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To Dr. Adrian McCollum

From; Arthur A. Fletcher, Consultant
516 G Street SW
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Subject: Rational for the submission of a Supplemental Report detailing the my activities in carrying out and completing my assignments as RAM's Diversity Best Practices Benchmark Study, Government Relations/ Community Affairs/ Public Relations Consultant.

Dear Dr. McCollum:

On July 23, 2001, I hand delivered three copies of the attached supplemental report to USPS, Inspector Generals Office. As you can see, they were address to the following personnel in that office. : Inspector General Karla Corcoran, Evaluator Hermeta Marten/Reddon, and Contracting Officer Lloyd Blackwell.

I wrote a supplemental report, covering my responsibilities, because the format that was used to compile and submit RAM's final project report didn't appear to provide the space I felt I needed to detail my activities and contributions to the project.

Therefore, I concluded that to do that adequately, I needed a section in the report covering my activities; activities that involved the congress, trade associations, and the firms that were interviewed by the project's researchers . Thus; I wrote a supplemental report that served that purpose and submitted it to the inspector general office personnel named above.

Besides the reason mentioned above, providing a supplemental report, covering my activities, also means this; that when the auditors do their exit audit, they wont have to engage in a fishing expedition to determine, identify and evaluate my role in carrying out my assignment.

It is important that I add the following; During the life of this project, carrying out my assignment resulted in exposing a endless sea of confusion, anxiety, and catch-22 stress, concerning race relations, affirmative action, etc., throughout the country. This

maddening dilemma , concerning economic equity, political and social justice for the nation's citizens of color and women, seems to result from organized and not so organized opposition, (actually resistance) in response to the meager advances that African Americans have made, are making and will likely continue to make , on the nation's economic front, in the foreseeable future.

Therefore, I decided to respond to this debilitating threat to the **national security** by doing the following; writing a detail article for a major national publication. I have in mind the Outlook Section of the Sunday Washington Post, or a weekly publication with a national circulation, such a Time, Fortune or Forbes Magazine.

Its title will be “ **Best Practices to the Rescue**”. In writing it, my goal is to demonstrate that, although “**at a snail's pace**”, measurable progress has and is being made in this chaotic, Anti-Affirmative Action Environment notwithstanding. **I mention this forthcoming article because some of the information contained in it appears in the attached supplemental report.**

Because of the role I played in jump starting the nation's Affirmative Action **Enforcement** Policy Movement, I expect, or better yet intend to employ “ **Best Practices to the Rescue**” to ignite a debate that will begin in the nation's capitol and extend to ever state, county and municipal jurisdiction in the country.

Make no mistake about it, that's my objective in writing it and having it appear in a publication with a national circulation.

Upon that happening, my strategy is to employ the interest, impact, energy, etc., it generates as leverage to launch a campaign aimed at persuading President Bush to appoint a **National Diversity Best Practices Bench Mark Study Commission.**

Its purpose would include but not be limited to holding public hearings throughout the country. Its target would be the public at large. Its members would be Corporate America's leadership and other successful business enterprise owners; namely decision makers and major employers that engage in ‘Best Practices’ where employing and contracting with racial minorities is a normal management practice.

The commission's primary objective will be to inform and educate Americans, all Americans, not only about the justifiable progress the nation has made on the race relations front on the one hand but on the other the ‘Best Practices’ education, training, and development, plans, strategies and tactics that will continue to be employed to keep the wheels of progress rolling until discrimination, based on race and gender, has been reduced to a level of insignificance.

Why do I think Corporate American can pull it off? I have accumulated 32 years of experience, providing workplace and workforce consultant services to Fortune 500 decision makers. These services included but were not limited to designing, developing

and implementing many and varied Affirmative Action policies, practices and procedures. As a results I now believe the following:

If these leaders decided that eradicating discrimination, based on race and gender, should be a top national priority, they could reduce this paralyzing blight ,on the nation's **character** and **productive** capacity to a level of insignificance in a hurry.

By in a hurry, I mean within the first 25 years if not the first decade of the 21st Century. To be specific I have in mind the life span of generations that will manage the nation's economic, political and cultural affairs throughout this Century.

It wont be a mere stole in the park. Be that as it may, the global market is a fact of life, and world power though we are we can't change it. Therefore, successfully competing in it is a compelling **national security** matter. My point, failure is not a option. Thus self enlighten interest should compel these leaders to take decisive "Best Practices" actions that will lead to the intended results.

Therefore, the above mentioned goal is not only within our reach, it can be done if the Fortune 500 Leadership and Forbs Magazine's Wealthiest Americans decide the following; that a seamless connection binds their firm's security to **America's National Security** and that both are depending on a endless, abundant supply of quality human capital, they will make it happen.

I want to extend the idea expressed in the above parograph a little further. Remaining competitive, as a world class economic and military super power, throughout the treacherous, unpredictable, competitive global market that the 21st Century is already turning out to be, represents a challenge that will test the nation's staying power beyond our capacity to imagine today.

That being the case, my view is simply this; the primary objective of the above mentioned commission is this; to assure the every qualified individual, who's willing to work and or own and manage a business enterprise, has a **reasonable opportunity** to do so.

That should be the applied standard throughout the 21st Century, race, gender, ethnic origin, physical impairment notwithstanding. Creating a climate and environment in which that case can be made as well as embraced is the commission's mission, and thus it primary reason for being, **period**.

If the response to "**Best Practices to Rescue**" has the impact that I anticipate, you can expect me to launch the above mention campaign on or about Labor Day , September 3, 2001. Should I succeed with this effort, you haven't heard the end of the RAM conducted Best Practices Benchmark Study yet.

So much for the future. I enjoyed working with you, your family members, and the other project staff personnel. I look forward to a opportunity to do it again soon..

Respectful

Art Fletcher

P.S. Also attached is my final invoice for the services performed on this benchmark study project.