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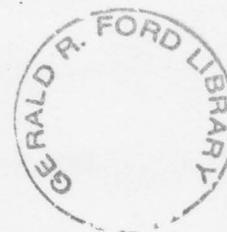
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COMMENCEMENT ADDRESS

DEFENSE RACE RELATIONS INSTITUTE
PATRICK AIR FORCE BASE, FLORIDA

BY:

STANLEY S. SCOTT
SPECIAL ASSISTANT
TO THE PRESIDENT
THE WHITE HOUSE
WASHINGTON, D. C.



I APPRECIATE THE OPPORTUNITY TO BE WITH YOU THIS MORNING. I WAS DELIGHTED TO ACCEPT YOUR INVITATION TO MAKE THE COMMENCEMENT ADDRESS FOR MANY REASONS: ONE, MY DEEP INTEREST IN RACE RELATIONS; TWO, A CHANCE TO SPEAK WITH YOU ABOUT SOME OF THE THINGS THIS ADMINISTRATION HAS DONE AND IS DOING IN RACE RELATIONS.

AS I PROCEEDED TO PREPARE FOR THIS ADDRESS, I COULDN'T HELP RECALL A STORY ABOUT A CERTAIN SOUTH AFRICAN TRIBE. IT HAS A CUSTOM THAT MIGHT BE INTRODUCED IN THIS COUNTRY-- PARTICULARLY TO COMMENCEMENT SPEAKERS.

CONSIDERING LONG SPEECHES INJURIOUS TO THE ORATOR AND THE AUDIENCE AS WELL, THE TRIBE HAS A UNWRITTEN LAW THAT A PUBLIC SPEAKER MUST STAND ON ONE FOOT WHILE ADDRESSING HIS LISTENERS. AS SOON AS THE OTHER FOOT TOUCHES THE GROUND, THE SPEECH IS BROUGHT TO A CLOSE -- BY FORCE IF NECESSARY!

NOW, WHEREAS I'M IN PRETTY FAIR SHAPE, I ASSURE YOU THAT I COULDN'T TEETER HERE ON ONE FOOT FOR MORE THAN A



MINUTE OR TWO. SO I'LL ASK YOUR INDULGENCE IN "RUNNING OVER" IN MY TALK FOR SOMETHING LONGER THAN THAT. BUT I PROMISE YOU THAT I SHALL BE BRIEF.

I'M REMINDED OF A SECOND STORY.

ONE OF THOSE EXCEPTIONALLY PROUD MOTHERS HAD BEEN EXCLAIMING THE MERITS OF HER YOUNG SON -- THE FIRST -- TO A BORED VISITOR.

"YES," THE PROUD MOTHER GUSHED. "JUNIOR'S A YEAR OLD NOW, AND HE'S BEEN WALKING SINCE HE WAS EIGHT MONTHS OLD."

"REALLY!" DRAWLED THE BORED VISITOR. "HE MUST BE AWFULLY TIRED BY THIS TIME."

SO, WHILE I REALIZE THAT YOU GOT A GOOD DEAL OF GOOD OUT OF YOUR SEVEN-WEEK INSTITUTE, I ALSO KNOW THAT YOU 240 SERVICEMEN (AND WOMEN?) ARE TIRED. YOUR COMMANDING OFFICER AND YOUR INSTRUCTORS HAVE ASSURED ME, THAT GIVEN THE INTENSIVENESS OF THE COURSE, THERE IS "NO WAY" FOR YOU NOT TO BE.



ANOTHER REASON I SHALL BE BRIEF IS THAT I REALIZE THERE IS ALWAYS AN EAGERNESS TO COMMENCE, TO BEGIN, TO GET ON WITH SOMETHING YOU BELIEVE IN -- SOMETHING YOU WANT TO DO. I SHALL NOT KEEP YOU LONG.

YOU GRADUATES, I UNDERSTAND, WILL NOW RETURN TO YOUR RESPECTIVE SERVICES AND APPLY THE TRAINING YOU RECEIVED HERE TO IMPLEMENTING THE RACE RELATIONS EFFORT OF THE DEPARTMENT OF DEFENSE.

YOU WILL JOIN THE 1827 OTHER GRADUATES OF THE DEFENSE RACE RELATIONS INSTITUTE IN THE CONTINUING EFFORT TO IMPROVE AND ACHIEVE EQUAL OPPORTUNITY WITHIN DOD AND TO ELIMINATE AND PREVENT RACIAL AND ETHNIC TENSIONS, UNREST AND CONFLICT. YOU WILL BE FULL-TIME RACE RELATIONS EDUCATION INSTRUCTORS.

I AM SURE THAT, GIVEN YOUR DEDICATION AND INTEREST, BOLSTERED BY THE TRAINING YOU HAVE RECEIVED HERE, YOU WILL BE SUCCESSFUL IN YOUR ASSIGNMENTS. I WANT TO SAY



"WELL DONE" TO YOUR HAVING SUCCESSFULLY COMPLETED THE INSTITUTE AND I WANT TO ADD A "DO WELL" IN YOUR NEW ASSIGNMENT. I AM SURE THAT YOU WILL.

I SHOULD ALSO LIKE TO BRING YOU THE CONGRATULATIONS AND BEST WISHES OF YOUR COMMANDER-IN-CHIEF, PRESIDENT NIXON. BEFORE LEAVING WASHINGTON, I HAD A CHANCE TO SEE THE PRESIDENT BRIEFLY, AND HE ASKED ME TO CONVEY TO YOU HIS BEST WISHES AS YOU MOVE OUT TO HELP MAKE THE WORLD A BETTER PLACE FOR ALL OF US.

FOR THE PRESIDENT, YOU SEE, IS A MAN DEEPLY INTERESTED IN RACE RELATIONS, EQUAL OPPORTUNITY AND HE HAS REPEATEDLY EXPRESSED HIS STRONG COMMITMENT TO THE RIGHT OF EVERY AMERICAN TO SHARE IN THE AMERICAN DREAM.

THIS SPRING, IN ISSUING HIS LOYALTY DAY PROCLAMATION, PRESIDENT NIXON SAID:

"ON THIS LOYALTY DAY, LET US REAFFIRM OUR COMMITMENT TO THE GREAT WORK WHICH BEGAN LONG AGO, BUT



WHICH IS STILL UNFINISHED AS OUR NATION IS UNFINISHED --
TO MAKE WHOLE AND PERFECT THE MEANING OF AMERICA:

"THAT ALL MEN ARE CREATED EQUAL, THAT THEY ARE ENDOWED
BY THEIR CREATOR WITH CERTAIN INALIENABLE RIGHTS,
THAT AMONG THESE ARE LIFE, LIBERTY AND THE PURSUIT OF
HAPPINESS."

IN HIS BUDGET MESSAGE OF 1973, PRESIDENT NIXON SAID:

"ALL OF OUR CITIZENS SHOULD EXPECT A FIRST PRIORITY OF
GOVERNMENT TO BE PROTECTION OF THEIR CIVIL RIGHTS. MY
ADMINISTRATION IS COMMITTED TO A COURSE OF ACTION TO
INSURE THAT PEOPLE CAN SHARE FULLY IN THE BENEFITS OF OUR
SOCIETY REGARDLESS OF RACE, SEX, RELIGION OR NATIONAL ORIGIN.
SIGNIFICANT ACCOMPLISHMENTS HAVE BEEN MADE," HE POINTED
OUT, BUT, HE ADDED, "MUCH REMAINS TO BE DONE:

-- WE WILL CONTINUE THE INCREASE IN MINORITY HIRINGS
IN THE FEDERAL SERVICE, ESPECIALLY IN PROFESSIONAL
AND SUPERVISORY POSITIONS, DESPITE CUTBACKS IN
FEDERAL EMPLOYMENT. MORE THAN 13,000 MINORITY



EMPLOYEES WERE HIRED BETWEEN NOVEMBER 1969 AND MAY 1971, AND MINORITY INCREASES IN UPPER AND MIDDLE GRADE LEVELS OCCURRED AT MUCH FASTER RATES THAN FOR NON-MINORITIES. MINORITIES NOW CONSTITUTE APPROXIMATELY ONE-FIFTH OF ALL FEDERAL EMPLOYEES.

- WE WILL CONTINUE TO PRESS EFFORTS TO ASSURE THAT WOMEN WILL HOLD MORE JOBS WITH GREATER RESPONSIBILITIES THAN EVER BEFORE. BETWEEN OCTOBER 31, 1970 AND OCTOBER 31, 1971, WOMEN HOLDING FEDERAL POSITIONS AT LEVELS GS-13 AND ABOVE INCREASED BY 7%.
- WE WILL CONTINUE THE UPGRADING OF EFFORTS TO OPEN OPPORTUNITIES FOR SPANISH-SPEAKING AMERICANS. THE BUDGET OF THE CABINET COMMITTEE ON THE SPANISH-SPEAKING WILL BE INCREASED BY 42%.
- WE WILL STEP UP OUR EFFORTS TO PROMOTE SELF-DETERMINATION FOR INDIANS ON RESERVATIONS AND TO ASSIST THEM IN THEIR ECONOMIC DEVELOPMENT.



FOR EXAMPLE, LEGISLATION TO ESTABLISH AN INDIAN TRUST COUNSEL AUTHORITY HAS BEEN PROPOSED TO GUARANTEE THAT THE RIGHTS OF THE INDIAN PEOPLE IN NATURAL RESOURCES ARE -- AT LAST -- EFFECTIVELY DEFENDED. OUTLAYS FOR PROGRAMS BENEFITING INDIANS ON RESERVATIONS WILL REACH \$1.2 BILLION IN 1973.

-- WE WILL DOUBLE OUR RESOURCES AND OUR EFFORTS TO ASSURE THAT FEDERAL CONTRACTORS MEET THE COMMITMENTS OF THEIR AFFIRMATIVE MINORITY HIRING PLANS. COMPLIANCE REVIEWS WILL INCREASE TO 52,000 COMPARED TO 12,300 IN 1969.

-- WE WILL CONTINUE TO ACCELERATE FEDERAL FINANCIAL AID AND TECHNICAL ASSISTANCE TO INCREASE MINORITY BUSINESS OPPORTUNITIES IN AMERICA. OUTLAYS FOR THESE PROGRAMS HAVE GROWN FROM \$213 MILLION IN 1969 TO \$716 MILLION IN 1973.

-- WE WILL CONTINUE OUR EFFORTS TO HELP WITH THE PROBLEMS OF SCHOOL DESEGREGATION AND UPGRADE



OUR ASSISTANCE TO BLACK COLLEGES AND OTHER
DEVELOPING INSTITUTIONS OF HIGHER EDUCATION.

THE EMERGENCY SCHOOL ACT WILL PROVIDE \$1.5 BILLION
OVER A TWO-YEAR PERIOD TO ASSIST IN SCHOOL
DESEGREGATION.

-- WE WILL ADD TO OUR EFFORTS TO ERADICATE UNLAWFUL
DISCRIMINATION IN THE SALE, RENTAL, OR FINANCING
OF HOUSING. EXPENDITURES FOR THESE PROGRAMS
WILL INCREASE 20% IN 1973 TO \$11 MILLION.

-- WE WILL INCREASE THE OUTLAYS OF THE EQUAL EMPLOY-
MENT OPPORTUNITY COMMISSION FROM \$22 MILLION
TO \$30 MILLION TO ENHANCE THEIR CAPABILITY TO END
DISCRIMINATION IN THE PRIVATE SECTOR.

TO CARRY OUT THESE PLANS, I HAVE RECOMMENDED TOTAL
EXPENDITURES OF \$2.6 BILLION FOR FEDERAL CIVIL RIGHTS
ACTIVITIES IN 1973. THIS COMPARES WITH \$911 MILLION IN
1969. OUTLAYS WILL INCREASE BY 25% BETWEEN 1972 AND 1973."



IT IS VERY CLEAR, THEN, WHERE THE PRESIDENT AND HIS ADMINISTRATION STAND ON EQUAL OPPORTUNITY. SIGNIFICANT PROGRESS HAS BEEN MADE AND CONTINUES TO BE MADE. INDEED, ONE OF PRESIDENT NIXON'S FIRST OFFICIAL ACTS -- SHORTLY AFTER HIS INAUGURATION IN 1969 -- WAS TO REMIND EXECUTIVE BRANCH OFFICIALS OF HIS DEEP PERSONAL COMMITMENT TO THE IDEAL AND PRACTICE OF EQUAL OPPORTUNITY.

LET'S LOOK BRIEFLY AT SOME FACTS AND FIGURES.

- WELL OVER HALF A MILLION FEDERAL CIVILIAN EMPLOYEES ARE BLACK, OR SPANISH SURNAMED, OR AMERICAN INDIAN, OR ORIENTAL. THAT'S A FULL 20 PERCENT OF ALL FEDERAL EMPLOYEES.
- MINORITY EMPLOYMENT HAS GONE UP UNDER THIS ADMINISTRATION, WHILE TOTAL EMPLOYMENT HAS GONE DOWN.
- THE NUMBER OF MINORITIES WHO HOLD MORE RESPONSIBLE AND BETTER PAYING JOBS IN THE HIGHER GRADES HAS



INCREASED DRAMATICALLY. IN JUST ONE YEAR, FOR EXAMPLE -- FROM NOVEMBER 1971 TO NOVEMBER 1972 -- MINORITY EMPLOYMENT IN THE "SUPERGRADES" WENT UP A WHOPPING 54 JOBS. AND THIS WAS A PERIOD WHEN NON-MINORITY EMPLOYMENT IN THE SUPERGRADES WENT DOWN BY 19 JOBS. EVEN MORE ENCOURAGING ARE THE FIGURES SHOWING SIGNIFICANT MINORITY INCREASES IN THE LEVELS JUST BELOW THE SUPERGRADES, WHERE MANY OF TOMORROW'S TOP MANAGERS ARE BEING PREPARED".

-- SIMILAR PROGRESS IS REFLECTED IN THE DATA ON EMPLOYMENT OF WOMEN. THERE HAVE BEEN NUMERICAL AND PERCENTAGE INCREASES FOR WOMEN AT EVERY GRADE LEVEL ABOVE GS-12, INCLUDING THE SUPERGRADES.

YOU MEN AND WOMEN OF THE ARMED FORCES WILL BE PARTICULARLY INTERESTED IN THE PROGRESS THAT HAS BEEN MADE IN YOUR BRANCHES OF SERVICE -- PROGRESS IN ENSURING



THAT NO ARTIFICIAL BARRIERS ARE PLACED IN THE UPWARD MOBILITY OF THE DESERVING.

PRESIDENT NIXON HAS APPOINTED (FOUR?) BLACK GENERALS. THE NAVY HAS ITS FIRST BLACK ADMIRAL. UP AND DOWN THE LINE, MINORITIES ARE IN MORE LEADERSHIP ROLES THAN IN ANY OTHER PERIOD IN OUR HISTORY.

- THIS KIND OF PROGRESS IS BEING ACHIEVED IN AN EMPLOYMENT SYSTEM WHOSE GOVERNING PHILOSOPHY IS MERIT, AND NOT A PERSON'S SKIN, COLOR OR SEX.
- THE PRESIDENT HAS MADE IT CLEAR THAT SUCH NON-MERIT CONSIDERATIONS HAVE NO PLACE IN THE FEDERAL HIRING PROCESS, AND THAT HE IS OPPOSED TO THE NOTION OF QUOTAS OR PROPORTIONAL REPRESENTATION.
- SCHEMES OF THIS NATURE ARE SIMPLY NOT AN ACCEPTABLE SUBSTITUTE FOR REAL AFFIRMATIVE ACTION, AND NO ONE SHOULD BE CONFUSED ON THIS ISSUE. THE PRESIDENT WANTS A STRONG AFFIRMATIVE ACTION PROGRAM, AND



HE WANTS IT DIRECTED AT MEN AND WOMEN IN ALL GROUPS -- INCLUDING BLACKS, INCLUDING THE SPANISH-SPEAKING, INCLUDING THE INDIAN PEOPLE, ASIAN-AMERICANS, AND PEOPLE OF OTHER RACIAL AND ETHNIC EXTRACTIONS.

-- WHERE SPECIFIC PROBLEMS ARE IDENTIFIED WITH SPECIFIC GROUPS, THEN SPECIAL EMPHASIS NEEDS TO BE GIVEN TO SOLVING THOSE PROBLEMS: AND IN THIS REGARD THE ADMINISTRATION HAS STRONGLY SUPPORTED THE CABINET COMMITTEE ON OPPORTUNITIES FOR SPANISH-SPEAKING PEOPLE.

I HAVE GONE RATHER DEEPLY INTO THE THRUST OF THE ADMINISTRATION AS REGARDS EQUAL OPPORTUNITY, FOR THIS IS OF PARAMOUNT CONSIDERATION IN DEALING WITH THE SUBJECT OF RACE RELATIONS.

FOR WE CANNOT SPEAK OF GOOD RACE RELATIONS WITHOUT TAKING INTO ACCOUNT THE TWO PARTS OF EQUAL OPPORTUNITY:

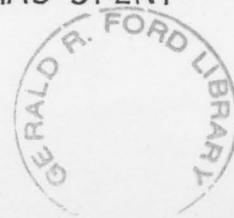


PERSONS OF ALL RACES HAVING AN EQUAL OPPORTUNITY TO GO AS HIGH AND AS FAR AS THEIR TALENTS, AMBITION AND DREAMS WILL PERMIT.

THUS, AS YOU PREPARE TO COMMENCE, TO BEGIN YOUR ADMIRABLE TASK OF INSTRUCTING YOUR FELLOW SERVICEMEN IN RACE RELATIONS, WHAT WORD CAN I LEAVE WITH YOU? WHAT GOLDEN NUGGETS CAN I IMPART? NONE, TRUTHFULLY.

I CAN SAY TO YOU THAT YOURS WILL BE A TOUGH ASSIGNMENT -- EVEN WITH THE HELP, COMMITMENT AND DIRECTION READILY AVAILABLE FROM YOUR SUPERIORS AND THE COMMANDER-IN-CHIEF. THE MERE FACT THAT YOU HAVE SPENT SEVEN WEEKS HERE, AND THAT THOUSANDS PRECEDED YOU, AND, THOUSANDS OF OTHERS WILL PROBABLY FOLLOW, MEANS THAT THE TASK AHEAD IS ENORMOUS -- THAT THERE IS MUCH TO BE DONE.

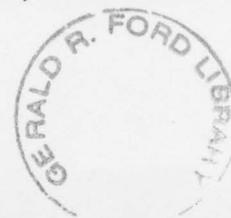
A LARGE MEASURE OF YOUR JOB WILL BE COMMUNICATIONS -- OPENING A LINE OF COMMUNICATIONS WITH THOSE YOU HOPE TO INSTRUCT, COUNSEL AND GUIDE. AS ONE WHO HAS SPENT



YEARS IN THE FIELD OF COMMUNICATIONS, LET ME ASSURE YOU THAT "BUILDING BRIDGES" ACROSS COMMUNICATION GAPS IS EXCEEDINGLY DIFFICULT.

I HAVE DEVOTED MOST OF MY LIFE TO COMMUNICATIONS, STARTING EARLY AS A CHILD IN ATLANTA, GEORGIA. I'VE BEEN A NEWSPAPERMAN, RADIO CORRESPONDENT AND NETWORK STAFFER. EVEN NOW, AS I CRISSCROSS THE COUNTRY REPRESENTING THIS ADMINISTRATION, MY JOB IS TO KEEP THE LINES OF COMMUNICATION OPEN BETWEEN THE PEOPLE AND THE GOVERNMENT.

I DO NOT SUGGEST THAT YOU NEED JOURNALISTIC OR BROADCAST TRAINING OR EVEN AN INTEREST IN THE COMMUNICATION INDUSTRY IN ORDER TO DO YOUR JOB, AND DO IT WELL. I AM SUGGESTING THAT YOU WILL BE COMMUNICATING IN YOUR NEW ASSIGNMENTS -- AND HOW WELL YOU "REACH OUT" WILL OFTEN DETERMINE HOW WELL YOU ARE "RECEIVED." OR, TO USE AN OLD NAVY TERM, WHEN YOU "SEND THE MESSAGE", YOU HOPE TO GET BACK A "WE READ YOU LOUD AND CLEAR."

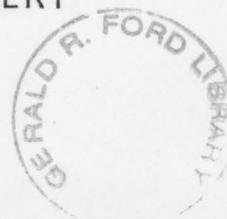


FOR PEOPLE WANT TO BE INFORMED, AND THEY WILL BE RELYING ON YOU FOR INFORMATION. OFTEN, A SUCCESS IS SCORED IN RACE RELATIONS BY SUPPLYING THE CORRECT INFORMATION TO SUPPLANT SOME UGLY MISINFORMATION. OFTEN, OLD ATTITUDES ARE CONVERTED, AND BIASES SHATTERED, BY THE PRESENTATION OF POSITIVE TRUTHS BY THE COMMUNICATING OF ANSWERS TO WON'T-GO-AWAY QUESTIONS.

WHAT I DO BRING FROM THE WHITE HOUSE, THEN, IS THE PRESIDENT'S ASSURANCE THAT HE IS WITH YOU ALL THE WAY AS YOU WORK OUT SOLUTIONS TO THE PROBLEMS YOU HAVE TO OVERCOME. TO THAT END, I BRING YOU HIS SUPPORT, HIS COMMITMENT, HIS DETERMINATION THAT THE JOB WILL -- AND MUST -- BE DONE.

AS THE PRESIDENT OBSERVED IN HIS EULOGY AT THE FUNERAL OF THE LATE WHITNEY M. YOUNG, JR.:

"IN AN AGE WHEN WE SEE SO MANY PEOPLE WHO WANT TO BE FOR THE RIGHT THING, WE ALSO FIND THAT IT IS VERY



DIFFICULT TO ACCOMPLISH THE RIGHT THING. IT IS REALLY EASY TO BE FOR WHAT IS RIGHT. WHAT IS MORE DIFFICULT IS TO ACCOMPLISH WHAT IS RIGHT," HE SAID.

ACCOMPLISHMENTS IN RACE RELATIONS ARE OFTEN HARD TO COME BY. EVEN ADMIRAL ZUMWALT, A MAN I MUCH ADMIRE FOR DEEP-SIXING THE ARTIFICIAL BARRIERS OF RACE, RELIGION, COLOR AND SEX IN THE U. S. NAVY -- FOUND THAT ONE Z-GRAM STRESSING HIS STRONG CONVICTIONS ON THE SUBJECT HAD TO BE, SHALL WE SAY, "FURTHER IMPLEMENTED."

BUT, WITH THE SUPPORT OF YOUR COMMANDER-IN-CHIEF AND ALL THOSE WHO SERVE UNDER HIM, FROM THE VERY TOP DOWN, WE SHALL MAKE EVEN GREATER STRIDES TOWARD THE DAY WHEN THE AMERICAN DREAM WILL BE A FULL REALITY WHEN THERE WILL BE A UNITY OF PURPOSE AND A DEEP AND ABIDING INTEREST IN GOOD RELATIONS AMONG ALL MEN AND WOMEN, REGARDLESS OF RACE.

TO HELP SECURE THE BLESSINGS, AND RIGHTS AND BENEFITS FOR ALL OF OUR CITIZENS AND ELICIT EVERYONE'S UNSTINTED



SUPPORT IN MAKING THIS GREAT COUNTRY EVEN GREATER THAN
IT IS "TO SECURE THE BLESSINGS OF LIFE, LIBERTY AND THE
PURSUIT OF HAPPINESS" FOR EVERY AMERICAN, FOR ALL TIME ...
THAT, LADIES AND GENTLEMEN, IS YOUR CHARGE.

TO THE FACULTY, STAFF, AND STUDENTS OF THE DEFENSE RACE
RELATIONS INSTITUTE, I WANT TO EXPRESS THE PLEASURE I FEEL
AS I JOIN YOU FOR THIS CEREMONY AND MY SATISFACTION WITH
THE IMPORTANT WORK THAT IS BEING CARRIED ON HERE.

GOOD LUCK, AND THANK YOU.

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