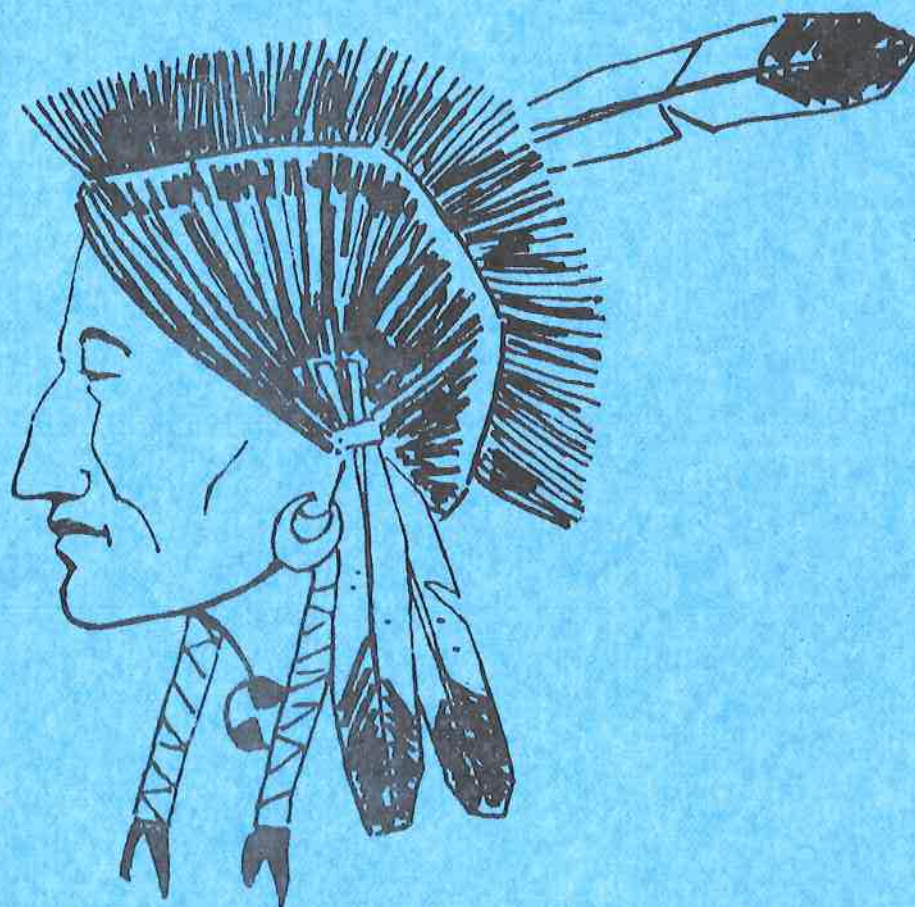


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REPORT
of the
MINNESOTA INDIAN AFFAIRS COMMISSION



to the
Honorable Wendell R. Anderson
Governor of Minnesota
and the
Members of the Minnesota Legislature
1973

STATE OF MINNESOTA
Indian Affairs Commission
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POPULATION

Minnesota's Indian population is estimated at 35,000 with substantiation of the 1970 census count which is included. Even though, a differential may exist in statistical information it has been officially challenged as being inaccurate based on voluntary declaration. Further implication is made on the basis of the lack of Indian census takers in obtaining the information both in sight and confidence achievement in the compilation of data.

A further substantiation of this inaccuracy could be made on the basis of the tribal enrollment used in distribution of judgment claims and service eligibility.

A census distribution per county is included of the Indian count along with the identification of specific reservations.

The factor of a 50% distribution of reservations and off-reservation, and urban seems to hold. While a certain stability may have been reached in the migratory movement of the Indian community no real basis can yet be accredited for this. With certain improvements in financial and economic stability at the reservation level, which have tended to attract reservation life other program cut-backs and terminated projects cause migratory moves to the urban areas for job development maintaining a balance.

It can be generally construed that insufficient development of economic resource and job development are key factors lacking at all reservation levels.

INTRODUCTION

The Minnesota Indian Affairs Commission continues in its role on the premise of orienting itself on a service base by demand. While embracing the legislative intent in its creation under Minnesota Statutes 3.922 the position changes, as demand increases for the advocacy role.

While status has had progressive improvement with a marked involvement of the Indian community in its self-determination it has been accomplished far too slowly. Many instances finds the Indian still filling token roles in advisory capacities without real authoritative responsibility.

While some appointments were accomplished at state and municipal levels on various boards and commissions a marked apprehension exists. This might indicate a two-sided problem which involves a lack of comprehension on a human relations level.

The Indian community, however, are making marked moves on their effort in penetration of the establishment. Some efforts as indicated are yet on a minimal token representation and serve to lack effective accomplishment.

This particular problem is not new in any case and has been a part of the complaint for a long time.

The Commission has found itself in an advocacy role attempting to mediate on a broad scale efforts to fulfill the Indians desire for equality. Acceptance by society, however is reluctant to grant this recognition. Many feel that aboriginal rights should be maintained by the system and not by Indian tribal government or organization representation of the community.

A major development has been accomplished in the rendering of the courts decision acknowledging treaty or aboriginal rights. While negotiations are still in progress the fact can reasonably be assumed at this time that a real milestone was achieved. The mechanics of operation should not be any major obstacle. The real effort remains in the necessary legislative development needed to accomplish the controls, enforcement, and implementation in Indian control. The recognition must be made that the resistance made by the communities to the probable development of Indian controlled hunting-fishing and wild ricing reflects the degree of necessity for human relations comprehension.

The precedent of Indian control has a real factor of self-determination which was long overdue and remains a key accomplishment. While many of the same problems still plague the Indian community a positive outlook can be attained. Moves of the various programs have seen development of improved organizational involvement, representation, involvement, increased employment, educational improvement, housing and economic improvement, however, with a greater need for all of it then is being delivered.

Human resource development increases with each years harvest of the educational system. This is also reflected in the concern and involvement of the younger element in Indian politics. More people are now involved not only in key program management levels as direct input improves. There are also improvements as a result of special programs which provide for a degree of circumvention in Civil Service procedure. This is an area that definitely needs a greater degree of specialized procedure to allow a greater utilization of para-professional involvement if a true implementation of the affirmative action plan

presently being implemented.

Corrections and Criminal Justice problems still loom as a major priority with the commission. A large percentage of the population still are experiencing a serious detriment to their lives largely due to encounters in the Criminal Justice system.

Much of this can be attributed to again a lack of comprehension to the Indian way of life, social standards, educational standards and economic stability all of which lead to economic influence.

ESTIMATED ENROLLED INDIAN POPULATION—STATE OF MINNESOTA

| | | |
|---|--------------|--|
| Consolidated Minnesota Chippewa Tribe | 24,500 | |
| Red Lake Band of Chippewa Indians | 5,500 | |
| Upper Sioux Tribe (Granite Falls) | | |
| Lower Sioux Tribe (Morton) (Prior Lake, near Shakopee) | 2,000 | |
| Migrant Residents from nearby states | <u>3,000</u> | |
| TOTAL ESTIMATE | 35,000 | |

ESTIMATED INDIAN POPULATION ON RESERVATIONS

| | | |
|----------------|------------|--------|
| Red Lake | 5,200 | |
| White Earth | 3,600 | |
| Leech Lake | 4,000 | |
| Fond du Lac | 750 | |
| Mille Lac | 350 | |
| Grand Portage | 225 | |
| Nett Lake | 350 | |
| Upper Sioux | 100 | |
| Lower Sioux | 225 | |
| Prairie Island | 100 | |
| Prior Lake | <u>100</u> | |
| TOTAL ESTIMATE | 15,000 | 15,000 |

ESTIMATED URBAN INDIAN POPULATION

| | | |
|----------------|--------------|--------|
| Minneapolis | 6,500 | |
| St. Paul | 4,300 | |
| Duluth | <u>2,200</u> | |
| TOTAL ESTIMATE | 13,000 | 13,000 |

| | | |
|---|-------|-------|
| Estimated off-reservation population living in nearby towns, villages, and cities and rural areas (ie. Detroit Lakes, Park Rapids, Walker, Bemidji, etc.) | 5,000 | 5,000 |
|---|-------|-------|

| | | |
|--|-------|--------------|
| Approximately 2,000 enrolled Tribal members have established residency outside of the state of Minnesota | 2,000 | <u>2,000</u> |
|--|-------|--------------|

| | | |
|--|--|--------|
| TOTAL ESTIMATED INDIAN POPULATION—STATE OF MINNESOTA | | 35,000 |
|--|--|--------|

| <u>COUNTY NAME</u> | <u>1970 COUNT OF ALL PERSONS</u> | <u>1970 COUNT OF PERSONS (INDIANS)</u> |
|--------------------|----------------------------------|--|
| AITKIN | 11403 | 89 |
| ANOKA | 154556 | 509 |
| BECKER | 24372 | 1224 |
| BELTRAMI | 26373 | 3021 |
| BENTON | 20841 | 39 |
| BIG STONE | 7941 | 18 |
| BLUE EARTH | 52322 | 26 |
| BROWN | 28887 | 6 |
| CARLTON | 28072 | 486 |
| CARVER | 28310 | 25 |
| CASS | 17323 | 1516 |
| CHIPPEWA | 15109 | 15 |
| CHISAGO | 17492 | 15 |
| CLAY | 46585 | 119 |
| CLEARWATER | 8013 | 461 |
| COOK | 3423 | 117 |
| COTTONWOOD | 14887 | 6 |
| CROW WING | 34826 | 103 |
| DAKOTA | 139808 | 277 |
| DODGE | 13037 | 14 |
| DOUGLAS | 22892 | 6 |
| FARIBAULT | 20896 | 12 |
| FILLMORE | 21916 | 9 |
| FREEBORN | 38064 | 42 |
| GOODHUE | 34763 | 132 |
| GRANT | 7462 | 16 |
| HENNEPIN | 960080 | 6722 |
| HOUSTON | 17556 | 25 |

| <u>COUNTY NAME</u> | <u>1970 COUNT OF ALL PERSONS</u> | <u>1970 COUNT OF PERSONS (INDIANS)</u> |
|--------------------|----------------------------------|--|
| HUBBARD | 10583 | 169 |
| ISANTI | 16560 | 16 |
| ITASCA | 35530 | 821 |
| JACKSON | 14352 | 5 |
| KANABEC | 9775 | 15 |
| KANDIYOHI | 30548 | 16 |
| KITTSO | 6853 | 1 |
| KOOCHICHING | 17131 | 272 |
| LAC QUI PARLE | 11164 | 3 |
| LAKE OF THE WOOD | 3987 | 31 |
| LAKE | 13351 | 55 |
| LE SUEUR | 21332 | 36 |
| LINCOLN | 8143 | 8 |
| LYON | 24273 | 43 |
| MAHNOMEN | 5638 | 719 |
| MARSHALL | 13060 | 19 |
| MARTIN | 24316 | 10 |
| MCLEOD | 27662 | 10 |
| MEEKER | 18810 | 13 |
| MILLE LACS | 15703 | 410 |
| MORRISON | 26949 | 29 |
| MOWER | 43783 | 17 |
| MURRAY | 12508 | 17 |
| NICOLLET | 24518 | 12 |
| NOBLES | 23208 | 45 |
| NORMAN | 10008 | 14 |

| <u>COUNTY NAME</u> | <u>1970 COUNT OF ALL PERSONS</u> | <u>1970 COUNT OF PERSONS(INDIANS)</u> |
|--------------------|----------------------------------|---------------------------------------|
| OLMSTED | 84104 | 42 |
| OTTER TAIL | 46097 | 57 |
| PENNINGTON | 13266 | 34 |
| PINE | 16821 | 234 |
| PIPESTONE | 12791 | 44 |
| POLK | 34435 | 88 |
| POPE | 11107 | 2 |
| RAMSEY | 476255 | 2146 |
| REDWOOD | 20024 | 116 |
| RED LAKE | 5388 | 19 |
| RENVILLE | 21139 | 30 |
| RICE | 41582 | 17 |
| ROCK | 11346 | 2 |
| ROSEAU | 11569 | 82 |
| SCOTT | 32423 | 81 |
| SHERBURNE | 18344 | 111 |
| SIBLEY | 15845 | 23 |
| STEARNS | 95400 | 131 |
| STEELE | 26931 | 11 |
| STEVENS | 11218 | 5 |
| ST. LOUIS | 220693 | 1531 |
| SWIFT | 6254 | 6 |
| TODD | 22114 | 25 |
| TRAVERSE | 6254 | 60 |
| WABASHA | 17224 | 2 |
| WADENA | 12412 | 17 |

| <u>COUNTY NAME</u> | <u>1970 COUNT OF ALL PERSONS</u> | <u>1970 COUNT OF PERSONS (INDIANS)</u> |
|--------------------|----------------------------------|--|
| WASECA | 16663 | 3 |
| WASHINGTON | 82948 | 198 |
| WATONWAN | 13298 | 11 |
| WILKIN | 9389 | 2 |
| WINONA | 44409 | 21 |
| WRIGHT | 38933 | 37 |
| YELLOW MEDICINE | 14418 | 84 |

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INDIAN OFFENDER REHABILITATION PROGRAM & CRIMINAL JUSTICE

The Commission continues to serve the Indian Offender in a direct contract with the Bureau of Indian Affairs on a federally funded project. The basic effort continues to serve as a liason to the pre-releasee and the release in a resource identification effort. The general effort is to give pre-release counseling and develop job programs, education, housing, alcoholism, family service, agency identification, and transportation counseling for the period of adjustment immediately following his release from the institution.

Much confidence in the entire program is achieved in the utilization of ex-offenders working with the project in developing a rapport with individual releasee. This perhaps serves to assist even further in serving as a resource liason with his or her case-worker and eventual probation officer where necessary. Many times this can be credited in preventing or lowering the recidivism rate of Indian Offenders from returning to the Correctional Institutions.

With the Institution population ratio of Indians remaining at the 10% level this amounts to a sizeable segment of the community yet in our institutions. This presents a factor which attempts are being made to produce programs which would serve to prevent, rather than just rehabilitate. A broad study of the total criminal justice system as it relates to the Minnesota Indian and where changes might be effected to provide a greater comprehension of the problem. The Commission has involved itself whenever possible in an advocacy role to provide support for the many institutional problems which have arisen. Many times with the threat of violence looming have been able to bring about some negotiation or adjustment to satisfy the needs. While many of the innovative

changes presently being implemented are being resisted by the old line guard, the Indian has been able to achieve at least a position today of having his case heard. Frustration, however, remains a factor in many cases such as a lack of certain sociological and physiological services. An effort is being made to recognize Indian religion after much delay and is yet being restrained at a level below all sectarian religions. Legislative relief seems to be the approach so that assurance can be relied upon to implement religious practices of the Indian Culture. Lack of comprehension seems to be the factor and failure to differentiate from traditional war dances or pow-wows in the implementation of religious ritual. However, some Indian oriented culture groups are being allowed to develop arts and craft projects when materials become available usually from inadequate funding sources.

The Commissions recommendation is that specific funding sources be established as part of the correctional facility operation and not be termed as extra-curricular activity. Since these projects are as essential to rehabilitation as farm work or other forms of Industrial operations are, they should receive equal consideration. Artistic development is as valuable to his or her rehabilitative development and would remain as an incentive for improvement and perfection of product.

Another recommendation which is perhaps the most comprehensive approach to the Indian correctional problem is the establishment of total Indian operated correctional facility. Recognizing the confidence and rapport established with Indians dealing with their own people with a program oriented toward educational rehabilitation a greater degree of development would be achieved. However, it will once again be viewed as a segregated separatist approach which seems to be the dominant societies hang-ups in

program development which is again just a resistance to change of traditional philosophy. While methodology has not been definite with some proposals already developed, the prime intent would be to use Indian professional and para-professional in the most unique operation of a correctional facility. It is felt that it would definitely warrant a pilot operation with an evaluation period of development with the track record of the present system in doubt.

It is further hoped that once again a project of Human Relations training is warranted in all facets of government particularly in county levels adjacent to reservation areas. A proposal presently is pending consideration of the Governors Crime Commission for Law Enforcement Assistance funds in the Omnibus Safe Streets Act.

Change of attitudes again being an immeasurable situation looms as a difficulty. However, the real surfacing of the situation during the recent hunting, fishing and wild ricing decision by Judge Devitt favorable to Leech Lake Reservation should serve as a real barometer of the true attitude toward Indian control.

A real stalemate existed between the two communities Indian vs. non-Indian until a common ground could be achieved to base simple exchange of information. Once having that achieved a better understanding of each others problems then took effect and solutions were then reached mutually. Negotiations still continue with the Department of Natural Resources and the other reservations in a final code of enforcement. One must acknowledge the fact that during all of the duress the Indian community were always working on the side of the law and have actually provided for conservationism as well as the exercise of protection and enforcement. This is a credibility that was not always being considered in the resistance moves being made by so called sportsman groups and non-Indian vigilante

actions.

With the background of these actions which with Human Relations development could have been avoided or at least minimized. Most of the problem it seems can be related to misconceptions, miscomprehension, lack of credibility and a stereo-type analysis which the Indian first must prove is wrong beyond any other measurable standard.

WELFARE

The Commission again served an advocacy role on many Welfare complaints where equality seemed to be in balance on either eligibility or the degree of service delivery was in question.

In most cases a procedure of participating with the complainant in hearings or by correspondence usually brought about a compromise, with either the Caseworker involved or with direct confrontation to the director of the specific county. One might note that there seems to be applied stringent regulations for eligibility that is not fully explained in arriving at living budgets. Most cases involve restrictive eligibility caused where catagorical programs or for food stamp implementation. These tactics are viewed as diminutive to any incentive the individual might achieve in improving his lot. While most cases have a similarity they remain unique in the fact that much of it remains a lack of understanding Indian values. Once again looms the necessity of Human Relations training for a sensitization of staff of Welfare agencies.

A further recommendation is that a need is seen for a liaison person on staff who should be an Indian if nothing else to establish a more complete rapport with the recipients living condition and render assistance in determination of what resources are actually available. The approach

presently seems to take the view point of providing services on if requested and if backed up against the wall, so to speak. A lot of credibility can be given certain ADC - or Welfare Mother organization in providing necessary information about what is available.

Too many times in various agencies the evaluation tends to lean on the identification of a recipient as a classification rather than a condition necessitating assistance.

Much hope is given to the welfare legislation pending in Congress and the provisions for special consideration made for Indians. This in effect will assist many low tax base counties where large segments of Indian Community are involved. Essentially the factor would become a federal responsibility to pick up most or all of the burden therefore hopefully allowing eligibility based on a condition determined reasonable without the stigma of classification.

ARCHEOLOGICAL DIGGING

Archeological research became a very prominent topic during the biennium due to a resistance within the Indian Community to the artifact treasure hunts occurring in the many Indian burial mounds throughout the state. While there are also some justifiable studies being conducted under the direct supervision of Dr. Eldon Johnson, Director of State Department of Archeology they now proceed only upon consent and avoiding any direct invasion of the actual mound area. Further, where necessary when an area falls within an inevitable excavation the remains are removed and reburied in existant mound sites within the proximity of the original site. While some protests occurred they were primarily to bring about an awareness and concern existant in the Indian community.

Indian burials were a very sacred ritual as everyone else would desire to protect their lost loved ones. However, after consultation and explanation some studies were allowed in previous village sites mainly to show the pre-existent culture of the Indian. Much can be and has been learned in the excavation of village sites establishing modes of life, food, culture, ritualism and cultural development, proving the fact that Indians once did actually dominate the area several thousand years ago. It has also proven valuable in determination of specific areas which were inhabited by particular tribes.

It has been recommended and implemented for the establishment of direct consultation with a committee or tribal officials prior to any awarding of a permit for research excavation. We have also since requested to be informed whenever an excavation in a mound is observed. Control remains difficult since many pre-existent burial mound areas are found on private lands. However, cooperation has generally been good and most private landowners have also chosen to inform our office or the State Historical Society and the Department of Archeology prior to digging.

A review of existent legislation for the preservation of all burial mound sites seems to be in order and should be pursued.

There exists a very serious concern among the Indian community for the protection of their lost loved ones and caution must be exerted to anyone proposing to invade a burial mound of any kind. Most such areas are now known in one form or another and a comprehensive cataloging is being made for better control.

EDUCATION

Education continues to hold the highest priority in the Indian world as a source of the greatest solution to all problems. While much has been accomplished, it remains as one of the greatest challenges in an overall factor toward the accomplishment of real self-reliant element for self-determination. Title IV of P.L. 92-318 the Indian Education Act of 1972 perhaps holds the greatest promise for relief of the education problem. However, once again stands as another great frustration in the many promises for Indian programs which never become a reality.

With administrative restriction funding has not been allowed on the office of management and budget level. Hopefully, sufficient support would cause eventual release of these funds.

It seems ironic to note that in spite of the emphasis the Indian Community has always placed on the necessities of education that the Bureau of Indian Affairs funding cut-backs of 50 million comes primarily from the programs in Education. Twenty-Two and one half (22.5) million of this is in education, 6.8 million from Welfare & guidance services, 4.5 million from buildings and utilities again primarily schools, public facilities and Housing.

Emphasis continues for legislative support on (1) Direct Aid, (2) Scholarships, (3) Human Relations in relationship to Minnesota Public school system Manual section 124.215. Johnson O'Malley control has been effected reluctantly by various governmental units with a greater Indian involvement than ever before. However, again surfaces the real attitude of society regarding how specific Indian programs are accepted. This can best be interpreted by a press article here in which depicts how school boards and administration deal with such a

situation.

The Commission has continued in a cooperative atmosphere in support of the Minnesota Indian Education Committee and the Department of Indian Education within the State Department of Education. We would once again list the basic factors of concern expressed in Indian Education as a guideline of conclusions remain as problems needing attention.

1. Increase scholarship base with minimum criteria requirement.
2. More Indian involvement in administrative policy and procedure of per capita assistance being given Minnesota school systems.
3. Curriculum improvement given proper perspective to Indian History and the positive contributions that were made in development of Minnesota with Indian consultation.
4. Broaden the youth development programs to better conditions which youth participation could be encouraged.
5. Require local school systems to include Indian representation on school boards where per capita ratio indicates a high percentage of Indian students.
6. Recognition of Tribal government as units of municipal status with equivalency to townships or municipality.
7. Broaden and expand the department of Indian Education to better provide services to the Indian student.
8. Provide equivalent facilities for educational development and extra curricular activities for the Indian community.
9. Provide uniformity of policy in the use and control of Johnson O'Malley funds assuring proper use for the Indian student.
10. Develop community involvement with advisory boards to all parent-teacher relationships as well as school administration.
11. Develop programs to entice a greater production of Indian educators and including school administration.

School Board Has Mixed Emotions To Indian Humanities Program

Tentative plans for an Indian Education Humanities program for the Cloquet Junior High School ran into a serious road block at the Cloquet school board meeting on Tuesday evening when board member Bob Larson and Superintendent of Schools Lewis Finch sharply disagreed over the validity of the program.

Art teacher David Waite presented a program to the school board that would add a schedule to Indian Arts and Crafts to the Junior High School art program. Waite indicated that the program, through the use of outside talent and expertise, could develop into a humanities program including Indian music and history as well as the arts and crafts.

"The culture of the American Indian is an important segment of our American Heritage. Yet, very little of their culture is included in school curriculum," Waite said.

Ben Trochlil, Principal of the Junior High School, said he strongly felt that there is a need for such a program to encourage Indian students to stay in school (there is presently an 85 percent drop out rate among Indian students), to encourage understanding between the Indian and other students, to help the Indian student understand himself and give him a feeling of identity and dignity.

"We have got to find some answers to the problems of our Indian students. I am sick and tired of days of conflict. Something must be done, and this is a positive attempt to get the kids involved in school work," Trochlil said.

Dr. Finch, favoring the program, said, "This will provide an opportunity for Indian children to share their culture with other students instead of the reverse, that is, Indian students learning the whiteman culture. We have a real common bond in the arts and crafts field. We have 540 art students in the junior high art program with virtually all of the Indian students taking an

interest in arts and crafts. This is not a division of culture but an opportunity for all students to study and understand the Indian culture together."

"There is no secret that we have a very serious problem with Indian children fitting into our education programs. This is one area where we are sure they will take an interest," Finch said.

School board member Bob Larson opposed the program. He said that the program would require one new teacher and an aide and he felt, with the hiring of two new Indian coordinators and the fact that the student population is dropping, the addition of the staff is not justified.

Larson disagreed that American Indian Culture is an important part of the American culture. "I realize we have a problem but I don't think this approach will solve it. Our object is not to teach Indian culture, but to teach the Indian student to live in today's situation. This isn't anything that will help them earn a living and not a solution to our problem."

Finch argued that it would create a better understanding between the two segments and held a definite place in the history and culture of our area in particular and the general history of the country.

Finch said the economy

argument was an artificial road block since the program would be funded with federal funds now available for Indian education programs. He commended David Waite for his efforts above and beyond the call of duty in trying to develop a program to improve the Indian education problems. He said that saying "no" to the program without an alternate suggestion was wrong, and it was false economy to turn it down for that reason.

Mr. Larson suggested that the same approach could be made by using staff already available.

The program would cost about \$15,000 to operate for one year. It could be financed entirely from federal funds.

Two members of the board favored trying the new program and two opposed it. Two board members were absent. Dr. Finch determined that further investigation into the possibility of adding Indian Arts and Crafts to the art department would be made and a more comprehensive proposal would be presented to the entire board for approval or rejection.

Dr. Finch said that the Cloquet Junior High School art department was considered in the top 20 in the state and is frequently visited and observed by administrators and teachers in the field.

Legal Services

It has always been one of the overriding considerations of the Commission to assist Indian people in solving their myriad legal problems.

Needless to say, since the large share of all Minnesota Indians are near or in the poverty levels of income, the incidence of involvement in the criminal justice system is quite high. Further, the availability of trained professionals is very small for low income persons.

We have made every effort to aid people in legal distress by providing an avenue to reach lawyers and counsellors. In this effort we have had considerable success in assisting persons in all courts both within and without the Twin City area.

There has been aid to reservation people as far away as the Nett Lake, Fond du Lac, White Earth, Leech Lake and Prior Lake (Sioux).

The principle area has been in finding lawyers and getting people in touch with them and for appearing with persons charged with crimes and in contract matters.

The Commission has sent people to deal on behalf of Indians in their problems with welfare departments and in the case of the Fond du Lac Reservation an extensive hearing was held in a welfare case and a school matter involving Indian children which had racial overtones.

A considerable amount of time is spent using our WATS line phones to contact courts and agencies and much time and money saved thereby in not having to physically appear.

Continuing contact is maintained with the Department of Natural Resources in attempting to resolve game violation problems involving Indian people who are hunting, ricing, fishing both on and off reservations and thus save court appearances and legal assistance.

An unusual example of using the resources within our office arose when a person was assisted in having his deceased wife's remains returned for burial in Minnesota. She had been the unidentified victim of a homicide. Because of the knowledge of the Commission personnel, proper contact was made with the Nebraska sheriff, undertaker, County Attorney and the problem was resolved.

The greater problem confronting Indian people remains in that there is no adequate system of lawyers provided for indigents in Minnesota. Sporadically, individual groups obtain some seed money for stop gap help but it is only a drop in the bucket. There presently is only one Minnesota reservation with a legal services project and at least 4 more are desperately needed.

The Commission remains dedicated to finding legal resources for people in need and will continue to use whatever resource is available to further the causes of Indian people.

HOUSING

The Commission has had no specific programs in housing due to termination of the 701 funding by (H.U.D.) Housing & Urban Development. However a keen interest continues and services have been rendered whenever possible in providing referral information or technical assistance. The housing program has continued to proceed in construction for the Minneapolis Urban Indian Housing for 216 units of housing. Hopefully this will be available for occupancy in the very near future. Training has been made available for certain personnel to prepare for management procedures but again in a very limited amount.

This has been found to be one of the major problems, not only in Indian housing, is the lack of proper pre-training prior to the initiation of management cycles for housing projects. However, the Housing & Redevelopment Authority is expected to render assistance in the operational procedure. It is hoped that the self-determination aspect would prevail in the development with the maintenance of Indian preference in employment of personnel.

Selection of participants will be a difficult and important portion of the projects operation and much will depend on national legislation pending regarding rent supplement programs.

Another very important aspect in another H.U.D. project for the Indian community is the Minneapolis Urban Indian Center. Although it has had many hurdles to clear and faltering difficulty in City Council procedure it now proceeds in to ground breaking process. Site determination was one of the questions and again caused much delay. While it may not be where it had been preferred the prime factor is that the facility will now become a reality. Much can be expected from a centralization of services from a single facility. The side benefits of a common service facility

will be the meeting rooms, recreational and educational development, and social service agency availability. The important factor is once again the fact that a certain rapport will exist and reasonable assurance established when a client-agency relationship is being initiated. Presently, many times due to certain social difficiencies or educational inability the Indian family is reluctant to present his problem for fear of rejection. Some cases where the air of beaurocracy is so prevailant he chooses not to present his case and thereby deprives himself or his family a benefit they are really eligible for. While this may not be the norm for these situations it never-the-less occurs far too frequently. The facility hopefully will house such agencies as the Bureau of Indian Affairs, certain neighborhood agencies of various social service and United fund program offices as well as educational programs which need a community relationship. As well as Model City and O.E.O. programs.

Much is anticipated in the improvement of all community involvement when a common facility is available in a facility by and for the Indian community.

HEALTH

Indian Health has always been a priority item and while improvement has been reflected in environmental, social and educational improvement the progress is always too slow. U.S. Public Health Service department of Indian Health have made certain moves to involve the Indian community in an effort toward self-determination. Tribal leadership now compose a region-wide committee in direct participation in policy and personnel determinations along with program development. While a vast improvement for the Indian community, the main detriment is funding availability to fully implement programs desired.

Much of the actual delivery of health services continues to require welfare participation or eligibility. This is a major obstacle since the criteria becomes a very restrictive situation. Efforts to relax this criteria would seem to be an objective with the ultimate determination of eligibility being made by Tribal Control or a special committee function. Since many who are seasonal or self-employed forest product workers are not necessarily welfare recipients. In other words Health Service delivery should be on a flexible prevention measure along with a broad progressive advisory, referral treatment process to effect a total community upgrading.

With this measure in mind an effort was made legislatively to produce a type health delivery service in the form of a mobile health unit. This unit would serve remote regions where difficulty in reaching public health facilities was a factor. While the original effort was a worthy project and did pass the legislature the appropriations were cut drastically. It is now functioning but on a reduced program from its original proposal. Efforts in the meantime continue to seek a supplement grant from private and federal sources to up-grade the delivery of services. A general description of the function is included in this report. However, a recommendation remains for legislation to augment the appropriation for the improvement of the entire project.

Other efforts for the improvement of Indian Health have experienced a supportive development. An appropriation was developed congressionally which appropriated \$150,000 for a research development project for urban Indian health. A Indian Health Advisory Board is now functioning in Minneapolis with related staff in doing a comprehensive research and referral service of health conditions. While research may be one of the objectives a referral and resource identifi-

cation becomes the prime intent.

Once again while a limited funding prevents actual delivery of needed services contacts are established to see that agencies available are fulfilling their responsibility or that case reviews are making available every resource.

Further documentation is then established for recommendation of improvement in specific programs or the necessity of certain areas not presently being serviced.

A recommendation would be for at least a continuation of the project with an expansion in the actual delivery of health services.

EMPLOYMENT

Minnesota's seasonally adjusted unemployment rate in September, 1972 was 5.7 percent. This compares with a 5.8 percent rate in August and 5.6 percent in September 1971.

The 75,800 unemployed in Minnesota in September 1972 were 12,500 fewer than in August but 2,900 more than a year ago as reported by the Minnesota Department of Manpower Services.

The Commission would reflect upon the high Indian unemployment factor which has no comparability to these ratios above. Reservation areas would tend to still run as high as 35 to 40% during the same periods.

While programs have shown an obvious improvement, the fact remains that economic stability has not been achieved. Several programs have been cut back that were only beginning to show results.

Some specific improvements have been effected proving a point of specialized training in the Correctional Counselor field that the Commission advocated. It would be well to note that para-professional abilities can be developed to circumvent civil service restrictions. This type of specialized training needs to be expanded in every division of employment. Recruitment has definite improvement when the programs become specific or have a direct impact on Indian involvement. We would feel that this type of emphasis may be accomplished in direct legislation as an effort of implementations for the affirmative action plan. Indian employment, while they may lack academic achievement to meet civil service criteria, does not mean an inability for trainable skills of professionalism for para-professional involvement.

The real effort remains at a total economic development within the proximity of the reservation areas to develop a stable economy.

HRD INFORMATION AID

CRITERIA FOR IDENTIFICATION AND RECORDING OF HRD APPLICANTS

DEFINITION: A DISADVANTAGED PERSON IS A POOR PERSON WHO DOES NOT HAVE SUITABLE EMPLOYMENT AND WHO IS EITHER (1) A SCHOOL DROPOUT, (2) A MEMBER OF A MINORITY, (3) UNDER 22 YEARS OF AGE, (4) 45 YEARS OF AGE OR OVER, OR (5) HANDICAPPED.

1. POOR: (A) Family receives cash welfare payments or
(B) Family annual "net income" does not exceed amount indicated in table below.

AND

2. Does not have suitable employment:

- (A) Unemployed
(B) Underemployed
(C) Hindered from seeking work

AND

3. Has one or more of the following characteristics:

- (A) School dropout
(B) Member of a minority
(C) Under 22 years of age
(D) 45 years of age or older
(E) Handicapped

| <u>Family Size</u> | <u>Nonfarm Income</u> | <u>Farm Income</u> |
|--------------------|--|--|
| 1 | \$2,000 | \$1,700 |
| 2 | 2,600 | 2,100 |
| 3 | 3,300 | 2,800 |
| 4 | 4,000 | 3,400 |
| 5 | 4,700 | 4,000 |
| 6 | 5,300 | 4,500 |
| 7 | 5,900 | 5,000 |
| 8 | 6,500 | 5,500 |
| 9 | 7,100 | 6,000 |
| 10 | 7,700 | 6,500 |
| 11 | 8,300 | 7,000 |
| 12 | 8,900 | 7,500 |
| 13 | 9,500 | 8,000 |
| Over 13 | Add \$600 for each family member over 13 | Add \$500 for each family member over 13 |

NOTE: THE ABOVE CRITERIA IS EFFECTIVE FEBRUARY 11, 1972 AND REPLACES THE INCOME THRESHOLDS TO BE USED TO DETERMINE "POOR" IN THE DEFINITION OF THE TERM "DISADVANTAGED INDIVIDUAL" (MAO 1-69).

DESCRIPTION OF OCCUPATIONAL CATEGORIES

Management - Occupations requiring administrative personnel who set policies, exercise responsibility for execution of these policies and achieve work goals by directing or planning the work of others. Includes: heads of departments, divisions and programs; administrators; superintendents; executives; foremen; etc.

Professional - Occupations requiring high level specialized education (college or graduate school degree) or equivalent experience. Includes: accountants and auditors, architects, engineers, lawyers, natural scientists, workers, teachers, etc.

Technical - Occupations related to professional category but requiring less extensive specialized education (usually in technical institutes or junior colleges) or equivalent experience. Includes: computer operators, draftsman, engineering aides, electronics technicians, dental assistants, personnel aides, practical nurses, etc.

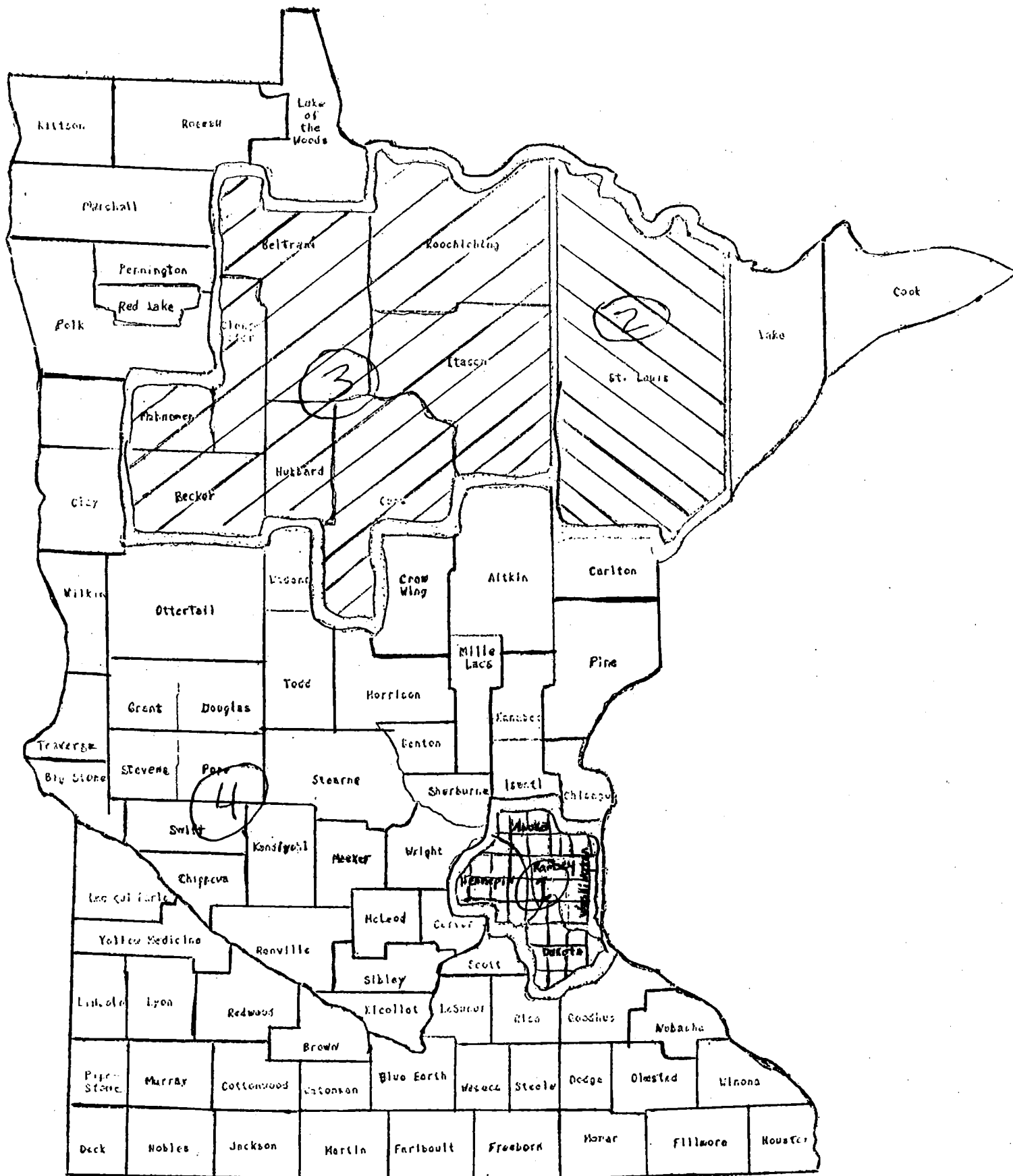
Clerical - Occupations covering a wide variety of office skills, such as keeping records, processing paperwork, operating office machines and handling communications. Includes: bookkeepers, cashiers, file clerks, messengers, receptionists, typists, shipping clerks, telephone operators, etc.

Craftsmen (skilled) - Manual work involving craftsmanship gained through formal apprenticeship, vocational school or equivalent training. Exercises considerable judgment in work. Includes: carpenters, electricians, mechanics, plumbers, stationary engineers, welders, painters, etc.

Operatives (semi-skilled) - Manual work involving limited training and some judgment. Includes: deliverymen, laundry operators, machine operators, roofers, truck drivers, groundsmen, laborer 11's, etc.

Laborers (unskilled) - Manual work requiring no special training, such as digging, loading or wrapping. Includes: Laborer 1's, window washers, service workers, etc.

Service - Occupations which attend to the personal needs (as opposed to the production needs) of the public. Includes: cooks, barbers, guides, janitors, nurses aides, guards, watchmen, etc.



The following charts will reflect the catagories of minority involvement including Indians presently in State Civil Service for the State of Minnesota. The survey was conducted through the State Department of Human Rights and is included herein because it does reflect the minimum Indian involvement in employment.

Table 1

Classified Employees by Location, Occupation, and Sex
(January, 1972)

| OCCUP. GROUP | LOCATION | TOTAL EMPLOYEES | MALE | | FEMALE | |
|------------------|----------|--------------------|-------|--------|--------|-------|
| | | | N | % | N | % |
| MGMT | 1 | 718 | 609 | 84.82 | 109 | 15.18 |
| | 2 | 32 | 32 | 100.00 | | |
| | 3 | 29 | 27 | 93.10 | 2 | 6.90 |
| | 4 | 231 | 190 | 82.25 | 41 | 17.75 |
| | TOTAL | 1,010 | 858 | 84.95 | 152 | 15.05 |
| PROF | 1 | 2,802 | 2,140 | 76.37 | 622 | 23.63 |
| | 2 | 190 | 170 | 89.47 | 20 | 10.53 |
| | 3 | 239 | 209 | 87.45 | 30 | 12.55 |
| | 4 | 1,813 | 1,156 | 63.76 | 657 | 36.24 |
| | TOTAL | 5,044 | 3,675 | 72.86 | 1,369 | 27.14 |
| TECH | 1 | 1,905 | 1,509 | 79.21 | 396 | 20.79 |
| | 2 | 290 | 274 | 94.48 | 16 | 5.52 |
| | 3 | 246 | 203 | 82.52 | 43 | 17.48 |
| | 4 | 2,064 | 1,260 | 61.05 | 804 | 38.95 |
| | TOTAL | 4,505 | 3,246 | 72.05 | 1,259 | 27.95 |
| CLERICAL | 1 | 3,631 | 301 | 8.29 | 3,330 | 91.71 |
| | 2 | 122 | 6 | 4.92 | 116 | 95.08 |
| | 3 | 186 | 24 | 2.90 | 162 | 37.10 |
| | 4 | 1,180 | 92 | 7.80 | 1,088 | 92.20 |
| | TOTAL | 5,119 | 423 | 8.26 | 4,696 | 91.74 |
| SKILLED | 1 | 234 | 232 | 99.15 | 2 | 0.85 |
| | 2 | 29 | 29 | 100.00 | | |
| | 3 | 59 | 59 | 100.00 | | |
| | 4 | 532 | 531 | 99.81 | 1 | 0.19 |
| | TOTAL | 854 | 851 | 99.65 | 3 | 0.35 |
| SEMI- SKILLED | 1 | 821 | 788 | 95.98 | 33 | 4.02 |
| | 2 | 104 | 104 | 100.00 | | |
| | 3 | 178 | 178 | 100.00 | | |
| | 4 | 1,115 | 1,010 | 90.58 | 105 | 9.42 |
| | TOTAL | 2,218 | 2,080 | 93.78 | 138 | 6.22 |

Locations: 1 = Twin City (5-County Area) 2 = St. Louis County

3 = North Central (8-County Area) 4 = All other counties

Table 1 -- continued

| OCCUP. GROUP | LOCATION | TOTAL EMPLOYEES | MALE | | FEMALE | |
|------------------|----------|--------------------|--------|--------|--------|-------|
| | | | N | % | N | % |
| UNSKILLED | 1 | 151 | 131 | 86.75 | 20 | 13.25 |
| | 2 | 25 | 25 | 100.00 | | |
| | 3 | 39 | 38 | 97.44 | 1 | 2.56 |
| | 4 | 176 | 173 | 98.30 | 3 | 1.70 |
| | TOTAL | 391 | 367 | 93.86 | 24 | 6.14 |
| SERVICE | 1 | 829 | 363 | 43.79 | 466 | 56.21 |
| | 2 | 23 | 23 | 100.00 | | |
| | 3 | 285 | 128 | 44.91 | 157 | 55.09 |
| | 4 | 2,953 | 1,158 | 39.21 | 1,795 | 60.79 |
| | TOTAL | 4,090 | 1,672 | 40.88 | 2,418 | 59.12 |
| ALL EMPLOYEES | 1 | 11,091 | 6,073 | 54.76 | 5,018 | 45.24 |
| | 2 | 815 | 663 | 81.35 | 152 | 18.65 |
| | 3 | 1,261 | 866 | 68.68 | 395 | 31.32 |
| | 4 | 10,064 | 5,570 | 55.35 | 4,494 | 44.65 |
| | TOTAL | 23,231 | 13,172 | 56.70 | 10,059 | 43.30 |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |
| | 1 | | | | | |
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| | TOTAL | | | | | |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |

TABLE 2
CLASSIFIED EMPLOYEES BY LOCATION, OCCUPATION AND RACE
(JANUARY, 1972)

| Occupation Group | Location | Total Employees | White | | Black | | Indian | | Spanish | | Other | |
|------------------|----------|-----------------|-------|--------|-------|------|--------|------|---------|------|-------|------|
| | | | N | % | N | % | N | % | N | % | N | % |
| MGMT | 1 | 718 | 703 | 97.91 | 10 | 1.39 | 5 | 0.70 | | | | |
| | 2 | 32 | 32 | 100.00 | | | | | | | | |
| | 3 | 29 | 28 | 96.55 | | | 1 | 3.45 | | | | |
| | 4 | 231 | 229 | 99.13 | | | 2 | 0.87 | | | | |
| | Total | 1,010 | 992 | 98.22 | 10 | 0.99 | 8 | 0.79 | | | | |
| PROF | 1 | 2,802 | 2,716 | 96.93 | 44 | 1.62 | 10 | 0.37 | 8 | 0.29 | 24 | 0.88 |
| | 2 | 190 | 185 | 97.37 | 2 | 1.05 | 3 | 1.58 | | | | |
| | 3 | 239 | 233 | 97.49 | | | 6 | 2.51 | | | | |
| | 4 | 1,813 | 1,798 | 99.17 | 3 | 0.17 | 4 | 0.22 | | | 8 | 0.44 |
| | Total | 5,044 | 4,932 | 97.78 | 49 | 0.79 | 23 | 0.46 | 8 | 0.16 | 32 | 0.63 |
| TECH | 1 | 1,905 | 1,822 | 95.64 | 58 | 3.04 | 14 | 0.73 | 9 | 0.47 | 2 | 0.10 |
| | 2 | 290 | 281 | 96.90 | 2 | 0.69 | 7 | 2.41 | | | | |
| | 3 | 246 | 244 | 99.19 | | | 2 | 0.81 | | | | |
| | 4 | 2,064 | 2,057 | 99.66 | 1 | 0.05 | 5 | 0.24 | 1 | 0.05 | | |
| | Total | 4,505 | 4,404 | 97.76 | 61 | 1.35 | 28 | 0.62 | 10 | 0.22 | 2 | 0.04 |
| CLERICAL | 1 | 3,631 | 3,529 | 97.19 | 58 | 1.60 | 12 | 0.33 | 23 | 0.77 | 4 | 0.11 |
| | 2 | 122 | 121 | 99.18 | | | 1 | 0.82 | | | | |
| | 3 | 186 | 183 | 98.39 | | | 3 | 1.61 | | | | |
| | 4 | 1,180 | 1,178 | 99.83 | 1 | 0.08 | | | 1 | 0.05 | | |
| | Total | 5,119 | 5,011 | 97.89 | 59 | 1.15 | 16 | 0.31 | 29 | 0.57 | 4 | 0.08 |
| SKILLED | 1 | 234 | 233 | 99.57 | 1 | 0.43 | | | | | | |
| | 2 | 29 | 29 | 100.00 | | | | | | | | |
| | 3 | 59 | 59 | 100.00 | | | | | | | | |
| | 4 | 532 | 530 | 99.62 | | | 1 | 0.19 | 1 | 0.19 | | |
| | Total | 854 | 851 | 99.65 | 1 | 0.12 | 1 | 0.12 | 1 | 0.12 | | |

Locations: 1 = Twin City (5 County Area) 2 = St. Louis County 3 = NorthCentral (8 County Area) 4 = All other counties

(Continued)

[illegible]

Table 3

Classified Employees by Location, Salary, and Sex
(January, 1972)

| SALARY LEVEL | LOCATION | TOTAL EMPLOYEES | MALE | | FEMALE | |
|---------------------|----------|--------------------|-------|--------|--------|--------|
| | | | N | % | N | % |
| \$20,000+ | 1 | 144 | 133 | 92.36 | 11 | 7.64 |
| | 2 | 2 | 2 | 100.00 | | |
| | 3 | 3 | 2 | 66.67 | 1 | 33.33 |
| | 4 | 54 | 43 | 79.63 | 11 | 20.37 |
| | TOTAL | 203 | 180 | 88.67 | 23 | 11.33 |
| \$15,000- 19,999 | 1 | 638 | 600 | 94.04 | 38 | 5.96 |
| | 2 | 26 | 26 | 100.00 | | |
| | 3 | 29 | 28 | 96.55 | 1 | 3.45 |
| | 4 | 164 | 136 | 82.93 | 28 | 17.07 |
| | TOTAL | 857 | 790 | 92.18 | 67 | 7.82 |
| \$10,000- 14,999 | 1 | 2,307 | 1,939 | 84.05 | 368 | 15.95 |
| | 2 | 200 | 195 | 97.50 | 5 | 2.50 |
| | 3 | 245 | 229 | 93.47 | 16 | 6.53 |
| | 4 | 1,321 | 996 | 75.40 | 325 | 24.60 |
| | TOTAL | 4,073 | 3,359 | 82.47 | 714 | 17.53 |
| \$7,000- 9,999 | 1 | 3,475 | 2,638 | 75.91 | 837 | 24.09 |
| | 2 | 529 | 504 | 95.27 | 25 | 4.73 |
| | 3 | 599 | 550 | 91.82 | 49 | 8.18 |
| | 4 | 3,963 | 3,113 | 78.55 | 850 | 21.43 |
| | TOTAL | 8,566 | 6,805 | 79.44 | 1,761 | 20.56 |
| \$5,000- 6,999 | 1 | 2,899 | 732 | 25.34 | 2,157 | 74.66 |
| | 2 | 151 | 91 | 60.26 | 60 | 39.74 |
| | 3 | 391 | 167 | 42.71 | 224 | 57.29 |
| | 4 | 3,372 | 1,048 | 31.08 | 2,324 | 68.92 |
| | TOTAL | 6,803 | 2,038 | 29.96 | 4,765 | 70.04 |
| UNDER \$5,000 | 1 | 1,749 | 139 | 7.95 | 1,610 | 92.05 |
| | 2 | 56 | | | 56 | 100.00 |
| | 3 | 114 | 12 | 10.53 | 102 | 89.47 |
| | 4 | 1,036 | 137 | 13.22 | 899 | 86.78 |
| | TOTAL | 2,955 | 288 | 9.75 | 2,667 | 90.25 |

Locations: 1 = Twin City (5-County Area) 2 = St. Louis County
3 = North Central (8-County Area) 4 = All other counties

Table 3 -- continues

| SALARY LEVEL | LOCATION | TOTAL EMPLOYEES | MALE | | FEMALE | |
|-----------------|----------|--------------------|--------|-------|--------|-------|
| | | | N | % | N | % |
| ALL PLOYEES | 1 | 11,202 | 6,181 | 55.18 | 5,021 | 44.82 |
| | 2 | 964 | 818 | 84.85 | 146 | 15.15 |
| | 3 | 1,381 | 988 | 71.54 | 393 | 28.46 |
| | 4 | 9,910 | 5,473 | 55.23 | 4,437 | 44.77 |
| | TOTAL | 23,457 | 13,460 | 57.38 | 9,997 | 42.62 |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |
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| | 4 | | | | | |
| | TOTAL | | | | | |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |

Locations: 1 = Twin City (5-County Area) 2 = St. Louis County
 3 = North Central (8-County Area) 4 = All other counties

Table 4
Classified Employees by Location, Salary, and Race

(January, 1972)

| Occupation Group | Location | Total Employees | White | | Black | | Indian | | Spanish | | Other | |
|------------------|----------|-----------------|-------|--------|-------|------|--------|------|---------|------|-------|------|
| | | | N | % | N | % | N | % | N | % | N | % |
| 20,000 + | 1 | 144 | 132 | 91.67 | 2 | 1.39 | 1 | 0.69 | | | 9 | 6.25 |
| | 2 | 2 | 2 | 100.00 | | | | | | | | |
| | 3 | 3 | 3 | 100.00 | | | | | | | | |
| | 4 | 54 | 50 | 92.59 | | | | | | | 4 | 7.41 |
| | Total | 203 | 187 | 92.12 | 2 | 0.99 | 1 | 0.49 | | | 13 | 6.40 |
| 15,000 - 19,999 | 1 | 638 | 629 | 98.59 | 3 | 0.47 | 3 | 0.47 | | | 3 | 0.47 |
| | 2 | 26 | 26 | 100.00 | | | | | | | | |
| | 3 | 29 | 29 | 100.00 | | | | | | | | |
| | 4 | 164 | 161 | 98.17 | | | | | | | 3 | 1.83 |
| | Total | 857 | 845 | 98.60 | 3 | 0.35 | 3 | 0.35 | | | 6 | 0.70 |
| 10,000 - 14,999 | 1 | 2,307 | 2,273 | 98.53 | 15 | 0.65 | 3 | 0.13 | 8 | 0.35 | 8 | 0.35 |
| | 2 | 200 | 199 | 99.50 | | | 1 | 0.50 | | | | |
| | 3 | 245 | 239 | 97.55 | | | 6 | 2.45 | | | | |
| | 4 | 1,321 | 1,311 | 99.24 | 3 | 0.23 | 6 | 0.45 | | | 1 | 0.08 |
| | Total | 4,073 | 4,022 | 98.75 | 18 | 0.44 | 16 | 0.39 | 8 | 0.20 | 9 | 0.22 |
| \$7,000 - 9,999 | 1 | 3,475 | 3,357 | 96.60 | 80 | 2.30 | 19 | 0.55 | 14 | 0.40 | 5 | 0.14 |
| | 2 | 529 | 524 | 99.05 | 3 | 0.57 | 2 | 0.38 | | | | |
| | 3 | 599 | 595 | 99.33 | | | 4 | 0.67 | | | | |
| | 4 | 3,963 | 3,954 | 99.77 | 2 | 0.05 | 6 | 0.15 | 1 | 0.03 | | |
| | Total | 8,566 | 8,430 | 98.41 | 85 | 0.99 | 31 | 0.36 | 15 | 0.18 | 5 | 0.06 |
| \$5,000 - 6,999 | 1 | 2,889 | 2,768 | 95.81 | 92 | 3.18 | 10 | 0.35 | 16 | 0.55 | 3 | 0.10 |
| | 2 | 151 | 140 | 92.72 | 3 | 1.99 | 8 | 5.30 | | | | |
| | 3 | 391 | 378 | 96.68 | | | 13 | 3.32 | | | | |
| | 4 | 3,372 | 3,370 | 99.94 | | | 1 | 0.03 | 1 | 0.03 | | |
| | Total | 6,803 | 6,656 | 97.84 | 95 | 1.40 | 32 | 0.47 | 17 | 0.23 | 3 | 0.04 |

Locations: 1 = Twin City (5 County Area) 2 = St. Louis County 3 = NorthCentral (8 County Area) 4 = All other counties

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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 | 75 | 76 | 77 | 78 | 79 | 80 | 81 | 82 | 83 | 84 | 85 | 86 | 87 | 88 | 89 | 90 | 91 | 92 | 93 | 94 | 95 | 96 | 97 | 98 | 99 | 100 | 101 | 102 | 103 | 104 | 105 | 106 | 107 | 108 | 109 | 110 | 111 | 112 | 113 | 114 | 115 | 116 | 117 | 118 | 119 | 120 | 121 | 122 | 123 | 124 | 125 | 126 | 127 | 128 | 129 | 130 | 131 | 132 | 133 | 134 | 135 | 136 | 137 | 138 | 139 | 140 | 141 | 142 | 143 | 144 | 145 | 146 | 147 | 148 | 149 | 150 | 151 | 152 | 153 | 154 | 155 | 156 | 157 | 158 | 159 | 160 | 161 | 162 | 163 | 164 | 165 | 166 | 167 | 168 | 169 | 170 | 171 | 172 | 173 | 174 | 175 | 176 | 177 | 178 | 179 | 180 | 181 | 182 | 183 | 184 | 185 | 186 | 187 | 188 | 189 | 190 | 191 | 192 | 193 | 194 | 195 | 196 | 197 | 198 | 199 | 200 | 201 | 202 | 203 | 204 | 205 | 206 | 207 | 208 | 209 | 210 | 211 | 212 | 213 | 214 | 215 | 216 | 217 | 218 | 219 | 220 | 221 | 222 | 223 | 224 | 225 | 226 | 227 | 228 | 229 | 230 | 231 | 232 | 233 | 234 | 235 | 236 | 237 | 238 | 239 | 240 | 241 | 242 | 243 | 244 | 245 | 246 | 247 | 248 | 249 | 250 | 251 | 252 | 253 | 254 | 255 | 256 | 257 | 258 | 259 | 260 | 261 | 262 | 263 | 264 | 265 | 266 | 267 | 268 | 269 | 270 | 271 | 272 | 273 | 274 | 275 | 276 | 277 | 278 | 279 | 280 | 281 | 282 | 283 | 284 | 285 | 286 | 287 | 288 | 289 | 290 | 291 | 292 | 293 | 294 | 295 | 296 | 297 | 298 | 299 | 300 | 301 | 302 | 303 | 304 | 305 | 306 | 307 | 308 | 309 | 310 | 311 | 312 | 313 | 314 | 315 | 316 | 317 | 318 | 319 | 320 | 321 | 322 | 323 | 324 | 325 | 326 | 327 | 328 | 329 | 330 | 331 | 332 | 333 | 334 | 335 | 336 | 337 | 338 | 339 | 340 | 341 | 342 | 343 | 344 | 345 | 346 | 347 | 348 | 349 | 350 | 351 | 352 | 353 | 354 | 355 | 356 | 357 | 358 | 359 | 360 | 361 | 362 | 363 | 364 | 365 | 366 | 367 | 368 | 369 | 370 | 371 | 372 | 373 | 374 | 375 | 376 | 377 | 378 | 379 | 380 | 381 | 382 | 383 | 384 | 385 | 386 | 387 | 388 | 389 | 390 | 391 | 392 | 393 | 394 | 395 | 396 | 397 | 398 | 399 | 400 | 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 410 | 411 | 412 | 413 | 414 | 415 | 416 | 417 | 418 | 419 | 420 | 421 | 422 | 423 | 424 | 425 | 426 | 427 | 428 | 429 | 430 | 431 | 432 | 433 | 434 | 435 | 436 | 437 | 438 | 439 | 440 | 441 | 442 | 443 | 444 | 445 | 446 | 447 | 448 | 449 | 450 | 451 | 452 | 453 | 454 | 455 | 456 | 457 | 458 | 459 | 460 | 461 | 462 | 463 | 464 | 465 | 466 | 467 | 468 | 469 | 470 | 471 | 472 | 473 | 474 | 475 | 476 | 477 | 478 | 479 | 480 | 481 | 482 | 483 | 484 | 485 | 486 | 487 | 488 | 489 | 490 | 491 | 492 | 493 | 494 | 495 | 496 | 497 | 498 | 499 | 500 | 501 | 502 | 503 | 504 | 505 | 506 | 507 | 508 | 509 | 510 | 511 | 512 | 513 | 514 | 515 | 516 | 517 | 518 | 519 | 520 | 521 | 522 | 523 | 524 | 5 |
|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|---|

Table 5

Unclassified Employee by Location, Occupation, and Sex

(January, 1972)

| OCCUP. GROUP | LOCATION | TOTAL EMPLOYEES | MALE | | FEMALE | |
|------------------|----------|--------------------|-------|--------|--------|--------|
| | | | N | % | N | % |
| MGMT | 1 | 243 | 220 | 90.53 | 23 | 9.47 |
| | 2 | 13 | 12 | 92.31 | 1 | 7.69 |
| | 3 | 65 | 52 | 80.00 | 13 | 20.00 |
| | 4 | 279 | 236 | 84.59 | 43 | 15.41 |
| | TOTAL | 600 | 520 | 86.67 | 80 | 13.33 |
| PROF | 1 | 857 | 643 | 75.03 | 214 | 24.97 |
| | 2 | 150 | 104 | 69.33 | 46 | 30.67 |
| | 3 | 425 | 313 | 73.65 | 112 | 26.35 |
| | 4 | 1,650 | 1,346 | 81.58 | 304 | 18.42 |
| | TOTAL | 3,082 | 2,406 | 78.07 | 676 | 21.93 |
| TECH | 1 | 62 | 40 | 64.52 | 22 | 35.48 |
| | 2 | 10 | 2 | 20.00 | 8 | 80.00 |
| | 3 | 14 | 1 | 7.14 | 13 | 92.86 |
| | 4 | 6 | 4 | 66.67 | 2 | 33.33 |
| | TOTAL | 92 | 47 | 51.09 | 45 | 48.91 |
| CLERICAL | 1 | 240 | 53 | 22.08 | 187 | 77.92 |
| | 2 | 1 | | | 1 | 100.00 |
| | 3 | | | | | |
| | 4 | 18 | 2 | 11.11 | 16 | 88.89 |
| | TOTAL | 259 | 55 | 21.24 | 204 | 78.76 |
| SKILLED | 1 | 14 | 14 | 100.00 | | |
| | 2 | 3 | 3 | 100.00 | | |
| | 3 | 1 | 1 | 100.00 | | |
| | 4 | 3 | 3 | 100.00 | | |
| | TOTAL | 21 | 21 | 100.00 | | |
| SEMI- SKILLED | 1 | 5 | 5 | 100.00 | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | 5 | 5 | 100.00 | | |

Locations: 1= Twin City

3 = North Central

2 = St. Louis County

4 = All other counties

Table 5 --continued

| OCCUP. GROUP | LOCATION | TOTAL EMPLOYEES | MALE | | FEMALE | |
|------------------|----------|--------------------|-------|--------|--------|-------|
| | | | N | % | N | % |
| UNSKILLED | 1 | 9 | 9 | 100.00 | | |
| | 2 | 3 | 2 | 66.67 | 1 | 33.33 |
| | 3 | | | | | |
| | 4 | 110 | 66 | 60.00 | 44 | 40.00 |
| | TOTAL | 122 | 77 | 63.11 | 45 | 36.89 |
| SERVICE | 1 | 48 | 44 | 91.67 | 4 | 8.33 |
| | 2 | 12 | 12 | 100.00 | | |
| | 3 | 3 | 3 | 100.00 | | |
| | 4 | 80 | 63 | 78.75 | 17 | 21.25 |
| | TOTAL | 143 | 122 | 85.31 | 21 | 14.69 |
| ALL EMPLOYEES | 1 | 1,478 | 1,028 | 69.55 | 450 | 30.45 |
| | 2 | 189 | 133 | 70.37 | 56 | 29.63 |
| | 3 | 511 | 372 | 72.80 | 139 | 27.20 |
| | 4 | 2,146 | 1,720 | 80.15 | 426 | 19.85 |
| | TOTAL | 4,324 | 3,253 | 75.23 | 1,071 | 24.77 |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |

Locations: 1 = Twin City

3 = North Central

2 = St. Louis County

4 = All other counties

Table 6
Unclassified Employees by Location, Occupation, and Race
(January, 1972)

| Occupation Group | Location | Total Employees | White | | Black | | Indian | | Spanish | | Other | |
|------------------|----------|-----------------|-------|--------|-------|------|--------|--------|---------|------|-------|------|
| | | | N | % | N | % | N | % | N | % | N | % |
| Management | 1 | 243 | 235 | 96.71 | 7 | 2.88 | 1 | 0.41 | | | | |
| | 2 | 13 | 13 | 100.00 | | | | | | | | |
| | 3 | 65 | 63 | 96.92 | | | 2 | 3.08 | | | | |
| | 4 | 279 | 274 | 98.21 | 3 | 1.08 | | | | | 2 | 0.72 |
| | Total | 600 | 585 | 97.50 | 10 | 1.67 | 3 | 0.50 | | | 2 | 0.33 |
| Professional | 1 | 857 | 826 | 96.38 | 14 | 1.63 | 4 | 0.47 | 2 | 0.23 | 11 | 1.28 |
| | 2 | 150 | 136 | 90.67 | | | 14 | 9.33 | | | | |
| | 3 | 425 | 390 | 91.76 | 1 | 0.24 | 33 | 7.76 | 1 | 0.24 | | |
| | 4 | 1,650 | 1,618 | 98.06 | 13 | 0.79 | 2 | 0.12 | 5 | 0.30 | 12 | 0.73 |
| | Total | 3,082 | 2,970 | 96.37 | 28 | 0.91 | 53 | 1.72 | 8 | 0.26 | 23 | 0.75 |
| Technical | 1 | 62 | 58 | 93.55 | | | 1 | 1.61 | 3 | 4.84 | | |
| | 2 | 10 | | | | | 10 | 100.00 | | | | |
| | 3 | 14 | 1 | 7.14 | | | 13 | 92.86 | | | | |
| | 4 | 6 | 6 | 100.00 | | | | | | | | |
| | Total | 92 | 65 | 70.65 | | | 24 | 26.09 | 3 | 3.26 | | |
| Clerical | 1 | 240 | 233 | 97.08 | 3 | 1.25 | 3 | 1.25 | | | 1 | 0.42 |
| | 2 | 1 | 1 | 100.00 | | | | | | | | |
| | 3 | | | | | | | | | | | |
| | 4 | 18 | 18 | 100.00 | | | | | | | | |
| | Total | 259 | 252 | 97.30 | 3 | 1.16 | 3 | 1.16 | | | | |
| Unskilled | 1 | 14 | 14 | 100.00 | | | | | | | | |
| | 2 | 3 | 3 | 100.00 | | | | | | | | |
| | 3 | 1 | 1 | 100.00 | | | | | | | | |
| | 4 | 3 | 3 | 100.00 | | | | | | | | |
| | Total | 21 | 21 | 100.00 | | | | | | | | |

Locations: 1 = Twin City (5 County Area) 2 = St. Louis County 3 = NorthCentral (8 County Area) 4 = All other counties

Table 6 -- continued

| Occupation Group | Location | Total Employees | White | | Black | | Indian | | Spanish | | Other | |
|------------------|----------|-----------------|-------|--------|-------|------|--------|-------|---------|------|-------|------|
| | | | N | % | N | % | N | % | N | % | N | % |
| Semi-Skilled | 1 | 5 | 5 | 100.00 | | | | | | | | |
| | 2 | | | | | | | | | | | |
| | 3 | | | | | | | | | | | |
| | 4 | | | | | | | | | | | |
| | Total | 5 | 5 | 100.00 | | | | | | | | |
| Unskilled | 1 | 9 | 9 | 100.00 | | | | | | | | |
| | 2 | | | | | | | | | | | |
| | 3 | 3 | 3 | 100.00 | | | | | | | | |
| | 4 | 110 | 110 | 100.00 | | | | | | | | |
| | Total | 122 | 122 | 100.00 | | | | | | | | |
| Service | 1 | 48 | 47 | 97.92 | 1 | 2.18 | | | | | | |
| | 2 | 12 | 12 | 100.00 | | | | | | | | |
| | 3 | 3 | 3 | 100.00 | | | | | | | | |
| | 4 | 80 | 80 | 100.00 | | | | | | | | |
| | Total | 143 | 142 | 99.30 | 1 | 0.70 | | | | | | |
| All Employees | 1 | 1,478 | 1,427 | 96.55 | 25 | 1.69 | 9 | 0.61 | 5 | 0.34 | 12 | 0.81 |
| | 2 | 189 | 165 | 87.30 | | | 24 | 12.70 | | | | |
| | 3 | 511 | 461 | 90.22 | 1 | 0.20 | 48 | 9.39 | 1 | 0.20 | | |
| | 4 | 2,146 | 2,109 | 98.28 | 16 | 0.75 | 2 | 0.09 | 5 | 0.23 | 14 | 0.65 |
| | Total | 4,324 | 4,162 | 96.25 | 42 | 0.97 | 83 | 1.92 | 11 | 0.25 | 26 | 0.60 |
| | 1 | | | | | | | | | | | |
| | 2 | | | | | | | | | | | |
| | 3 | | | | | | | | | | | |
| | 4 | | | | | | | | | | | |
| | Total | | | | | | | | | | | |

Locations: 1 = Twin City (5 County Area) 2 = St. Louis County 3 = NorthCentral (8 County Area) 4 = All other counties

Table 7

Unclassified Employees by Location, Salary, and Sex

(January, 1972)

| SALARY LEVEL | LOCATION | TOTAL EMPLOYEES | MALE | | FEMALE | |
|---------------------|----------|--------------------|-------|--------|--------|-------|
| | | | N | % | N | % |
| \$20,000+ | 1 | 112 | 110 | 98.21 | 2 | 1.79 |
| | 2 | 5 | 5 | 100.00 | | |
| | 3 | 19 | 18 | 94.74 | 1 | 5.26 |
| | 4 | 124 | 117 | 94.35 | 7 | 5.65 |
| | TOTAL | 260 | 250 | 96.15 | 10 | 3.85 |
| \$15,000- 19,999 | 1 | 182 | 166 | 91.21 | 16 | 8.79 |
| | 2 | 52 | 47 | 90.38 | 5 | 9.62 |
| | 3 | 68 | 54 | 79.41 | 14 | 20.59 |
| | 4 | 464 | 393 | 84.70 | 71 | 15.30 |
| | TOTAL | 766 | 660 | 86.16 | 106 | 13.84 |
| \$10,000- 14,999 | 1 | 571 | 422 | 73.91 | 149 | 26.09 |
| | 2 | 58 | 34 | 58.62 | 24 | 41.37 |
| | 3 | 240 | 192 | 80.00 | 48 | 20.00 |
| | 4 | 927 | 771 | 83.17 | 156 | 16.83 |
| | TOTAL | 1,796 | 1,419 | 79.01 | 377 | 20.99 |
| \$7,000- 9,999 | 1 | 337 | 253 | 75.07 | 84 | 24.93 |
| | 2 | 38 | 29 | 76.32 | 9 | 23.68 |
| | 3 | 67 | 43 | 64.18 | 24 | 35.82 |
| | 4 | 371 | 290 | 78.17 | 83 | 22.37 |
| | TOTAL | 815 | 615 | 75.46 | 200 | 24.54 |
| \$5,000- 6,999 | 1 | 114 | 67 | 58.77 | 47 | 41.23 |
| | 2 | 21 | 13 | 61.90 | 8 | 38.10 |
| | 3 | 30 | 11 | 36.67 | 19 | 63.33 |
| | 4 | 79 | 68 | 86.08 | 11 | 13.92 |
| | TOTAL | 244 | 159 | 65.16 | 85 | 34.84 |
| UNDER \$5,000 | 1 | 238 | 84 | 35.29 | 154 | 64.71 |
| | 2 | 15 | 5 | 33.33 | 10 | 66.67 |
| | 3 | 89 | 56 | 62.92 | 33 | 37.08 |
| | 4 | 188 | 92 | 48.94 | 96 | 51.06 |
| | TOTAL | 530 | 237 | 44.72 | 293 | 55.28 |

Locations: 1 = Twin City

3 = North Central

2 = St. Louis County

4 = All other counties

Table 7 -- continued

| SALARY LEVEL | LOCATION | TOTAL EMPLOYEES | MALE | | FEMALE | |
|------------------|----------|--------------------|-------|-------|--------|-------|
| | | | N | % | N | % |
| ALL EMPLOYEES | 1 | 1,554 | 1,102 | 70.91 | 452 | 29.09 |
| | 2 | 189 | 133 | 70.37 | 56 | 29.63 |
| | 3 | 513 | 374 | 72.90 | 139 | 27.10 |
| | 4 | 2,155 | 1,731 | 79.95 | 424 | 19.58 |
| | TOTAL | 4,411 | 3,340 | 75.72 | 1,071 | 24.28 |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |
| | 1 | | | | | |
| | 2 | | | | | |
| | 3 | | | | | |
| | 4 | | | | | |
| | TOTAL | | | | | |

Locations: 1 = Twin City

2 = St. Louis County

3 - North Central

4 = All other counties

Table 8
Unclassified Employees by Location, Salary, and Race

| Salary Level | Location | Total Employees | White | | Black | | Indian | | Spanish | | Other | |
|-------------------|----------|-----------------|-------|--------|-------|------|--------|-------|---------|------|-------|------|
| | | | N | % | N | % | N | % | N | % | N | % |
| 20,000 + | 1 | 112 | 106 | 94.64 | 6 | 5.36 | | | | | | |
| | 2 | 5 | 5 | 100.00 | | | | | | | | |
| | 3 | 19 | 19 | 100.00 | | | | | | | | |
| | 4 | 124 | 121 | 97.58 | 1 | 0.81 | | | | | 2 | 1.61 |
| | Total | 260 | 251 | 96.54 | 7 | 2.69 | | | | | 2 | 0.77 |
| \$15,000 - 19,999 | 1 | 182 | 176 | 96.70 | 2 | 1.10 | 2 | 1.10 | | | 2 | 1.10 |
| | 2 | 52 | 52 | 100.00 | | | | | | | | |
| | 3 | 68 | 67 | 98.53 | | | 1 | 1.47 | | | | |
| | 4 | 464 | 454 | 97.84 | 5 | 1.08 | | | 1 | 0.22 | 4 | 0.86 |
| | Total | 766 | 749 | 97.78 | 7 | 0.91 | 3 | 0.39 | 1 | 0.13 | 6 | 0.78 |
| \$10,000 - 14,999 | 1 | 571 | 549 | 96.15 | 10 | 1.75 | 2 | 0.35 | 3 | 0.53 | 7 | 1.23 |
| | 2 | 58 | 44 | 75.86 | | | 14 | 24.14 | | | | |
| | 3 | 240 | 213 | 88.75 | 1 | 0.42 | 25 | 10.42 | 1 | 0.42 | | |
| | 4 | 927 | 907 | 97.84 | 8 | 0.86 | 2 | 0.22 | 4 | 0.43 | 6 | 0.65 |
| | Total | 1,796 | 1,793 | 95.38 | 19 | 1.06 | 43 | 2.39 | 8 | 0.45 | 13 | 0.72 |
| \$7,000 - 9,999 | 1 | 337 | 330 | 97.92 | 3 | 0.89 | 3 | 0.89 | | | 1 | 0.30 |
| | 2 | 38 | 37 | 97.37 | | | 1 | 2.63 | | | | |
| | 3 | 67 | 61 | 91.04 | | | 6 | 8.96 | | | | |
| | 4 | 371 | 369 | 99.46 | 2 | 0.54 | | | | | 2 | 0.54 |
| | Total | 815 | 797 | 97.79 | 5 | 0.61 | 10 | 1.23 | | | 3 | 0.37 |
| \$5,000 - 6,999 | 1 | 114 | 109 | 95.61 | 1 | 0.88 | 1 | 0.88 | 2 | 1.75 | 1 | 0.88 |
| | 2 | 21 | 12 | 57.14 | | | 9 | 42.86 | | | | |
| | 3 | 30 | 17 | 56.67 | | | 13 | 43.33 | | | | |
| | 4 | 79 | 79 | 100.00 | | | | | | | | |
| | Total | 244 | 217 | 88.93 | 1 | 0.41 | 23 | 9.43 | 2 | 0.82 | 1 | 0.41 |

Locations: 1 = Twin City (5 County Area) 2 = St. Louis County 3 = NorthCentral (8 County Area) 4 = All other counties

Table 8 — continued

| Salary Level | Location | Total Employees | White | | Black | | Indian | | Spanish | | Other | |
|---------------|----------|-----------------|-------|--------|-------|------|--------|-------|---------|------|-------|------|
| | | | N | % | N | % | N | % | N | % | N | % |
| UNDER 5,000 | 1 | 238 | 233 | 97.90 | 2 | 0.84 | 1 | 0.84 | | | 2 | 0.84 |
| | 2 | 15 | 15 | 100.00 | | | | | | | | |
| | 3 | 89 | 86 | 96.63 | | | 3 | 3.37 | | | | |
| | 4 | 188 | 188 | 100.00 | | | | | | | | |
| | Total | 530 | 522 | 98.49 | 2 | 0.38 | 4 | 0.75 | | | 2 | 0.38 |
| ALL EMPLOYEES | 1 | 1,554 | 1,503 | 96.72 | 24 | 1.54 | 9 | 0.58 | 5 | 0.32 | 13 | 0.84 |
| | 2 | 189 | 165 | 87.30 | | | 24 | 12.70 | | | | |
| | 3 | 513 | 463 | 90.25 | 1 | 0.19 | 48 | 9.36 | 1 | 0.19 | | |
| | 4 | 2,155 | 2,118 | 98.28 | 16 | 0.74 | 2 | 0.09 | 5 | 0.23 | 14 | 0.65 |
| | Total | 4,411 | 4,249 | 96.33 | 41 | 0.93 | 83 | 1.88 | 11 | 0.25 | 27 | 0.61 |
| | 1 | | | | | | | | | | | |
| | 2 | | | | | | | | | | | |
| | 3 | | | | | | | | | | | |
| | 4 | | | | | | | | | | | |
| | Total | | | | | | | | | | | |
| | 1 | | | | | | | | | | | |
| | 2 | | | | | | | | | | | |
| | 3 | | | | | | | | | | | |
| | 4 | | | | | | | | | | | |
| | Total | | | | | | | | | | | |
| | 1 | | | | | | | | | | | |
| | 2 | | | | | | | | | | | |
| | 3 | | | | | | | | | | | |
| | 4 | | | | | | | | | | | |
| | Total | | | | | | | | | | | |

Locations: 1 = Twin City (5 County Area) 2 = St. Louis County 3 = NorthCentral (8 County Area) 4 = All other counties

TABLE 2
LABOR FORCE AVAILABILITY BY OCCUPATION AND RACE

| Occupation Group | Loc. | WHITE | | BLACK | | INDIAN | | OTHER | | SPANISH | | TOTAL | |
|------------------|-------|---------|-------|-------|------|--------|-------|-------|------|---------|------|---------|--------|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Management | 1 | 67,205 | 99.05 | 459 | 0.68 | 104 | 0.15 | 83 | 0.12 | 303 | 0.45 | 67,851 | 100.00 |
| | 2 | 6,280 | 99.64 | 3 | 0.05 | 16 | 0.25 | 4 | 0.06 | 26 | 0.41 | 6,303 | 100.00 |
| | 3 | 3,786 | 97.70 | 1 | 0.03 | 86 | 2.22 | 2 | 0.05 | 12 | 0.31 | 3,875 | 100.00 |
| | 4 | 47,815 | 99.87 | 7 | 0.01 | 37 | 0.08 | 26 | 0.05 | 147 | 0.31 | 47,875 | 100.00 |
| | Total | 125,076 | 99.34 | 470 | 0.37 | 293 | 0.19 | 115 | 0.19 | 488 | 0.39 | 125,904 | 100.00 |
| Professional | 1 | 106,731 | 98.02 | 1,359 | 1.25 | 442 | 0.41 | 355 | 0.33 | 598 | 0.55 | 108,887 | 100.00 |
| | 2 | 8,483 | 98.66 | 28 | 0.33 | 69 | 0.80 | 18 | 0.21 | 12 | 0.14 | 8,598 | 100.00 |
| | 3 | 4,545 | 92.21 | 9 | 0.18 | 368 | 7.47 | 7 | 0.14 | 20 | 0.41 | 4,929 | 100.00 |
| | 4 | 57,326 | 99.34 | 110 | 0.19 | 159 | 0.28 | 111 | 0.19 | 238 | 0.41 | 57,706 | 100.00 |
| | Total | 177,085 | 98.32 | 1,506 | 0.84 | 1,038 | 0.58 | 491 | 0.27 | 868 | 0.48 | 180,120 | 100.00 |
| Technical | 1 | 29,971 | 98.18 | 310 | 1.02 | 137 | 0.45 | 110 | 0.36 | 269 | 0.88 | 30,528 | 100.00 |
| | 2 | 2,407 | 98.73 | 4 | 0.16 | 21 | 0.86 | 6 | 0.25 | 36 | 1.48 | 2,438 | 100.00 |
| | 3 | 923 | 88.75 | 1 | 0.10 | 114 | 10.96 | 2 | 0.19 | 1 | 0.10 | 1,040 | 100.00 |
| | 4 | 15,763 | 99.43 | 8 | 0.05 | 49 | 0.31 | 34 | 0.21 | 14 | 0.09 | 15,854 | 100.00 |
| | Total | 49,062 | 98.40 | 323 | 0.65 | 322 | 0.65 | 153 | 0.31 | 320 | 0.64 | 49,860 | 100.00 |

Service: 1970 Census

*Spanish = White Subgroup

Locations: 1 = 5-County Twin City Area 2 = St. Louis County

3 = 8-County North Central Area 4 = All Other Counties

TABLE 2 (Continued)
LABOR FORCE AVAILABILITY BY OCCUPATION AND RACE

| Occupation Group | Loc. | WHITE | | BLACK | | INDIAN | | OTHER | | SPANISH* | | TOTAL | |
|------------------|-------|---------|-------|-------|------|--------|------|-------|------|----------|------|---------|--------|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Clerical | 1 | 161,548 | 98.25 | 2,207 | 1.34 | 375 | 0.23 | 301 | 0.18 | 913 | 0.56 | 164,431 | 100.00 |
| | 2 | 11,143 | 98.94 | 46 | 0.41 | 58 | 0.52 | 15 | 0.13 | 5 | 0.04 | 11,262 | 100.00 |
| | 3 | 5,078 | 94.00 | 6 | 0.11 | 312 | 5.78 | 6 | 0.11 | 11 | 0.20 | 5,402 | 100.00 |
| | 4 | 70,728 | 99.57 | 76 | 0.11 | 135 | 0.19 | 94 | 0.13 | 140 | 0.20 | 71,033 | 100.00 |
| | Total | 248,498 | 98.56 | 2,335 | 0.93 | 879 | 0.35 | 416 | 0.16 | 1,069 | 0.42 | 252,128 | 100.00 |
| Skilled | 1 | 93,174 | 98.57 | 948 | 1.00 | 223 | 0.24 | 179 | 0.19 | 731 | 0.77 | 94,524 | 100.00 |
| | 2 | 13,614 | 99.57 | 15 | 0.11 | 35 | 0.76 | 9 | 0.07 | 32 | 0.23 | 13,673 | 100.00 |
| | 3 | 5,853 | 96.82 | 2 | 0.03 | 186 | 3.08 | 4 | 0.07 | 16 | 0.26 | 6,045 | 100.00 |
| | 4 | 69,332 | 99.77 | 25 | 0.04 | 80 | 0.12 | 56 | 0.08 | 189 | 0.27 | 69,493 | 100.00 |
| | Total | 181,974 | 99.04 | 990 | 0.54 | 523 | 0.28 | 248 | 0.13 | 968 | 0.53 | 183,735 | 100.00 |
| Semi-Skilled | 1 | 79,393 | 96.66 | 2,163 | 2.60 | 338 | 0.41 | 271 | 0.33 | 1,169 | 1.42 | 82,138 | 100.00 |
| | 2 | 8,734 | 98.85 | 35 | 0.40 | 53 | 0.60 | 14 | 0.16 | 5 | 0.06 | 8,836 | 100.00 |
| | 3 | 3,998 | 93.17 | 5 | 0.12 | 282 | 6.57 | 6 | 0.14 | 21 | 0.49 | 4,291 | 100.00 |
| | 4 | 62,464 | 99.56 | 71 | 0.11 | 122 | 0.19 | 85 | 0.14 | 312 | 0.50 | 62,742 | 100.00 |
| | Total | 154,591 | 97.84 | 2,247 | 1.42 | 794 | 0.50 | 375 | 0.24 | 1,507 | 0.95 | 158,007 | 100.00 |

Service: 1970 Census

Locations: 1 = 5-County Twin City Area
3 = 8-County North Central Area

*Spanish = White Subgroup

2 = St. Louis County
4 = All Other Counties

TABLE 2 (Continued)
LABOR FORCE AVAILABILITY BY OCCUPATION AND RACE

| Occupation Group | Loc. | WHITE | | BLACK | | INDIAN | | OTHER | | SPANISH | | TOTAL | |
|------------------|-------|-----------|-------|--------|------|--------|------|-------|------|---------|------|-----------|--------|
| | | N | % | N | % | N | % | N | % | N | % | N | % |
| Unskilled | 1 | 28,074 | 96.17 | 740 | 2.54 | 209 | 0.72 | 168 | 0.58 | 369 | 1.25 | 29,191 | 100.00 |
| | 2 | 3,815 | 98.10 | 34 | 0.87 | 32 | 0.82 | 8 | 0.21 | 8 | 0.21 | 3,889 | 100.00 |
| | 3 | 2,575 | 93.47 | 3 | 0.11 | 174 | 6.32 | 3 | 0.11 | 11 | 0.40 | 2,755 | 100.00 |
| | 4 | 22,472 | 99.34 | 23 | 0.10 | 75 | 0.33 | 52 | 0.23 | 93 | 0.41 | 22,622 | 100.00 |
| | Total | 56,935 | 97.40 | 800 | 1.31 | 490 | 0.84 | 232 | 0.40 | 476 | 0.81 | 58,457 | 100.00 |
| Service | 1 | 85,370 | 96.18 | 2,530 | 2.85 | 478 | 0.54 | 384 | 0.43 | 899 | 1.01 | 88,762 | 100.00 |
| | 2 | 10,707 | 98.34 | 88 | 0.81 | 74 | 0.68 | 19 | 0.17 | 13 | 0.12 | 10,888 | 100.00 |
| | 3 | 6,048 | 93.62 | 6 | 0.09 | 398 | 6.16 | 8 | 0.12 | 18 | 0.28 | 6,460 | 100.00 |
| | 4 | 74,929 | 99.53 | 65 | 0.09 | 172 | 0.23 | 120 | 0.16 | 206 | 0.27 | 75,286 | 100.00 |
| | Total | 177,053 | 97.61 | 2,689 | 1.48 | 1,123 | 0.62 | 531 | 0.29 | 1,136 | 0.63 | 181,396 | 100.00 |
| All Employees | 1 | 651,466 | 97.77 | 10,689 | 1.60 | 2,306 | 0.35 | 1,851 | 0.28 | 5,246 | 0.79 | 666,312 | 100.00 |
| | 2 | 65,184 | 98.93 | 253 | 0.38 | 358 | 0.54 | 92 | 0.14 | 137 | 0.21 | 65,887 | 100.00 |
| | 3 | 32,806 | 94.28 | 32 | 0.09 | 1,920 | 5.52 | 39 | 0.11 | 111 | 0.32 | 34,797 | 100.00 |
| | 4 | 420,818 | 99.58 | 386 | 0.09 | 829 | 0.20 | 578 | 0.14 | 1,338 | 0.32 | 422,611 | 100.00 |
| | Total | 1,170,274 | 98.37 | 11,360 | 0.95 | 5,413 | 0.46 | 2,560 | 0.22 | 6,832 | 0.57 | 1,189,607 | 100.00 |

Service: 1970 Census

Locations: 1 = 5-County Twin City Area

3 = 8-County North Central Area

*Spanish = White Subgroup

2 = St. Louis County

4 = All other Counties

Table I

Labor Force Availability by Occupation and Sex

| Occupation Group | Location | Male | | Female | | Total | |
|------------------|----------|---------|-------|---------|-------|---------|--------|
| | | N | % | N | % | N | % |
| MGMT | 1 | 58,333 | 85.97 | 9,518 | 14.03 | 67,851 | 100.00 |
| | 2 | 5,307 | 84.20 | 996 | 15.80 | 6,303 | 100.00 |
| | 3 | 3,134 | 80.88 | 741 | 19.12 | 3,875 | 100.00 |
| | 4 | 40,410 | 84.41 | 7,465 | 15.59 | 47,875 | 100.00 |
| | Total | 107,184 | 85.13 | 18,720 | 14.87 | 125,904 | 100.00 |
| PROF. | 1 | 63,750 | 58.55 | 45,137 | 41.45 | 108,887 | 100.00 |
| | 2 | 4,341 | 50.44 | 4,257 | 49.51 | 8,598 | 100.00 |
| | 3 | 2,606 | 52.87 | 2,323 | 47.13 | 4,929 | 100.00 |
| | 4 | 26,190 | 45.39 | 31,516 | 54.61 | 57,706 | 100.00 |
| | Total | 96,887 | 53.79 | 83,233 | 46.21 | 180,120 | 100.00 |
| TECH. | 1 | 24,898 | 81.56 | 5,630 | 18.44 | 30,528 | 100.00 |
| | 2 | 1,913 | 78.47 | 525 | 21.53 | 2,438 | 100.00 |
| | 3 | 939 | 90.29 | 101 | 9.71 | 1,040 | 100.00 |
| | 4 | 12,414 | 78.30 | 3,440 | 21.70 | 15,854 | 100.00 |
| | Total | 40,164 | 80.55 | 9,696 | 19.45 | 49,860 | 100.00 |
| CLERICAL | 1 | 39,799 | 24.20 | 124,632 | 75.80 | 164,431 | 100.00 |
| | 2 | 2,813 | 24.98 | 8,449 | 75.02 | 11,262 | 100.00 |
| | 3 | 1,155 | 21.38 | 4,247 | 72.62 | 5,402 | 100.00 |
| | 4 | 16,751 | 23.58 | 54,282 | 76.42 | 71,033 | 100.00 |
| | Total | 60,518 | 24.00 | 191,610 | 76.00 | 252,128 | 100.00 |

SOURCE: 1970 Census

LOCATIONS: 1= 5 County Twin City Area
 4= All other Counties

2= St. Louis County

3= 8 County North Central Area

Table I---continued

| Occupation Group | Location | Male | | Female | | Total | |
|------------------|----------|---------|-------|---------|-------|---------|--------|
| | | N | % | N | % | N | % |
| SKILLED | 1 | 89,784 | 94.99 | 4,740 | 5.01 | 94,524 | 100.00 |
| | 2 | 13,259 | 96.97 | 414 | 3.03 | 13,673 | 100.00 |
| | 3 | 5,889 | 97.42 | 156 | 2.58 | 6,045 | 100.00 |
| | 4 | 66,215 | 95.28 | 3,278 | 4.72 | 69,493 | 100.00 |
| | Total | 175,147 | 95.33 | 8,588 | 4.67 | 183,735 | 100.00 |
| SEMI-SKILLED | 1 | 49,228 | 59.93 | 32,910 | 40.07 | 82,138 | 100.00 |
| | 2 | 6,503 | 73.60 | 2,333 | 26.40 | 8,836 | 100.00 |
| | 3 | 3,345 | 77.95 | 946 | 22.05 | 4,291 | 100.00 |
| | 4 | 39,605 | 63.12 | 23,137 | 36.88 | 62,742 | 100.00 |
| | Total | 98,681 | 62.45 | 59,326 | 37.55 | 158,007 | 100.00 |
| UNSKILLED | 1 | 26,387 | 90.39 | 2,804 | 9.61 | 29,191 | 100.00 |
| | 2 | 3,643 | 93.67 | 246 | 6.33 | 3,889 | 100.00 |
| | 3 | 2,555 | 92.74 | 200 | 7.26 | 2,755 | 100.00 |
| | 4 | 20,317 | 89.81 | 2,305 | 10.19 | 22,622 | 100.00 |
| | Total | 52,902 | 90.50 | 5,555 | 9.50 | 58,457 | 100.00 |
| SERVICE | 1 | 36,751 | 41.40 | 52,011 | 58.60 | 88,762 | 100.00 |
| | 2 | 4,197 | 38.55 | 6,691 | 61.45 | 10,888 | 100.00 |
| | 3 | 2,184 | 33.81 | 4,276 | 66.19 | 6,460 | 100.00 |
| | 4 | 23,954 | 31.82 | 51,332 | 68.18 | 75,286 | 100.00 |
| | Total | 67,086 | 36.98 | 114,310 | 63.02 | 181,396 | 100.00 |

SOURCE: 1970 Census

LOCATIONS: 1= 5 County Twin City Area
 4= All other Counties

2= St. Louis County

3= 8 County North Central Area

Table I--continued

| Occupation Group | Location | Male | | Female | | Total | |
|------------------|----------|---------|-------|---------|-------|-----------|--------|
| | | N | % | N | % | N | % |
| ALL EMPLOYEES | 1 | 388,930 | 58.37 | 277,382 | 41.63 | 666,312 | 100.00 |
| | 2 | 41,976 | 63.71 | 23,911 | 36.29 | 65,887 | 100.00 |
| | 3 | 21,807 | 62.67 | 12,990 | 37.33 | 34,797 | 100.00 |
| | 4 | 245,856 | 58.18 | 176,755 | 41.82 | 422,611 | 100.00 |
| | Total | 698,569 | 58.72 | 491,038 | 41.28 | 1,189,607 | 100.00 |
| | | | | | | | |
| | 1 | | | | | | |
| | 2 | | | | | | |
| | 3 | | | | | | |
| | 4 | | | | | | |
| | Total | | | | | | |
| | | | | | | | |
| | 1 | | | | | | |
| | 2 | | | | | | |
| | 3 | | | | | | |
| | 4 | | | | | | |
| | Total | | | | | | |
| | | | | | | | |
| | 1 | | | | | | |
| | 2 | | | | | | |
| | 3 | | | | | | |
| | 4 | | | | | | |
| | Total | | | | | | |
| | | | | | | | |

SOURCE: 1970 Census

LOCATIONS: 1= 5 County Twin City Area
4= All other Counties

2= St. Louis County

3= 8 County North
Central Area

BUDGET ANALYSIS BY ACTIVITY

1. Dept. Indian Affairs Commission

2. Activity Title Salaries & Expense

| 3. Personnel | Actual FY 71 | | Actual FY 72 | | Estimated FY 73 | | Requested FY 74 | | Requested FY 75 | |
|-----------------|--------------|-----------|--------------|-----------|-----------------|--------|-----------------|--------|-----------------|--------|
| | No. | Cost | No. | Cost | No. | Cost | No. | Cost | No. | Cost |
| Management | 1 | 15,000 | 1 | 18,644 | 1 | 18,900 | 1 | 19,356 | 1 | 19,356 |
| Prof. & Tech. | 1 | 6,704 | 1 | 8,744 | 1 | 8,832 | 3 | 35,652 | 3 | 35,652 |
| Clerical | 1 | 5,277 | 1 | 5,304 | 1 | 5,304 | 3 | 16,920 | 3 | 16,920 |
| Labor & Service | | | | | | 1,000 | | | | |
| Total | | 26,981.95 | | 32,692.27 | | 34,036 | | 71,928 | | 71,928 |

4. Grants-In-Aid

5. Supplies & Expense 18,417.87 20,454.66 11,555.34 38,446 46,652

6. Total Expenditures 45,399.82 53,146.93 45,591.34 110,374 118,580

| 7. Account/Fund | Actual FY 71 | Actual FY 72 | Estimated FY 73 | Requested FY 74 | Requested FY 75 |
|-----------------|--------------|--------------|-----------------|-----------------|-----------------|
| 10121:00-100 | 45,399.82 | 53,146.93 | 45,591.34 | 110,374 | 118,580 |

8. Totals 45,399.82 53,146.93 45,591.34 110,374 118,580

9. Requested Deficiency

-0-

STATE OF MINNESOTA - DEPARTMENT OF ADMINISTRATION
BIENNIAL BUDGET
GENERAL STATEMENTS AND EXPLANATIONS

WORK PROGRAM AND ANALYSIS OF DEPARTMENTAL ACCOMPLISHMENTS

INDIAN AFFAIRS COMMISSION: The Indian Affairs Commission is charged with the responsibility of information gathering by statute for the appraisal of the State Legislature, in the development of legislation for the Minnesota Indian.

The scope and operation of the Indian Affairs Commission has had to take on additional duties, in order to fill the needs and wants of the Indian communities, throughout the state and Urban areas, and still remain within the limitations of the statute. It may be well to note, that in response to the Indian communities, these efforts have been necessary with the new emphasis of Indian participation towards self-determination in deciding his own destiny. It is with this in mind, that the Indian Affairs Commission has chosen to satisfy the needs and wants, as expressed by the various Tribal Leaders, Tribal Councils, Community Organizations, etc. Emphasis of the difficult task we had with a very limited staff can be visualized in the great concern and attitude of the media and society as a whole regarding some of the recent court decisions favorable to the Minnesota Indian. Staff has been augmented minimally by the implementation of the Emergency Employment Act. However, with funding cutbacks already occurring and the loss of one of these positions, a very limited future for the continuation of that program seem inevitable.

At present the commission is operating with only one federal program in direct contract with the Bureau of Indian Affairs (BIA). This is the Indian Offender Rehabilitation Project serving in a resource identification and counseling assistance to correctional institution releasees. The Commission staff directs its emphasis in a service oriented agency. While we no longer have specific program in Housing, Indian Crime Control, it has had to continue these services by the demand in these areas of service. Legal Service seems to remain as perhaps one of the highest priorities by popular demand and it is a fortunate situation to have had an association with an Attorney being available on staff in another capacity. The dedication of this service cannot be overlooked and every effort is being made to continue this service in some aspect or another.

Emphasis continues in the form of travel, with the many meetings throughout the State and nationally with the many meetings, conferences, and seminars for leadership involvement and increased program development, legislative development, requiring representation in attendance. With the various new philosophy in promotion of self-determination it carries a direct responsibility for the commissions involvement.

As for Program accomplishments, we look to our involvement in several developments present in the system which have recently improved employment, education, housing, health service delivery, Correctional program improvement, organizational development, community service improvement, Human and civil rights, governmental recognition, Treaty accomplishments, and legislation development. While no plateau has been reached in any one of these areas, a positive sign of improvement indicates that with direct involvement certain gains in making society respond to some of the inequities the Indian community has been subjected to are now being realized. However, the job still remains as a great challenge and progress has, in most cases, been far too slow.

STATE OF MINNESOTA - DEPARTMENT OF ADMINISTRATION
BIENNIAL BUDGET
GENERAL STATEMENTS AND EXPLANATIONS

WORK PROGRAM AND ANALYSIS OF DEPARTMENTAL ACCOMPLISHMENTS CONT.

The commission remains today as an advocate in attempting to see equality in the delivery of services by the various agencies serving the Indian community and has further continued in an educational role of Human Relations improvement in attempting to remove the long situated stereo-type analysis society has had regarding the Indian. Legislative development, educational improvement, economic stability, environmental improvement, and self-determination remain as the areas to focus continued effort.

BUDGET ANALYSIS BY ACTIVITY

1. Dept. Indian Affairs Commission

2. Activity Title Recommending Legislation

| 3. Personnel | Actual FY 71 | | Actual FY 72 | | Estimated FY 73 | | Requested FY 74 | | Requested FY 75 | |
|-----------------|--------------|-----------|--------------|-----------|-----------------|-----------|-----------------|-----------|-----------------|-----------|
| | No. | Cost | No. | Cost | No. | Cost | No. | Cost | No. | Cost |
| Management | 1 | 7,500.00 | 1 | 9,450.00 | 1 | 9,828.00 | 3 | 23,238.00 | 3 | 24,040.00 |
| Prof. & Tech. | | | | | | | | | | |
| Clerical | 2 | 5,952.00 | 2 | 6,468.00 | 2 | 6,727.00 | 4 | 13,972.00 | 4 | 14,853.00 |
| Labor & Service | | | | | | | | | | |
| Total | 3 | 13,452.00 | 3 | 15,918.00 | 3 | 16,555.00 | 7 | 37,210.00 | 7 | 38,893.00 |

4. Grants-In-Aid

| | | | | | |
|-----------------------|-----------|-----------|-----------|-----------|-----------|
| 5. Supplies & Expense | 9,247.91 | 10,655.46 | 6,240.67 | 17,977.00 | 20,397.00 |
| 6. Total Expenditures | 22,699.91 | 26,573.46 | 22,795.67 | 55,187.00 | 59,290.00 |

| 7. Account Fund | Actual FY 71 | Actual FY 72 | Estimated FY 73 | Requested FY 74 | Requested FY 75 |
|-----------------|--------------|--------------|-----------------|-----------------|-----------------|
| 10121:00-10 | 22,699.91 | 26,573.46 | 22,795.67 | 55,187.00 | 59,290.00 |

8. Totals 22,699.91 26,573.46 22,795.67 55,187.00 59,290.00

9. Requested Deficiency

-0-

STATE OF MINNESOTA - DEPARTMENT OF ADMINISTRATION
BIENNIAL BUDGET
GENERAL STATEMENTS AND EXPLANATIONS

Recommending Legislation

The purpose of this activity is recommending remedial legislation for Minnesota Indian citizens to the state legislature.

The Minnesota Legislature is provided with information in the fields of employment, housing, civil rights, education, health and welfare, and law and order so that adequate legislation may be enacted for the benefit of Indian citizens.

BUDGET ANALYSIS BY ACTIVITY

1. Dept. Indian Affairs Commission2. Activity Title Referral Services

| 3. Personnel | Actual FY 71 | | Actual FY 72 | | Estimated FY 73 | | Requested FY 74 | | Requested FY 75 | |
|-----------------|--------------|-----------|--------------|-----------|-----------------|-----------|-----------------|-----------|-----------------|-----------|
| | No. | Cost | No. | Cost | No. | Cost | No. | Cost | No. | Cost |
| Management | 1 | 7,500.00 | 1 | 9,450.00 | 1 | 9,828.00 | 3 | 23,239.00 | 3 | 24,041.00 |
| Prof. & Tech. | | | | | | | | | | |
| Clerical | 2 | 5,952.00 | 2 | 6,468.00 | 2 | 6,727.00 | 4 | 13,972.00 | 4 | 14,853.00 |
| Labor & Service | | | | | | | | | | |
| Total | 3 | 13,452.00 | 3 | 15,918.00 | 3 | 16,555.00 | 7 | 37,211.00 | 7 | 38,894.00 |

4. Grants-In-Aid

| | | | | | |
|-----------------------|-----------|-----------|-----------|-----------|-----------|
| 5. Supplies & Expense | 9,247.91 | 10,655.47 | 12,240.67 | 17,976.00 | 20,396.00 |
| 6. Total Expenditures | 22,699.91 | 26,573.47 | 22,795.67 | 55,187.00 | 59,290.00 |

| 7. Account Fund | Actual FY 71 | Actual FY 72 | Estimated FY 73 | Requested FY 74 | Requested FY 75 |
|-----------------|--------------|--------------|-----------------|-----------------|-----------------|
| 10121:00-10 | 22,699.91 | 26,573.47 | 22,795.67 | 55,187.00 | 59,290.00 |

| | | | | | |
|-------------------------|-----------|-----------|-----------|-----------|-----------|
| 8. Totals | 22,699.91 | 26,573.47 | 22,795.67 | 55,187.00 | 59,290.00 |
| 9. Requested Deficiency | | | -0- | | |

STATE OF MINNESOTA - DEPARTMENT OF ADMINISTRATION
BIENNIAL BUDGET
GENERAL STATEMENTS AND EXPLANATIONS

Referral Services

The purpose of this activity is referral of Minnesota Indian citizens to appropriate federal, state or private agencies.

The activity is much in demand by the Minnesota Indian citizenry to provide them with names and locations of appropriate governmental or private agencies to serve their needs in the areas of housing, employment, human rights, education, welfare and law enforcement.

BUDGET ANALYSIS BY ACTIVITY

1. Dept. Indian Affairs Commission

2. Activity Title Indian Offender Rehabilitation

| 3. Personnel | Actual FY 71 | | Actual FY 72 | | Estimated FY 73 | | Requested FY 74 | | Requested FY 75 | |
|-----------------|--------------|----------|--------------|----------|-----------------|-----------|-----------------|-----------|-----------------|-----------|
| | No. | Cost | No. | Cost | No. | Cost | No. | Cost | No. | Cost |
| Management | | | | | | | | | | |
| Prof. & Tech. | 1 | 5,084.00 | 1 | 4,307.00 | 2 | 21,583.34 | 2 | 22,000.00 | 2 | 22,000.00 |
| Clerical | | | | | 1 | 3,208.34 | 1 | 3,300.00 | 1 | 3,300.00 |
| Labor & Service | | | | | | | | | | |
| Total | 1 | 5,084.00 | 1 | 4,307.00 | 3 | 24,791.68 | 3 | 25,300.00 | 3 | 25,300.00 |

4. Grants-In-Aid

| | | | | | |
|-----------------------|----------|----------|-----------|-----------|-----------|
| 5. Supplies & Expense | 844.23 | 1,431.77 | 4,490.55 | 4,200.00 | 4,200.00 |
| 6. Total Expenditures | 5,928.23 | 5,738.77 | 29,282.23 | 29,500.00 | 29,500.00 |

| 7. Account Fund | Actual FY 71 | Actual FY 72 | Estimated FY 73 | Requested FY 74 | Requested FY 75 |
|-----------------|--------------|--------------|-----------------|-----------------|-----------------|
| 10121:15-69 | 5,923.23 | 5,738.77 | | | |
| 10121:12-40 | | | 29,282.23 | 29,500.00 | 29,500.00 |

8. Totals 5,923.23 5,738.77 29,282.23 29,500.00 29,500.00

9. Requested Deficiency

-0-

STATE OF MINNESOTA - DEPARTMENT OF ADMINISTRATION
BIENNIAL BUDGET
GENERAL STATEMENTS AND EXPLANATIONS

Indian Offender Rehabilitation

The purpose of the Indian Offender Rehabilitation activity is to reduce the recidivism rate among the Indian offender population of the state and to meet and counsel with Indian inmates of correctional institutions within the state for the purpose of changing attitudes toward society and discussing the Indian tradition and heritage with correctional personnel so that they can better understand the Indian offenders.

This activity was originally funded with federal funds funneled through Georgetown University, Washington, D. C., and treated as a Gift account. The project expired in November 1971 through exhaustion of funds.

During the current fiscal year the activity was revived and is federally funded by the Bureau of Indian Affairs under Contract No. K51C14200667 and hopefully will be continued in Fiscal Years 1974 and 1975.

BUDGET ANALYSIS BY ACTIVITY

1. Dept. Indian Affairs Commission

2. Activity Title Urban Indian Housing Services

| 3. Personnel | Actual FY 71 | | Actual FY 72 | | Estimated FY 73 | | Requested FY 74 | | Requested FY 75 | |
|-----------------------|--------------|----------|--------------|-----------|-----------------|------|-----------------|------|-----------------|------|
| | No. | Cost | No. | Cost | No. | Cost | No. | Cost | No. | Cost |
| Management | | | | | | | | | | |
| Prof. & Tech. | 1 | 2,683.00 | 2 | 5,517.00 | | | | | | |
| Clerical | | | 1 | 2,898.00 | | | | | | |
| Labor & Service | | | | | | | | | | |
| Total | 1 | 2,683.00 | 3 | 8,415.00 | | -0- | | -0- | | -0- |
| 4 Grants-In-Aid | | | | | | | | | | |
| 5. Supplies & Expense | | 2,883.00 | | 3,782.08 | | | | | | |
| 6. Total Expenditures | | 5,566.00 | | 12,197.08 | | -0- | | -0- | | -0- |

| 7. Account Fund | Actual FY 71 | Actual FY 72 | Estimated FY 73 | Requested FY 74 | Requested FY 75 |
|-----------------|--------------|--------------|-----------------|-----------------|-----------------|
| 10121:04-40 | 5,566.00 | 12,197.08 | -0- | -0- | -0- |

| | | | | | |
|-------------------------|----------|-----------|-----|-----|-----|
| 8. Totals | 5,566.00 | 12,197.08 | -0- | -0- | -0- |
| 9. Requested Deficiency | | | -0- | | |

STATE OF MINNESOTA - DEPARTMENT OF ADMINISTRATION
BIENNIAL BUDGET
GENERAL STATEMENTS AND EXPLANATIONS

Urban Indian Housing Services

The purpose of the Urban Indian Housing Services activity was to assist Minnesota Indians in finding adequate housing, and home improvements throughout the state with emphasis on the urban areas.

This activity was federally funded through the State Planning Agency under Contract No. M9590, Grant No. P173, during Fiscal Year 1971 and 1972.

Funds for the project were exhausted in April 1972 and has been dormant since with no new funding foreseen.

BUDGET ANALYSIS BY ACTIVITY

1. Depr. Indian Affairs Commission2. Activity Title Indian Crime Control

| 3. Personnel | Actual FY 71 | | Actual FY 72 | | Estimated FY 73 | | Requested FY 74 | | Requested FY 75 | |
|-----------------|--------------|-----------|--------------|----------|-----------------|------|-----------------|------|-----------------|------|
| | No. | Cost | No. | Cost | No. | Cost | No. | Cost | No. | Cost |
| Management | 1 | 13,000.00 | 1 | 1,083.00 | | | | | | |
| Prof. & Tech. | 1 | 10,834.00 | 1 | 903.00 | | | | | | |
| Clerical | 1 | 6,500.00 | 1 | 542.00 | | | | | | |
| Labor & Service | | | | | | | | | | |
| Total | 3 | 30,334.00 | 3 | 2,528.00 | | -0- | | -0- | | -0- |

4. Grants-In-Aid

5. Supplies & Expense

6. Total Expenditures

| 7. Account Fund | Actual FY 71 | Actual FY 72 | Estimated FY 73 | Requested FY 74 | Requested FY 75 |
|-----------------|--------------|--------------|-----------------|-----------------|-----------------|
| 10121:10-40 | 45,759.00 | 5,085.00 | -0- | -0- | -0- |

8. Totals

9. Requested Deficiency

STATE OF MINNESOTA - DEPARTMENT OF ADMINISTRATION
BIENNIAL BUDGET
GENERAL STATEMENTS AND EXPLANATIONS

Indian Crime Control

The purpose of this activity was to develop understanding of Indians by law enforcement personnel and the reduction of criminal offenses by Indians.

The Indian Crime Control activity was federally funded under the Safe Streets Act of 1968, P.L. 90-351 through the Governor's Crime Commission under Grant No. 70-DF-251 during Fiscal Year 1971 and 1972.

This activity involved meetings and discussion on Indian culture and heritage with law enforcement personnel in an effort to sensitize them to Indian feelings and meeting with Indian groups to discuss attitudes of non-Indian law enforcement agencies.

The project was for a thirteen month period that ended August 31, 1971.