Washington -

The Nixon administraion faces an exodus of its op black officials, who re distressed over the adninistration's civil rights policies.

SFChronicle

At least two black officials ave indicated that they plan y quit their posts shortly, hile several others have set n informal deadline of June or the administration to nake some positive changes. The White House, disressed that such an effort night snowball and result in he loss of all senior black ofcials, plans what it consiers major moves soon to ounter the threat, according) a high administration offiial.

MOVES

Such moves would be inended to hold black officials Iready in the administraion, attract more in high poitions and attract black votrs in 1972, the official said. Steps under consideration nclude a major policy statenent, possibly in the State of he Union message later this nonth; the naming of blacks > key White House positions nd improvement and stroner enforcement of programs imed at blacks and other ninorities, such as the Philaelphia plan and minority apitalism. "But the immediate prob-

"But the immediate probem is to prevent any of the lacks already here from eaving, or we won't be able attract anybody," the offiial commented.

ANONYMOUS

The black off i c i a ls who, aid they plan to leave insisted on anonymity at this time. They said they are "lookig for some kind of moral eadership, a positive stateent, a good, strong speech com the White House to take ome of the heat off us in the lack community."

Blacks appointed by Mr. lixon met with him last farch and implored him to rights matters. They have been disappointed in the action he has taken since then, several said.

"If the administration does not move by the beginning of summer to improve its image, I don't see how I can remain on board," one black official remarked.

"If nothing is done by then, it definitely will be too late for us to try and be effective in the coming election year campaign. If things don't improve, we won't have anything at all to sell to the black community."

Insensitivity

One black who said he will leave regardless feels it is too late for the Administration to attempt a major change to attract blacks, that any more would be "too little too late." He said "many of the people around Mr. Nixon just have no understanding of or sensitivity to the problems of blacks."

Another official cited an example. He said a Negro official and his white superior were speaking before separate black audiences at a black meeting. Afterwards, the black official went to the hotel room of his superior, who immediately chastised the black for not being at the same session to take some of heat.

"But I was catching hell at the other meeting," the black official said.

"Yes, but that's what we pay you to do," his boss shot back.

OFFICIAL

Arthur Fletcher, assistant secretary of labor, was the only black official willing to be quoted by name. He confirmed that many black officials are uneasy over administration policy. He said he is optimistic there will be substantial change over the next few months, but he said the situation right now is critical because the black leaders and the community expect change. Blacks Are Urged To Vote Nixon Out

New York

Civil rights leader Bayard Rustin said yesterday that 1971 should be the year in which black people "dedicate themselves to removing that national disaster from the White House in 1972:"

Rustin, the executive director of the A. Philip Randolph Institute, said Negroes will not be able to gain equality as long as President Nixon remains in office. He said Mr. Nixon's economic policies were helping to divide the country.

"As long as there's a scarcity of jobs," Rustin said in a television interview, "blacks and whites are going to hate each other."

COMPETITION

He said competition for housing, education and other advantages also feeds black and white hatred.

Looking back, Rustin said the past decade saw more gains for Negroes than any other period in American history.

"There has never been more progress for black people than there has been in the last 10 years." Rustin said. "And no President ever did more for black folks than Lyndon Johnson."

Rustin, who led the 1963 Civil Rights March in Washington, cited some of the landmark legislation passed during the Johnson Administration and said progress, particularly in e d u c a t i o n, had been made to a greater degree under Johnson than any other president.

GAINS

Although he admitted many gains had been made, Rustin cautioned blacks against expecting too much, too soon. He said the tendency among the black militants is to expect instant freedom. But, he said, the future leaders of the black community will come from the moderate faction.

"I think you'll find future leaders in the NAACP and not the Panthers," Rustin said. He said the fate of the militants rests in the hands of whites who give them only three choices: "Exile, jail, or death by blacks hired by whites."

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