVENTH CIRCUIT

## Circuit Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|        |    |
|--------|----|
| Male   | 91 |
| Female | 9  |

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 41.6 |
| Female | 58.4 |

EIGHTH CIRCUIT

## Circuit Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## District Judges:

|        |      |
|--------|------|
| Male   | 96.6 |
| Female | 3.4  |

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 37.1 |
| Female | 62.9 |

NINTH CIRCUIT

|                       |  |      |
|-----------------------|--|------|
| Circuit Judges:       |  |      |
| Male                  |  | 92.3 |
| Female                |  | 7.7  |
| District Judges:      |  |      |
| Male                  |  | 96.4 |
| Female                |  | 3.6  |
| Bankruptcy Judges:    |  |      |
| Male                  |  | 100  |
| Magistrates:          |  |      |
| Male                  |  | 98.1 |
| Female                |  | 1.9  |
| Supporting Personnel: |  |      |
| Male                  |  | 41.6 |
| Female                |  | 58.4 |

TENTH CIRCUIT

|                       |  |      |
|-----------------------|--|------|
| Circuit Judges:       |  |      |
| Male                  |  | 100  |
| District Judges:      |  |      |
| Male                  |  | 100  |
| Bankruptcy Judges:    |  |      |
| Male                  |  | 92.9 |
| Female                |  | 7.1  |
| Magistrates:          |  |      |
| Male                  |  | 97.1 |
| Female                |  | 2.9  |
| Supporting Personnel: |  |      |
| Male                  |  | 36.9 |
| Female                |  | 63.1 |

D.C. CIRCUIT

|                       |  |      |
|-----------------------|--|------|
| Circuit Judges:       |  |      |
| Male                  |  | 100  |
| District Judges:      |  |      |
| Male                  |  | 85.7 |
| Female                |  | 14.3 |
| Bankruptcy Judges:    |  |      |
| Male                  |  | 100  |
| Magistrates:          |  |      |
| Male                  |  | 66.7 |
| Female                |  | 33.3 |
| Supporting Personnel: |  |      |
| Male                  |  | 46.5 |
| Female                |  | 53.5 |

|                       | <u>Percent (%)</u> |
|-----------------------|--------------------|
| <u>ALABAMA</u>        |                    |
| District Judges:      |                    |
| Male                  | 100                |
| Bankruptcy Judges:    |                    |
| Male                  | 100                |
| Magistrates:          |                    |
| Male                  | 100                |
| Supporting Personnel: |                    |
| Male                  | 40.1               |
| Female                | 59.9               |
| <u>ALASKA</u>         |                    |
| District Judges:      |                    |
| Male                  | 100                |
| Bankruptcy Judges:    |                    |
| Male                  | 100                |
| Magistrates:          |                    |
| Male                  | 100                |
| Supporting Personnel: |                    |
| Male                  | 28.2               |
| Female                | 71.8               |
| <u>ARIZONA</u>        |                    |
| District Judges:      |                    |
| Male                  | 80                 |
| Female                | 20                 |
| Bankruptcy Judges:    |                    |
| Male                  | 100                |
| Magistrates:          |                    |
| Male                  | 100                |

|                          |      |
|--------------------------|------|
| <u>Arizona (cont'd.)</u> |      |
| Supporting Personnel:    |      |
| Male                     | 39.7 |
| Female                   | 60.3 |
| <u>ARKANSAS</u>          |      |
| District Judges:         |      |
| Male                     | 83.3 |
| Female                   | 16.7 |
| Bankruptcy Judges:       |      |
| Male                     | 100  |
| Magistrates:             |      |
| Male                     | 100  |
| Supporting Personnel:    |      |
| Male                     | 34.4 |
| Female                   | 65.6 |
| <u>CALIFORNIA</u>        |      |
| District Judges:         |      |
| Male                     | 97   |
| Female                   | 3    |
| Bankruptcy Judges:       |      |
| Male                     | 100  |
| Magistrates:             |      |
| Male                     | 93.7 |
| Female                   | 6.3  |
| Supporting Personnel:    |      |
| Male                     | 41.4 |
| Female                   | 58.6 |

CANAL ZONE

## Supporting Personnel:

|        |    |
|--------|----|
| Male   | 30 |
| Female | 70 |

COLORADO

## District Judge:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judge:

|        |    |
|--------|----|
| Male   | 75 |
| Female | 25 |

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 36.4 |
| Female | 63.6 |

CONNECTICUT

## District Judges:

|        |      |
|--------|------|
| Male   | 66.7 |
| Female | 33.3 |

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Connecticut (cont'd.)

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 36.9 |
| Female | 63.1 |

DELAWARE

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|        |     |
|--------|-----|
| Female | 100 |
|--------|-----|

## Magistrates:

|        |     |
|--------|-----|
| Female | 100 |
|--------|-----|

## Supporting Personnel:

|        |    |
|--------|----|
| Male   | 44 |
| Female | 56 |

DISTRICT OF COLUMBIA:

## District Judges:

|        |      |
|--------|------|
| Male   | 85.7 |
| Female | 14.3 |

District of Columbia (Cont'd.)

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|        |      |
|--------|------|
| Male   | 66.7 |
| Female | 33.3 |

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 48.5 |
| Female | 51.5 |

FLORIDA

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|        |    |
|--------|----|
| Male   | 80 |
| Female | 20 |

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 39.6 |
| Female | 60.4 |

GEORGIA

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Georgia (cont'd.)

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 60.1 |
| Female | 39.9 |

GUAM

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 53.8 |
| Female | 46.2 |

HAWAII

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 35.4 |
| Female | 64.6 |

IDAHO

|                       |     |
|-----------------------|-----|
| District Judges:      |     |
| Male                  | 100 |
| Bankruptcy Judges:    |     |
| Male                  | 100 |
| Magistrates:          |     |
| Male                  | 100 |
| Supporting Personnel: |     |
| Male                  | 50  |
| Female                | 50  |

ILLINOIS

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| Male                  | 100  |
| Bankruptcy Judges:    |      |
| Male                  | 100  |
| Magistrates:          |      |
| Male                  | 90.9 |
| Female                | 9.1  |
| Supporting Personnel: |      |
| Male                  | 46.8 |
| Female                | 53.2 |

INDIANA

|                    |     |
|--------------------|-----|
| District Judges:   |     |
| Male               | 100 |
| Bankruptcy Judges: |     |
| Male               | 100 |
| Magistrates:       |     |
| Male               | 100 |

Indiana (cont'd.)

|                       |      |
|-----------------------|------|
| Supporting Personnel: |      |
| Male                  | 35.5 |
| Female                | 64.5 |

IOWA

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| Male                  | 100  |
| Bankruptcy Judges:    |      |
| Male                  | 100  |
| Magistrates:          |      |
| Male                  | 100  |
| Supporting Personnel: |      |
| Male                  | 33.7 |
| Female                | 66.3 |

KANSAS

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| Male                  | 100  |
| Bankruptcy Judges:    |      |
| Male                  | 100  |
| Magistrates:          |      |
| Male                  | 100  |
| Supporting Personnel: |      |
| Male                  | 33.7 |
| Female                | 66.3 |

KENTUCKY

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 32.5 |
| Female | 67.5 |

LOUISIANA

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|        |      |
|--------|------|
| Male   | 91.7 |
| Female | 8.3  |

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 43.3 |
| Female | 56.7 |

MAINE

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Maine (cont'd.)

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 22.2 |
| Female | 77.8 |

MARYLAND

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 41.3 |
| Female | 58.7 |

MASSACHUSETTS

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 51.1 |
| Female | 48.9 |

MICHIGAN

## District Judges:

|        |      |
|--------|------|
| Male   | 85.7 |
| Female | 14.3 |

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|        |    |
|--------|----|
| Male   | 75 |
| Female | 25 |

## Supporting Personnel:

|        |    |
|--------|----|
| Male   | 43 |
| Female | 57 |

MINNESOTA

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 31.8 |
| Female | 68.2 |

MISSISSIPPI\*

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

\*Incomplete returns

Mississippi (cont'd.)

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 32.6 |
| Female | 67.4 |

MISSOURI

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |    |
|--------|----|
| Male   | 41 |
| Female | 59 |

MONTANA

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 38.5 |
| Female | 61.5 |



NEBRASKA

|                       |  |      |
|-----------------------|--|------|
| District Judges:      |  |      |
| Male                  |  | 100  |
| Bankruptcy Judges:    |  |      |
| Male                  |  | 100  |
| Magistrates:          |  |      |
| Male                  |  | 100  |
| Supporting Personnel: |  |      |
| Male                  |  | 36.7 |
| Female                |  | 63.3 |

NEVADA

|                       |  |      |
|-----------------------|--|------|
| District Judges:      |  |      |
| Male                  |  | 100  |
| Bankruptcy Judges:    |  |      |
| Male                  |  | 100  |
| Magistrates:          |  |      |
| Male                  |  | 100  |
| Supporting Personnel: |  |      |
| Male                  |  | 40.6 |
| Female                |  | 59.4 |

NEW HAMPSHIRE

|                    |  |     |
|--------------------|--|-----|
| District Judges:   |  |     |
| Male               |  | 100 |
| Bankruptcy Judges: |  |     |
| Male               |  | 100 |
| Magistrates:       |  |     |
| Male               |  | 100 |

New Hampshire (cont'd.)

|                       |  |    |
|-----------------------|--|----|
| Supporting Personnel: |  |    |
| Male                  |  | 35 |
| Female                |  | 65 |

NEW JERSEY

|                       |  |     |
|-----------------------|--|-----|
| District Judges:      |  |     |
| Male                  |  | 100 |
| Bankruptcy Judges:    |  |     |
| Male                  |  | 100 |
| Magistrates:          |  |     |
| Male                  |  | 80  |
| Female                |  | 20  |
| Supporting Personnel: |  |     |
| Male                  |  | 44  |
| Female                |  | 56  |

NEW MEXICO

|                       |  |      |
|-----------------------|--|------|
| District Judges:      |  |      |
| Male                  |  | 100  |
| Bankruptcy Judges:    |  |      |
| Male                  |  | 100  |
| Magistrates:          |  |      |
| Male                  |  | 100  |
| Supporting Personnel: |  |      |
| Male                  |  | 35.2 |
| Female                |  | 64.8 |

NEW YORK

## District Judges:

|        |    |
|--------|----|
| Male   | 95 |
| Female | 5  |

## Bankruptcy Judges:

|        |      |
|--------|------|
| Male   | 94.4 |
| Female | 5.6  |

## Magistrates:

|        |      |
|--------|------|
| Male   | 94.4 |
| Female | 5.6  |

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 51.6 |
| Female | 48.4 |

NORTH CAROLINA

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|        |      |
|--------|------|
| Male   | 88.9 |
| Female | 11.1 |

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 45.2 |
| Female | 54.8 |

NORTH DAKOTA

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

North Dakota (cont'd.)

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |    |
|--------|----|
| Male   | 40 |
| Female | 60 |

OHIO

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 39.4 |
| Female | 60.6 |

OKLAHOMA

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|        |      |
|--------|------|
| Male   | 87.5 |
| Female | 12.5 |

Oklahoma (cont'd.)

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 37.3 |
| Female | 62.7 |

OREGON

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 38.5 |
| Female | 61.5 |

PENNSYLVANIA

## District Judges:

|        |    |
|--------|----|
| Male   | 97 |
| Female | 3  |

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|        |    |
|--------|----|
| Male   | 93 |
| Female | 7  |

## Supporting Personnel:

|        |    |
|--------|----|
| Male   | 48 |
| Female | 52 |

PUERTO RICO

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 33.3 |
| Female | 66.7 |

RHODE ISLAND

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 42.1 |
| Female | 57.9 |

SOUTH CAROLINA

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

South Carolina (cont'd.)

Supporting Personnel:

|        |      |
|--------|------|
| Male   | 40.7 |
| Female | 59.3 |

SOUTH DAKOTA

District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Supporting Personnel:

|        |      |
|--------|------|
| Male   | 48.8 |
| Female | 51.2 |

TENNESSEE

District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Supporting Personnel:

|        |      |
|--------|------|
| Male   | 33.7 |
| Female | 66.3 |

TEXAS

District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Magistrates:

|        |      |
|--------|------|
| Male   | 93.7 |
| Female | 6.3  |

Supporting Personnel:

|        |      |
|--------|------|
| Male   | 41.3 |
| Female | 58.7 |

UTAH

District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Supporting Personnel:

|        |    |
|--------|----|
| Male   | 41 |
| Female | 59 |

VERMONT

District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Vermont (cont'd.)

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 33.3 |
| Female | 66.7 |

VIRGIN ISLANDS

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 47.1 |
| Female | 52.9 |

VIRGINIA

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 32.6 |
| Female | 67.4 |

WASHINGTON

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 37.7 |
| Female | 62.3 |

WEST VIRGINIA

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |      |
|--------|------|
| Male   | 38.9 |
| Female | 61.1 |

WISCONSIN

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

Wisconsin (cont'd.)

## Magistrates:

|        |      |
|--------|------|
| Male   | 81.8 |
| Female | 18.2 |

## Supporting Personnel:

|        |    |
|--------|----|
| Male   | 25 |
| Female | 75 |

WYOMING

## District Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Bankruptcy Judges:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Magistrates:

|      |     |
|------|-----|
| Male | 100 |
|------|-----|

## Supporting Personnel:

|        |    |
|--------|----|
| Male   | 48 |
| Female | 52 |

TABLE 2

PERCENTAGE OF MEN AND WOMEN IN PROFESSIONAL AND NONPROFESSIONAL  
POSITIONS IN THE UNITED STATES COURTS BY STATE

NOTE: Percentages do not include court of appeals personnel.  
Percentages may total less than or greater than 100 percent  
because of rounding-off.

444

STATE OF Alabama

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 63                               | 82  |
| Female                            | 37                               | 18  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 21                               | 19  |
| Female                                | 78                               | 81  |

STATE OF Alaska

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 64                               | 74  |
| Female                            | 36                               | 26  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 16                               | 8   |
| Female                                | 83                               | 92  |

445

STATE OF Arizona

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 67                               | 88  |
| Female                            | 33                               | 12  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 17                               | 10  |
| Female                                | 82                               | 90  |

STATE OF Arkansas

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 61                               | 74  |
| Female                            | 39                               | 26  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 19                               | 8   |
| Female                                | 81                               | 92  |

446

STATE OF California

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 66                               | 75  |
| Female                            | 34                               | 25  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 20                               | 21  |
| Female                                | 80                               | 79  |

STATE OF Colorado

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 67                               | 78  |
| Female                            | 33                               | 22  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 19                               | 10  |
| Female                                | 81                               | 90  |

447

STATE OF Connecticut

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 66                               | 77  |
| Female                            | 34                               | 23  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 21                               | 10  |
| Female                                | 79                               | 90  |

STATE OF Delaware

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 68                               | 70  |
| Female                            | 32                               | 30  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 17                               | 18  |
| Female                                | 83                               | 82  |



STATE OF Florida

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 67                               | 76  |
| Female                                | 33                               | 24  |
| <br>                                  |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 18                               | 14  |
| Female                                | 82                               | 86  |

STATE OF Georgia

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 63                               | 86  |
| Female                                | 37                               | 14  |
| <br>                                  |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 20                               | 15  |
| Female                                | 80                               | 85  |

STATE OF Hawaii

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 63                               | 73  |
| Female                                | 37                               | 27  |
| <br>                                  |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 20                               | 17  |
| Female                                | 80                               | 83  |

STATE OF Idaho

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 67                               | 95  |
| Female                                | 32                               | 5   |
| <br>                                  |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 15                               | 21  |
| Female                                | 85                               | 79  |

STATE OF Illinois

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 65                               | 81  |
| Female                            | 35                               | 19  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 20                               | 24  |
| Female                                | 80                               | 76  |

STATE OF Indiana

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 63                               | 85  |
| Female                            | 37                               | 15  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 21                               | 12  |
| Female                                | 79                               | 88  |

STATE OF Iowa

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 62                               | 68  |
| Female                            | 38                               | 32  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 20                               | 11  |
| Female                                | 80                               | 89  |

STATE OF Kansas

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 66                               | 80  |
| Female                            | 34                               | 20  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 16                               | 10  |
| Female                                | 84                               | 90  |

452

STATE OF Kentucky

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 65                               | 81  |
| Female                                | 35                               | 19  |
|                                       |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 22                               | 5   |
| Female                                | 78                               | 95  |

STATE OF Louisiana

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 65                               | 79  |
| Female                                | 35                               | 21  |
|                                       |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 17                               | 19  |
| Female                                | 83                               | 81  |

453

STATE OF Maine

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 64                               | 79  |
| Female                                | 36                               | 21  |
|                                       |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 21                               | 5   |
| Female                                | 79                               | 95  |

STATE OF Maryland

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 68                               | 84  |
| Female                                | 32                               | 16  |
|                                       |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 19                               | 11  |
| Female                                | 81                               | 89  |

STATE OF Massachusetts

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 65                               | 74  |
| Female                            | 35                               | 26  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 22                               | 37  |
| Female                                | 78                               | 63  |

STATE OF Michigan

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 67                               | 79  |
| Female                            | 33                               | 21  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 19                               | 15  |
| Female                                | 81                               | 85  |

STATE OF Minnesota

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 66                               | 91  |
| Female                            | 34                               | 9   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 21                               | 7   |
| Female                                | 79                               | 93  |

STATE OF Mississippi

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 64                               | 79  |
| Female                            | 36                               | 21  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 18                               | 11  |
| Female                                | 82                               | 89  |

STATE OF Missouri

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 63                               | 76  |
| Female                            | 37                               | 24  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 21                               | 19  |
| Female                                | 79                               | 81  |

STATE OF Montana

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 64                               | 96  |
| Female                            | 35                               | 4   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 15                               | 4   |
| Female                                | 84                               | 96  |

STATE OF Nebraska

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 62                               | 80  |
| Female                            | 38                               | 20  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 18                               | 10  |
| Female                                | 82                               | 90  |

STATE OF Nevada

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 67                               | 84  |
| Female                            | 32                               | 16  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 17                               | 8   |
| Female                                | 83                               | 92  |

STATE OF New Hampshire

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 70                               | 80  |
| Female                            | 30                               | 20  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 18                               | 9   |
| Female                                | 82                               | 81  |

STATE OF New Jersey

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 67                               | 84  |
| Female                            | 33                               | 16  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 22                               | 17  |
| Female                                | 78                               | 83  |

STATE OF New Mexico

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 67                               | 76  |
| Female                            | 33                               | 24  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 20                               | 10  |
| Female                                | 80                               | 90  |

STATE OF New York

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 65                               | 75  |
| Female                            | 35                               | 25  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 25                               | 33  |
| Female                                | 75                               | 67  |

460

STATE OF North Carolina

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 63                               | 87  |
| Female                                | 37                               | 13  |
| <hr/>                                 |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 18                               | 15  |
| Female                                | 82                               | 85  |

STATE OF North Dakota

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 68                               | 81  |
| Female                                | 32                               | 19  |
| <hr/>                                 |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 15                               | 12  |
| Female                                | 84                               | 88  |

461

STATE OF Ohio

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 63                               | 82  |
| Female                                | 37                               | 18  |
| <hr/>                                 |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 21                               | 20  |
| Female                                | 79                               | 80  |

STATE OF Oklahoma

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 67                               | 77  |
| Female                                | 33                               | 23  |
| <hr/>                                 |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 18                               | 14  |
| Female                                | 82                               | 86  |

STATE OF Oregon

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 67                               | 86  |
| Female                            | 33                               | 14  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 17                               | 12  |
| Female                                | 83                               | 88  |

STATE OF Pennsylvania

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 66                               | 76  |
| Female                            | 34                               | 24  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 23                               | 23  |
| Female                                | 77                               | 77  |

STATE OF Rhode Island

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 68                               | 72  |
| Female                            | 32                               | 28  |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 24                               | 24  |
| Female                                | 76                               | 76  |

STATE OF South Carolina

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| Male                              | 65                               | 94  |
| Female                            | 35                               | 6   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 17                               | 6   |
| Female                                | 83                               | 94  |



STATE OF South Dakota

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 61                               | 88  |
| Female                                | 39                               | 12  |
|                                       |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 14                               | 19  |
| Female                                | 85                               | 81  |

STATE OF Tennessee

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 65                               | 80  |
| Female                                | 35                               | 20  |
|                                       |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 23                               | 10  |
| Female                                | 77                               | 90  |

STATE OF Texas

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 67                               | 83  |
| Female                                | 33                               | 17  |
|                                       |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 19                               | 10  |
| Female                                | 81                               | 90  |

STATE OF Utah

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 68                               | 88  |
| Female                                | 32                               | 12  |
|                                       |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 20                               | 5   |
| Female                                | 80                               | 95  |

466

STATE OF Vermont

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 63                               | 82  |
| Female                                | 37                               | 18  |
| <br>                                  |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 19                               | 23  |
| Female                                | 81                               | 77  |

STATE OF Virginia

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 66                               | 85  |
| Female                                | 34                               | 15  |
| <br>                                  |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 17                               | 7   |
| Female                                | 83                               | 93  |

467

STATE OF Washington

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 65                               | 84  |
| Female                                | 35                               | 16  |
| <br>                                  |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 17                               | 11  |
| Female                                | 83                               | 89  |

STATE OF West Virginia

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 64                               | 87  |
| Female                                | 36                               | 13  |
| <br>                                  |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 20                               | 13  |
| Female                                | 80                               | 87  |

STATE OF Wisconsin

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 63                               | 68  |
| Female                                | 37                               | 32  |
| <br>                                  |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 18                               | 9   |
| Female                                | 82                               | 91  |

STATE OF Wyoming

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| Male                                  | 66                               | 87  |
| Female                                | 33                               | 13  |
| <br>                                  |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| Male                                  | 13                               | 17  |
| Female                                | 85                               | 83  |

TABLE 3

PERCENTAGE BREAKDOWN BY RACE OF PERSONS HOLDING POSITIONS AS CIRCUIT JUDGE, DISTRICT JUDGE, BANKRUPTCY JUDGE, MAGISTRATE, AND SUPPORTING PERSONNEL IN THE UNITED STATES COURTS BY CIRCUIT AND BY STATE

NOTE: Percentages for each state do not include court of appeals personnel.

**CONTINUED**

**15 OF 7**

Percent (%)FIRST CIRCUIT

|                       |      |
|-----------------------|------|
| Circuit Judges:       |      |
| White                 | 100  |
| District Judges:      |      |
| White                 | 78.6 |
| Hispanic              | 21.4 |
| Bankruptcy Judges:    |      |
| White                 | 88.9 |
| Hispanic              | 11.1 |
| Magistrates:          |      |
| White                 | 80   |
| Hispanic              | 20   |
| Supporting Personnel: |      |
| White                 | 74.9 |
| Black                 | 3.1  |
| Hispanic              | 22   |

SECOND CIRCUIT

|                       |      |
|-----------------------|------|
| Circuit Judges:       |      |
| White                 | 100  |
| District Judges:      |      |
| White                 | 93   |
| Black                 | 7    |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 86.5 |
| Black                 | 9.8  |
| Hispanic              | 2.8  |
| Asian                 | .9   |

THIRD CIRCUIT

|                       |      |
|-----------------------|------|
| Circuit Judges:       |      |
| White                 | 88.9 |
| Black                 | 11.1 |
| District Judges:      |      |
| White                 | 91.7 |
| Black                 | 8.3  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 93.8 |
| Black                 | 6.2  |
| Supporting Personnel: |      |
| White                 | 85.8 |
| Black                 | 12.1 |
| Hispanic              | 1.7  |
| Asian                 | .4   |

FOURTH CIRCUIT

|                       |      |
|-----------------------|------|
| Circuit Judges:       |      |
| White                 | 100  |
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 97.7 |
| Black                 | 2.3  |
| Supporting Personnel: |      |
| White                 | 93.2 |
| Black                 | 6.5  |
| Asian                 | .2   |
| Native American       | .1   |

FIFTH CIRCUIT

|                       |      |
|-----------------------|------|
| Circuit Judges:       |      |
| White                 | 100  |
| District Judges:      |      |
| White                 | 96   |
| Black                 | 1.3  |
| Hispanic              | 2.7  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 98.5 |
| Hispanic              | 1.5  |
| Supporting Personnel: |      |
| White                 | 86.3 |
| Black                 | 5.9  |
| Hispanic              | 7.5  |
| Asian                 | .3   |

SIXTH CIRCUIT

|                    |      |
|--------------------|------|
| Circuit Judges:    |      |
| White              | 85.7 |
| Black              | 14.3 |
| District Judges:   |      |
| White              | 95.3 |
| Black              | 4.7  |
| Bankruptcy Judges: |      |
| White              | 90.3 |
| Black              | 9.7  |
| Magistrates:       |      |
| White              | 96.8 |
| Black              | 3.2  |

Sixth Circuit (cont'd.)

|                       |      |
|-----------------------|------|
| Supporting Personnel: |      |
| White                 | 94.3 |
| Black                 | 4.1  |
| Hispanic              | .6   |
| Asian                 | .5   |
| Native American       | .5   |

SEVENTH CIRCUIT

|                       |      |
|-----------------------|------|
| Circuit Judges:       |      |
| White                 | 100  |
| District Judges:      |      |
| White                 | 93.7 |
| Black                 | 6.3  |
| Bankruptcy Judges:    |      |
| White                 | 91.3 |
| Black                 | 8.7  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 82.7 |
| Black                 | 14.3 |
| Hispanic              | 2.4  |
| Asian                 | .5   |
| Native American       | .1   |

EIGHTH CIRCUIT

|                  |      |
|------------------|------|
| Circuit Judges:  |      |
| White            | 87.5 |
| Black            | 12.5 |
| District Judges: |      |
| White            | 100  |

Eighth Circuit (cont'd.)

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |    |
|-------|----|
| White | 97 |
| Black | 3  |

## Supporting Personnel:

|                 |      |
|-----------------|------|
| White           | 94.2 |
| Black           | 4.1  |
| Hispanic        | .6   |
| Asian           | .5   |
| Native American | .6   |

NINTH CIRCUIT

## Circuit Judges:

|       |      |
|-------|------|
| White | 84.6 |
| Asian | 15.4 |

## District Judges:

|          |      |
|----------|------|
| White    | 89.1 |
| Black    | 5.5  |
| Hispanic | 1.8  |
| Asian    | 3.6  |

## Bankruptcy Judges:

|       |      |
|-------|------|
| White | 93.5 |
| Black | 4.3  |
| Asian | 2.2  |

## Magistrates:

|       |      |
|-------|------|
| White | 92.6 |
| Asian | 7.4  |

## Supporting Personnel:

|                 |      |
|-----------------|------|
| White           | 74.9 |
| Black           | 6.2  |
| Hispanic        | 11.1 |
| Asian           | 7.2  |
| Native American | .6   |

TENTH CIRCUIT

## Circuit Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## District Judges:

|          |      |
|----------|------|
| White    | 95.7 |
| Hispanic | 4.3  |

## Bankruptcy Judges:

|       |      |
|-------|------|
| White | 92.9 |
| Black | 7.1  |

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|                 |      |
|-----------------|------|
| White           | 82.1 |
| Black           | 4.2  |
| Hispanic        | 10.0 |
| Asian           | 1.1  |
| Native American | 2.5  |

D.C. CIRCUIT

## Circuit Judges:

|       |      |
|-------|------|
| White | 87.5 |
| Black | 12.5 |

## District Judges:

|       |      |
|-------|------|
| White | 71.4 |
| Black | 28.6 |

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |      |
|-------|------|
| White | 66.7 |
| Black | 33.3 |

## Supporting Personnel:

|       |      |
|-------|------|
| White | 76.9 |
| Black | 22.7 |
| Asian | .4   |

476

ALABAMA

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 90.1 |
| Black                 | 9.9  |

ALASKA

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 97.4 |
| Native American       | 2.6  |

ARIZONA

|                    |     |
|--------------------|-----|
| District Judges:   |     |
| White              | 100 |
| Bankruptcy Judges: |     |
| White              | 100 |
| Magistrates:       |     |
| White              | 100 |

477

Arizona (cont'd.)

|                       |      |
|-----------------------|------|
| Supporting Personnel: |      |
| White                 | 74.4 |
| Black                 | 1.9  |
| Hispanic              | 20.5 |
| Asian                 | 1.3  |
| Native American       | 1.9  |

ARKANSAS

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 50   |
| Black                 | 50   |
| Supporting Personnel: |      |
| White                 | 90.1 |
| Black                 | 6.7  |
| Hispanic              | 1.1  |
| Asian                 | 1.1  |

CALIFORNIA

|                    |      |
|--------------------|------|
| District Judges:   |      |
| White              | 87.9 |
| Black              | 6.1  |
| Hispanic           | 3    |
| Asian              | 3    |
| Bankruptcy Judges: |      |
| White              | 96   |
| Black              | 4    |
| Magistrates:       |      |
| White              | 100  |



California (Cont'd.)

## Supporting Personnel:

|                 |      |
|-----------------|------|
| White           | 71.5 |
| Black           | 8.6  |
| Hispanic        | 14.2 |
| Asian           | 5.1  |
| Native American | .6   |

CANAL\_ZONE

## Supporting Personnel:

|          |    |
|----------|----|
| White    | 60 |
| Black    | 10 |
| Hispanic | 30 |

COLORADO

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|          |      |
|----------|------|
| White    | 79.1 |
| Black    | 7.8  |
| Hispanic | 11.3 |
| Asian    | 1.8  |

CONNECTICUT

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|          |      |
|----------|------|
| White    | 91.7 |
| Black    | 7.1  |
| Hispanic | 1.2  |

DELAWARE

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|       |      |
|-------|------|
| White | 91.7 |
| Black | 8.3  |

DISTRICT OF COLUMBIA

## District Judges:

|       |      |
|-------|------|
| White | 71.4 |
| Black | 28.6 |

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |      |
|-------|------|
| White | 66.7 |
| Black | 33.3 |

## Supporting Personnel:

|       |      |
|-------|------|
| White | 73.5 |
| Black | 26   |
| Asian | .5   |

FLORIDA

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|          |      |
|----------|------|
| White    | 84.3 |
| Black    | 6    |
| Hispanic | 8.6  |
| Asian    | 1.1  |

GEORGIA

## District Judge:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|       |      |
|-------|------|
| White | 92.2 |
| Black | 7.8  |

GUAM

## District Judges:

|       |     |
|-------|-----|
| Asian | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| Asian | 100 |
|-------|-----|

## Supporting Personnel:

|       |      |
|-------|------|
| White | 15.4 |
| Asian | 84.6 |

HAWAII

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| Asian | 100 |
|-------|-----|

## Magistrates:

|       |    |
|-------|----|
| White | 50 |
| Asian | 50 |

## Supporting Personnel:

|          |      |
|----------|------|
| White    | 16.7 |
| Asian    | 81.3 |
| Hispanic | 2    |

IDAHO

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 96.9 |
| Asian                 | 3.1  |

ILLINOIS

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 90.5 |
| Black                 | 9.5  |
| Bankruptcy Judges:    |      |
| White                 | 91.7 |
| Black                 | 8.3  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 77.8 |
| Black                 | 18.3 |
| Hispanic              | 3.2  |
| Asian                 | .7   |

INDIANA

|                    |     |
|--------------------|-----|
| District Judges:   |     |
| White              | 100 |
| Bankruptcy Judges: |     |
| White              | 100 |

Indiana (cont'd.)

|                       |      |
|-----------------------|------|
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 90.4 |
| Black                 | 8.4  |
| Hispanic              | 1.2  |

IOWA

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 96.4 |
| Black                 | 3.6  |

KANSAS

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 66.7 |
| Black                 | 33.3 |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 90.8 |
| Black                 | 7.2  |
| Hispanic              | 1    |
| Asian                 | 1    |

KENTUCKY

|                       |     |
|-----------------------|-----|
| District Judges:      |     |
| White                 | 100 |
| Bankruptcy Judges:    |     |
| White                 | 100 |
| Magistrates:          |     |
| White                 | 100 |
| Supporting Personnel: |     |
| White                 | 95  |
| Black                 | 4.4 |
| Hispanic              | .6  |

LOUISIANA

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 92.9 |
| Black                 | 7.1  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 91.2 |
| Black                 | 8.5  |
| Hispanic              | .3   |

MAINE

|                    |     |
|--------------------|-----|
| District Judges:   |     |
| White              | 100 |
| Bankruptcy Judges: |     |
| White              | 100 |

Maine (cont'd.)

|                       |     |
|-----------------------|-----|
| Magistrates:          |     |
| White                 | 100 |
| Supporting Personnel: |     |
| White                 | 100 |

MARYLAND

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 87.8 |
| Black                 | 11.7 |
| Asian                 | .5   |

MASSACHUSETTS

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 94.7 |
| Black                 | 5.3  |

MICHIGAN

## District Judges:

|       |      |
|-------|------|
| White | 92.9 |
| Black | 7.1  |

## Bankruptcy Judges:

|       |      |
|-------|------|
| White | 85.7 |
| Black | 14.3 |

## Magistrates:

|       |    |
|-------|----|
| White | 75 |
| Black | 25 |

## Supporting Personnel:

|          |      |
|----------|------|
| White    | 77.4 |
| Black    | 21.1 |
| Hispanic | 1.2  |
| Asian    | .3   |

MINNESOTA

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

MISSISSIPPI

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

Mississippi (cont'd.)

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|       |      |
|-------|------|
| White | 92.6 |
| Black | 7.4  |

MISSOURI

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|          |      |
|----------|------|
| White    | 92.2 |
| Black    | 6.8  |
| Hispanic | .5   |
| Asian    | .5   |

MONTANA

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |      |
|-------|------|
| White | 91.7 |
| Asian | 8.3  |

## Supporting Personnel:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

NEBRASKA

|                       |     |
|-----------------------|-----|
| District Judges:      |     |
| White                 | 100 |
| Bankruptcy Judges:    |     |
| White                 | 100 |
| Magistrates:          |     |
| White                 | 100 |
| Supporting Personnel: |     |
| White                 | 98  |
| Hispanic              | 2   |

NEVADA

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 81.3 |
| Black                 | 6.3  |
| Hispanic              | 7.8  |
| Asian                 | 3.1  |
| Native American       | 1.5  |

NEW HAMPSHIRE

|                    |     |
|--------------------|-----|
| District Judges:   |     |
| White              | 100 |
| Bankruptcy Judges: |     |
| White              | 100 |

New Hampshire (cont'd.)

|                       |     |
|-----------------------|-----|
| Magistrates:          |     |
| White                 | 100 |
| Supporting Personnel: |     |
| White                 | 100 |

NEW JERSEY

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 85.5 |
| Black                 | 11.4 |
| Hispanic              | 2.6  |
| Asian                 | .5   |

NEW MEXICO

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 66.7 |
| Hispanic              | 33.3 |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 53.5 |
| Black                 | 1.4  |
| Hispanic              | 42.3 |
| Native American       | 2.8  |

NEW YORK

## District Judges:

|       |      |
|-------|------|
| White | 87.5 |
| Black | 12.5 |

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|          |      |
|----------|------|
| White    | 85.2 |
| Black    | 10.6 |
| Hispanic | 3.4  |
| Asian    | .8   |

NORTH CAROLINA

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|       |      |
|-------|------|
| White | 94.6 |
| Black | 5.4  |

NORTH DAKOTA

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

North Dakota (cont'd.)

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|          |      |
|----------|------|
| White    | 96.7 |
| Hispanic | 3.3  |

OHIO

## District Judges:

|       |      |
|-------|------|
| White | 92.9 |
| Black | 7.1  |

## Bankruptcy Judges:

|       |      |
|-------|------|
| White | 93.3 |
| Black | 6.7  |

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|          |      |
|----------|------|
| White    | 89.0 |
| Black    | 9.8  |
| Hispanic | .3   |

OKLAHOMA

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|                 |      |
|-----------------|------|
| White           | 88.1 |
| Black           | 2.2  |
| Hispanic        | 2.2  |
| Asian           | .7   |
| Native American | 6.7  |

OREGON

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 93.6 |
| Black                 | 2.6  |
| Asian                 | 3.8  |

PENNSYLVANIA

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 94   |
| Black                 | 6    |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 93   |
| Black                 | 7    |
| Supporting Personnel: |      |
| White                 | 87.6 |
| Black                 | 11.8 |
| Hispanic              | .4   |
| Asian                 | .2   |

PUERTO RICO

|                    |     |
|--------------------|-----|
| District Judges:   |     |
| Hispanic           | 100 |
| Bankruptcy Judges: |     |
| White              | 50  |
| Hispanic           | 50  |

Puerto Rico (cont'd.)

|                       |     |
|-----------------------|-----|
| Magistrates:          |     |
| Hispanic              | 100 |
| Supporting Personnel: |     |
| Hispanic              | 100 |

RHODE ISLAND

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 92.1 |
| Black                 | 7.9  |

SOUTH CAROLINA

|                       |      |
|-----------------------|------|
| District Judges:      |      |
| White                 | 100  |
| Bankruptcy Judges:    |      |
| White                 | 100  |
| Magistrates:          |      |
| White                 | 100  |
| Supporting Personnel: |      |
| White                 | 95.4 |
| Black                 | 4.6  |



SOUTH DAKOTA

|                       |  |      |
|-----------------------|--|------|
| District Judges:      |  |      |
| White                 |  | 100  |
| Bankruptcy Judges:    |  |      |
| White                 |  | 100  |
| Magistrates:          |  |      |
| White                 |  | 100  |
| Supporting Personnel: |  |      |
| White                 |  | 90.7 |
| Native American       |  | 9.3  |

TENNESSEE

|                       |  |      |
|-----------------------|--|------|
| District Judges:      |  |      |
| White                 |  | 100  |
| Bankruptcy Judges:    |  |      |
| White                 |  | 83.3 |
| Black                 |  | 16.7 |
| Magistrates:          |  |      |
| White                 |  | 100  |
| Supporting Personnel: |  |      |
| White                 |  | 89.1 |
| Black                 |  | 10.9 |

TEXAS

|                    |  |      |
|--------------------|--|------|
| District Judges:   |  |      |
| White              |  | 95.2 |
| Hispanic           |  | 4.8  |
| Bankruptcy Judges: |  |      |
| White              |  | 100  |

Texas (cont'd.)

|                       |  |      |
|-----------------------|--|------|
| Magistrates:          |  |      |
| White                 |  | 93.7 |
| Hispanic              |  | 6.3  |
| Supporting Personnel: |  |      |
| White                 |  | 74.4 |
| Black                 |  | 3.1  |
| Hispanic              |  | 22.1 |
| Asian                 |  | .4   |

UTAH

|                       |  |      |
|-----------------------|--|------|
| District Judges:      |  |      |
| White                 |  | 100  |
| Bankruptcy Judges:    |  |      |
| White                 |  | 100  |
| Magistrates:          |  |      |
| White                 |  | 100  |
| Supporting Personnel: |  |      |
| White                 |  | 94.9 |
| Black                 |  | 5.1  |

VERMONT

|                       |  |     |
|-----------------------|--|-----|
| District Judges:      |  |     |
| White                 |  | 100 |
| Bankruptcy Judges:    |  |     |
| White                 |  | 100 |
| Magistrates:          |  |     |
| White                 |  | 100 |
| Supporting Personnel: |  |     |
| White                 |  | 100 |

VIRGIN ISLANDS

## District Judges:

|       |    |
|-------|----|
| White | 50 |
| Black | 50 |

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| Black | 100 |
|-------|-----|

## Supporting Personnel:

|          |      |
|----------|------|
| White    | 14.7 |
| Black    | 76.5 |
| Hispanic | 8.8  |

VIRGINIA

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |      |
|-------|------|
| White | 93.3 |
| Black | 6.7  |

## Supporting Personnel:

|                 |      |
|-----------------|------|
| White           | 93.8 |
| Black           | 5.4  |
| Asian           | .4   |
| Native American | .4   |

WASHINGTON

## District Judges:

|       |    |
|-------|----|
| White | 80 |
| Black | 20 |

Washington (cont'd.)

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|          |      |
|----------|------|
| White    | 96.7 |
| Black    | 1.3  |
| Hispanic | .7   |
| Asian    | 1.3  |

WEST VIRGINIA

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Supporting Personnel:

|       |      |
|-------|------|
| White | 97.2 |
| Black | 2.8  |

WISCONSIN

## District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

## Bankruptcy Judges:

|       |    |
|-------|----|
| White | 80 |
| Black | 20 |

## Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

Wisconsin (cont'd.)

Supporting Personnel:

|                 |      |
|-----------------|------|
| White           | 90.5 |
| Black           | 8.3  |
| Native American | 1.2  |

WYOMING

District Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

Bankruptcy Judges:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

Magistrates:

|       |     |
|-------|-----|
| White | 100 |
|-------|-----|

Supporting Personnel:

|          |    |
|----------|----|
| White    | 96 |
| Hispanic | 4  |

TABLE 4

PERCENTAGE BREAKDOWN BY RACE OF PERSONS HOLDING PROFESSIONAL AND NONPROFESSIONAL POSITIONS IN THE UNITED STATES COURTS BY STATE

NOTE: Percentages do not include court of appeals personnel.  
Percentages may total less than or greater than 100 percent because of rounding-off.

500

STATE OF Alabama<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 91                               | 92  |
| Black                             | 9                                | 8   |
| Hispanic                          |                                  |   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 88                               | 91  |
| Black                                 | 12                               | 9   |
| Hispanic                              |                                  |   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |

STATE OF Alaska<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 92                               | 100                                       |
| Black                             | 2                                |   |
| Hispanic                          | 1                                |   |
| Asian                             | 2                                |   |
| Native American                   | 3                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 86                               | 96  |
| Black                                 | 6                                |   |
| Hispanic                              | 2                                |   |
| Asian                                 | 2                                |   |
| Native American                       | 4                                | 4   |

501

STATE OF Arkansas<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 94                               | 93  |
| Black                             | 5                                | 5   |
| Hispanic                          | *                                | 2   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 91                               | 89  |
| Black                                 | 8                                | 10  |
| Hispanic                              |                                  |   |
| Asian                                 | *                                | 2   |
| Native American                       |                                  |   |

STATE OF Arizona<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 91                               | 79  |
| Black                             | 2                                | 3   |
| Hispanic                          | 6                                | 15  |
| Asian                             | 1                                | 1   |
| Native American                   | *                                | 1   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 84                               | 74  |
| Black                                 | 3                                | 1   |
| Hispanic                              | 11                               | 22  |
| Asian                                 | 1                                | 1   |
| Native American                       | 1                                | 2   |

STATE OF California<sup>2</sup>

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | 83                           | 82                                    |
| Black                         | 4                            | 5                                     |
| Hispanic                      | 6                            | 9                                     |
| Asian                         | 6                            | 3                                     |
| Native American               | 1                            |                                       |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | 72                           | 66                                    |
| Black                             | 9                            | 10                                    |
| Hispanic                          | 12                           | 17                                    |
| Asian                             | 7                            | 6                                     |
| Native American                   | 1                            | 1                                     |

STATE OF Colorado<sup>2</sup>

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | 92                           | 80                                    |
| Black                         | 2                            | 10                                    |
| Hispanic                      | 4                            | 8                                     |
| Asian                         | 1                            | 2                                     |
| Native American               | *                            |                                       |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | 86                           | 79                                    |
| Black                             | 5                            | 6                                     |
| Hispanic                          | 8                            | 14                                    |
| Asian                             | 1                            | 2                                     |
| Native American                   | *                            |                                       |

STATE OF Connecticut<sup>1</sup>

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | 96                           | 92                                    |
| Black                         | 4                            | 5                                     |
| Hispanic                      | *                            | 3                                     |
| Asian                         |                              |                                       |
| Native American               |                              |                                       |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | 94                           | 92                                    |
| Black                             | 6                            | 8                                     |
| Hispanic                          |                              |                                       |
| Asian                             |                              |                                       |
| Native American                   |                              |                                       |

STATE OF Delaware<sup>1</sup>

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | 93                           | 95                                    |
| Black                         | 7                            | 5                                     |
| Hispanic                      |                              |                                       |
| Asian                         |                              |                                       |
| Native American               |                              |                                       |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | 90                           | 88                                    |
| Black                             | 10                           | 12                                    |
| Hispanic                          |                              |                                       |
| Asian                             |                              |                                       |
| Native American                   |                              |                                       |

STATE OF District of Columbia<sup>2</sup>

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | 80                           | 82                                    |
| Black                         | 16                           | 18                                    |
| Hispanic                      | 2                            |                                       |
| Asian                         | 2                            |                                       |
| Native American               | *                            |                                       |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | 54                           | 63                                    |
| Black                             | 39                           | 36                                    |
| Hispanic                          | 3                            |                                       |
| Asian                             | 4                            | 1                                     |
| Native American                   | *                            |                                       |

STATE OF Florida<sup>2</sup>

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | 91                           | 94                                    |
| Black                         | 4                            | 2                                     |
| Hispanic                      | 6                            | 3                                     |
| Asian                         | *                            |                                       |
| Native American               | *                            |                                       |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | 80                           | 85                                    |
| Black                             | 10                           | 6                                     |
| Hispanic                          | 10                           | 8                                     |
| Asian                             | *                            | 1                                     |
| Native American                   | *                            |                                       |

STATE OF Georgia<sup>1</sup>

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | 92                           | 95                                    |
| Black                         | 8                            | 5                                     |
| Hispanic                      |                              |                                       |
| Asian                         |                              |                                       |
| Native American               |                              |                                       |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | 87                           | 91                                    |
| Black                             | 13                           | 9                                     |
| Hispanic                          |                              |                                       |
| Asian                             |                              |                                       |
| Native American                   |                              |                                       |

STATE OF Hawaii

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | No Data Available            |                                       |
| Black                         |                              | 30                                    |
| Hispanic                      |                              |                                       |
| Asian                         |                              |                                       |
| Native American               |                              | 70                                    |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | No Data Available            |                                       |
| Black                             |                              | 11                                    |
| Hispanic                          |                              |                                       |
| Asian                             |                              | 3                                     |
| Native American                   |                              | 86                                    |

STATE OF Idaho<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 96                               | 100                                       |
| Black                             | *                                |   |
| Hispanic                          | 1                                |   |
| Asian                             | 1                                |   |
| Native American                   | 1                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 95                               | 95  |
| Black                                 | 1                                |   |
| Hispanic                              | 2                                |   |
| Asian                                 | 1                                | 5   |
| Native American                       | 1                                |   |

STATE OF Illinois<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 96                               | 87  |
| Black                             | 6                                | 10  |
| Hispanic                          | 2                                | 3   |
| Asian                             | 3                                | 1   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 82                               | 72  |
| Black                                 | 13                               | 23  |
| Hispanic                              | 3                                | 3   |
| Asian                                 | 2                                | 1   |
| Native American                       | *                                |   |

STATE OF Indiana<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 95                               | 95  |
| Black                             | 5                                | 5   |
| Hispanic                          |                                  |   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 92                               | 89  |
| Black                                 | 8                                | 9   |
| Hispanic                              | *                                | 2   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |

STATE OF Iowa<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 98                               | 96  |
| Black                             | 1                                | 4   |
| Hispanic                          | *                                |   |
| Asian                             | *                                |   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 96                               | 98  |
| Black                                 | 2                                | 2   |
| Hispanic                              | *                                |   |
| Asian                                 | *                                |   |
| Native American                       | *                                |   |

STATE OF Kansas<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 95                               | 90  |
| Black                             | 3                                | 7   |
| Hispanic                          | 1                                |   |
| Asian                             | 1                                |   |
| Native American                   | 1                                | 2   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 92                               | 90  |
| Black                                 | 5                                | 8   |
| Hispanic                              | 2                                | 2   |
| Asian                                 | *                                |   |
| Native American                       | 1                                |   |

STATE OF Kentucky<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 96                               | 96  |
| Black                             | 4                                | 4   |
| Hispanic                          |                                  |   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 96                               | 95  |
| Black                                 | 4                                | 4   |
| Hispanic                              | *                                | 1   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |

STATE OF Louisiana<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 88                               | 93  |
| Black                             | 12                               | 6   |
| Hispanic                          | *                                | 1   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 84                               | 91  |
| Black                                 | 16                               | 9   |
| Hispanic                              |                                  |   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |

STATE OF Maine<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 99                               | 100                                       |
| Black                             | *                                |   |
| Hispanic                          | *                                |   |
| Asian                             | *                                |   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 99                               | 100                                       |
| Black                                 | *                                |   |
| Hispanic                              | *                                |   |
| Asian                                 | *                                |   |
| Native American                       | *                                |   |



STATE OF Maryland<sup>1</sup>

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | 87                           | 90                                    |
| Black                         | 13                           | 10                                    |
| Hispanic                      |                              |                                       |
| Asian                         |                              |                                       |
| Native American               |                              |                                       |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | 82                           | 92                                    |
| Black                             | 18                           | 7                                     |
| Hispanic                          |                              |                                       |
| Asian                             | *                            | 1                                     |
| Native American                   |                              |                                       |

STATE OF Massachusetts<sup>1</sup>

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | 97                           | 90                                    |
| Black                         | 3                            | 10                                    |
| Hispanic                      |                              |                                       |
| Asian                         |                              |                                       |
| Native American               |                              |                                       |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | 96                           | 99                                    |
| Black                             | 4                            | 1                                     |
| Hispanic                          |                              |                                       |
| Asian                             |                              |                                       |
| Native American                   |                              |                                       |

STATE OF Michigan<sup>1</sup>

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | 93                           | 75                                    |
| Black                         | 7                            | 23                                    |
| Hispanic                      | *                            | 2                                     |
| Asian                         | *                            | *                                     |
| Native American               |                              |                                       |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | 89                           | 80                                    |
| Black                             | 11                           | 20                                    |
| Hispanic                          | *                            | *                                     |
| Asian                             |                              |                                       |
| Native American                   |                              |                                       |

STATE OF Minnesota<sup>2</sup>

| <u>PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-------------------------------|------------------------------|---------------------------------------|
| White                         | 97                           | 100                                   |
| Black                         | 1                            |                                       |
| Hispanic                      | *                            |                                       |
| Asian                         | *                            |                                       |
| Native American               | *                            |                                       |

| <u>NON-PROFESSIONALS EMPLOYED</u> | <u>STATE LABOR FORCE (%)</u> | <u>FEDERAL COURTS LABOR FORCE (%)</u> |
|-----------------------------------|------------------------------|---------------------------------------|
| White                             | 96                           | 100                                   |
| Black                             | 2                            |                                       |
| Hispanic                          | *                            |                                       |
| Asian                             | *                            |                                       |
| Native American                   | *                            |                                       |

STATE OF Mississippi<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 82                               | 95  |
| Black                             | 18                               | 5   |
| Hispanic                          |                                  |   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 82                               | 92  |
| Black                                 | 18                               | 8   |
| Hispanic                              |                                  |   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |

STATE OF Missouri<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 94                               | 93  |
| Black                             | 6                                | 7   |
| Hispanic                          |                                  |   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 89                               | 93  |
| Black                                 | 11                               | 6   |
| Hispanic                              | *                                | 1   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |

STATE OF Montana<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 98                               | 96  |
| Black                             | *                                |   |
| Hispanic                          | *                                |   |
| Asian                             | *                                |   |
| Native American                   | 1                                | 4   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 96                               | 100                                       |
| Black                                 | *                                |   |
| Hispanic                              | *                                |   |
| Asian                                 | *                                |   |
| Native American                       | 2                                |   |

STATE OF Nebraska<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 97                               | 96  |
| Black                             | 2                                | 4   |
| Hispanic                          | *                                |   |
| Asian                             | *                                |   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 94                               | 100                                       |
| Black                                 | 5                                |   |
| Hispanic                              | *                                |   |
| Asian                                 | *                                |   |
| Native American                       | *                                |   |

514

STATE OF Nevada<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 90                               | 91  |
| Black                             | 4                                | 9   |
| Hispanic                          | 4                                |   |
| Asian                             | 1                                |   |
| Native American                   | 1                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 87                               | 75  |
| Black                                 | 6                                | 3   |
| Hispanic                              | 4                                | 14  |
| Asian                                 | 1                                | 6   |
| Native American                       | 2                                | 3   |

STATE OF New Hampshire<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 98                               | 100                                       |
| Black                             | *                                |   |
| Hispanic                          | *                                |   |
| Asian                             | *                                |   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 99                               | 100                                       |
| Black                                 | *                                |   |
| Hispanic                              | *                                |   |
| Asian                                 | *                                |   |
| Native American                       | *                                |   |

515

STATE OF New Jersey<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 90                               | 90  |
| Black                             | 5                                | 9   |
| Hispanic                          | 2                                | 1   |
| Asian                             | 3                                |   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 85                               | 83  |
| Black                                 | 11                               | 12  |
| Hispanic                              | 3                                | 3   |
| Asian                                 | 1                                | 1   |
| Native American                       | *                                |   |

STATE OF New Mexico<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 80                               | 73  |
| Black                             | 1                                |   |
| Hispanic                          | 16                               | 24  |
| Asian                             | 1                                |   |
| Native American                   | 2                                | 3   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 64                               | 45  |
| Black                                 | 3                                | 3   |
| Hispanic                              | 30                               | 50  |
| Asian                                 | *                                |   |
| Native American                       | 2                                | 3   |

STATE OF New York<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 88                               | 91  |
| Black                             | 7                                | 7   |
| Hispanic                          | 3                                | 1   |
| Asian                             | 3                                | 1   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 76                               | 82  |
| Black                                 | 16                               | 12  |
| Hispanic                              | 6                                | 5   |
| Asian                                 | 2                                | 1   |
| Native American                       | *                                |   |

STATE OF North Carolina<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 91                               | 93  |
| Black                             | 9                                | 7   |
| Hispanic                          |                                  |   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 86                               | 97  |
| Black                                 | 14                               | 3   |
| Hispanic                              |                                  |   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |

STATE OF North Dakota<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 98                               | 100                                       |
| Black                             | *                                |   |
| Hispanic                          | *                                |   |
| Asian                             | *                                |   |
| Native American                   | 1                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 98                               | 94  |
| Black                                 | *                                |   |
| Hispanic                              | *                                | 6   |
| Asian                                 | *                                |   |
| Native American                       | 1                                |   |

STATE OF Ohio<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 95                               | 91  |
| Black                             | 5                                | 9   |
| Hispanic                          |                                  |   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 92                               | 95  |
| Black                                 | 8                                | 5   |
| Hispanic                              | *                                | *   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |

STATE OF Oklahoma<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 91                               | 89  |
| Black                             | 3                                | 2   |
| Hispanic                          | 1                                |   |
| Asian                             | 1                                |   |
| Native American                   | 4                                | 9   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 87                               | 89  |
| Black                                 | 7                                | 2   |
| Hispanic                              | 1                                | 4   |
| Asian                                 | *                                | 1   |
| Native American                       | 4                                | 4   |

STATE OF Oregon<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 97                               | 92  |
| Black                             | 1                                | 5   |
| Hispanic                          | *                                |   |
| Asian                             | 2                                | 3   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 94                               | 96  |
| Black                                 | 1                                |   |
| Hispanic                              | 1                                |   |
| Asian                                 | 2                                | 4   |
| Native American                       | *                                |   |

STATE OF Pennsylvania<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 95                               | 88  |
| Black                             | 5                                | 11  |
| Hispanic                          | *                                | 1   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 92                               | 88  |
| Black                                 | 8                                | 12  |
| Hispanic                              |                                  |   |
| Asian                                 | *                                | *   |
| Native American                       |                                  |   |

STATE OF Rhode Island<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 96                               | 94  |
| Black                             | 2                                | 6   |
| Hispanic                          | *                                |   |
| Asian                             | *                                |   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 94                               | 91  |
| Black                                 | 4                                | 9   |
| Hispanic                              | *                                |   |
| Asian                                 | *                                |   |
| Native American                       | *                                |   |

STATE OF South Carolina<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 95                               | 98  |
| Black                                 | 4                                | 2   |
| Hispanic                              |                                  |   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| White                                 | 90                               | 94  |
| Black                                 | 10                               | 6   |
| Hispanic                              |                                  |   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |

STATE OF South Dakota<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 98                               | 92  |
| Black                                 | *                                |   |
| Hispanic                              | *                                |   |
| Asian                                 | *                                |   |
| Native American                       | *                                | 8   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| White                                 | 96                               | 88  |
| Black                                 | *                                |   |
| Hispanic                              | *                                |   |
| Asian                                 | *                                |   |
| Native American                       | *                                | 12  |

STATE OF Tennessee<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 92                               | 91  |
| Black                                 | 8                                | 9   |
| Hispanic                              |                                  |   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| White                                 | 88                               | 88  |
| Black                                 | 12                               | 12  |
| Hispanic                              |                                  |   |
| Asian                                 |                                  |   |
| Native American                       |                                  |   |

STATE OF Texas<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u>     | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 87                               | 75  |
| Black                                 | 5                                | 3   |
| Hispanic                              | 6                                | 21  |
| Asian                                 | 1                                | *   |
| Native American                       | *                                |   |
| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
| White                                 | 76                               | 80  |
| Black                                 | 11                               | 3   |
| Hispanic                              | 11                               | 18  |
| Asian                                 | 1                                | *   |
| Native American                       | *                                |   |

522

STATE OF Utah<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 96                               | 100                                       |
| Black                             | 1                                |   |
| Hispanic                          | 2                                |   |
| Asian                             | 1                                |   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 94                               | 90  |
| Black                                 | 1                                |   |
| Hispanic                              | 3                                | 10  |
| Asian                                 | 1                                |   |
| Native American                       | 1                                |   |

STATE OF Vermont<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 98                               | 100                                       |
| Black                             | *                                |   |
| Hispanic                          | *                                |   |
| Asian                             | *                                |   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 98                               | 100                                       |
| Black                                 | *                                |   |
| Hispanic                              | *                                |   |
| Asian                                 | *                                |   |
| Native American                       | *                                |   |

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STATE OF Virginia<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 93                               | 93  |
| Black                             | 7                                | 7   |
| Hispanic                          |                                  |   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 88                               | 95  |
| Black                                 | 12                               | 4   |
| Hispanic                              |                                  |   |
| Asian                                 |                                  | *   |
| Native American                       |                                  | *   |

STATE OF Washington<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 94                               | 96  |
| Black                             | 1                                | 3   |
| Hispanic                          | 1                                | 1   |
| Asian                             | 2                                |   |
| Native American                   | 1                                |   |
|                                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 91                               | 99  |
| Black                                 | 4                                |   |
| Hispanic                              | 2                                |   |
| Asian                                 | 3                                | 1   |
| Native American                       | *                                |   |

STATE OF West Virginia<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 97                               | 97  |
| Black                             | 2                                | 3   |
| Hispanic                          | *                                |   |
| Asian                             | *                                |   |
| Native American                   | *                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 94                               | 98  |
| Black                                 | 5                                | 2   |
| Hispanic                              | *                                |   |
| Asian                                 | *                                |   |
| Native American                       | *                                |   |

STATE OF Wisconsin<sup>1</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 98                               | 93  |
| Black                             | 2                                | 7   |
| Hispanic                          |                                  |   |
| Asian                             |                                  |   |
| Native American                   |                                  |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 96                               | 89  |
| Black                                 | 4                                | 9   |
| Hispanic                              |                                  |   |
| Asian                                 |                                  |   |
| Native American                       |                                  | 2   |

STATE OF Wyoming<sup>2</sup>

| <u>PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|-----------------------------------|----------------------------------|---|
| White                             | 96                               | 96  |
| Black                             | *                                |   |
| Hispanic                          | 2                                | 4   |
| Asian                             | *                                |   |
| Native American                   | 1                                |   |

| <u>NON-PROFESSIONALS<br/>EMPLOYED</u> | <u>STATE LABOR<br/>FORCE (%)</u> | <u>FEDERAL COURTS<br/>LABOR FORCE (%)</u> |
|---------------------------------------|----------------------------------|---|
| White                                 | 93                               | 100                                       |
| Black                                 | 1                                |   |
| Hispanic                              | 5                                |   |
| Asian                                 | *                                |   |
| Native American                       | *                                |   |

<sup>1</sup>State employment statistics were derived by applying Bureau of Labor Statistics Data.<sup>2</sup>State employment statistics were derived by applying Equal Employment Opportunity Commission data.

\*Percentage is less than 1 percent.



APPENDIX 15

SELECTED ANALYSIS PREPARED BY SUBCOMMITTEE STAFF—TABLES I-IV

SUBJECT: NUMBER OF COURT OF APPEALS JUDGES AND PERSONAL STAFF BY RACE AND SEX, AS OF JUNE 30, 1979

| CIRCUIT COURT | Job Descrip. | No. of Persons | White |       | Black |   | Hispanic |   | Asian |   | Native |   |
|---------------|--------------|----------------|-------|-------|-------|---|----------|---|-------|---|--------|---|
|               |              |                | M     | F     | M     | F | M        | F | M     | F | M      | F |
|               |              |                | D.C.  | Judge | 8     | 7 |          | 1 |       |   |        |   |
|               | Law Clerk    | 15             | 13    | 2     |       |   |          |   |       |   |        |   |
|               | Secretary    | 14             |       | 12    |       | 2 |          |   |       |   |        |   |
| FIRST         | Judge        | 3              | 3     |       |       |   |          |   |       |   |        |   |
|               | Law Clerk    | 7              | 3     | 4     |       |   |          |   |       |   |        |   |
|               | Secretary    | 3              |       | 3     |       |   |          |   |       |   |        |   |
| SECOND        | Judge        | 9              | 9     |       |       |   |          |   |       |   |        |   |
|               | Law Clerk    | 32             | 26    | 6     |       |   |          |   |       |   |        |   |
|               | Secretary    | 18             | 1     | 17    |       |   |          |   |       |   |        |   |
| THIRD         | Judge        | 9              | 8     | 1     |       |   |          |   |       |   |        |   |
|               | Law Clerk    | 18             | 16    |       | 2     |   |          |   |       |   |        |   |
|               | Secretary    | 10             |       | 10    |       |   |          |   |       |   |        |   |
| FOURTH        | Judge        | 7              | 7     |       |       |   |          |   |       |   |        |   |
|               | Law Clerk    | 18             | 12    | 6     |       |   |          |   |       |   |        |   |
|               | Secretary    | 13             |       | 13    |       |   |          |   |       |   |        |   |
| FIFTH         | Judge        | 14             | 13    | 1     |       |   |          |   |       |   |        |   |
|               | Law Clerk    | 44             | 30    | 12    |       | 1 |          | 1 |       |   |        |   |
|               | Secretary    | 27             |       | 27    |       |   |          |   |       |   |        |   |
| SIXTH         | Judge        | 7              | 6     |       | 1     |   |          |   |       |   |        |   |
|               | Law Clerk    | 21             | 15    | 4     | 1     |   | 1        |   |       |   |        |   |
|               | Secretary    | 11             |       | 9     |       | 2 |          |   |       |   |        |   |
| SEVENTH       | Judge        | 8              | 8     |       |       |   |          |   |       |   |        |   |
|               | Law Clerk    | 16             | 10    | 5     | 1     |   |          |   |       |   |        |   |
|               | Secretary    | 9              |       | 8     |       | 1 |          |   |       |   |        |   |
| EIGHTH        | Judge        | 8              | 7     |       | 1     |   |          |   |       |   |        |   |
|               | Law Clerk    | 17             | 10    | 6     |       |   |          |   | 1     |   |        |   |
|               | Secretary    | 9              |       | 9     |       |   |          |   |       |   |        |   |
| NINTH         | Judge        | 13             | 10    | 1     |       |   |          |   |       | 2 |        |   |
|               | Law Clerk    | 33             | 25    | 6     |       |   | 1        | 1 |       |   |        |   |
|               | Secretary    | 19             |       | 17    |       |   | 1        |   |       | 1 |        |   |
| TENTH         | Judge        | 7              | 7     |       |       |   |          |   |       |   |        |   |
|               | Law Clerk    | 16             | 13    | 2     | 1     |   |          |   |       |   |        |   |
|               | Secretary    | 11             | 10    |       |       |   | 1        |   |       |   |        |   |
| GRAND TOTAL   | Judge        | 93             | 85    | 3     |       |   |          |   |       | 2 |        |   |
|               | Law Clerk    | 237            | 173   | 53    | 3     | 3 | 1        | 2 | 1     | 1 |        |   |
|               | Secretary    | 143            |       | 135   |       | 5 |          | 2 |       | 1 |        |   |

TABLE II

SUBJECT: NUMBER OF BANKRUPTCY JUDGES AND SUPPORT PERSONNEL BY RACE AND SEX AS OF JUNE 30, 1979

|                 | Total  | White        |        | Black |    | Hispanic |   | Asian |   | Native American |   |
|-----------------|--------|--------------|--------|-------|----|----------|---|-------|---|-----------------|---|
|                 |        | M            | F      | M     | F  | M        | F | M     | F | M               | F |
|                 |        | D.C. Circuit |        |       |    |          |   |       |   |                 |   |
| Judges          | 1      | 1            |        |       |    |          |   |       |   |                 |   |
| Law Clerks      | 0      |              |        |       |    |          |   |       |   |                 |   |
| Secretaries     | 0      |              |        |       |    |          |   |       |   |                 |   |
| Chief Clerk     | 1      |              | 1      |       |    |          |   |       |   |                 |   |
| Clerks          | 1      |              | 1      |       |    |          |   |       |   |                 |   |
| First Circuit   |        |              |        |       |    |          |   |       |   |                 |   |
| Judges          | 10     | 9            |        |       |    | 1        |   |       |   |                 |   |
| Law Clerks      | 1      |              | 1      |       |    |          |   |       |   |                 |   |
| Secretaries     | 8      |              | 6      |       |    | 2        |   |       |   |                 |   |
| Chief Clerk     | 4      |              | 3      |       |    | 1        |   |       |   |                 |   |
| Clerks          | 39     | 5            | 26     |       |    | 8        |   |       |   |                 |   |
| Second Circuit  |        |              |        |       |    |          |   |       |   |                 |   |
| Judges          | 21     | 20           | 1      |       |    |          |   |       |   |                 |   |
| Law Clerks      | 0      |              |        |       |    |          |   |       |   |                 |   |
| Secretaries     | 14     |              | 12     |       | 1  |          |   | 1     |   |                 |   |
| Chief Clerk     | 8      |              | 7      |       |    |          |   |       |   |                 |   |
| Clerks          | 89     | 2            | 74     |       | 3  | 7        |   | 1     | 1 |                 |   |
| Third Circuit   |        |              |        |       |    |          |   |       |   |                 |   |
| Judges          | 13.5   | 13           | .5     |       |    |          |   |       |   |                 |   |
| Law Clerks      | 0      |              |        |       |    |          |   |       |   |                 |   |
| Secretaries     | 4      |              | 4      |       |    |          |   |       |   |                 |   |
| Chief Clerk     | 9      |              | 9      |       |    |          |   |       |   |                 |   |
| Clerks          | 44     |              | 41     |       | 3  |          |   |       |   |                 |   |
| Fourth Circuit  |        |              |        |       |    |          |   |       |   |                 |   |
| Judges          | 15     | 15           |        |       |    |          |   |       |   |                 |   |
| Law Clerks      | 0      |              |        |       |    |          |   |       |   |                 |   |
| Secretaries     | 7      |              | 7      |       |    |          |   |       |   |                 |   |
| Chief Clerk     | 12     |              | 12     |       |    |          |   |       |   |                 |   |
| Clerks          | 74     | 2            | 70     |       | 1  | 1        |   |       |   |                 |   |
| Fifth Circuit   |        |              |        |       |    |          |   |       |   |                 |   |
| Judges          | 37.5   | 37.5         |        |       |    |          |   |       |   |                 |   |
| Law Clerks      | 4      |              | 2      | 2     |    |          |   |       |   |                 |   |
| Secretaries     | 28 1/4 |              | 27 1/4 |       |    |          |   | 1     |   |                 |   |
| Chief Clerk     | 24     |              | 4      | 20    |    |          |   |       |   |                 |   |
| Clerks          | 161    | 5            | 140    | 3     | 8  |          | 5 |       |   |                 |   |
| Sixth Circuit   |        |              |        |       |    |          |   |       |   |                 |   |
| Judges          | 30.5   | 27.5         |        | 3     |    |          |   |       |   |                 |   |
| Law Clerks      | 2      |              | 2      |       |    |          |   |       |   |                 |   |
| Secretaries     | 28     |              | 27     |       | 1  |          |   |       |   |                 |   |
| Chief Clerk     | 16     |              | 6      | 9     | 1  |          |   |       |   |                 |   |
| Clerks          | 146    |              | 13     | 108   | 1  | 23       |   | 1     |   |                 |   |
| Seventh Circuit |        |              |        |       |    |          |   |       |   |                 |   |
| Judges          | 22.5   | 20.5         |        | 2     |    |          |   |       |   |                 |   |
| Law Clerks      | 1      |              | 1      |       |    |          |   |       |   |                 |   |
| Secretaries     | 19     |              | 18     |       | 1  |          |   |       |   |                 |   |
| Chief Clerk     | 10     |              | 7      |       | 1  |          |   |       |   |                 |   |
| Clerks          | 112    | 15           | 70     | 10    | 16 |          | 1 |       |   |                 |   |
| Eighth Circuit  |        |              |        |       |    |          |   |       |   |                 |   |
| Judges          | 17     | 17           |        |       |    |          |   |       |   |                 |   |
| Law Clerks      | 0      |              |        |       |    |          |   |       |   |                 |   |
| Secretaries     | 12     |              | 12     |       |    |          |   |       |   |                 |   |
| Chief Clerk     | 9      |              | 8      |       |    |          |   |       |   |                 |   |
| Clerks          | 61     |              | 57     |       | 3  |          |   |       |   |                 |   |

TABLE II

SUBJECT: NUMBER OF BANKRUPTCY JUDGES AND SUPPORT PERSONNEL BY RACE AND SEX AS OF JUNE 30, 1979

|                      | Total  | White |        | Black |    | Hispanic |    | Asian |   | Native American |   |
|----------------------|--------|-------|--------|-------|----|----------|----|-------|---|-----------------|---|
|                      |        | M     | F      | M     | F  | M        | F  | M     | F | M               | F |
| <b>Ninth Circuit</b> |        |       |        |       |    |          |    |       |   |                 |   |
| Judges               | 46.5   | 43.5  |        | 1     |    |          |    | 2     |   |                 |   |
| Law Clerks           | 2      | 2     |        |       |    |          |    |       |   |                 |   |
| Secretaries          | 35.5   |       | 25.5   | 1     | 6  |          | 3  |       |   |                 |   |
| Chief Clerk          | 18     | 3     | 13     |       |    |          |    |       |   |                 |   |
| Clerks               | 228.5  | 7     | 163.5  | 2     | 14 | 28       | 2  | 8     |   |                 | 4 |
| <b>Tenth Circuit</b> |        |       |        |       |    |          |    |       |   |                 |   |
| Judges               | 13.5   | 11.5  | 1      | 1     |    |          |    |       |   |                 |   |
| Law Clerks           | 1      |       | 1      |       |    |          |    |       |   |                 |   |
| Secretaries          | 11     |       | 9      | 2     |    |          |    |       |   |                 |   |
| Chief Clerk          | 10     | 1     | 9      |       |    |          |    |       |   |                 |   |
| Clerks               | 62     | 1     | 48     | 3     | 1  | 9        |    |       |   |                 |   |
| <b>GRAND TOTAL</b>   |        |       |        |       |    |          |    |       |   |                 |   |
| Judges               | 228    | 215.5 | 5.5    | 4     | 1  |          | 2  |       |   |                 |   |
| Law Clerks           | 11     | 7     | 4      |       |    |          |    |       |   |                 |   |
| Secretaries          | 148.75 |       | 131.75 | 5     | 9  |          | 3  |       |   |                 |   |
| Chief Clerk          | 135    | 21    | 82.75  | 1     | 1  | 1        | 2  |       |   |                 |   |
| Clerks               | 1017.5 | 50    | 798.5  | 20    | 78 | 2        | 54 | 2     | 9 |                 | 4 |

TABLE III  
\*part-time

SUBJECT: NUMBER OF MAGISTRATES AND SUPPORT PERSONNEL BY RACE AND SEX AS OF JUNE 30, 1979

|                        | Total    | White    |         | Black |   | Hispanic |   | Asian |   | Native American |   |
|------------------------|----------|----------|---------|-------|---|----------|---|-------|---|-----------------|---|
|                        |          | M        | F       | M     | F | M        | F | M     | F | M               | F |
| <b>D.C. Circuit</b>    |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 3        | 2        |         | 1     |   |          |   |       |   |                 |   |
| Clerical Assistant     | 3        |          | 2       | 1     |   |          |   |       |   |                 |   |
| Secretaries            | 2        |          |         | 2     |   |          |   |       |   |                 |   |
| <b>First Circuit</b>   |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 10       | 10       |         |       |   |          |   |       |   |                 |   |
| Clerical Assistant     | 8        |          | 6       |       |   | 2        |   |       |   |                 |   |
| Secretaries            | 6        | 1        | 3       |       |   | 2        |   |       |   |                 |   |
| <b>Second Circuit</b>  |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 24       | 23       | 1       |       |   |          |   |       |   |                 |   |
| Clerical Assistant     | 10       |          | 9       |       |   | 1        |   |       |   |                 |   |
| Secretaries            | 13       | 2        | 8       | 2     |   | 1        |   |       |   |                 |   |
| <b>Third Circuit</b>   |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 21       | 17       | 2       | 2     |   |          |   |       |   |                 |   |
| Clerical Assistant     | 12       |          | 11      | 1     |   |          |   |       |   |                 |   |
| Secretaries            | 14       |          | 13      | 1     |   |          |   |       |   |                 |   |
| <b>Fourth Circuit</b>  |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 30[13]*  | 28[13]*  | 1       | 1     |   |          |   |       |   |                 |   |
| Clerical Assistant     | 24       |          | 24      |       |   |          |   |       |   |                 |   |
| Secretaries            | 28       | 4        | 22      | 2     |   |          |   |       |   |                 |   |
| <b>Fifth Circuit</b>   |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 64       | 59       | 4       |       |   | 1        |   |       |   |                 |   |
| Clerical Assistant     | 44       |          | 41      |       |   | 3        |   |       |   |                 |   |
| Secretaries            | 44       | 19       | 20      | 4     |   | 1        |   |       |   |                 |   |
| <b>Sixth Circuit</b>   |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 28[8]*   | 26[4]*   | 1[4]*   | 1     |   |          |   |       |   |                 |   |
| Clerical Assistant     | 21       | 2        | 16      | 3     |   |          |   |       |   |                 |   |
| Secretaries            | 12       | 1        | 10      | 1     |   |          |   |       |   |                 |   |
| <b>Seventh Circuit</b> |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 33[1]*   | 30[1]*   | 3       |       |   |          |   |       |   |                 |   |
| Clerical Assistant     | 11       |          | 11      |       |   |          |   |       |   |                 |   |
| Secretaries            | 9[2]*    | 2        | 5[2]*   | 2     |   |          |   |       |   |                 |   |
| <b>Eighth Circuit</b>  |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 36       | 35       |         | 1     |   |          |   |       |   |                 |   |
| Clerical Assistant     | 22       |          | 22      |       |   |          |   |       |   |                 |   |
| Secretaries            | 11       | 4        | 7       |       |   |          |   |       |   |                 |   |
| <b>Ninth Circuit</b>   |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 63[2]*   | 57       | 2[2]*   |       |   |          |   |       |   | 4               |   |
| Clerical Assistant     | 28       |          | 21      |       |   | 2        |   | 5     |   |                 |   |
| Secretaries            | 37       | 7        | 28      | 1     |   | 1        |   |       |   |                 |   |
| <b>Tenth Circuit</b>   |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 28[8]*   | 26[4]*   | 1       |       |   |          |   |       |   | 1[4]*           |   |
| Clerical Assistant     | 9        |          | 9       |       |   |          |   |       |   |                 |   |
| Secretaries            | 8        | 1        | 3       | 2     |   | 1        |   | 1     |   |                 |   |
| <b>GRAND TOTAL</b>     |          |          |         |       |   |          |   |       |   |                 |   |
| Magistrates            | 340[32]* | 313[22]* | 15[6]*  | 5     | 1 | 1        |   | 4     |   | 1[4]*           |   |
| Clerical Assistant     | 192      | 2        | 172     | 5     |   | 8        |   | 8     |   |                 |   |
| Secretaries            | 184[2]*  | 41       | 119[2]* | 17    |   | 6        |   | 1     |   |                 |   |

TABLE IV  
SUBJECT: NUMBER OF PROBATION STAFF BY RACE AND SEX AS OF JUNE 30, 1979

|                                | Total | White |    | Black |   | Hispanic |   | Asian |   | Native American |   |
|--------------------------------|-------|-------|----|-------|---|----------|---|-------|---|-----------------|---|
|                                |       | M     | F  | M     | F | M        | F | M     | F | M               | F |
| <b>D.C. Circuit</b>            |       |       |    |       |   |          |   |       |   |                 |   |
| Chief Probation Officer        | 1     | 1     |    |       |   |          |   |       |   |                 |   |
| Deputy Chief Probation Officer | 1     | 1     |    |       |   |          |   |       |   |                 |   |
| Probation Officer              | 46    | 24    | 8  | 8     | 6 |          |   |       |   |                 |   |
| Probation Officer Trainees     | 3     |       |    | 2     | 1 |          |   |       |   |                 |   |
| <b>First Circuit</b>           |       |       |    |       |   |          |   |       |   |                 |   |
| Chief Probation Officer        | 5     | 4     |    |       |   | 1        |   |       |   |                 |   |
| Deputy Chief Probation Officer | 1     | 1     |    |       |   |          |   |       |   |                 |   |
| Probation Officer              | 42    | 24    | 6  | 2     | 1 | 8        | 1 |       |   |                 |   |
| Probation Officer Trainees     |       |       |    |       |   |          |   |       |   |                 |   |
| <b>Second Circuit</b>          |       |       |    |       |   |          |   |       |   |                 |   |
| Chief Probation Officer        | 6     | 6     |    |       |   |          |   |       |   |                 |   |
| Deputy Chief Probation Officer | 5     | 3     |    | 2     |   |          |   |       |   |                 |   |
| Probation Officer              | 113   | 86    | 10 | 9     | 7 | 1        |   |       |   |                 |   |
| Probation Officer Trainees     | 2     | 1     |    |       | 1 |          |   |       |   |                 |   |
| <b>Third Circuit</b>           |       |       |    |       |   |          |   |       |   |                 |   |
| Chief Probation Officer        | 5     | 5     |    |       |   |          |   |       |   |                 |   |
| Deputy Chief Probation Officer | 3     | 1     | 1  | 1     |   |          |   |       |   |                 |   |
| Probation Officer              | 137   | 87    | 23 | 18    | 6 | 3        |   |       |   |                 |   |
| Probation Officer Trainees     | 1     |       |    | 1     |   |          |   |       |   |                 |   |
| <b>Fourth Circuit</b>          |       |       |    |       |   |          |   |       |   |                 |   |
| Chief Probation Officer        | 9     | 9     |    |       |   |          |   |       |   |                 |   |
| Deputy Chief Probation Officer | 1     | 1     |    |       |   |          |   |       |   |                 |   |
| Probation Officer              | 148   | 118   | 8  | 19    | 1 |          |   |       |   |                 |   |
| Probation Officer Trainees     |       |       |    |       |   |          |   |       |   |                 |   |

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TABLE IV  
SUBJECT: NUMBER OF PROBATION STAFF BY RACE AND SEX AS OF JUNE 30, 1979

|                                | Total | White |    | Black |    | Hispanic |     | Asian |   | Native American |   |
|--------------------------------|-------|-------|----|-------|----|----------|-----|-------|---|-----------------|---|
|                                |       | M     | F  | M     | F  | M        | F   | M     | F | M               | F |
| <b>Fifth Circuit</b>           |       |       |    |       |    |          |     |       |   |                 |   |
| Chief Probation Officer        | 10    | 10    |    |       |    |          |     |       |   |                 |   |
| Deputy Chief Probation Officer | 15    | 8     | 1  | 2     |    | 4        |     |       |   |                 |   |
| Probation Officer              | 174   | 114   | 7  | 15    |    | 38       |     |       |   |                 |   |
| Probation Officer Trainees     | 2     |       |    |       |    | 2        |     |       |   |                 |   |
| <b>Sixth Circuit</b>           |       |       |    |       |    |          |     |       |   |                 |   |
| Chief Probation Officer        | 9     | 9     |    |       |    |          |     |       |   |                 |   |
| Deputy Chief Probation Officer | 6     | 5     |    | 1     |    |          |     |       |   |                 |   |
| Probation Officer              | 171   | 114   | 13 | 25    | 12 | 2        | 2   | 1     | 2 |                 |   |
| Probation Officer Trainees     | 2     |       | 1  | 1     |    |          |     |       |   |                 |   |
| <b>Seventh Circuit</b>         |       |       |    |       |    |          |     |       |   |                 |   |
| Chief Probation Officer        | 8     | 8     |    |       |    |          |     |       |   |                 |   |
| Deputy Chief Probation Officer | 2     | 2     |    |       |    |          |     |       |   |                 |   |
| Probation Officer              | 113   | 83    | 6  | 15    | 5  | 4        |     |       |   |                 |   |
| Probation Officer Trainees     | 4     |       |    | 2     |    | 2        |     |       |   |                 |   |
| <b>Eighth Circuit</b>          |       |       |    |       |    |          |     |       |   |                 |   |
| Chief Probation Officer        | 10    | 10    |    |       |    |          |     |       |   |                 |   |
| Deputy Chief Probation Officer | 4     | 4     |    |       |    |          |     |       |   |                 |   |
| Probation Officer              | 81    | 61    | 9  | 7     | 2  | 1        |     |       |   |                 | 1 |
| Probation Officer Trainees     | 2     |       |    |       |    |          |     |       |   |                 | 2 |
| <b>Ninth Circuit</b>           |       |       |    |       |    |          |     |       |   |                 |   |
| Chief Probation Officer        | 12    | 11    |    |       |    |          |     |       |   |                 | 1 |
| Deputy Chief Probation Officer | 8     | 8     |    |       |    |          |     |       |   |                 |   |
| Probation Officer              | 300   | 202   | 32 | 17    | 5  | 27       | 2   | 8     | 5 | 2               |   |
| Probation Officer Trainees     | 8     | 1     | 1  | 3     | 1  | 1        | 1   |       |   |                 |   |
| <b>Tenth Circuit</b>           |       |       |    |       |    |          |     |       |   |                 |   |
| Chief Probation Officer        | 8     | 5     |    | 1     |    | 1        |     |       |   |                 | 1 |
| Deputy Chief Probation Officer | 24    | 18    | 1  | 1     | 1  | 3        |     |       |   |                 |   |
| Probation Officer              | 51    | 33    | 3  | 2     | 1  | 5        | 1   |       | 1 | 4               | 1 |
| Probation Officer Trainees     | 4     | 1     |    | 2     |    |          |     |       |   |                 |   |
|                                |       |       |    |       |    |          |     |       |   |                 |   |
|                                |       |       |    |       |    | 65-404   | 785 |       |   |                 |   |

TABLE IV

SUBJECT: NUMBER OF PROBATION STAFF BY RACE AND SEX AS OF JUNE 30, 1979

|                                | Total | White       |     | Black |    | Hispanic |   | Asian |   | Native American |   |
|--------------------------------|-------|-------------|-----|-------|----|----------|---|-------|---|-----------------|---|
|                                |       | M           | F   | M     | F  | M        | F | M     | F | M               | F |
|                                |       | GRAND TOTAL |     |       |    |          |   |       |   |                 |   |
| Chief Probation Officer        | 83    | 78          |     | 1     |    | 2        |   |       |   |                 |   |
| Deputy Chief Probation Officer | 70    | 52          | 3   | 7     | 1  | 7        |   |       |   |                 |   |
| Probation Officer              | 1,376 | 946         | 125 | 137   | 46 | 89       | 6 |       |   |                 |   |
| Probation Officer Trainees     | 28    | 3           | 2   | 11    | 3  | 5        | 1 |       |   |                 |   |

## APPENDIX 16

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BEFORE THE JUDICIAL CONFERENCE  
 OF THE UNITED STATES  
 WASHINGTON, D.C.

IN RE EMPLOYMENT DISCRIMINATION  
 IN THE FEDERAL JUDICIARY

PETITION SEEKING THE ADOPTION OF  
 EQUAL EMPLOYMENT OPPORTUNITY PLANS  
 BY THE FEDERAL JUDICIARY

SUBMITTED BY

Affirmative Action Coordinating  
 Center  
 Asian Law Caucus, Inc.  
 Black American Law Student Association, Inc.  
 La Raza Legal Alliance  
 Mexican American Legal Defense and  
 Education Fund, Inc.  
 NAACP Legal Defense and Educational  
 Fund, Inc.  
 National Association of Black Women  
 Attorneys  
 National Bar Association  
 National Conference of Black  
 Lawyers  
 Puerto Rican Legal Defense and  
 Education Fund, Inc.  
 Southern Regional Council  
 Women's Legal Defense Fund

Dated: June 5, 1979

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I. INTRODUCTION AND SUMMARY

Petitioners, various civil rights organizations, respectfully request the Judicial Conference to take appropriate action to assure that the federal courts promulgate equal employment opportunity plans, covering all non-civil service employees who are not appointed by the President, in order to remedy manifest race and sex discrimination caused by their employment practices.

For many years, the Federal Judiciary has been committed to the enforcement of the guarantee of equal protection of the laws as applied to the practices of private and public employers. Indeed, the Federal Judiciary has been in the forefront in establishing the constitutional, statutory and moral standards by which discriminatory employment practices have been judged, condemned and eradicated.

Unfortunately, this commitment by the Federal Judiciary to the principle of nondiscriminatory employment has not provided equal employment opportunity within the federal courts. Although the Federal Judiciary recognized its responsibility for providing nondiscriminatory employment in September 1966, when the Judicial Conference passed a resolution endorsing the nation's policy of equal employment opportunity, this statement

of principle has not been matched in practice. In fact, little has been done to implement this principle, and this inaction has permitted discrimination to continue in the federal courts to the present -- well over a decade after the passage of Title VII of the Civil Rights Act of 1964.

As demonstrated by the recent survey conducted by the Southern Regional Council, the 29 District Courts and Courts of Appeals located in 11 southern states employ so few blacks in all positions and so few women in professional positions that the existence of widespread discriminatory practices cannot be denied. For example, while the population in these ~~states~~  
~~states~~ Also only ~~one~~  
~~of~~ Moreover, the federal courts in the South have continued their discriminatory practices in spite of the opportunity they have had to take simple corrective action. For example, there are now 1,500 more employee positions in the southern federal courts than there were in 1965, but only 140 more blacks are now employed by these courts than in 1965.<sup>1/</sup>

Thus, it is apparent that the federal courts in the South have engaged in widespread discriminatory employment practices. These courts, while compelling

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<sup>1/</sup> See the more detailed discussion of this Report, infra, at 6 et seq.

other employers to obey the guarantee of equal protection, have themselves ignored that guarantee.

Given the lack of attention to this problem, the absence of remedies available to employees under Title VII of the Civil Rights Act of 1964, and experience with employment practices in both the private and public sectors, we believe it is likely that federal courts located in other areas of the nation have similar records. We also believe it is likely that similar problems exist for Hispanics, Asians and other minorities. However, because the Federal Judiciary's administrative arm -- which maintains detailed information on every employee of the federal courts for payroll purposes -- has never collected or analyzed any information on the race, national origin, or sex of federal court employees, no one can determine the extent of discrimination outside the South.

The Federal Judiciary, by failing to take effective action to eliminate employment discrimination, stands in stark contrast to the Executive Branch. Moreover, it is also clear that the Judicial Conference and the Administrative Office of the United States Courts have adequate statutory authority to eliminate employment discrimination. Indeed, it appears that both the Judicial Conference and the Administrative Office have exercised their authority over federal court employment in every area except discrimination.

Petitioners request that the Judicial Conference, acting on behalf of the federal courts, finally take

the action necessary to ensure that the national policy of nondiscriminatory employment which the Conference has endorsed becomes a reality within the Federal Judiciary. To this end, we urge the Conference to require each Circuit Council to adopt an equal employment opportunity plan ("EEO plan"), including affirmative action programs, to eliminate discrimination and its effects. And, we urge the Supreme Court to adopt a similar plan.

We also urge the Conference to require the Administrative Office to expand the information it already collects about current and new employees of the Federal Judiciary to include data on the race, sex and national origin of employees. This data will enable the Administrative Office to advise the Judicial Conference on the magnitude of existing employment discrimination and to monitor the effectiveness of the actions taken by the various federal courts to eradicate these problems.

We request that the Conference take expedited action on this matter since a large number of new personnel will shortly be hired by the federal courts as a result of the 152 new appointments to the federal bench under the Omnibus Judgeship Act.

These recommendations -- the collection of data and adoption of EEO plans -- are the traditional remedy employers in the public and private sectors have been required to adopt to deal with the problem of employment discrimination. As discussed below, the adoption of such a remedy by the federal courts will not be disruptive

to the courts' unique structure or functioning and will not impinge on the courts' constitutional independence.

We urge the Judicial Conference to take swift and comprehensive action. The requirements of the Constitution demand no less. And, the unique status of our courts -- with their moral leadership and the power to compel private and public employers to adopt programs to provide nondiscriminatory employment -- also demands that the Federal Judiciary meet the standards of equal protection which it properly commands of others.

## II. PETITIONERS

Petitioners are organizations which are concerned with assuring full participation of minorities and women in the judicial system. Many of the petitioners are particularly concerned with the problem of employment discrimination and have been actively involved in litigation and other activities to end such practices. The following organizations are petitioning because of their primary concern with discrimination against blacks in the legal and justice systems: Black American Law Students Association, NAACP Legal Defense and Education Fund, National Bar Association, and National Conference of Black Lawyers.

The Puerto Rican Legal Defense and Education Fund, the Mexican American Legal Defense and Education Fund, and La Raza Legal Alliance are petitioning because of their primary concern with discrimination against Hispanics. The Asian Law Caucus is primarily concerned with discrimination against Asian-Americans; the Women's

Legal Defense Fund with discrimination against women; and the National Association of Black Women Attorneys with discrimination on the basis of race and sex.

The Southern Regional Council works to eliminate discrimination in all sectors of Southern life and has a long-standing concern with the quality of justice in the South. The Affirmative Action Coordinating Center is committed to affirmative action in employment and other areas for minorities and women.

Petitioners have frequently turned to the federal courts for leadership in the protection of the rights of the groups and individuals whom they represent. Therefore, they now urge that the Federal Judiciary provide equal employment opportunity to employees of the federal courts.

A more detailed description of petitioners and their interest in this matter is attached to this petition at pages 39-43.

## III. THE RECORD OF DISCRIMINATION

A recent survey by the Southern Regional Council of the employment practices of about one-third of the federal courts reveals beyond question that equal employment opportunity has been and continues to be denied to both women and blacks by federal courts located in the South. There is every reason to believe that these discriminatory patterns exist in federal courts located in other areas of our nation. This record of discrimination exists because the Judicial Conference and its



administrative arm, the Administrative Office, have failed to exercise their broad authority over employment practices in the federal courts to require nondiscriminatory employment.

A. Discriminatory Employment in the Federal Courts

1. The Southern Federal Courts

In August 1978, the Southern Regional Council, a private civil rights organization, published a report entitled "Blacks and Women in Southern Federal Courts," ("1978 Report"), which detailed the employment of blacks and women by the federal courts in eleven southern states: ~~Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.~~<sup>2/</sup> The survey includes both the District Courts and the Courts of Appeals. The 1978 Report updates a similar report prepared by the Southern Regional Council in 1965 entitled "Racial Discrimination in Southern Federal Courts."

The 1978 Report reveals that, during the thirteen years between 1965 and 1978, there was a pattern of exclusion of blacks and women from employment opportunities within the federal courts system. The 1965 Report's findings show a federal court system of approximately 1,500 employees with less than 40 blacks, most of whom were clerical workers and secretaries.<sup>3/</sup> This pattern

<sup>2/</sup> The 1978 Report is attached as Appendix A.

<sup>3/</sup> 1978 Report, at 1.

of exclusion still persists. Between 1965 and 1978, numerous court decisions required employers to provide equal opportunity, and federal, state and local laws prohibiting discrimination were enacted. Yet the 1978 Report shows that during this period, while the number of positions in the southern federal courts almost doubled to approximately 3,000 employees,<sup>4/</sup> only 180 or 6 percent are now held by blacks.<sup>5/</sup>

While not surveyed in 1965, the 1978 Report also examined the status of women in the southern federal courts. Although not substantially excluded from participation in the work force, as is the case with blacks, in the southern federal courts women are nevertheless relegated to the lower-level or traditionally female jobs. Indeed, few of the higher-level or professional<sup>6/</sup> positions are filled by women.

<sup>4/</sup> The judicial officers and personnel included in the 1978 Report are: circuit and district court judges, bankruptcy judges, magistrates, circuit and district clerks, law clerks, U.S. attorneys, assistant U.S. attorneys, U.S. marshals, deputy marshals, law librarians, and clerical, recording, and secretarial personnel working under their supervision. This petition, however, excludes the following categories of court personnel from its request for relief: (1) those officers who are appointed by the President of the United States and confirmed by the Senate, i.e., federal judges, U.S. attorneys and U.S. marshals; and (2) all personnel in the offices of the U.S. attorney and U.S. marshal, who, although considered court personnel, are employees of the Department of Justice. Thus, we seek relief only for employees of the Judicial Branch. Any reference in this petition to court employees includes only those employees who have not been excluded above.

<sup>5/</sup> 1978 Report, at 8.

<sup>6/</sup> The 1978 Report defined non-professional positions as clerical, secretarial or recording positions.

A brief analysis of the relevant facts from the 1978 Report amply demonstrates the lack of equal employment opportunity provided by southern federal courts.

Employment of Blacks

The 1965 Report revealed that out of a total of 1,500 positions in the southern federal courts, only 40 were held by blacks. As indicated above, since then the southern federal courts have added 1,500 new positions, but there are now only 140 more blacks than in 1965. And of those hired, there continue to be no blacks as District Court clerk, law librarian, assistant law librarian, or Court of Appeals law clerk. Even in clerical and secretarial positions, the traditional entry level for blacks, fewer than 6 percent of the employees are black. In a region where 20 percent of the population is black, it is obvious that blacks are excluded from federal court employment opportunities in large proportions.<sup>7/</sup>

In the southern Courts of Appeals there are now only 11 blacks out of a total of 191 employees, merely 6 percent of the positions available. Of these 11 employees, only one is employed on a professional level -- as a staff law clerk -- while the other 10 blacks are employed as clerks, secretaries, and court recorders. In the southern Courts of Appeals, no black is employed as a clerk of court, law librarian, judge's

<sup>7/</sup> 1978 Report, at 5-8.

law clerk or secretary in a judge's chamber.<sup>8/</sup>

The present employment picture for blacks in the southern District Courts is just as dismal. Out of 1,300 professional positions, blacks hold a mere 65 and occupy only 7 percent of the 1,400 nonprofessional positions available.<sup>9/</sup>

With respect to the professional positions, in sixteen of the District Courts in the South, less than 4 percent are held by blacks. Nine of the twenty-nine District Courts employ no blacks in any professional capacity whatsoever.<sup>10/</sup>

When employment in the southern federal courts is examined by state, the results show that in no state does the percentage of blacks in the federal courts closely approximate the black population of the state. Indeed, in 10 of 11 southern states, the percentage of blacks in the population is two to three times as great as the percentage of blacks employed by the federal courts located within their boundaries.<sup>11/</sup> And, in

<sup>8/</sup> From time to time, Court of Appeals judges in the South have employed black law clerks. However, at the time of the 1978 Report, no black was employed as a judge's law clerk. *Id.* at 8.

<sup>9/</sup> *Id.* at 7.

<sup>10/</sup> These federal District Courts are located in Fort Smith, Arkansas, Savannah, Georgia, Baton Rouge, Louisiana, Jackson, Mississippi, Greensboro, North Carolina, Raleigh, North Carolina, Knoxville, Tennessee, Beaumont, Texas and Roanoke, Virginia. 1978 Report, at pages 7 and 14.

<sup>11/</sup> *Id.* at 9.

26 of the 29 cities in which southern District Courts sit, the black labor force is at least three times as great as the number of blacks employed by the District Courts.<sup>12/</sup>

Employment of Women

The 1978 Report demonstrates that the majority of women employed by the southern federal courts have been relegated to traditionally female positions, such as clerical and secretarial jobs, and are inadequately represented in the professional positions. Of the 1,334 professional positions within the southern District Courts, only 120 or 9 percent are held by women. In contrast, women hold 1,202 or 84 percent of the 1,431 nonprofessional positions. In the Courts of Appeals, women hold slightly more professional positions.<sup>13/</sup>

At least two federal courts in the South have no women employed in any professional capacity, and six of the federal courts employ less than 6 percent women in any professional position. And, in 13 of the 29 District Courts, women comprise three percent or less of all professional positions.<sup>14/</sup>

The 1978 Report thus documents a pattern of neglect by the federal courts in the South in providing meaningful employment opportunities to both blacks and

<sup>12/</sup> Id. at 13.

<sup>13/</sup> Id. at 8.

<sup>14/</sup> 1978 Report, at 18-19.

women. Although the existence of both race and sex employment discrimination in this country is by no means a new revelation, the fact that the Federal Judiciary in the South has failed to increase the employment opportunities for blacks and women is to be deplored.

2. Employment Discrimination Outside of the South and Affecting Other Minorities

There are no statistics or studies revealing the nature of the hiring practices in the federal courts outside of the South. Neither the Administrative Office of the United States Courts nor the Judicial Conference has undertaken to ascertain the extent of discrimination in the hiring practices within the federal courts.<sup>15/</sup>

Given the employment situation of the southern federal courts, it is likely that the federal courts located in other areas of the nation have similar problems with race, sex and national origin discrimination.

Experience with private and public employment practices throughout the nation indicates that race and sex discrimination are pervasive without regard to geography. In addition, federal court employees have no remedy against employment discrimination under Title VII of the Civil Rights Act of 1964, nor do they

<sup>15/</sup> When the Southern Regional Council attempted to secure the race and sex of court personnel from the Administrative Office, it was told that no such information existed on race and that data on women would be very difficult to retrieve. The Administrative Office stated that an inquiry to each of the federal courts would be necessary to obtain the race of employees in the Federal Judiciary.

have the employment security which the Civil Service system normally provides to federal government workers. Under these circumstances, race, sex, or national origin discrimination practiced by the federal courts is not likely to be challenged. Finally, the almost total absence of attention to this problem by the courts, the media, and others has meant that there has been little public pressure to eliminate any existing discriminatory practices.

Because of these factors, it is likely that the federal courts located outside of the South also have serious race and sex employment discrimination problems. It is also likely that Hispanics, Asians and other minorities have been denied equal employment opportunity by the federal courts.

#### B. The Federal Courts' Employment System

The widespread denial of equal employment opportunity by federal courts, as documented above, is understandable in light of the present system by which employment in the Federal Judiciary is controlled. This system is a mixture of local autonomy and centralized supervision. Although each federal court has a tremendous amount of autonomy in its administrative affairs and in the appointment of personnel, central supervision and control over each hiring decision is exercised by the Administrative Office of the United States Courts.

This extensive centralized control over employment by the Federal Judiciary has been extended to all

aspects of hiring except employment discrimination. It was this omission in the supervision of employment practices which has permitted federal courts to deny equal employment opportunity and, absent a change in the federal courts' employment system, will permit this denial to continue.

#### 1. Hiring by the Federal Courts

The power to fill newly created or vacated positions in the federal courts lies with the judges of the respective courts.<sup>16/</sup> Typically, however, federal judges appoint only the clerks of the court, their law clerks and their secretaries. The remainder of the court employees, such as the deputy clerks, clerical assistants, criers, messengers and bailiffs, are often hired by clerks of court to whom the judges have delegated their statutory hiring authority.<sup>17/</sup> Under statute, the clerk may exercise this power of appointment for employees outside of the judges' personal staff.<sup>18/</sup>

Actual hiring practices for each of the separate court jurisdictions may differ depending upon the Chief Judge's discretion and manner of administering his own court. However, when new positions are created or vacancies result, notice of these positions is many times

<sup>16/</sup> See 28 U.S.C. §§ 711, 712, 751 & 752 (1976).

<sup>17/</sup> See 28 U.S.C. §§ 791, 831, 833, 834, 871 & 873 (1976).

<sup>18/</sup> See 28 U.S.C. §§ 711, 751 & 956 (1976). Section 956 provides that the clerk of each court shall exercise the powers assigned to them by the court.

limited, by tradition, to courthouse bulletin boards, and hiring is done on a very informal basis. Often, notice is limited to word of mouth. It is not unusual to have employees' relatives hired to fill vacant or new positions. The continuation of these types of hiring patterns results in the perpetuation of the present exclusion of minorities and women from federal court employment.

It is important to note that the problem of employment discrimination in the Federal Judiciary affects not only those with purely administrative and clerical functions. Federal District Court judges also appoint personnel with substantial decision-making discretion, such as United States Magistrates and Bankruptcy Judges. Indeed, pending legislation would grant U.S. Magistrates additional authority and would create a new judge-appointed post, arbitrators, who would possess authority to dispose of certain types of cases.<sup>19/</sup>

## 2. Supervision and Control of Federal Court Hiring Practices

The Administrative Office of the United States Courts serves as the administrative center for the Federal Judiciary and is directly involved in the hiring of personnel for the federal courts. Under Title 28 of the United States Code, sections 711 & 751, the Office must review each applicant for a federal court position in order to assure that the applicant meets the necessary

<sup>19/</sup> See, for example, S. 237, 96th Cong., 1st Sess., which passed the United States Senate on May 2, 1979.

criteria and guidelines for the position as set forth in the Judicial Salary Plan.<sup>20/</sup>

The policy behind the implementation of the Judicial Salary Plan, which was promulgated by the Judicial Conference, was to create an administrative center of authority over employment similar to those which exist in other federal agencies. The Judicial Salary Plan, at page 5. The plan is comprehensive in nature and maps out extensively the qualifications necessary to be appointed for a position within the federal court system.

The Plan is implemented in a simple manner. A federal judge or court clerk selects an applicant to fill a new or vacant position. In order to have that employee placed on the payroll, detailed information concerning the applicant's background, education and job experience is forwarded to the Administrative Office. The Office reviews the information submitted to ascertain if the applicant meets the job qualifications set forth in the Salary Plan. If these qualifications are not met, the Office may adjust the applicant's pay or job classification. It may also refuse to place the applicant on the payroll.

Thus, in both principle and practice, all hiring decisions of the Federal Judiciary are subject to review and ultimate control by the Administrative Office.

<sup>20/</sup> The Judicial Salary Plan is attached as Appendix B.

Unfortunately, the Judicial Salary Plan and its implementation by the Administrative Office fail to address equal employment opportunity as part of its extensive guidelines and requirements for appointing court personnel. Thus, although data is available in the Administrative Office on the sex of each employee, no statistics are collated about the employment of women. No data is collected on the race or national origin of employees. Further, there is no requirement that federal courts provide nondiscriminatory employment. And there are no required equal employment opportunity procedures or discrimination grievance procedures.

Thus, it is clear that the federal courts now operate with a centralized and comprehensive employment system which controls the criteria for the hiring of every employee of the Federal Judiciary except those appointed by the President. This system, however, contains one inexplicable omission: the requirement for and implementation of nondiscriminatory hiring. It is this gap in the system which permits the continuing denial of equal employment opportunity by the federal courts.

Significantly, although the Administrative Office and the Judicial Conference have failed to act to provide nondiscriminatory hiring for non-civil service employees, they both have acknowledged their responsibility in this area. As discussed below, in 1966 the Judicial Conference endorsed the nation's policy of equal employment opportunity. And for several years, the Administrative Office has regularly circulated its own EEO plan

to the federal courts with the suggestion that it be used as a model for formulating similar plans covering federal court employees.<sup>21/</sup>

At present the only agencies of government at the federal level which have not instituted EEO plans and procedures are the Congress and the Judiciary, whose employees hold noncompetitive positions outside the Civil Service system.<sup>22/</sup> The Congress has apparently begun to recognize its responsibilities to that segment of the population that has been traditionally excluded from full participation in employment opportunities.<sup>23/</sup>

At this time, however, it does not appear that the Federal Judiciary is taking any action whatsoever

<sup>21/</sup> See Memorandum to All Judges and Clerks of Court from Warren Olney III, Director of the Administrative Office of the United States Courts, Program for Equal Opportunity in Employment and Personnel Operations for All Qualified Persons Without Regard to Race, Creed, Color, or National Origin, in The Administrative Office of the United States Courts (Memo No. 490) (October 14, 1966), attached as Appendix C.

<sup>22/</sup> Noncompetitive jobs are those jobs not covered by Civil Service Regulations, 5 C.F.R. §§ 713.201, et seq.

<sup>23/</sup> Members of the House of Representatives and the Senate have begun to move forward in establishing EEO plans and grievance procedures to insure equal employment opportunities for minorities and women as well as a grievance procedure to protect employees from arbitrary dismissal from their jobs for unknown or discriminatory reasons. S. Res. 431, 95th Cong., 2d Sess. (1978), H. Res. 1380, 96th Cong., 1st Sess. (1979). Another area of federal employment not covered by civil service EEO plans and grievance procedures, 5 C.F.R. §§ 713.201, et seq., is the office of the United States Marshals Service. Nonetheless, the Marshals Service developed EEO plans and grievance procedures in 1977 to encourage equality of opportunity for all persons in the system. See Affirmative Action Plan, United States Department of Justice, United States Marshals Service (1977), attached as Appendix D.

to provide equal employment opportunity. The 1978 report, which was made public in October 1978 -- at least seven months ago -- was sent at that time by the Southern Regional Council to the district courts in the South, to the Chief Judge of each Court of Appeals, to the Administrative Office of the United States Courts, and to the Supreme Court. While the Council received some acknowledgements of receipt of the 1978 Report, not one substantive response to its findings was forthcoming.<sup>24/</sup>

IV. THE CONSTITUTIONAL GUARANTEE OF EQUAL PROTECTION AS WELL AS SIMPLE FAIRNESS REQUIRE THAT EMPLOYMENT DISCRIMINATION WITHIN THE FEDERAL COURTS BE ERADICATED

The equal protection standards of the United States Constitution require the Federal Judiciary to eliminate its own discriminatory employment practices. This requirement stems in part from constitutional principle, and precedent forbidding discrimination on the basis of race, sex or national origin by the federal government. This requirement is also derived from our fundamental moral precepts and basic notions of fairness which clearly require the Federal Judiciary, as the final arbiter of constitutional and legal disputes, to itself obey the principles of equal protection and nondiscriminatory employment that it has enunciated and applied so frequently to others.

<sup>24/</sup> It is our understanding that, at the recent meeting of the Judicial Conference of the Court of Appeals for the Fifth Circuit, the 1978 Report and the issue of employment discrimination were not even discussed.

Given the federal courts' obligation to enforce equal protection of the laws, the Judicial Conference should exercise its powers, pursuant to Title 28 of the United States Code, section 331, to require the federal courts to adopt appropriate EEO plans to eliminate employment discrimination.

A. Constitutional Principle Requires the Federal Judiciary To Provide Equal Employment Opportunity

The Equal Protection Clause of the Fourteenth Amendment requires state governments and agencies to eliminate discriminatory employment practices and to adopt procedures to remedy the effects of such practices. Ethridge v. Rhoades, 268 F. Supp. 83, 87-89 (S.D. Ohio 1967); Adams v. Miami Police Benevolent Association, Inc., 454 F.2d 1315, 1318-20 (5th Cir.), cert. denied, 409 U.S. 843 (1972); see also Fullilove v. Kreps, 443 F. Supp. 253 (S.D.N.Y. 1977), aff'd, 584 F.2d 600 (2d Cir. 1978). Compare Louisiana v. United States, 380 U.S. 145 (1965). Clear evidence of the effects of such practices, such as the facts discussed above concerning employment by the Federal Judiciary, would, by itself, be sufficient to invoke mandatory relief by the federal courts against private or public bodies. Compare Strauder v. West Virginia, 100 U.S. 303 (1880), Akins v. Texas, 325 U.S. 398 (1945), and Hill v. Texas, 316 U.S. 400 (1942).

The Fifth Amendment to the Constitution incorporates the equal protection principles of the Fourteenth Amendment into the Due Process Clause and applies them

to the federal government. As the Supreme Court has held, "the concepts of equal protection and due process, both stemming from our American ideal of fairness, are not mutually exclusive" and that "discrimination may be so unjustifiable as to be violative of due process." Bolling v. Sharpe, 347 U.S. 497, 499 (1954); Schneider v. Rusk, 377 U.S. 163, 168 (1964). Indeed, as the Supreme Court noted in Weinberger v. Wiesenfeld, 420 U.S. 636, 638 n.2 (1975), the "approach to Fifth Amendment equal protection claims has always been precisely the same as to equal protection claims under the Fourteenth Amendment."

Of course, there is no question that the Due Process Clause of the Fifth Amendment applies to the acts of the Federal Judiciary. See Hurd v. Hodge, 334 U.S. 24, 35-36 (1948), and Murray's Lessee v. Hoboken Land & Improvement Co., 59 U.S. 272, (18 How. 1276) (1856) ("[The 5th Amendment] is a restraint on the legislative as well as on the executive and judicial powers of the government. . . ."). It is equally clear that the equal protection requirements of the Fifth Amendment apply to the judicial branch of the federal government. Id. Moreover, there is no reason or precedent for arguing that this application of fundamental due process to the Federal Judiciary should exclude the principles of equal protection.

Indeed, it would be contrary to our basic notions of due process for the Federal Judiciary -- which is charged with the responsibility for enforcing the Fifth and Fourteenth Amendments and Title VII of the Civil

Rights Act of 1964 -- to apply one standard to its own employment practices and another standard to the employment practices of all other employers.

As the Supreme Court stated in another context in Hurd v. Hodge, supra, 334 U.S. 24, 35-36 (1948), a case involving restrictive covenants in the District of Columbia and the companion case to Shelley v. Kraemer, 334 U.S. 1 (1948):

"It is not consistent with the public policy of the United States to permit federal courts . . . to exercise general equitable powers to compel action denied the state courts where such state action has been held to be violative of the guaranty of equal protection of the laws. We cannot presume that the public policy of the United States manifests a lesser concern for the protection of such basic rights against discriminatory action of federal courts than against such action taken by the courts of the States."

In sum, the Due Process Clause of the United States Constitution forbids employment discrimination by the Federal Judiciary and requires the courts to provide equal employment opportunity to all employees and prospective employees. Brown v. General Services Administration, 425 U.S. 820, 825 (1976); Washington v. Davis, 426 U.S. 229, 239 (1976); compare Bolling v. Sharpe, 347 U.S. 497 (1954), Shapiro v. Thompson, 394 U.S. 618 (1969).

In conclusion, employment discrimination by the Federal Judiciary is "so unjustifiable as to be violative of due process" and clearly violates the constitutional mandate of equal protection of the law. The Federal Judiciary has recognized this constitutional



requirement as well as its obligation to provide equal employment opportunity regardless of race, sex or national origin when, in September 1966, the Judicial Conference endorsed the national policy of equal employment opportunity. (Judicial Conference Proceedings, September 1966, at 62, attached as Appendix E.)

Today, some thirteen years later, we petition the Judicial Conference to take those steps required to turn that statement of principle into the practice of equal employment opportunity in the Federal Judiciary.

B. Fundamental Fairness Requires the Federal Judiciary To Provide Equal Employment Opportunity Regardless of Race, Sex or National Origin

The Constitution's most basic principles of fairness and due process also require the Federal Judiciary to eliminate employment discrimination and its effects within the federal courts. This obligation involves not only the courts' actions as an employer, but also their selection of U.S. magistrates, bankruptcy judges, and others who have broad decision-making authority over certain types of cases or legal issues. It would be unconscionable to have such personnel appointed under the present system which violates fundamental tenets of due process and equal protection.

As previously noted, the federal courts have compelled private employers, state and local governments, and federal agencies to eliminate discriminatory employment practices and to provide equal employment opportunity to employees regardless of their race, sex, or

national origin. To this end, the federal courts, pursuant to the Fifth and Fourteenth Amendments and Title VII of the Civil Rights Act of 1964, as amended, have required employers in both the public and private sectors to institute EEO and affirmative action plans and have awarded monetary damages as well as various forms of equitable relief to victims of employment discrimination. In so doing, the federal courts have established that employment free from race, sex, or national origin discrimination is a fundamental right of all citizens.

How then can the Federal Judiciary exempt itself from providing such a basic constitutional right to its employees and job applicants? There is no judicial precedent, constitutional principle, or rational basis for such an exemption. It violates the most basic tenets of equal protection and fundamental fairness. Any such exemption would be unconscionable.

To the extent that in this area the Federal Judiciary, as a result of its own decisions, may be beyond the reach of individuals to assert their constitutional rights or the government to assert the rights on behalf of these individuals, the federal courts have a special obligation to fulfill the fundamental standards of due process and provide equal protection of the laws.

The federal courts' present inaction erects an unjustifiable double standard of equal protection -- a nonexistent standard for the federal courts, and a strict mandatory standard for the rest of the nation.

Moreover, it is a silent assertion by the Federal Judiciary that, at least in the area of employment discrimination, it is above or beyond the reach of the law.

Such a result is constitutionally and morally repugnant. It would undermine much of the moral and legal respect which our federal courts enjoy. It would create the appearance of injustice caused by the one branch of government whose sole responsibility is to provide justice. And it would encourage the legislative and executive branches to intrude upon the Judiciary's independence in order to provide a remedy for discrimination which the courts have refused to provide.

For all of these reasons, the Federal Judiciary has a moral obligation to get its own house in order.<sup>25/</sup> To this end, we urge the Judicial Conference to adopt the procedures set forth below.

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<sup>25/</sup> Just as compelling as the federal court's moral responsibility to implement equal employment opportunity requirements is their influence as leaders in court reform, and their leadership role in adopting procedures to implement those reforms. Because state courts have generally considered the federal courts to be a model for court procedures, any employment discrimination practiced by the federal courts undoubtedly has a direct effect on state court employment practices. This fact becomes even more important in light of a recent report issued by the National Center for State Courts which concluded that state court systems lag far behind other public and private institutions in complying with equal employment opportunity guidelines. An effort by the federal court system to take the initiative to rectify its own dismal employment record of minorities and women may be viewed as a signal to state courts to commit themselves firmly to the establishment of EEO programs. See "Study Finds State Courts Are Failing on Hiring of Minorities and Women," National Law Journal, May 21, 1979 at page 3, a copy of which is attached as Appendix F.

C. The Judicial Conference Has the Authority To Eliminate Employment Discrimination

The Judicial Conference possesses the statutory and administrative authority to eliminate discriminatory employment practices in the federal courts and to implement the procedures recommended below.

Pursuant to Title 28 of the United States Code, section 331, the Judicial Conference has the general authority to supervise the administration of the federal courts by promulgating general rules of internal procedures.<sup>26/</sup> This authority includes sweeping powers to regulate the employment practices of all employees of the Federal Judiciary.

The Judicial Conference has frequently regulated these practices. As discussed above, pursuant to a directive from the Judicial Conference, the Administrative Office promulgated a Judicial Salary Plan, which sets employment standards for each job classification within the federal courts.<sup>27/</sup> There is direct statutory

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<sup>26/</sup> The legislative history of the bill which created the Judicial Conference describes it as a body concerned with the problems of judicial administration. Myers, Origin of the Judicial Conference, 57 A.B.A. J. 597, 598 (1971). In 1921 the committee which had been formed to study the need for a Judicial Conference reported that such a conference would meet annually to "deal with the problems of judicial administration." Murphy, Chief Justice Taft and Lower Court Bureaucracy: A Study in Judicial Administration, Journal of Politics at 455-56 (Aug. 1962).

<sup>27/</sup> In its March 1960 meeting, the Judicial Conference directed the Administrative Office of the United States Courts to conduct a survey of the manner of grading and classification of personnel in the clerk's offices, probation offices and the referee's offices of the

authority for such control; under Title 28 of the United States Code, sections 711 and 751, the Administrative Office must review applications for court positions in order to ensure that they meet the necessary criteria and guidelines of the Judicial Salary Plan. These standards relate to the age, experience, education and other criteria for employment.

Not only has the Judicial Conference set these standards, but it has utilized the Administrative Office to enforce those standards. As explained above, the

[Footnote continued]

district courts. The purpose of this survey was to prepare the Judicial Salary Plan. This plan was designed to increase the administrative efficiency in the courts by:

- "a. Furthering an equitable 'general' salary level for the courts which is commensurate with the nature and importance of the function of the Judicial Branch of the Government.
- b. Providing educational and experience requirements for all positions.
- c. Providing duty and responsibility statements for all positions.
- d. Providing standards which are valid for all the positions to be classified.
- e. Reducing the disparities in the internal salary alignment in relation to the difficulty and importance of the work performed.
- f. Reducing or eliminating the inequities in the present system.
- g. And, finally, by providing a basis for furthering the concept of a career service for supporting personnel."

This plan was approved by the Judicial Conference at its meeting in September, 1961. See Judicial Salary Plan, A Plan for Compensating Personnel of the United States Court, Administrative Office of the United States Courts (1960), Appendix D.

Administrative Office reviews the qualifications of each new employee in the Federal Judiciary. If, in the judgment of the Administrative Office, the employee does not meet the employment standards for a particular position, that employee is simply not placed on the payroll of the federal courts. In other instances, the Administrative Office may adjust the job title or pay of new employees to fit within its standards,<sup>28/</sup>

The responsibility for establishing and implementing the procedures to report race, sex and national origin also fall within the statutory functions of the Administrative Office. 28 U.S.C. § 604(a)(1) & (17) (1979). Under these respective sections, the Director of the Administrative Office shall, at the direction of the Judicial Conference, "[s]upervise all administrative matters relating to the offices of clerks and other clerical and administrative personnel of the courts," 28 U.S.C. § 604(a)(1) and "perform such other duties as may be assigned to [it] by the Supreme Court or the Judicial Conference of the United States," 28 U.S.C. § 604(a)(17).

Clearly, having already exercised direct supervisory authority over each decision to hire an employee

<sup>28/</sup> In addition, the Judicial Conference, in conjunction with the Administrative Office, has acted in certain instances to provide fundamental due process for employment procedures in the Federal Judiciary. For example, it has promulgated detailed grievance procedures for probation officers which it has recommended to the courts. See Recommended Guidelines for Adverse Personnel Actions in the U.S. Courts, Subcommittee on Supporting Personnel, Committee on Administration (1977), attached as Appendix G.

in the Federal Judiciary, the Judicial Conference and its administrative arm, the Administrative Office, have adequate statutory authority to deal with discriminatory practices related to this hiring. Indeed, it appears that the Judicial Conference and the Administrative Office have exercised their powers over federal court employment in every area but discrimination.

It is incumbent upon the Judicial Conference to remedy this omission and to exercise its supervisory powers over employment practices to ensure that they conform to the requirements of equal protection.

#### V. PRAYER FOR RELIEF

For the reasons set forth above, we petition the Judicial Conference to adopt a resolution, pursuant to Title 28 of the United States Code, section 331, which obligates the Federal Judiciary to undertake those actions, as described below, necessary to ensure that its employment practices comply with the equal protection requirements of the Due Process Clause of the Fifth Amendment to the United States Constitution.

We seek to have the Federal Judiciary adopt only a simple and traditional solution to the problem of employment discrimination: the collection of relevant information and the adoption of EEO plans tailored to solve that problem, to the degree it exists in each court. The adoption of such a program would not be burdensome to the courts, nor would it interfere with the unique manner in which they function. Moreover,

because we seek to have the courts remedy their own problem, the actions we urge will not impinge, in fact or as precedent, upon the principle of the Federal Judiciary's independence.

As stated above, because of the imminent appointment of an historically unprecedented number of new federal judges and the personnel to assist them, we request that the Judicial Conference consider this petition on an expedited basis.

#### A. The Proposed Relief

We petition the Judicial Conference to adopt a resolution which would require the following actions to be undertaken:

1. The Administrative Office Should Collect Information on the Scope of Discrimination in the Federal Courts

The Judicial Conference should direct the Administrative Office of the United States Courts to submit to it an annual, public report containing information reflecting the race, sex, and national origin of all the employees of the Federal Judiciary, exempting only those appointed directly by the President of the United States. Such information should be organized by Circuit and District, and by job classification. The annual report should compare each year's data with comparable data on the race, sex and national origin of the Circuit's or District's local population, and the available pool of potential employees for each job classification. The annual report should also compare such data with

**CONTINUED**

**6 OF 7**

data previously compiled and with the goals set by any applicable EEO plan.

The Administrative Office should also advise the Judicial Conference on what types of additional data should be included in such annual reports -- such as data relating to the age of employees and employment of handicapped personnel -- so as to provide the Conference with the necessary factual basis for evaluating the scope and adequacy of the EEO plans described below.

Because of the present lack of adequate grievance procedures in the federal courts, and the pressing need to provide EEO plans for the federal courts, the Judicial Conference should direct the Administrative Office to undertake an immediate survey of all employees to ascertain their race, sex and national origin and to elicit, on a confidential basis, any complaints of existing discriminatory employment practices or individual instances of discrimination. This survey should be conducted in a manner so as to ensure that there are no reprisals against complaining employees.

The information from such surveys should be made public and used by the Administrative Office in advising the Judicial Conference as to the requirements of adequate EEO plans for the Federal Judiciary. Such information should also be forwarded to each Circuit Council and the Supreme Court for use in determining and instituting appropriate interim measures prior to the approval of permanent EEO plans.

2. The Circuit Councils and Supreme Court Should Adopt Individual EEO Plans

As part of its authority pursuant to Title 28 of the United States Code, section 331, for the supervision of employment practices in the Federal Judiciary, the Judicial Conference should assume ultimate responsibility for ensuring that the federal courts' employment practices are nondiscriminatory and in full compliance with the dictates of the Due Process Clause of the Fifth Amendment. To do so, the Judicial Conference should direct each Circuit Council, as part of its personnel procedures, to adopt promptly an EEO plan covering all employees within its responsibility, except those appointed directly by the President. The Supreme Court should also adopt such a plan.

The Judicial Conference should direct that each EEO plan be designed to ensure that the employment practices covered comply fully with the equal protection requirements of the United States Constitution and remedy any effects of past discrimination by including, where appropriate, an affirmative action program. Each plan should cover not only discrimination concerning race, sex, and national origin, but also, to the extent necessary, any problems related to the employment of the aged, handicapped, or other groups which may have suffered discrimination.

Such plans should be modeled after the EEO plan adopted by the Administrative Office of the United States Courts and similar programs utilized by agencies of

the executive branch. A copy of the EEO plan should be made available to each employee covered by the plan, as well as to the public. The Administrative Office should, upon request, provide any Circuit Council or the Supreme Court with the technical assistance necessary to prepare such plans.

The Judicial Conference should also direct that each EEO plan require that public annual reports be submitted to the Judicial Conference on the plan's success in meeting its goals and on the specific steps to be taken within the next year to meet those goals. Each plan, and the annual reports required thereby, should be submitted to the Judicial Conference for review and approval. Each such plan and annual report should also be reviewed by the Administrative Office, which should present the Judicial Conference with an evaluation of the adequacy of the plans and the efforts reflected in the annual reports to meet the goals set forth therein.

After a review of these plans and reports, and the Administrative Office's evaluations thereof, the Judicial Conference should each year take such actions as it deems necessary to ensure that the Federal Judiciary's employment practices are equitable, meet constitutional requirements for equal employment opportunity, and remedy any current effects of past discrimination. The Judicial Conference should also publish an annual report describing the status of equal employment within the Federal Judiciary.

3. The EEO Plans Should Contain Special Grievance Procedures To Protect Against Reprisals

In light of the absence in the Federal Judiciary of any employment security, such as that provided by the federal civil service system, the Judicial Conference should require that each EEO plan referred to above contain a grievance procedure with special safeguards, such as a means of maintaining the anonymity of complainants from their direct supervisor or employer and a system of grievance review by federal judges from a different judicial circuit, so that these procedures will provide meaningful recourse to employees of the Federal Judiciary.

4. The Federal Judicial Center Should Initiate Research and Training Programs To Help the Federal Courts To Provide Equal Employment Opportunity

The Judicial Conference should direct the Federal Judicial Center to undertake responsibility for training appropriate employees of the Federal Judiciary in the proper administration of EEO plans and in the means for recruiting qualified minority and female employees in order to meet rapidly the goals of such plans.

In addition, the Federal Judicial Center should be directed to undertake appropriate research to assist in the implementation of the tasks set forth above, including the design of the most efficient and effective EEO plans for the federal court system, the creation of means to measure employment discrimination by the Federal Judiciary, and the production of plans to attract

minority and female candidates to employment in the Federal Judiciary.

B. The Relief Sought Will Not Be Burdensome

Petitioners seek only the traditional remedy for employment discrimination: the gathering of data and the adoption of a plan to provide equal employment opportunity and to remedy the effects of past discrimination. The relief being sought is no more than that which almost all other federal agencies have been required to provide. Indeed, the relief sought is considerably less comprehensive and burdensome than that which many federal courts have compelled other employers to undertake.

Such a program, although comprehensive, will not impose any undue burdens on the federal courts nor disrupt their unique operations. The basic requirement of such a program is to take what action is needed, but only to the extent it is needed. To the extent that there has been no past discrimination, the necessary undertaking will be minimal.

By creating separate EEO plans for each Circuit and the Supreme Court, the efforts required can be molded to reflect the unique structure, location, and employment history of each court. The EEO plans can be tailored to the individual needs of each geographical area. This approach will preserve the autonomy of local courts.

To the degree that the ultimate authority for review and approval of the EEO plans is centralized

in the Judicial Conference, as the representative of the entire Federal Judiciary, this remedy provides no significant departure from present administrative practices regarding employment in the Federal Judiciary. As described above, the Judicial Conference, through the Administrative Office, already reviews and controls the hiring standards for all personnel in the federal courts.

In addition, the remedies prayed for would not impose a substantial burden on the federal courts. The Administrative Office already collects detailed information concerning each employee of the Judiciary; the collection and analysis of the additional information needed to monitor discriminatory practices could easily be accomplished. The EEO division of the Administrative Office already possesses the personnel and expertise to deal with any administrative requirements of the proposed program. And, the Federal Judicial Center has already begun some of the training and support activities recommended above.

Finally, the Administrative Office and the Federal Judicial Center can supply the technical support and expertise needed by the clerks of the federal courts, who currently handle a wide range of employment problems, to deal with the EEO plans. With the Circuit Council and Circuit Executive, each Circuit already has the administrative structure to provide any coordination and supervision in this area required on the local level.

Of course, great expertise on the question of the adequacy of EEO plans, affirmative action programs,



and other mechanisms to remedy discriminatory employment practices already resides in the Judiciary because of its role in enforcing the constitutional requirements for equal protection and Title VII of the Civil Rights Act of 1964. This expertise will provide each court with the direction and advice needed to fashion a proper and effective EEO plan.

In sum, the remedy sought by petitioners will impose little administrative burden on the federal courts. It will not require an expansion of personnel nor a change in administrative structure. It will have little, if any, effect on the Judiciary's functioning.

Moreover, the adoption of this program by the Judicial Conference will not in any respect undermine the independence of the Federal Judiciary. It will be a voluntary action, taken by the representatives of all of the federal courts, to adopt on their behalf a program of self-regulation. No other branch of government would be involved in initiating, reviewing, or judging the efforts of the Judiciary to meet the requirements of equal protection. We feel that such an approach -- rather than one mandated from pressure outside of the Judiciary -- is best for the federal courts.

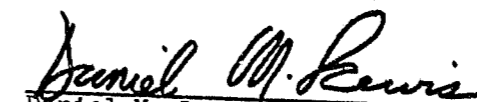
#### VI. CONCLUSION

The facts presently before the Judicial Conference must compel it to conclude that the Federal Judiciary's employment practices do not comply with the constitutional mandate of equal protection. It

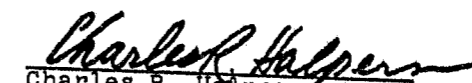
is now time for the Judicial Conference to act to ensure that the federal courts provide equal employment opportunity to all qualified individuals regardless of their race, sex or national origin.

To do so, we petition the Judiciary to adopt the type of systematic and organized approach it has ordered for others -- the use of data collection and EEO plans to remedy past discrimination and prevent any future discrimination. Such a program will not be difficult or burdensome. And, more importantly, the Constitution, as interpreted by the federal courts, demands no less.

Respectfully submitted,

  
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Dated: June 5, 197

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PETITION SEEKING THE ADOPTION OF  
EQUAL EMPLOYMENT OPPORTUNITY PLANS  
BY THE FEDERAL JUDICIARY

ATTACHMENT

DESCRIPTION OF PETITIONERS

The following is a brief description of each organization which has joined in this petition to the Judicial Conference:

The Affirmative Action Coordinating Center (AACC) was founded in September 1978, by the National Conference of Black Lawyers, the Center for Constitutional Rights, and the National Lawyers Guild. The purpose of the AACC is to coordinate an attack against so-called "reverse discrimination" challenges brought by various individuals and groups in the court systems. Other activities or functions of the AACC include serving as a clearinghouse for information on affirmative action, sponsoring public and community education programs, and monitoring legislative and administrative activities involving equal employment opportunity and affirmative action issues.

The Asian Law Caucus, Inc., is a nonprofit corporation established under the laws of the state of California in 1972. The purpose of the Caucus is to assist Asian-Americans in the greater San Francisco Bay Area, in the protection of their rights in employment, housing, immigration, governmental benefits, and criminal justice, by providing legal and educational services. The effect of the Caucus activities, however,

is not limited to the Bay Area, in that the Caucus has participated as amicus curiae in a number of cases involving equal employment opportunity issues of nationwide significance.

The Black American Law Student Association, Inc. (BALSA), was founded in 1967 for the purpose of acting as a catalyst for change in the legal system. It is a national organization with chapters at 143 law schools in the United States, representing over 7,000 Black law students. In pursuing its policy of using Black legal skills in the service of the Black community, BALSA acts as a clearinghouse and articulator of law student concerns. One of the main purposes of BALSA is assisting minority law graduates in finding permanent employment opportunities. Therefore, issues involving employment discrimination in the federal judicial system are of extreme importance to this organization.

La Raza Legal Alliance is a national organization composed of Latino lawyers, law students, and legal workers. La Raza is dedicated to the realization of social, economic, educational, and political equality for all Latinos. Its goal is to promote and protect the rights of Latino people, and thereby all peoples, to a decent standard of living, a high quality of education, decent housing, and equal employment opportunities.

The Mexican American Legal Defense and Educational Fund, Inc. (MALDEF), was established in 1968 to provide legal assistance to Mexican Americans. It is headquartered in San Francisco and has regional offices in San

Antonio, Los Angeles, and Washington, D.C. MALDEF lawyers have appeared in hundreds of federal court cases asserting civil rights claims on behalf of Mexican Americans, in all sections of the country. MALDEF is well aware of the virtual absence of Mexican Americans from the federal bench and from higher-level administrative positions in the federal judiciary, as well as their underrepresentation in lower level positions.

The NAACP Legal Defense and Educational Fund, Inc., is a nonprofit corporation, incorporated under the laws of the State of New York in 1939. It was formed to assist blacks to secure their constitutional and statutory rights. Its charter declares that its purpose includes rendering legal aid to blacks suffering injustice by reason of race who are unable to employ legal counsel on their own behalf. For many years its attorneys have represented parties as amicus curiae in the federal courts in a variety of civil rights cases, including employment discrimination issues involving the federal government.

The National Association of Black Women Attorneys was formed in 1972 for the purpose of advancing the practice of law and improving the administration of justice by increasing opportunities for the participation of black women at all levels of legal service. The Association, in advancing the cause of civil and human rights for black women, has participated in a number of cases as amicus curiae involving issues of equal employment opportunity.

The National Bar Association (NBA) is a professional membership organization which represents more than 7,000 black judges, attorneys, and law students in the United States. Organized in 1925, over two decades before black attorneys were allowed membership in other legal organizations, one of its main objectives is to protect the civil rights of all citizens. To accomplish this objective, the NBA works to achieve equalization of employment opportunities for minorities in the legal profession in order to further the goals of equal justice for all. The NBA has particular interest in the area of employment discrimination in the justice system because blacks, other minorities and women are still grossly underrepresented in the legal profession.

The National Conference of Black Lawyers (NCBL) is a public, nonprofit organization of activist black attorneys, who volunteer their legal services for the defense of the politically unpopular and powerless. The NCBL has been involved in the field of civil rights enforcement in a variety of cases and areas, including the field of employment discrimination. The NCBL therefore, takes a special interest in issues concerning equal employment opportunity for blacks in the federal court system. The NCBL, which currently has 1,000 members and maintains chapters in 12 cities, has participated as amicus curiae in numerous civil rights cases involving issues of race and equal employment opportunity.

The Puerto Rican Legal Defense and Education Fund, Inc., is a public interest law center which exists to secure and further the civil rights of Puerto Ricans and other Hispanic persons through litigation and education. The Fund has worked actively to ensure equal access to employment opportunity and to foster affirmative action programs for Puerto Ricans and other Hispanics.

The Southern Regional Council (SRC) is a non-profit, nonpartisan, research, and social action organization which has for 35 years promoted equal opportunity for all people in the South by working to eliminate discrimination in all sectors of society. During these years, the Council has been continuously concerned about the quality of Southern justice. The Council is the author of the 1978 report, "Blacks and Women in Southern Federal Courts," which is cited throughout the Petition and which is attached as Appendix A.

The Women's Legal Defense Fund (WLDF), founded in 1971 by Washington, D.C. women attorneys, is a non-profit, tax-exempt organization dedicated to combatting discrimination on the basis of sex, especially in the area of employment discrimination. The Fund, in providing pro bono legal assistance to women, devotes a major portion of its resources to combatting sex discrimination in employment through litigation of significant employment discrimination cases, operation of an employment discrimination counseling program, and advocacy before federal agencies charged with enforcement of equal employment opportunity laws.

**END**