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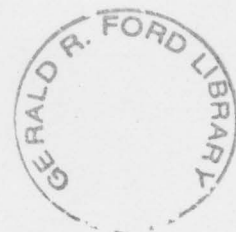
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HOLD FOR RELEASE, 10:00 A. M., TUESDAY, JULY 16, 1974

RACE RELATIONS IN THE UNITED STATES

THE FOREIGN AFFAIRS EXECUTIVE SEMINAR  
DEPARTMENT OF STATE  
WASHINGTON, D.C.



BY:

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## RACE RELATIONS IN THE UNITED STATES

THE PROBLEM OF IMPROVED RACE RELATIONS IN THE U. S. A. CONTINUES TO CHALLENGE THE BEST WE HAVE TO OFFER IN AMERICAN LEADERSHIP. IN GOVERNMENT AS IN THE NON-GOVERNMENT SECTOR, WE COULD MAKE A CASE TO PROVE A RECORD OF ENCOURAGING PROGRESS. IF WE ARE PESSIMISTIC BY NATURE, WE MAY WELL MAKE A CASE OF DISCOURAGEMENT. MINDFUL OF THE DIFFICULT ROAD AHEAD IN THE FIELD OF RACE RELATIONS, I CHOOSE TO VIEW THE RACE RELATIONS PICTURE IN THE U. S. A. AS ONE OF ENCOURAGING SUCCESS WHILE AT THE SAME TIME POSING CHALLENGING, AT TIMES EVEN STUBBORN, OBSTACLES AHEAD.

I SHALL NOT BORE YOU WITH A LONG RUN OFF OF NUMEROUS STATISTICS THAT COULD BE USED TO PROVE EITHER SIDE OF THE COIN. BUT YOU MAY FIND IT INTERESTING TO KNOW THAT OUR GOVERNMENT'S EXPENDITURES IN CIVIL RIGHTS AND RELATED

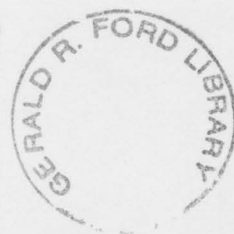


SOCIAL PROGRAMS WILL BE \$3-1/2 BILLION IN 1975 AS AGAINST \$1.1 BILLION IN 1970. WE'LL SPEND \$604 MILLION IN 1975 ON CIVIL RIGHTS ENFORCEMENT AS AGAINST \$75 MILLION IN 1969. THOSE OF YOU FROM THE MILITARY WILL BE INTERESTED TO KNOW THAT YOUR 1975 BUDGET WILL PROVIDE \$51 MILLION FOR PROGRAMS TO ASSIST EQUAL OPPORTUNITY. THIS WILL REPRESENT A 5% RISE IN OUR BUDGET.

MINORITY GROUPS MAKE UP 20.4% OF ALL FEDERAL EMPLOYEES AS OF MAY 31, 1973. THIS IS A ONE PERCENT INCREASE FROM NOVEMBER 30, 1969.

THE NUMBER OF MINORITIES IN GS-16-18 SUPERGRADE NUMBERS 202, REPRESENTING AN INCREASE OF 4 PERCENT FOR THE YEAR MAY, 1972 THRU MAY, 1973.

WE NOTE A 400% INCREASE IN THE BUDGET OF THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION DURING THE PERIOD BETWEEN 1970 AND 1975, \$11 MILLION TO \$53.7. THIS IS MOST SIGNIFICANT BECAUSE THE E. E. O. ACT IS A MAJOR FOCAL POINT FOR



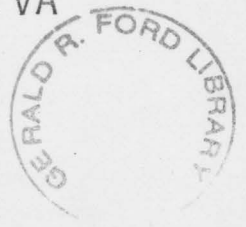
ASSURING EQUALITY OF OPPORTUNITY FOR MINORITY CITIZENS.

THROUGH THIS COMMISSION THE GOVERNMENT CAN:

- A. B RING SUIT IN U. S. DISTRICT COURTS TO ENFORCE  
NONDISCRIMINATION;
- B. FILE CIVIL ACTION AGAINST PATTERNS OF EMPLOYMENT  
DISCRIMINATION;
- C. INVESTIGATE CHARGES INVOLVING EMPLOYEES OF STATE  
AND LOCAL GOVERNMENTS.

IN THE AREA OF MINORITY ENTERPRISE, EQUALLY SIGNIFICANT  
AND ENCOURAGING PROGRESS IS BEING MADE. MORE FUNDS ARE  
BEING SPENT -- EVEN CONSIDERING A DEFLATED VALUE OF THE  
DOLLAR -- TO IMPROVE EDUCATIONAL OPPORTUNITIES, FIGHT  
DISCRIMINATION IN HOUSING AND PROCESSING A MAJOR WAR  
ON THE DRUG PROBLEM.

IN COMPARING 1974 AND 1970, WE NOTE AN INCREASE FROM  
\$690 MILLION TO \$754 MILLION IN 1975. WE ARE EXPANDING THE  
GOVERNMENT'S DRUG TREATMENT CAPACITY, INCLUDING A VA





TREATMENT PROGRAM FOR 18,000 VETERANS IN 1973.

WE ARE ATTACKING ECONOMIC POVERTY AND OTHER SOCIAL  
ILLS THROUGH:

- A. FEDERAL OUTLAYS FOR BENEFITS TO LOW-INCOME  
PERSONS FROM \$15.9 BILLION IN 1969 TO AN ESTIMATED  
\$32.2 BILLION IN 1975.
- B. FIVE FOLD INCREASE IN FEDERAL FOOD AID FROM  
\$1.2 BILLION IN 1969 TO \$5.8 BILLION IN 1975.
- C. OF ALL THE OEO MAJOR PROGRAMS, ONLY ONE --  
COMMUNITY ACTION -- WILL BE PHASED OUT. BUT COM-  
MUNITY ACTION WILL BE REPLACED WITH A PROGRAM OF  
DIRECT SUPPORT.
- D. COMMUNITY DEVELOPMENT ACTIVITIES WILL BE FUNDED  
FOR \$39.3 MILLION IN 1975.
- E. AN ESTIMATED 200,000 WELFARE RECIPIENTS WILL BE  
PLACED IN JOBS UNDER OUR WORK INCENTIVE (WIN) PROGRAM.



F. FEDERAL SUPPORT FOR EMPLOYMENT RELATED CHILD CARE WILL COME TO \$586 MILLION IN 1975 AS AGAINST \$143 MILLION IN 1970.

THIS IS PROGRESS, TANGIBLE AND ENCOURAGING.

BUT NOW MY FELLOW PROBLEM SOLVERS. WE MUST MOVE ON TO THE MORE DIFFICULT STRETCH ON THE ROAD TO PROGRESS. WE HAVE HAD THE DECADE OF CIVIL RIGHTS CONFRONTATION IN THE 60's. NOW, WE MUST CAREFULLY CONCEPTUALIZE, PROGRAM AND ATTACK VIGOROUSLY THE REMAINING SOCIO-ECONOMIC ILLS.

WE FIND INEQUITIES STILL IN ALL THE AREAS I LISTED EARLIER IN MY REMARKS CITING PROGRESS. FOR AS PROGRESS IS MADE, GREATER AND MORE PERSISTENT DEMANDS FOR SWIFTER AND MORE NOTICEABLE CHANGES ARE BEING MADE.

AS FAR AS THE EXECUTIVE BRANCH OF OUR GOVERNMENT IS CONCERNED, I WOULD LIKE TO SUGGEST A COURSE OF ACTION. THIS COURSE WOULD PROVIDE AN OPPORTUNITY FOR US AS PARTNERS TO MOVE FORWARD IN A LEADERSHIP ROLE.



LET'S START WITH THE STATE DEPARTMENT SINCE WE ARE  
HERE AT THE FOREIGN AFFAIRS SEMINAR.

EARLIER THIS YEAR, SECRETARY KISSINGER MET WITH A  
COMMITTEE OF BLACK EMPLOYEES FROM STATE, AID AND THE  
U. S. I. A. THE COMMITTEE RECOMMENDED:

1. AN INCREASE IN THE APPOINTMENT OF AMBASSADORIAL  
AND OTHER SENIOR LEVEL POSITIONS -- NOT JUST IN AFRICA  
AND THE CARIBBEAN NATIONS BUT WHEREVER THE U. S.  
INTEREST IS INVOLVED.
2. AN UPWARD MOBILITY PROGRAM FOR MINORITY PERSONNEL.
3. STRENGTHEN THE MID-CAREER RECRUITMENT AND LATERAL  
ENTRY PROGRAM IN THE FOREIGN AFFAIRS COMMUNITY IN  
ORDER TO ASSURE A SUBSTANTIAL INCREASE OF BLACK  
PERSONNEL IN THE MID-LEVEL. THIS WOULD ASSURE A  
MORE CONSTANT FLOW TO SENIOR LEVEL POSITIONS.
4. STRENGTHEN STATE'S EQUAL EMPLOYMENT OPPORTUNITY  
OFFICE.





I UNDERSTAND THAT THE SECRETARY IS PROCEEDING TO LOOK INTO THE REQUESTS OF THE BLACK REPRESENTATIVES AND THAT THE LINES OF COMMUNICATIONS ARE ACTIVE BETWEEN STATES "7" FLOOR AND THE BLACK REPRESENTATIVES.

THE SITUATION IN STATE IS SIMILAR TO JUST ABOUT EACH AGENCY IN THE FEDERAL ESTABLISHMENT INsofar AS A PAUCITY OF BLACKS EXISTING IN THE MIDDLE AND SENIOR GRADE POSITIONS.

ALTHOUGH EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS ARE ON THE TABLE OF ORGANIZATION IN ALL AGENCIES, THE EXTENT OF THEIR EFFECTIVENESS IS CONSISTENT WITH THE AMOUNT OF INTEREST, OR LACK OF IT, THAT IS EXPRESSED CONSTANTLY BY AGENCY AND BUREAU HEADS.

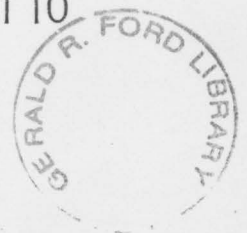
THE BIGGEST CONTRACTOR SOURCE IN THE NATION IS THE U. S. GOVERNMENT. OUR DETERMINATION TO ENFORCE VIGOROUSLY THE NON-DISCRIMINATION PROVISION THAT APPEARS IN ALL GOVERNMENT CONTRACTS CAN HASTEN THE REALIZATION OF EQUAL OPPORTUNITY FOR ALL IRRESPECTIVE OF RACE OR COLOR.



I AM FREQUENTLY ASKED AROUND THE COUNTRY, "IS THE CIVIL RIGHTS MOVEMENT DEAD?" MY CONSISTENT AND PERSISTENT ANSWER IS A LOUD NO. THE EMPHASIS OF CAREFUL PLANNING IN AND EXECUTION OF ECONOMIC PROGRAMS IS THE ORDER OF THE DAY. THE ERA OF CONFRONTATION IN THE 60's HAS BEEN REPLACED WITH A FAR LESS DRAMATIC, BUT I BELIEVE A MORE DIFFICULT BUT PRODUCTIVE IMMEDIATE AND LONG RANGE PROGRAM.

MINORITIES HAVE CONCENTRATED ON THE POLITICAL APPROACH. GREATER EMPHASIS ON REGISTRATION PROGRAMS, DEFINING POLITICAL ISSUES AND APPROACHING THE VOTING BOOTH IN LARGER NUMBER.

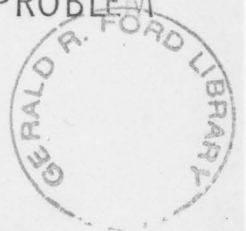
AS MEMBERS OF CONGRESS, CITY MAYORS STATE OFFICIALS, LOCAL, COUNTY AND FEDERAL JUDGES, MINORITIES ARE ENTERING THE MAINSTREAM OF AMERICAN LIFE. AT SOME POINTS, THE STREAM IS WIDER THAN AT OTHER POINTS AND MORE TIME IS NECESSARY TO CROSS. BUT MINORITIES ARE MAKING IT TO



THE OTHER SIDE, THE SIDE OF BETTER OPPORTUNITIES IN JOBS, HOUSING, EDUCATION AND PUBLIC SERVICE.

THE TASK AHEAD THAT MINORITY REPRESENTATIVES HAVE POSED FOR THE LEADERS OF STATE IS ESSENTIALLY THE SAME FOR THE REST OF THE FEDERAL AGENCIES. INDEED, JUST LOOK AT THE MAKE UP OF THE SELECT TOP EXECUTIVES WHO MAKE UP THIS AUDIENCE TODAY. DOES THIS NOT SAY SOMETHING AS TO WHERE WE ARE AND WHERE WE MUST GO TO ASSURE THE PROMISED AMERICAN DREAM TO MINORITY CITIZENS?

UNDER UTILIZATION OF A PERSON'S TALENT NOT ONLY ROBS HIM OF HIS OPPORTUNITIES BUT ALSO ROBS THE AGENCIES OF ACHIEVING MAXIMUM PRODUCTION AT THE HIGHEST LEVEL OF AN EMPLOYEE'S CAPABILITY. **P** MY RESPONSIBILITIES AS A SPECIAL ASSISTANT TO THE PRESIDENT, AND THE SIMILAR TASKS OF MY PREDECESSORS IN THIS OFFICE AND IN THIS ADMINISTRATION AS WELL AS PRIOR ADMINISTRATIONS IS A RECOGNITION AT THE HIGHEST LEVEL OF GOVERNMENT OF THE IMPORTANCE OF THE PROBLEM



OF ASSURING EQUALITY OF OPPORTUNITY FOR ALL AMERICANS.

THE DEFENSE DEPARTMENT HAS FOUND THAT IN THE ARMED FORCES AN INTEGRATED FIGHTING FORCE AND A SYSTEM OF PROMOTION VOID OF RACIAL BIAS HAS PAID HANDSOME DIVIDENDS ON THE BATTLEFIELDS, IN TROUBLED NAVY WATERS, IN AIR FORCE SORTIES, AND IN PEACETIME UNITS OF THESE SERVICES.

THE CIVIL SERVICE COMMISSION PERSISTS IN NEW WAYS AND CONSTANT EMPHASIS TO PROVIDE FEDERAL AGENCIES WITH THE BEST AVAILABLE TALENT IRRESPECTIVE OF MINORITY STATUS. BUT WHILE WE HAVE COME A LONG WAY ON THE ROAD TO JOB EQUALITY, FAR TOO MANY MIDDLE LEVEL AND SENIOR LEVEL EXECUTIVE BUREAUCRATS FIND WAYS AND MEANS IN THEIR OFFICIAL POSITIONS TO FRUSTRATE CLEAR FEDERAL EMPLOYMENT POLICY; POLICIES THAT AT VARIOUS TIMES AND IN NUMEROUS SITUATIONS HAVE BEEN DEVELOPED AND SUPPORTED BY LAWS OF THE CONGRESS, DECREES OF THE HIGHEST FEDERAL COURTS AND REPEATED EXECUTIVE ORDERS.





INDEED, THOSE OF YOU, HIGH LEVEL AND EXPERIENCED  
FEDERAL EXECUTIVES -- IN THE FINEST DEFINITION OF THE TERM,  
BUREAUCRATS, CAN FIND NO MORE CHALLENGING AND REWARDING  
GOALS IN CAREERS THAT MUST BE DISTINGUISHED, OR POTENTIALLY  
SO, OTHERWISE YOU WOULDN'T BE SITTING HERE -- THAN  
VIGOROUS INDIVIDUAL COMMITMENT, PERSONAL AND OFFICIAL --  
TO THE VISIBLE EVIDENCES OF EQUALITY OF OPPORTUNITY.

YOU SEE, THE ERA OF THE 70's WILL BE MORE DIFFICULT THAN  
THE DRAMATIC ACTION -- OFTEN CONFRONTATION OF THE 60's.  
BUT THE 70's WILL PROVIDE SERIOUS DELIBERATIONS AT EVERY  
SIGNIFICANT LEVEL OF GOVERNMENT TO DESIGN AND EXECUTE  
PROGRAMS IN THIS BROAD CIVIL RIGHTS ARENA.

WHAT IS THE OVERALL RECORD IN ADVANCING CIVIL RIGHTS  
FOR ALL AMERICANS DURING THE PAST DECADE ... IN GOVERNMENT  
AND IN THE PRIVATE SECTOR? I SAY THE PROGRESS HAS BEEN  
TREMENDOUS. THERE CAN NEVER BE ENOUGH PROGRESS IN THE  
AREA OF CIVIL RIGHTS UNTIL ALL AMERICANS ARE ASSURED OF  
PARITY ACROSS THE BOARD. BUT WHEN WE LOOK AT THE RECORD

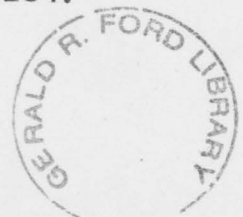




WE MUST AGREE THAT PROGRESS HAS BEEN MADE.

SOMETIMES IT'S EVEN HARD FOR STUDENTS OF RACE RELATIONS TO UNDERSTAND THE EXTENT OF THAT PROGRESS BECAUSE WE ARE TALKING ABOUT NEW TACTICS IN THE 70's TO RESOLVE ADDITIONAL PROBLEMS CREATED BY PROGRESS MADE DURING THE PAST DECADE. MOST OF THE SYMBOLIC, EARLY GAINS STEMMING FROM CIVIL CONFRONTATION ARE BEHIND US. WHAT REMAINS IS THE LESS SPECTACULAR TASK OF RESOLVING THE MORE COMPLEX AND DIFFICULT ISSUES AHEAD IN THE FIELD OF HUMAN RIGHTS AS WELL AS MINORITY RIGHTS. IT IS, IN MY VIEW, INDEED A SIGN OF MATURITY THAT IN TEN YEARS CIVIL RIGHTS ENFORCEMENT HAS BECOME A PART OF THE BASIC FABRIC OF AMERICAN LIFE.

IN THE 60's WE WERE ENGAGED IN THE PROCESS OF FREEING OURSELVES FROM THE MENTAL CHAINS OF SLAVERY AND SECOND-CLASS CITIZENSHIP. THROUGH BLOOD, SWEAT AND TEARS WE PRESSED OUR BILL OF PARTICULARS BEFORE THE AMERICAN PUBLIC WITH SIT-INS, JAIL-INS AND COUNTLESS OTHER FORMS OF MASS PROTEST.



NOW THE TACTICS HAVE CHANGED. MOST OF THE LAWS ARE NOW ON THE BOOKS. WE HAVE PUBLIC ACCOMMODATIONS AND VOTING RIGHTS LAWS. WE REALIZED IN THE 60's THAT IT'S NOT ENOUGH TO HAVE ACCESS. WE ARE NOW ENGAGED IN LESS DRAMATIC INVOLVEMENT. WE WANT TO OWN SOME OF THOSE LUNCH COUNTERS, HOTELS AND GAIN SOME OF THE GOVERNMENT AND PRIVATE SECTOR CONTRACTS. WE ARE FINALLY TALKING ABOUT BECOMING PRODUCERS AS OPPOSED TO AGE-OLD CONSUMERS IN THIS GREAT CAPITALISTIC DEMOCRATIC SOCIETY. WE ARE TALKING ABOUT GAINING A REAL PIECE OF THE AMERICAN PIE. NOW THAT WE HAVE MADE IT INSIDE THE FACILITY, WE NOW WANT A PIECE OF THE ACTION ... AND RIGHTLY SO -- THIS IS WHAT THE AMERICAN SYSTEM IS ALL ABOUT.

THE MOMENTUM OF THE CIVIL RIGHTS MOVEMENT IS CONTINUING, EXPANDING, AND ACHIEVING GREATER CONCRETE SUCCESSES IN BOTH OLD AND NEW AREAS OF ENDEAVOR.

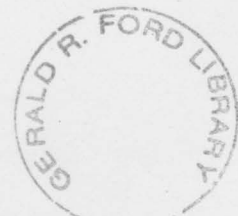


ONE HAS ONLY TO LOOK AT WHAT IS OFTEN DESCRIBED AS  
THE EMERGING NEW PHENOMENA IN THE MINORITY COMMUNITY --  
THE MINORITY ELECTED OFFICIAL. TOM BRADLEY IN LOS ANGELES,  
MAYNARD JACKSON IN ATLANTA AND COLEMAN YOUNG IN DETROIT.  
THESE ELECTION VICTORIES REPRESENT -- AS MUCH AS ANYTHING --  
PROGRESS MADE IN THE 60's.

SO, IF WE HAVE COME A LONG WAY IN A SINGLE DECADE --  
AND I BELIEVE WE HAVE -- WE MUST ALSO RECOGNIZE THAT WE  
HAVE A LONG WAY TO GO IN ORDER TO ACHIEVE OUR CONSTITUTIONAL  
CONCEPT OF EQUAL RIGHTS FOR ALL. FOR IT IS ONLY THROUGH  
CONTINUED DEDICATION THAT WE WILL FINALLY REACH THE DAY  
THAT MEN LIKE DR. MARTIN LUTHER KING ENVISIONED FOR US  
ALL IN HIS HISTORIC DREAM OF A DECADE AGO.

THANK YOU.

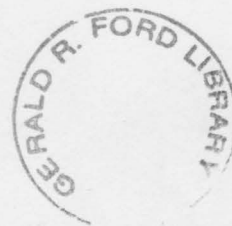
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IN <sup>United States</sup> ~~AND THE U.S. GOVERNMENT~~  
RACE RELATIONS

The problem of improved race relations in the U.S.A. continues to challenge the best we have to offer in <sup>American</sup> leadership, ~~issues on the American scene~~. In government as in the non-government sector we could make a case to prove <sup>a</sup> record of encouraging progress. If we are pessimist by nature we may well make a case of discouragement. Mindful of the difficult road ahead in the field of race relations, I choose to view the race relations picture in the U.S.A. as one of encouraging success while at the same time posing challenging, at times even stubborn, obstacles ahead.

I shall not bore you with a long run off of numerous statistics that could be used to prove either side of the coin. But you may find it interesting to know that our government's expenditures in Civil Rights and <sup>7</sup> related Social Programs will be \$3 1/2 billion in 1975 as against \$1.1 billion in 1970. We'll spend \$604 million in 1975 on civil rights enforcement as against \$75 million in 1969. Those of you from <sup>the</sup> military will be interested to know that your 1975 budget will provide \$51 million for programs to assist equal opportunity. This will represent a 5% rise in our budget.





Minority groups make up 20.4% of all federal employees as of May 31, 1973. This is a one percent increase from 11/30/69.

The number of minorities in GS-16-18 supergrade numbers 202 , representing an increase of 4 percent the year May 1972 thru May 1973.

We note a 400% increase in the budget of the Equal Employment Opportunity Commission the period between 1970 and 1975, \$11 million to \$53.7. This is most significant because the E. E. O. Act is a major focal point for assuring equality of opportunity for minority citizens. Through this commission the government can:

- A. bring suit in U. S. district court to enforce nondiscrimination.
- B. file civil action against patterns of employment discrimination;
- C. investigate charges involving employees of state and local government.





In the area of minority enterprise equally significant and encouraging progress is being made. More funds are being spent - even considering a deflated value of the dollar - to improve educational opportunities, ~~XXXX~~ fight discrimination in housing <sup>and processing</sup> ~~make~~ a major war on the drug problem.

In comparing 1974 and 1970 we note an increase from \$690 million to \$754 million in 1975. We are expanding <sup>(the government's)</sup> drug treatment capacity, including <sup>program</sup> provide a VA treatment/for 18,000 veterans in 1973.

We are attacking economic poverty and other social ills through:

- a. federal outlays for benefits to low-income

persons from \$15.9 billion in 1969 to an estimated <sup>#</sup>32.2 billion in 1975.

- b. <sup>F</sup>ive fold increase in federal food aid from \$1.2 billion in 1969 to \$5.8 billion in 1975.

- c. Of all the OEO major programs only one -

community ~~service~~ action will be phased out. But <sup>community</sup> ~~action~~ will be replaced with a program of direct support.

- d. Community Development Activities will be funded for \$39.3 million in 1975.

- e. An estimated 200,000 welfare recipients will be placed in jobs under our Work Incentive (WIN) program.

- f. Federal support for employment related child care will come to \$586 million in 1975 as against \$143 million in 1970.



*P* This is progress, tangible and encouraging. *P* But now my fellow problem <sup>*solvers*</sup> solving. We must move on to the more difficult stretch on the road to progress. We have had the decade of civil rights confrontation ~~and~~ <sup>*now*</sup> in the 60s. We must carefully conceptualize, program and attach <sup>*K*</sup> vigorously the remaining socio-economic ills.

We find ~~equities~~ <sup>*inequities*</sup> still in all the areas I listed earlier in ~~the~~ <sup>*my*</sup> remarks. <sup>*citing progress*</sup> For as progress is made, ~~even~~ greater and more persistent demands ~~are made~~ for swifter and more noticeable changes. *are being made*

As far as <sup>*(the executive branch of our)*</sup> government is concerned I would like to suggest a course of action. <sup>*(This course would provide an opportunity for us to move forward)*</sup> in which we can proceed as partners in a leadership role. ~~In our own agencies of government mention~~

~~still are limited to the~~ ~~classification and dead end jobs.~~

~~Since I hear~~ <sup>*an*</sup> ~~in a Bureau of the State Dept. let's~~ <sup>*and have*</sup> for example the picture while improved from a few years ago, still does not loom as a model to project to our countrymen and the outside world.

~~Let's start with the State Dept. Service absolutely~~  
~~we are here in the Foreign~~  
~~Black professionals in State, AID and the~~  
~~U.S. AID are currently trying to~~  
~~get programs designed to increase the number~~  
~~of black Amb. and to assign them to~~  
~~posts in every section of world~~



Let's start with the State Dept. since we are here at the Foreign

~~Affairs Senior~~  
~~Service Institute.~~

Earlier this year Secretary Kissinger met with a committee of black employees from State, AID and the U.S.I.A. The committee recommended:

1. An increase in the appointment of Ambassadorial and other senior level positions - not just in Africa and the Caribbean nations but wherever the U.S. interest is involved.
2. An upward mobility program for minority personnel.
3. Strengthen<sup>ed</sup> the mid-career recruitment and lateral entry program in the foreign affairs community in order to assure a substantial increase of black ~~personnel~~<sup>PERSONNEL</sup> in the mid-level. This would assume a more constant flow to senior level positions.
4. Strengthen<sup>ed</sup> ~~State's~~<sup>State's</sup> Equal Employment Opportunity Office.

I understand that the Secretary is proceeding to look into the requests of the black representatives and that the ~~lines~~<sup>lines</sup> of communications are active between States "7" floor and the black representatives.

The situation in State is similar to just <sup>about</sup> each agency in the federal establishment <sup>9</sup>insofar as a paucity of blacks existing in the middle and senior grade positions.



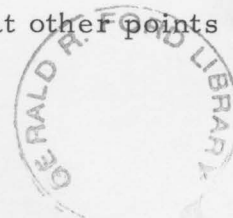
Although Equal Employment Opportunity ~~progress~~ <sup>programs</sup> are on the table of organization in all agencies, the extent of their effectiveness is consistent with the amount of interest, or lack of it, that is expressed constantly by agency and bureau heads.

The biggest contractors source in the nation is the U.S. government. Our determination to enforce vigorously the non-discrimination provision that appears in all ~~the~~ government contracts can hasten the realization of equal opportunity for all irrespective of race or color.

I am frequently asked around the country, "Is the civil rights movement dead". My consistent and persistent answer is a loud NO. The emphasis of careful planning in and execution of economic programs is the order of the day. The era of ~~confrontation~~ <sup>Confrontation</sup> in the '60s has been replaced with a far less diameter but I believe a more difficult but productive immediate and long range programs.

Minorities have concentrated on the political approach. Greater emphasis on registration programs, defining political issues and ~~appraising~~ <sup>approaching</sup> the voting booth in larger number.

<sup>As</sup> ~~As~~ member<sup>s</sup> of congress, city mayors, state officials, local, county and federal judges, minorities, are entering the main stream of American life. At some points the stream is wider than at other points





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and more times is necessary to cross. But minorities are making it to the side, the side of better opportunities in jobs, housing, education and public service.

