

*Civil Rights Compliance Report*

UNIVERSITY OF OREGON



January 15, 1968




cc: Mr Carlson for  
information  
- file to Renny  
18-68  
OFFICE OF THE  
DIRECTOR OF FISCAL AFFAIRS  
P. O. BOX 5237

EUGENE, OREGON 97403  
telephone (code 503) 342-1411

MEMORANDUM

TO: President Flemming

FROM: Jack W. Steward, Personnel Director 

RE: Attached communication from Professor Girardeau

The attached memorandum from Professor Girardeau was received by this office as a reaction to our request for information necessary to complete a report of minority staffing. The report was compiled in compliance with a request from the Governor.

It has been suggested that this memorandum should be submitted to the Governor's Committee which is preparing the minority staffing study.

I believe your approval should be given before doing so.

JWS/sl

Enclosure

CC: J. O. Lindstrom

MEMORANDUM

TO: Office of Fiscal Affairs, Personnel Department

FROM: M. D. Girardeau

DATE: January 5, 1968

I cannot comply with your request to complete a form on minority ethnic group staffing, for the following reasons:

(1) I assume that by "ethnic group" you really mean "race" or, more precisely, subspecies. The classification of Homo sapiens into subspecies is still a matter of active dispute among anthropologists, and attempts at such classification by laymen can only add to the confusion. In particular, the classification proposed by the Governor's Office would not, I believe, be accepted by any reputable anthropologist.

(2) For the sake of argument I am, however, willing to accept the classification proposed by Coon (Carleton S. Coon, The Living Races of Man, pp. 6 ff.). These are: Caucasoid, Mongoloid, Australoid, Congoid, and Capoid. However, in racially non-isolated areas like the United States, it is to be expected that the majority of the inhabitants will be mixtures of these subspecies, in varying proportions. I suspect that this is the case for most of the employees of this Institute.

(3) I am willing to make the imprecise statement that most of our employees are mostly Caucasoid. With regard to skin color of Caucasoids, Coon states (Carleton S. Coon, loc. cit., p. 11): "Skin is fair in most of Europe, usually darker in Western Asia and India, and becoming almost black in Bengal and southern India". As a matter of fact, this Institute currently employs an Indian national, and employed two last year.

(4) Even if I were to attempt to classify the employees of this Institute, purely on the basis of appearance, into the five major subspecies mentioned in item (2), I would feel morally obligated not to convey precise details (names, social security numbers, et cetera) to anyone else.

Memo to: Office of Fiscal Affairs,  
Personnel Department

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In conclusion: This Institute employs and will continue to employ individuals who belong to various subspecies of Homo sapiens including individuals who appear to me to be mostly Caucasoid, Mongoloid, or Congoid. Such classification is not a factor in our employment. I do not feel qualified to make such a classification, and do not regard the results of any such guesses as proper business of the Governor's Office.

*Marvin D. Girardeau Jr.*

Marvin D. Girardeau, Jr.  
Director