

KANSAS CITY LETTER

Barring any unforeseen difficulties -when January 1, 2002 arrives, I will have established a temporary transition residence/office somewhere in the Kansas City Kansas, Kansas City Missouri metropolitan area and be set to conduct the final chapter of my life's journey from that area.

The final chapter, will consist of my establishing a Judo/Christian Spiritual Center, that I am naming the Shepard's House. The mission of the Shepard's House is to function as a Spiritually grounded Human Capital Development center. I should pause here and state that once served as the Assistant Secretary for Employment Standards at the United States Department of Labor. (May 1969 through Dec. 1971). In that capacity I am credited with devising and implementing the nation's very first Affirmative Action Enforcement Policy.

I could succeed in doing that because, in the above capacity, I was responsible for enforcing all of the Federal Legislation that made America's workplaces safe and secure for America's workers to work.

Because of that assignment, I acquired considerable knowledge as to the Human Capital needs of every industrial, business, and service industry workforce in America. In doing so I became aware of the employment standards that applied in the education, training, and skills acquisition, hiring and promotion processes.

THE UNIVERSITY OF CHICAGO
DEPARTMENT OF POLITICAL SCIENCE

MEMORANDUM FOR THE RECORD
SUBJECT: [Illegible]

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Standards, was equivalent to earning a Doctor's Degree in Labor Economics; except that my actions weren't aimed at securing an advanced academic degree. They were designed to have a direct impact on the nation's various workforces and since workers, namely their skill, technical and professional capacities are what make America's Capitalist Free Enterprise system, the envy of the civilized world, my decisions impacted our entire economy as well. So much for my qualifications, career achievements etc.

The question now is what does one do with a career record, that shows that he succeeded in changing America's workplace and workforce policies, practices and procedures from exclusion to inclusion, in perpetuity; And not only that but in doing so changed the nation's over-all culture for the better for ever?. Having succeeded in that mission, Here are choices that stand before me now;

Given the fact that when December 22, 2003, is my birthday and when that day arrives I'll be 79 years age what should I do with the time I have left however long that turns out to be? For example, should I settle for merely writing a book, for example my memwars..... call it a day and hope someone buys it reads it and apply its teachings?

Or, on the other hand, should I do the following; travel the country lecturing and describing the endless flood of career opportunities for the qualified on the one hand and on the other instructing, training and helping individual prepare for the opportunities that will theirs for the taking.

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The Sunday November 9, 2003 answer made the answer to that question easy. Its -----
is Urban Warfare-American Cities Fight for Talent Head line Brain-Gain Cities Attract
Educated Young . the copy said it's the First of two articles, written by Blaine Harden.
He's a Washington Post Staff Writer. The following paragraph is lifted verbatim for the
story in question; Migrants on the move to winner-take-all -cities are most accurately
identified by education and ambition, rather than by skin color or county of birth. They
are part of a striving class of young Americans for whom race, ethnicity and geographic
origin tend to be less meaningful than professional achievement, business connections
and income.

That could not have been said on June 27, 1969, a mere 33 years ago when I signed and
issued the order that Jump-started the nation's Affirmative Action Enforcement Policy.
Nevertheless, during the 70s, I traveled the country, delivering two speeches that I wrote,
when I became the Executive Director the United Negro College Fund.

The first was " On Human Resources and Sustaining the Nation's Future" and the
second was entitled "On Preparing Today's Generation for Tomorrow's Reality"
Again those were presentations that I made throughout the 70s. That was two decades
plus ago. Today when people read them the question they ask is this: How did you
know".

Back then (the 70s and 80s) I told Affirmative Action supporters and nay-Sayers, That
both time and the increasing need for a never ending supply of quality human capital
would rule the day And when that day come it reduce if not eliminate the barriers both
real and imagined that have prevented Affirmative Action beneficiaries from
participating in ever segment of the nation's economy. Well guess what? The story

The following is a summary of the work done during the last few days. The first part of the work was to set up the apparatus for the experiment. This was done by the student, and the results were compared with those obtained in the previous experiments. The second part of the work was to determine the effect of the concentration of the solution on the rate of reaction. This was done by varying the concentration of the solution and measuring the time taken for the reaction to take place. The third part of the work was to determine the effect of the temperature on the rate of reaction. This was done by varying the temperature and measuring the time taken for the reaction to take place. The results of the experiments are given in the following table.

| Concentration of solution | Time taken for reaction to take place (seconds) |
|---------------------------|---|
| 0.1M | 120 |
| 0.2M | 60 |
| 0.3M | 40 |
| 0.4M | 30 |
| 0.5M | 24 |

The results show that the rate of reaction increases as the concentration of the solution increases. This is because there are more particles of the reactants in a given volume, and so there is a greater chance of a collision between them. The rate of reaction also increases as the temperature increases. This is because the particles have more energy and so are more likely to collide with enough energy to overcome the activation energy of the reaction.

sighed above that appeared in the Washington Post, proved me right. And the good news for me, is this; I not only have lived to see it happen, but I have the health, vision vigor and creative state of mind needed to keep the wheels or progress.

There I said it. 79 years of age notwithstanding, I not only intend to say the course, but employ the progress that has occurred during the past 33 years plus the need evidences in every segment of our economy to assure the equity and equality is the order of the day. That will be my occupation as well as my obligation until my journey ends and short of that until my health is such until I am too feral and feeble to carry on.

You're a probably wondering why I am seeding this long open letter to the public to be published in the Kansas City Star? The late Tip O' Neal, the late congressman from Massa....., is famous for saying all politics in local. The same applies to news. Why is this local news for Kansas City Star Market? Because I plan to return to Kansas, and establish a office in that market to launch and sustain my final enterprise.

Incidentally, when I filed papers establish the vehicle that would sponsor the enterprise I have in mind, I named it Friends of America's Future United. (FOAFU). The latter is Faith Based 501-3-C non-profit Corporations. Each of the enterprises that it will sponsor has the following, and the following only as its objectives; and that is to keep America Free, Strong, Secure, Stable, Prosperous and Assured of a Promising future.

Assuring that purpose, will require a workforce and a military, that is not only world Class, but second to none. Generation after generation in perpetuity.

That being the case, accomplishing that will require education systems, K through graduate school, plus life long learning systems that are world class and second to none

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as well. Thus FOAFU, mission, goals, and objectives as primary objectives from one generation to the next in perpetuity. is to keep those as primary

And the answer is to comply with that standard that

Stench of racism and gender bashing as legitimate excuses for placing limits on education, training, job opportunities and career advancement because of race and gender.

I helped coin and authorized the use of "A Mind is a Trouble Thing to Waste" as that entities fund raising slogan.

When I traveled the

Given that I am recognized as the

about the mid-20th Century human resource utilization history I made and hope that doing that alone would be all that's needed to assist the current generation's prepare to enter the nation's workforce plus the young adult and middle age workers already in the workforce continuing preparing for the unimagined world wide opportunities that the 21st Century holds in store, provided they are qualified.

- On Elimination of All
Forms of Racial Discrimination
on Black Americans' Past
Beginning

- On performing My role as
Chairman of the United States
Commission of Civil Rights

- On Preparing Today's Con-
servation For Tomorrow's
Reality

- On Human Resources
& Sustaining the Nations
Future - June 5, 1973

- ~~1977~~ Conference on U.S. Government
Construction Contracts New
wash. D.C.

I want to publish this statement as a open letter addressed to the citizens of the Metropolitan Kansas City area, to announce my intentions to return to that area to do the following; establish both a residence and the home office of a none profit faith based enterprise in that area. This info should be news to the residents of the Star's market for the following reasons; Kansas City will house the home office of FOAFU.

I am returning to the mid-west for the following reasons;

- 1) The mission, goals, and objective of FOAFU fits hand and glove with mid-west culture. Therefore marketing its mission, goals, and objectives, throughout states that are contiguous to Kansas and Missouri north, south, east and west, Although it wont be a stroll in the park building a support base in that area wont be a impossible task.
- 2)
- 3) Throughout the next four years 2004 to 08, I expect to engage in a considerable amount of travel. In doing so I'll be promoting the mission, goals, and objectives of FOAFU. Metro Kansas city's International Air-Port is ideally located for both me and the institute's staff, Along with covering the central part of the country, as described above, well be traveling from coast to coast and border and yet not be exhausted upon arriving at our destination. 3)
- 4)

and in the same way as the other things which are contained in the world of things. It is not possible to say that the world of things is a collection of things which are not related to each other. The world of things is a collection of things which are related to each other. The world of things is a collection of things which are related to each other.

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Thus, for me, serving as the Federal Government's Assistant Secretary of Employment