

The Launching pad I needed  
To  
Finish my Assignment before my Journey Ends

The court expects that in 25 years there will no longer be a need for the race based preference policy  
.....today.

Because I am regarded as the father of the nation's Affirmative Action Enforcement Policy Movement. Knowledgeable individual who read and analyzed that decision closely thought that I would be disappointed when I read that sentence. When said that I agreed with the court's decision and that I had no problem with that sentence whatsoever, more that a few were taken aback.. Then felt compelled to explain my reasoning.

It goes like this; When the court rendered its most recent decision of The Affirmative Action Enforcement Policy that I set in motion it has been in existence 33 years. During that period racial minorities and women had achieve at the workplace and throughout the business ownership arena, that the policy had proved its merit. So much so that -----four star military Generals supporting it thereby making it a national securing asset. In a time of war coupled with the terrorist attack on the home land it couldn't get much better than that. But guess what it did? Coupled with form the very top ranks of the military establishment, 68 Fortune 500 Firms file Friends of the court briefs supporting as well. and so did the AFL-CIO. But the support didn't stop there either. The press reported that 14000 law students also file a friend of the court brief supporting the policy. That amount, verity, and depth of support for the policy represented ----- turnaround from what the court witnessed when it rule on the Bakke, -----and ----- in earlier supreme court decisions on the policy.

Consequently regarding 5 of 4 justices where impressed with what the were exposed to. Thus, both the quality and quantity of support for the policy didn't fall on deaf ears, blind eyes nor unreasonable minds. Therefore, the 5 justices that voted to sustain the policy also voted on its life expectancy too. Since I wasn't in the conference when the ..... over the decision to sustain the policy the majority finally agreed that given the progress that had been made in the past 33 years, 7 years short of 2 generations, surely in another generation plus 5 years, African Americans could "work it out" and like Asians and White Women no longer need it in 25 years or when 2025 arrives.

As I said earlier in this writing I agree with the court. However, is stating that I also agree that we'll have to "work it Out" just as our friends the Asians and white women have. Devising plans, strategies, and tactics to "Working it out" is precisely what I plan to do with the time allotted to the rest of my life's journey. Give that purpose I have created two 501-C-3 Non-profit corporation to sponsor my reason for being for the rest of my journey. Since life and experience life in tow ..... one is spiritual and the other is secular.

The spiritual entity is a Judeo-Christian worship center that I have named "The Shepard's House" and I have named the secular vehicle "Friends of America's Future United". As might be expected I envision these two entities as being joined at the hip. The Shepard's House is devoted to spiritual, moral, ethical and religious matters and Friends of America's Future United economic matters, such as education, training, skills and career development, jobs, employment and business ownership matters. The two together will represent a one stop life management center.

For those who might question my qualification to preach you should know this I am an ordained CME Minister. I got my license to preach in 1967. However, rather than accept a congregation to minister to, I merged my preaching skills with my policy know-how, entered the political arena and accepted an assignment in the executive branch of the national government, the department of labor to be exact, issued the nation's first ever Affirmative Action Enforcement policy, the courts sustained it and in doing so changed America forever. The drive, the will, the skill, the courage to do that was spiritual driven and not secular or materially oriented.

Although I am 79 years of age and 33 plus years have passed since I signed and issued the Revised Philadelphia Plan, the order that jump-started the federal government and thus the nation first ever Affirmative Action Enforcement Policy, I kept feeling that my career as an economic equity social justice advocate implementer wasn't over yet. That was true in spite of the fact that the Affirmative Action Enforcement policy that I set in motion had accomplished the primary objective that I had in mind the day I issued the order. June 27, 1969.

A small voice within me kept insisting that I do the following; stay alert and like a spiritually based night watchman, stay alert, and keep my eyes on the gates of opportunity and I would discover what my last and final assignment is and why God isn't quite through with me yet and that I still have some important work to do; not only that but recent recognitions that have come my way, will serve to set the stage for me to do it.

The stage setting factor is the fact that at the end of the 20<sup>th</sup> Century, a national survey conducted throughout the nation's 36 million strong community, ranked me the 18 Most Influential African American of the 20<sup>th</sup> Century. But that wasn't all. Of the 100 Black Americans of the last century only 36 were alive when the list was published, February 1, 1999, the last Black History month of the 20<sup>th</sup> Century. And of the living 36 only 4 of the top 20 were still with us and I am number 4 of that group.

## The Need for a Launching Pad

On February 1, 1990 President George Bush Sr. appointed me to a 5 year term as Chairman of the United States Commission on Civil Rights. I was given that appointment as a result of the plea contained in the letter that appears in closed area elsewhere on this page. The content of that letter speaks for itself. I succeeded at persuading President Nixon to support the very first every enforcement policy where the equal employment laws on the statutes books were concerned. For that reason Black Americans automatically assumed that I would enter the following Food, Reagan and Bush Sr. Administrations and not just preserve the precious little progress made during Johnson, and Charter Democrat Administration, but make additional gains as well.

From the content of that letter its evident that the United States Civil Rights Commission had suffered life threatening sickness during the Reagan Administrations and was barely surviving on a life support system when the Bush Sr. Administration assumed the rains of power throughout the federal government.

Although we keep the fact we were communicating with one another below the radar that's the reason several Black Congressional Caucus pleaded with me to please seek the chairmanship of the commission and one there do all within my power to save it. That explains the pleading tone contained in the letter.

As the letter indicates I ask for and was given the appointment. That being the case the automatic question that comes to mind is this: during my chairmanship did the commission survive? And the answer is not only did it survive I actually manage to set it on the road to recovery. However, I had to surrender the Chairman before its health was fully restored.

Why? Because Bush Sr., was defeated in the 1998 national elections and by law I had to surrender that seat to the person President Clinton selected to be his administrations chair person. Nevertheless I stayed on the commission until my official term ended.. The year that I had to surrender the chairmanship was 19...95, I was ---years of age at the time. I was born on December 22, 1924 . Therefore, I recently enjoyed my 79<sup>th</sup> Birthday, December 24, 2003. . That being the case its obvious that the 5 year term that I served as

that constitutes the nation's small business enterprises segment of our economy And 3) the change is fixed, its permanent, and the future for those who are willing to make the effort and pay the price that being a sustained achiever requires., the future couldn't look brighter.

That last sentence states a healthy reality, because after 227, years, a little more than two and a quarter centuries, as a Sovereign Nation State, America is slowly but surely accepting and RESPECTING, individual for the skill, technical and professional capacities that they are capable of applying skin color, race, gender, ethnic origin, physical impairment notwithstanding. Today not only are Americans from every walk of life recognize our status as contributors to the economy, but human beings the world over, are openly acknowledge that America is the undisputed number one world economic/military super power.

However, the unstated fact is this; America arrived at the stage in spite of its racist and gender containment policies, strategies and tactics that it only began to abandon in 1969. That's the year that the Affirmative Action Enforcement Policy that I initiated began. However, it took all of the 70s and half of the 80s before it began to have a measurable impact. Thus, America achieved the status that its recognized for with one hand tied behind it. . That being the case. where do you think we can and will achieve, or more to the point, what will our status be when abandon cultural containment strategy that has ruled the rust and everyone is not only allowed but urged to make his or her contribution every to segment of our economy. The answer! How high is the moon and far is mars

As far as I am concerned the word RESPECT for one's ability to perform and fill a critical need is critical, in the above mention statement that this article is about. Why? Because I learned will still in high school and performing as one of the best high school athletes in the segregated racist culture of Kansas in during the 40s, I was respected because of my SKILLS as a athlete in spite of as opposed to my skin color.

In 1942 I became the first Black Kansas high School Football player, to be named to a All-State High School football player. During my junior and senior years my reputation as a player was such that fans,

white, black, Hispanic, you name it, came in droves and packed the stands eager to watch me in action. That didn't necessarily mean they embraced me as a human being. In fact from the various demeaning names they called me, there was not dough whatsoever, that I was still a Nigger to them. Nevertheless, begrudging though it was they respected my playing skills and came by the thousands to observe me in action.

Although its wearied to make this statement, that's when I learned the lesson call RESPECT, and begin to realize that develop0ed and honed the skills that God gave each one of us to perfection, and employed them to the outer limits of you capacity to perform, Respect will carry the day every time. Thus, living a productive life and earning a comfortable living will be as automatic as the rising sun in the middle of the summer season.