In recognition of efforts made by NRCS over the last 50 years to promote hiring of qualified minority employees, this poster is the Second part of a commemorative series to be released by the Agency to acknowledge the "First" minority employees that served in various critical positions throughout the Agency.

Before the Civil Rights Act of 1964, the Soil Conservation Service (SCS) workforce had very few Blacks employees. There was resistance in sections of the South to hiring blacks, but with the passage of the Civil Rights Act of 1964, the SCS responded with innovative and collaborative recruitment approaches. One such approach was to develop a partnership with 1890 Colleges and Universities. This partnership is still in existence today and the success is evident in the increased number of Black students hired and the number of Black employees that have risen through the ranks.

We are pleased to highlight the "First" Black Men of NRCS to break glass ceilings in positions from the State Conservationist level and above.

For further reading on the History of the Soil Conservation Service and the Civil Rights Act of 1964, we invite you to visit the following online resources:
- NRCS History Articles - Eroding the Color Line, the Soil Conservation Service and the Civil Rights Act of 1964, by Douglas Heims, USDA-NRCS, and Agency Historian.
- NRCS History Articles - Celebrating the "First" Black Women
- NRCS History Articles - First Recorded State Soil Scientist

Notes:
- The first poster of the series was the NRCS Black History Month 2012 Celebrating "The First" Black Women
- ※ Held more than one position within the Agency as a "First"
- ※ = Held more than one position within the Agency as a "First"

Data published is based on the most current information available from NRCS. We apologize if someone was inadvertently excluded.

Photos Unavailable:
- Obie Ashford, Director of Eastern National Technical Center, Clarence Austin, Midwest Regional Administrative Officer, and
- Charles Davis, First Recorded State Conservation Engineer.