

Subj: **Re: Arthur A. Fletcher the Father of Affirmative Action!!!**
 Date: 7/14/2005 7:54:08 AM Mountain Daylight Time
 From: [Sectn30](#)
 To: [Sectn30](#), [AlvinStuart](#), [Paula_O_Blunt@HUD.GOV](#), [chris@rhgcommunities.com](#), [cjr3105@yahoo.com](#), [JCombre](#), [Contact@Omarosa.com](#), [G_Cousar@msn.com](#), [csw1@erols.com](#), [Cuttk](#), [cutliff@patencentral.com](#), [geanninaguzman@yahoo.com](#), [Beverly_B_Hardy@yahoo.com](#), [Lanier_M_Hylton@HUD.gov](#), [Marshakarim](#), [LRDODDS](#), [OmarosaOmarosa](#), [orhan_m_yildiz@yahoo.com](#), [NayNay0709](#), [CP23@hotmail.com](#), [phyl@speakeasy.org](#), [RCSGS400](#), [s.hunt@snhu.edu](#), [FIBRE7@TheEnterpriZe.com](#), [mswack@minerva.nhc.edu](#), [w.lett@snhu.edu](#), [WoodardAssoc](#), [Orhan.Yildiz@eia.doe.gov](#), [Orhan_m_yildiz@yahoo.com\(Orhan Metin Yildiz\)](#)

CONTACT: Eric Stradford
 Email friends@fas2.net

Friends Honor Arthur Allen Fletcher
 Father of Affirmative Action Enforcement Dead at 80

Arrangements:

Thursday, July 21, 2005
 Viewing 10:00 am
 Funeral 12:00 noon

Greater Mt Calvary Baptist Church
 610 Rhode Island Ave, NE
 Washington, DC

Washington, DC, July 13, 2005 – Dr. Arthur Allen Fletcher died yesterday (Tuesday, July 12) in Washington, DC. He was 80. The former U.S. Assistant Secretary of Labor of Wage and Labor Standards is remembered by friends and family as a champion for human rights and always a warrior for the good cause.

“Sudden death overtime” was Dr. Fletcher’s own characterization of the twilight years he celebrated with wife, Bernyce, and the loosely knit cadre of associates, colleagues and admirers dubbed “Friends of America’s Future.” Sudden death for Fletcher came just days after marking the 36th Anniversary of “The Revised Philadelphia Plan” and days before he was to travel to Indianapolis, Indiana to meet with civil rights professionals and members of clergy interested in his perspective, experience and knowledge of America’s social and moral lapses.

Paul Fletcher issued the following statement on behalf of the Fletcher family. “Yesterday morning my father, Arthur A. Fletcher, died. He suffered from a heart failure. At 9:00 AM, the paramedic attempted to revive him, but was unsuccessful. He was rushed to George Washington Hospital in Washington, DC but was later declared dead on arrival. My father lived a very successful life and all of America and the world is better because of the contributions he made during his lifetime. I am very thankful and blessed that God made it possible for me to have a father that was a definite role model for me and many others -- especially during my life time, when so many black males are in prison or unemployed, on drugs etc.”

Just recently the United States Senate publicly apologized for “lynching” thousands of African-

Americans, but fell short of investigating the impact of lynching on Americans today. Even today, compliance officers are combating fair hiring and fair contracting. Dr. Fletcher's Friends of America's Future pledged today their collective resolve to continue Fletcher's work.

Crafted by Dr. Fletcher, the Revised Philadelphia Plan was one of the most effective law enforcement plans intended to regulate wrongful conduct of employers and contractors. While still making compliance voluntary, it encouraged appropriate conduct by withholding federal funds from contractors not in compliance with fair employment practices when working on government projects. It became one of the most successful regulatory programs in United States history. Its purpose was to guarantee fair hiring practices and to assure the inclusion of African Americans and other minorities, starting by initiating its coverage with specific areas of the construction trades and industry.

Dr. Fletcher was the Assistant Secretary of Wage and Labor Standards in the Nixon Administration and led this regulatory effort when many others stood by witnessing improper conduct without action. He specifically targeted Philadelphia as a "test case" because, "The craft unions and the construction industry were among the most egregious offenders against equal opportunity laws . . . openly hostile toward letting blacks into their closed circle," said Fletcher. The Philadelphia order included definite "goals and timetables" . . . not quotas.

The first reference to affirmative action took place on March 6, 1961, Executive Order 10925 by President John F. Kennedy, but it only sought and applauded voluntary compliance. On July 2, 1964, the Civil Rights Act was signed by President Lyndon B. Johnson. Further, under President Johnson, a new Sept. 24, 1965 Executive Order 11246 attempted to enforce affirmative action for the first time by requiring government contractors to actually take affirmative steps toward hiring prospective minority employees in all aspects of work. On Oct. 13, 1967, the executive order was amended to cover discrimination on the basis of gender.

Confronted with conduct not exemplary of the behavior Executive Order, in 1969 Dr. Arthur A. Fletcher, serving as Assistant Secretary conceived of and implemented the most effective plan in history. As President Nixon asserted, "We would not impose quotas, but would require federal contractors to show affirmative action to meet the goals of increasing minority employment." More than 25 studies on the subject of affirmative action were conducted at The Wharton School of Business. One zealous graduate student who attended The Wharton School from 1965-69 spearheaded a study. Today that student, Dr. Bernard E. Anderson, serves as a Professor of Management, The Wharton School, and is the first African-American to be awarded tenure as a member of the Wharton School faculty.

Dr. Fletcher, a former pro football player, political appointee, historian, lecturer and ordained minister, championed the protection of individual rights afforded by the United States Constitution and utilized affirmative action to defend those rights for more than 60 years. An African American appointee in the Nixon and Ford Administrations, in 1989, he was approached by bi-partisan members of the U.S. Congress and asked to accept the Chairmanship of the United States Civil Rights Commission, believing his integrity and leadership would save a then necessary agency.

After his appointment and service over three years, the Commission became very successful under his leadership. Fletcher has been involved in international affairs and served as a delegate to the United Nations as well as an investigator for the President regarding the treatment of U.S. Troops in foreign nations. In his early career, Dr. Fletcher was a candidate for public office for an Assembly seat for the California State Legislature (1962), for Lt. Governor of the State of Washington (1968), and for Mayor of the District of Columbia (1978). He is married to Bernyce Fletcher, a native of Philadelphia.

Updates may be requested via e-mail to friends@fas2.net.