



STATEMENT

by H. I. Romnes, Chairman

American Telephone and Telegraph Company

The EEOC's intervention in proceedings before the FCC on grounds of discriminatory practices by the Bell System is outrageous. What motivated this move we cannot surmise. Nor do we see how it can possibly advance the cause of equal opportunity. Indeed that cause can only be harmed if organizations sincerely committed to expanding minority employment and with a record of progress like our own can be singled out for public attack by a presumably responsible government agency.

In the field of equal employment we have been leaders, not followers. And we are proud of the performance of the thousands of managers throughout the Bell System who - often in the face of adverse circumstances - have worked so earnestly and effectively to expand employment opportunities for minorities in our business. Their performance goes entirely unrecognized in the EEOC's petition.

No organization as large as ours can claim to be without flaw. Nor do we assert that our progress has been uniform everywhere or that everything that needs to be done has been done.

What we do assert, however, is that the EEOC's characterization of the Bell System's employment practices is a completely distorted one, insupportable in the face of the following facts:

- The Bell System recruits, hires, assigns and promotes without discrimination because of race, creed, color, sex or national origin. We have no black jobs; we have no white jobs.
- Total minority employment in the Bell System currently stands at 128,038 - 12.4 per cent of our work force.
- In the past five years non-white employment in the Bell System has increased 152 per cent.
- Since 1963, total employment in the Bell System has increased 37.5 per cent, non-white employment 265 per cent.
- Minorities accounted for 24.3 per cent of all employees hired during the first three quarters of 1970.
- Minorities represent a significant percentage of the work force of the Bell companies serving the nation's largest cities; New York Telephone Company - 22.5%; Illinois Bell - 14.6%; Pacific Telephone - 15.7%; Bell Telephone Company of Pennsylvania - 9.0%; Chesapeake and Potomac

Telephone Company - 15%. And in the Western Electric Company 14.3% of its employees are minority.

- Minorities currently represent some 2.9 per cent of Bell System management and professional employees. Of employees advanced to management ranks in the telephone companies in 1970, minorities accounted for 9.3 per cent.
- The Bell companies have been pioneers in developing training and remediation programs to help the disadvantaged qualify for employment and advancement in our business.
- Women account for 55.5 per cent of Bell System employment; they account for 33.5 per cent of management and professional employment.
- We have been working closely with the EEOC itself to assure our employment tests are completely non-discriminatory. We have the EEOC's own assurance that they are.

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