gether, it takes about 10,000 employees and $185 million a year to keep USIA in operation. Since its director (currently Frank Shakespeare), reports directly to the President, and since the agency's specific legal imperative is to support and explain the foreign policy of the United States, the race relations "image" USIA projects to its audiences overseas seems worth examining.

Conversations with a dozen USIA officials in Washington leave several salient impressions. First, USIA's staff of professional journalists is dominated by skilled, competent "team players"—writers and broadcasters who are moderate in their political outlook and optimistic about the essential soundness of the American "system." Second, the nature of USIA and its staff is such that a positive, balanced, middle-of-the-road posture—always putting America's best foot forward—seems to flow naturally from them. Third, the American press safeguards against indirect propagandizing by USIA, simply because any false construction of the facts by the agency would stand in embarrassing contrast to the highly visible presentations of U.S. magazines, papers and TV stations.

While matters of a delicate or explosive nature—riots, for example, or an assassination—are certain to be scrutinized carefully by USIA policy planners and attorneys before they are presented officially overseas, the vast majority of copy is routinely handled. The VOA—the only branch of USIA that dispenses "hard" news, while its white—is reputed to be unflinchingly accurate and objective in its news broadcasts. Its programs of interpretation and commentary likewise do not skirt controversial subjects—the arrest of Angela Davis, for example—although they, too, are characterized by moderation, non-advocacy and a tone of reasonableness.

"We won't come on like the Village Voice or Nicholas Von Hoffman—or William F. Buckley, either, for that matter," says one of the commentators. The same is true in the agency's international press division, where analysts and feature writers strive to explain events positively and credibly.

On the subject of race, the overall impression conveyed by USIA through its media is one of a nation making headway with its most serious social problem. Articles and broadcasts tell of the problems of discrimination, and balance these with examples of gains and successes; movies emphasize the achievements of black Americans; library collections are augmented by volumes of essentially hopeful and positive writers, not by revolutionaries, or pessimists, or the alienated.

The United States is too visible to the rest of the world for USIA to be successful as a propaganda organ controlling what gets told—there is too much global television, and there are too many wire services and magazines and movies, to contradict such an effort. So the agency takes a different tack. It tries to put the best possible face on the facts, tries to interpret and explain what is happening in the best interests of the government and the country.

One passing note of interest—the racial composition of the USIA staff—seems worth mentioning. Roughly half of the agency's 10,000 employees are non-Americans hired locally in foreign countries. Of the remainder, some 2,000 are classified as foreign service personnel, and about two-thirds of them are on foreign assignment at any given time. Only about 100 of the 2,000 are non-white (blacks, for the most part, plus some other minority-group members).

Of the remaining 3,000 American employees, most of whom work in Washington, about 25 percent are from minority groups. Altogether, about 14 per cent of USIA's American employees—including foreign service personnel—are black, and that figure represents an increase of about three percent in the past decade. Carl Rowan was the first and only black to head the agency, serving in the Kennedy and Johnson administrations.

In the top 20 positions of the agency—director, deputy director, and 18 assistant directors—there is one black man. Blacks are equally scarce in top professional and technical jobs. For example, only two of some 130 engineers at the Voice of America are black, and a few blacks are among the agency's senior staff writers or broadcasters. Among black and white staff members questioned about the racial composition of the agency, there was a consensus on two points: There is equal opportunity in hiring, but not in promotion—and skilled blacks are in demand elsewhere, so many of those who do move up in USIA also move out for greener pastures.

The Chicago Board of Education ran into a state roadblock recently after it assigned two white teachers to predominantly black schools. The school board, responding to pressure from the U.S. Department of Justice to integrate faculties, was taken before the Illinois Fair Employment Practices Commission by the objecting teachers.

The FEPC ruled that the teachers were sent to the black schools solely because of their race, a practice that, regardless of the race involved, is prohibited by state law. "We approve of what the Board of Education is trying to do," said William C. Ives, FEPC chairman, "but we are trying to enforce our [state] law." The commission said it would try to set up private conciliation meetings between the parties involved.

David Gilbert, who covers the FEPC for the Chicago Tribune, told RRIC that if conciliation fails, the dispute may go to federal court. If that happens, he said, the court would probably rule that federal law takes precedence over state law. The Chicago Teachers Union—like many other teacher organizations throughout the country—opposes mandatory transfers. Gilbert said, however, that the union was not involved in this dispute.

Southerners' strategy for change

Thomas Naylor, the executive director of the L. Q. C. Lamar Society, suggests in the inaugural issue of the society's Southern Journal that Southerners should (1) spend more time discussing the mutual problems of the region and less time arguing political ideology and (2) learn to ask the right questions about their region and its problems. Armed with a $55,000 grant from the Twentieth Century Fund, the society is devising a Southern "strategy for change." (Southern Journal, Box 119, Loyola University, New Orleans, La., 70118; James H. Chubbuck, editor.)

Nashville's unborn partnership

Nashville's Model Cities program has failed to develop into the partnership between government and citizens envisioned by the framers of the Model Cities law, says a report prepared by Jack E. White Jr. for the