

**THE 31ST ANNIVERSARY OF THE
AFFIRMATIVE ACTION
ENFORCEMENT MOVEMENT**

**By
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I decided to write and publish this statement because the Affirmative Action **Enforcement** Movement that I set in motion, is once again a front burned issue in the year 2000 national, state and local election campaigns.

Since I set that force in motion 31 years ago, am still alive and highly active I should tell the public my reason for using the power that I had as a government official to do what I did.

This is necessary because the news media and so-called researchers and academic experts on the subject seldom interview me. And, when I am interviewed by any of the latter they seldom get it right. Therefore, I decided that it is high time that I display some initiative, take charge and, published the truth, the facts, the who, what, where, when, why, and how it came to be.

To begin with you the reader should know that June 27, 2000, will be the 31st anniversary of the Affirmative Action Enforcement Movement of the federal government.

The enforcement movement resulted from an order called the Revised Philadelphia Plan. The intent of the original Philadelphia Plan was not just desegregation, but actually, integration, of the workforce of the Philadelphia area construction industry. This covered, contractor by contractor, all craft unions that supplied the workers of the industry.

When I arrived in Washington, DC on May 5, 1969 to become the Assistant Secretary for Employment Standards at the U.S. Department of Labor, one of my responsibilities was overseeing and monitoring the success, or lack thereof, of the original Philadelphia Plan. The Philadelphia Plan had been in force for several years. However, upon reviewing its results to that date, it was evident that the plan was not working. It was also evident that the reason for its lack of success was not because there was no demand for construction workers or contractors in that area.

The truth was, the demand was so high, and it was off the charts. Why? The existing and forthcoming fiscal year budgets of the federal government indicated that the national government alone was going to spend \$200 million in the Philadelphia area for construction projects during the first Nixon Administration, 1969 to 1972. \$200 million creates hundreds of contracting opportunities for construction industry contractors, and for firms that supply them with materials, supplies, equipment and services. Millions and millions of hours of work would be generated for that area's construction industry union and non-union

contract obligation.

LAWSUIT FAILED

As expected, the local construction industry contractors' association filed a suit in federal court against the Revised Philadelphia Plan and its enforcement standards. And, again, as expected, the lawyers got rich. But as to the contractors and the construction industry craft unions, it was all to no avail. It took a year for the Federal District Court to rule in favor of the enforcement plan. And a year later, the Federal Appeals Court sustained the lower courts ruling. So, the Revised Philadelphia Plan was allowed to stand.

I returned to the private sector and established a small technical assistance firm that specialized in providing government relations consultation and technical assistance training. Our aim was to help Fortune 500 firms comply with federal and state workforce and workplace standards, rules, regulation and guidelines. As a result, during most of the 70s and all of the 80s, I trained over 4000 corporate executives, plant managers, and first line supervisors on the requirements of an affirmative action enforcement plan.

FATHER OF AFFIRMATIVE ACTION

Since enforcement was the focus of the training sessions that I conducted, I became known as the "Father of the Affirmative Action Enforcement Movement". Incidentally the operative word in that title is "enforcement". Affirmative action had been around for years, and was mentioned in President Johnson's 95-507 Executive Order. That order mandated that government contractors must be fair employment employers. However, the Johnson Order turned out to be a toothless

tiger. This is because the president deliberately withheld the enforcement procedures needed to make the order produce the desired results, namely, employment for racial minorities and women. I added those enforcement procedures, as a member of the Nixon Administration, when I issued the Revised Philadelphia Plan.

Because of the above mentioned rulings, the enforcement process was established as federal government contract case law. Therefore, it applied not just to Philadelphia's construction contractors and construction unions, it applied whenever and wherever federal dollars were spent anywhere in the country. This has been the case from that day to the present, regardless of the supplies, materials, equipment or project in question. And, although recent Federal Supreme Court decision has restricted and tightened the standards, enforcement is still the order of the day even in the current nation wide conservative political environment.

IMPACT PRODUCED REVOLUTIONARY CHANGE

Although far from perfect as a remedy for 300 years of economic discrimination against African Americans, other citizens of color and women, the Revised Philadelphia Plan had the revolutionary impact that I intended. Why? Because over the past 31 years, it has changed the employment and business culture of the nation's employers, government and non-government. It has made pursuing economic equity, for all American taxpayers, a rational, reasonable, achievable goal for present and future generations.

REPORT TO THE PEOPLE

Over thirty years have passed since I

initiated the Affirmative Action Enforcement Movement and the nation's workforce and workplace culture has changed. It has changed to the point that America's private, public and independent sector employers are hiring women, racial minorities and the physically impaired, not only in huge numbers, but in occupations that were strictly reserved for white males throughout the nation's history.

The skills and professions in question were not only reserved for white males, but also were considered too difficult and complex for minorities and women to perform, even if the necessary training was provided for them. In short, today, the population for which the affirmative action enforcement program was designed are serving in positions and performing in capacities and owning businesses that were simply out of the question 31 years ago.

IT HAPPENED IN MY TIME

And the good news for me is that it has happened in my time - a mere 31 years after I initiated the equal opportunity enforcement movement. I consider myself blessed because I have lived to see it happen. More importantly yet, I also realize that, at the dawn of the 21st Century, these structural changes at the nation's workplaces and throughout its work forces, has enabled America to remain first among equals, as the world's one and only economic and military super power. If unlimited, enhanced, human capital doesn't contribute to our nation's strength, security, stability, prosperity and future promise, I would love to know what else does.

However, I must quickly add that, we must not only continue to effectuate the same changes, but we must redouble the effort if we are to remain at the very top throughout the 21st Century. And make not

mistake about it. In a world that is as treacherous, unpredictable and dangerous as the super competitive global market is turning out to be, anything less than super power statutes is unacceptable.

A NATIONAL SECURITY ISSUE NOW

The point I am now making is this: a well educated, highly trainable, thoroughly skilled technical and professional workforce is an absolute must if our economy is going to remain strong and work to our advantage in the 21st Century. Therefore, as vital as they are, the goals are no longer about mere economic equity and social justice. Today, and for the foreseeable future, these matters are front burner national security issues.

To be precise, from the 21st Century forward, the nation's strength, security, stability, prosperity and future promise rest squarely on the brain power and skills of spiritual and religious leaders in conjunction with educators and the workforce, business and political leadership. Therefore, we must develop every individual to the maximum limits of their respective potential; and we no longer have the luxury of leaving anyone out because of race, gender, national origin or physical impairment.

THE NEW REALITY

It is true that 31 years have passed since I issued the order that launched the Affirmative Action Enforcement Movement. It is also true that I believe that the quality of our workforce, business and political leadership are national security issues. I also believe that with the massive, and mounting extreme animosities shown toward the United States in every hemisphere the world over, there will be hell to pay should we allow our country to become a second rate, has-been super power in the coming century. And, let me quickly add, that now that

women, African Americans, other citizens of color, and the physically impaired are about to achieve full citizenship status, this is the last thing I want to see.

In other words, from my point of view, America is trapped. Though the world's family of nation states needs a family member that is ready, willing, and able to lead, the truth is, the world will not go leaderless. Therefore, and since fate, good fortune, accident - you name it - has placed that burden at our doorstep, we have no choice but to lead. And, that being the case, we should start now to prepare for a future with that role in mind.

AN ACTION PLAN TO SUPPORT BELIEFS

Those are my beliefs, my convictions, etc. And, although I am in my mid-70s, I am not so tired or absent minded that I can't express or defend my point of view and my vision for the nation's future. But in addition, I consider the Affirmative Action Enforcement Movement my personal footnote in history; or better yet, my reason for being. Therefore, I am prepared to defended it all the way to my grave.

I said the above to say this: I have remained active on the affirmative action enforcement front the entire 30 years that it has been in existence. That means that I am in a better position than anyone in the public policy arena today, to tell America and the world what I had in mind on June 27, 1969. Again that was the day that I went to Philadelphia's Independence Hall and announced that the existing voluntary Affirmative Action Philadelphia Plan had not, was not, and would not work. I stated that I was issuing a new order called the Revised Philadelphia Plan and it would be an enforcement order as opposed to the voluntary affirmative action approach that

the industry had grown accustomed to.

JUMP STARTING THE ACTION PLAN

Since I announced and initiated the Affirmative Action Enforcement initiative in Philadelphia's Independence Hall, on June 27, 1969, it seems only proper that I return on or about June 27, 2000, some 30 years after the fact, to hold a press conference. The press conference would announce to the people of Philadelphia, the rest of the nation and the world at large that I am going to engage in a 12 to 18 month national tour for the express purpose of presenting the intentions and the foreseeable outcomes of Affirmative Action Enforcement envisioned when I launched the program 30 years ago.

The goals of this nation-wide campaign would be to share information designed to educate the public about the vital national benefits realized from the revolutionary changes that the equal employment and business opportunity enforcement movement set in motion. Throughout the tour, I would also focus on how the enforcement process changed America's education and training systems, which in turned changed its workforce, workplace and business cultures for the better forever. In doing so, I would demonstrate how this revolution has enabled American to develop and employ all of its present and future qualified workers as well as its business owners and leaders, gender, race, ethnic origin and physically impairment, not withstanding.

The message or demonstration would be delivered through a series of two-day events consisting of the following. Throughout the first day, I will hold a press conferences, and engage in editorial board meetings with the local media. In the evening, I will facilitate a 90 minutes to 2 hours town hall meeting. I will start the

evening session by delivering a 30 to 40-minute keynote address followed by an extended question and answer session. The address and the question and answer session will be devoted to highlighting the achievements, shortfalls, surprises, disappointments and failures of the Affirmative Action Enforcement Movement during the past 30 years. The focus will then shift to an exploration of how to develop the quality workforce and business leadership that the nation will need to remain at the top throughout the 21st Century. For example, I will explain why it was evident to me that volunteer affirmative action programs had not worked in the 60s and 70s and would not work. I will also offer my opinion as to why volunteerism during the first decade of the 21st century and beyond may not work despite the hopes of most policy makers and employers.

In doing so, I will explain why the enforcement movement was necessary and legal. I will also define, discuss, describe and demonstrate why and how the enforcement movement set the stage for the current nationwide employment and business ownership diversity movement. The diversity movement is currently the order of the day and wave of the future at many if not most of the nation's workplaces.

At the evening town hall meeting, I will describe and demonstrate how and why the Affirmative Action Enforcement Movement has helped to position America to be the premier economic and military super power. Finally, at the end of the first day, I will emphasize why we must remain at the very top throughout the entire 21st Century.

PREPARING FOR TODAY, TOMORROW AND BEYOND

The entire second day of these events

will be concerned with developing individualized skills acquisition needs /career development/ life management planning and strategy sessions. I will conduct these seminar/workshops also. These sessions are designed to provide information, guidance, and directions, that are focused on education, career planning, plus the numerous business opportunities that will flood the nation and global markets throughout the first quarter of the 21st Century. I call this segment "Preparing for Today, Tomorrow and Beyond".

My plan is to hold these events in the fifty state capitol cities in the nation, and in each of the cities that houses a Federal Reserve Board Regional or District Bank. The latter locations are being selected because, among other things, the banks in question either have on hand or have easy access to, the most thorough, up to the minute, real time, information on the nation's and the world's economy. And the regional and district banks are on top of, if not ahead of, every economic trend in their respective areas.