

"The Court expects that 25 years from now, the use of racial preference will no longer be necessary to further the interest approved today." That sentence contains 24 words. It is contained in the 5 to 4 decision handed down by the united states supreme court allowing affirmative action to exist for another quarter of a century.

The cases before the court involved the legality of Michigan University School of Law's race based admission's policy. As the brief news story in the box adjacent to this open letter solicitation to the general public indicates, I expected the court to allow the policy to stand. Therefore I wasn't surprised by the 5 4 decision rendered by the court. To be frank I am not even surprised by the expectation that it shouldn't last any longer than another 25 years. Why? Because as public policy I did expect it continue in perpetuity. If not in 25 years, I expected some generation in the 21<sup>st</sup> Century to say "enough already".. If it hasn't been fixed after all these efforts, it obviously beyond fixing.

Leas Affair wont get it

The decision was announced on June 23, 2003, and I am publishing this solicitation for support on October---2003. Therefore a full ---months have passed since the decision sustaining it was announced. By this time I had expected that one to several of our high-profile, out spoken civil rights advocate and affirmative action experts would have not only made mention of the 25 year drop dead date, but had offered plans, strategies and tactics aimed at assuring that the process wont be needed in 25 years or less.

Since they haven't it appears that they have concluded that the lazy affair approach will suffice and if we just allow matters to drift in the wind, go with the flow, and maw and paw, evolution will make things right. Thing might workout under that approach, but I have my drougths.

Government was content with the L- a approach when I issued the Affirmative Action Enforcement Policy via a order (legal instrument) called the revised Philadelphia. Its purpose was to brake the lock and destroy the chains of the latter approach, and never allow it to become the force that drive the means to economic equity and social justice again.

As is evident the ruling allows the race based affirmative action admission politics currently in force at Michigan universities School of Law to continue for an additional quarter of a century.

I am the recognized father of the nation's Affirmative Action Enforcement Policy

And have devoted most of the past 33 years not to doing the following' defending the policy on the one hand and on the other training and assisting public and private employers, design and implement policies. Practices, procedures and programs that achieved the mission. goals and objective of the policy.

word sentence is the one that not only started but has keep my adrenalin flowing sine the day the United States Supreme court handed down a 5 to 4 decision indicating the Affirmative Action will have served its purpose by late June 2028..

The picture above say's that I was the Watch Dog for America's 86 million strong workforce. That's how big it was, in 1970 when I was Department of Labor's Assistant Secretary for the Wage and Labor Standards Administration (1969 to December 31, 1971) My title was latter changed to the Assistant

*Here's the information that you requested*

I prefer to arrive on Thursday, mid or late afternoon. And have a session with the organization that has invited me to the community. At that time we'll go over the schedule (agenda) that they have prepared for me.

*Here's the content of a ideal 3 day agenda;*

- To make radio and telephone talk show appearances.
- To do a editorial board with the local media be it print, TV and/or Radio
- To visit one or more employment training sites and spend a hour with the instructors and the trainees
- To appear before and talk with a local parent teachers organization
- To address a influential local business group,
- To have lunch with and or address a joint session involving local ministers and neighborhood faith based leaders and project managers
- To address a 90minute town-hall meeting session, held for neighborhood residence. During the first 30 minutes I would address the audience. And then for the next 60 minutes those in the audience will be free to ask me any questions that comes to mind as a results of my address. The theme for the 30 minute address will be as follows;

Dear -----;

I truly enjoyed our extended conversation via telephone this afternoon; You come across as a great individual to work with. If I were a young buck still in that segment of my life, 20s through the 50s, where I felt the need to prove myself I would jump at an opportunity to be a player on your team. But at 78 years of age, that's not the case with me now. .

At the end of the 20<sup>th</sup> Century, when a national survey found that Black America's 36 million strong citizens rated me the 18<sup>th</sup> Most Influential African American of the 20<sup>th</sup> century, that was an indication that I had already proven myself. Therefore, I am a know quantity. Thus, when a client contracts for my services he or she know what he's hiring. In other words I have a record of sustained achievement, accomplishment after accomplishment that speaks for its self.

If I allow myself to give my abilities away free or in hopes of a payday some day I'll be all betting on what the legal community defines as and expectancy, give both my talents and my meager financial means away betting on the come, I'll have no one to blame but myself. That's especially true when my competitors who are representing other firms are not only earning \$250,000.00 year plus expenses and don't have half the experience, nor the connections, nor the performance record, that I have compiled in the nation's capital and throughout the entire country during the past 33 years.

If I give the latter away free and allow myself to get caught up in a ego trip trying to prove myself to someone, I would have only myself to blame. I know what the outcome