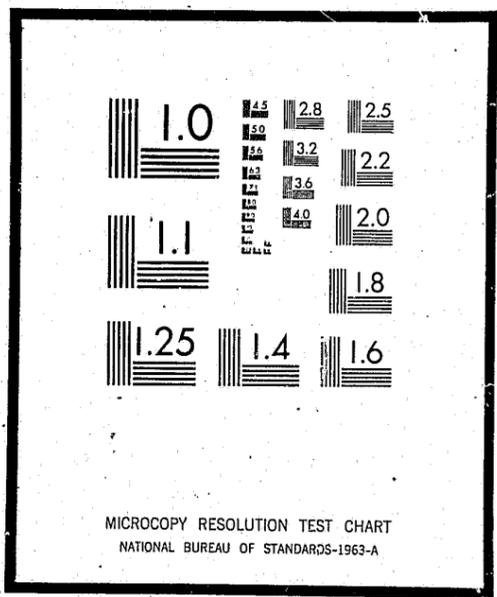


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LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE
WASHINGTON, D.C. 20531

Date filmed

12/30/75

Addendum to the
 Refunding Evaluation Report - Addendum
 Research and Planning Unit - PH 263 74A
 Philadelphia-Family Court

evaluation by

David Duffee
&
Kevin Wright

date of Refunding Report: February 26, 1975

26172
Evaluation

This brief addendum precedes the evaluators full analysis of the Philadelphia Family Court affirmative action program. The evaluators have not yet had a chance to study the EEOC plan developed by the court. The evaluators wish to stress that this deficiency is not due to lack of corporation by the Family Court, but because the evaluators were unclear as to whether the evaluation guidelines concerning EEOC compliance were applicable to the Research and Planning Unit project, which employs five professional staff and one secretary.

The evaluators apologize for this delay and will include a detailed analysis of the EEOC plan presented to us by the court officials.

In the interim we can report that the level of minority hiring in the Research and Planning Unit project is in accordance with EEOC guidelines, in our estimation. The commission should remember that it is extremely hazardous to attach significance to divergence or to congruence between actual percentages and required percentages of minorities hired, when the project includes only six people.

According to 1974 population estimates provided by the Pennsylvania Field Research Laboratory, The Pennsylvania State University:

- 1) at least 45% of the project staff should be women.
- 2) at least 25% should be black.
- 3) at least 4% should be Spanish speaking.
- 4) three of the six project personnel, including two of the professional staff and the secretary are female (50%).
- 5) one of the five professional staff is black (20%).
- 6) there are no Spanish speaking employed.
- 7) of the two professional staff who are women, Ms. Mary Lou Alken hold a supervisory position as assistant to the director.

Whether such a small unit should or can be required to meet more exactly the population percentage requirements is not for the evaluators to determine. We feel that the employment breakdown appears reasonable.

END