

~~Not used~~

Lee White

May 17 1964

STATEMENT BY THE PRESIDENT OF THE
UNITED STATES ON THE TENTH ANNIVERSARY
OF THE UNITED STATES SUPREME COURT
DECISION ON SCHOOL DESEGREGATION

May 17, 1954 was a great turning point in American history. The United States Supreme Court in the unanimous Brown decision forthrightly stated that segregated education is unequal education and thus unconstitutional. The commemoration of the tenth anniversary of the Supreme Court decision is a cogent reminder of the importance to the vitality of our democracy of high caliber public education. Segregated education does not afford students of either race the proper opportunity for healthy democratic growth and development.

Progress has been made in the past ten years, but there is a great deal left to be done. This anniversary provides a suitable occasion to rededicate ourselves to achieving the objectives set forth in the Court's decision.

The civil rights legislation now pending in the United States Senate will, when enacted, provide new tools to speed the day when all children in the United States will have an opportunity to secure an education that will enable them to play their rightful role in the development and growth of this Nation.

The moral goal of equal treatment and opportunity is the most important issue facing this nation, and for that matter, the world. We must use every technique and form of persuasion possible to carry the morality of this goal to the people. As we reflect on the significance of the decision of a decade ago, let us resolve to shake loose finally and completely from bigotry and bias.

OFFICE OF THE WHITE HOUSE PRESS SECRETARY

THE WHITE HOUSE

REMARKS OF THE PRESIDENT
TO A GROUP OF CIVIL RIGHTS LEADERS
IN THE EAST ROOM

(AS ACTUALLY DELIVERED)

Archbishop O'Boyle, Reverend Blake, Rabbi Miller, and Bishop Smith: We are delighted to welcome you to this, your house, the first house in the first land of the world, because from the time of the ancient Hebrew prophets and the dispersal of the money changers, men of God have taught us that social problems are moral problems on a huge scale. They have demonstrated that a religion which did not struggle to remove oppression from the world of men would not be able to create the world of spirit. They have preached that the church should be the first to awake to individual suffering and the church should be the bravest in opposing all social wrongs.

This tradition is deeply imbedded in America's history. During the middle of the 19th Century, men of God, men of all faiths, men of the North, men of the South, took to pulpits, to press, yes, even out into the public squares to demand an end to the moral evil of slavery. As a consequence, we took the chains off the slaves.

Many who followed this path suffered for it. Many were then condemned by their congregation. Many were deprived of their positions. Churches were burned and physical violence was often the reward of those who in that time spoke freely and provided leadership. But long ago their efforts were a significant force in not only ending slavery in this country, but in reshaping our society. By their actions they not only restored dignity and hope to millions of Americans, they immeasurably elevated and strengthened the churches which they served.

Today, as we meet here a century later, we are faced with and we are given another great opportunity. Today, as we meet here, again the problem of racial wrongs and racial hatreds is the central moral problem of this Republic. Today, as we meet here in the first house of the land, again hostility and misunderstanding and even violence awaits the man who attempts to translate the meaning of God's love into the actions and thoughts of this world and this time. Today, again the hope for happiness of millions of Negro Americans is going to be profoundly affected by your efforts. And today, again, religion has one of those rare, historical opportunities to renew its own purpose, to enhance the dignity of its own social role, to strengthen its institutions, and its heritage.

MORE

Our most immediate need is to pass the civil rights bill now before the Congress. A hundred years ago Lincoln freed the slaves of their chains, but he did not free the country of its bigotry. A hundred years ago Lincoln signed the Emancipation Proclamation, but until education is unaware of race, until employment is blind to color, emancipation will be a proclamation, but it will not be a fact.

This bill is intended to help our communities find peaceful solutions to problems of human relations. Many of these communities have asked for the provisions in this bill so that the same standards can be applied to all businesses serving the public, and so the taxpayers can be given assurance that public funds will be administered equitably. None of these provisions in this bill would create preferential treatment for one race or another. This would be a direct violation of the bill itself.

None of these provisions would interfere with the rights of businessmen to set up their own standards for the dress, for the conduct, and for the qualifications of their patrons and their employees. Thirty States and numerous cities already have varying public accommodation statutes and ordinances. These cover nearly two-thirds of the country's population, and business establishments in these States are still flourishing.

All that this bill will do is to see to it that service and employment will not be refused to individuals because of their race or their religion or where their ancestors were born. This bill is going to pass if it takes us all summer, and this bill is going to be signed and enacted into law because justice and morality demand it.

But laws and government are, at best, coarse instruments for remolding social institutions for illuminating the dark places of the human heart. They can deal only with the broadest and most obvious problems constantly guarding against segregation in schools, but not against the thousands of incidents of discrimination and hatred which give the lie to what is learned there in the school room. They can call for the highest standards of moral conduct, but those standards are only tortuously imposed on a community which does not accept them, for laws do not create moral convictions. Those convictions must come from within the people themselves, and it is your job, as men of God, to reawaken the conscience of your beloved land, the United States of America.

It is your job as prophets in our time to direct the immense power of religion in shaping the conduct and thoughts of men toward their brothers in a manner consistent with compassion and love. So help us in this hour. Help us to see and do what must be done. Inspire us with renewed faith. Stir our consciences. Strengthen our will. Inspire and challenge us to put our principles into action.

MORE

For the future of our faith is at stake, and the future of this Nation is at stake.

As the Old Testament pleads -- "Let there be no strife, I pray, between you and me, and between my herdman and your herdman, because we are brothers." So do we plead today.

Yes, we are all brothers, and brothers together must build this great Nation into a great family, so that a hundred years from now in this house every man and woman present today will have their name pointed to with pride because in the hour of our greatest trial, we were willing to answer the roll and to stand up and be counted for morality and right.

Thank you very much.

END

LCW
has draft
of speech

September 8, 1964

TO THE PRESIDENT

Subject: Speech or Statement on Civil Rights Progress

Now that the start of the school year is behind us and the Civil Rights Act has been in effect for more than 60 days, it may well be appropriate to devote a whole speech or a major portion of one to a sort of "tribute to the South". On July 2, when the bill was signed, no one could have reasonably expected that compliance with the Act would have gone so well, even in communities in Mississippi and Alabama. The Lester Maddox case in Atlanta highlights how really very few businessmen in the South have been unwilling to comply with the law of the land.

Similarly the contrast with the way school desegregation (recognizing how limited it is in some places) has gone, is worthy of note. Public office holders, community leaders, religious leaders and private citizens have gone a long way in adjusting to a way of life that many have believed was wrong but which they have accepted rather than to live outside of the law.

If this is something that you would like to see worked up, I will try to pull together the necessary information and some suggested textual material for your consideration.

Lee C. White

Assistant
Attorney General



September 15, 1964

Mr. Lee White:

At Assistant Attorney General Oberdorfer's request there is attached the latest report we have on voluntary desegregation. There are no additional specific reports, but we have information from U. S. Attorneys and others that compliance is general throughout most of the South and Border States.

C. Guy Tadlock
Executive Assistant
Tax Division

Attachment

Isabel Blair, Attorney
Civil Rights Division

August 13, 1964
BNP:jpeg

Richard W. Perkins, Attorney
Tax Division

Desegregation of Public Accommodations

Since May 22, 1963, we have made surveys of 566 cities in Southern and Border States with respect to desegregation of certain privately-owned public accommodations. Primary emphasis was given to 468 of these cities with a population of over 10,000.

Our report of July 2, 1964, showed that some desegregation of these public accommodations had occurred in 397 or 70% of these cities with almost two-thirds of this progress coming since May 22, 1963.

While we have not done a complete resurvey since the enactment of the Civil Rights Act, we do have information showing some desegregation of such accommodations as indicated in the following table:

<u>Type of Facility</u>	<u>Reported as of</u>		<u>August 7, 1964</u>
	<u>May 22, 1963</u>	<u>July 2, 1964</u>	
Theatres desegregated	109	287	313 Cities
Restaurants desegregated	141	298	335 Cities
Hotels-Motels desegregated	163	267	296 Cities
Lunch Counters desegregated	204	355	373 Cities

THE WHITE HOUSE
WASHINGTON

February 17, 1964

MEMO TO: Lee White

FROM : Charles A. Horsky

I don't remember whether our last conversation suggested that the District should "take it easy" until after the House acted on the Civil Rights bill or until the bill became law. This is just a note to remind you, however, that the Commissioners are awaiting a signal on (a) an FEPC ordinance and (b) a barbering ordinance.

ANTI-DEFAMATION LEAGUE

Of B'nai B'rith

1640 RHODE ISLAND AVENUE, N. W., WASHINGTON 6, D. C., EXECUTIVE 3-5288

WASHINGTON, D. C. OFFICE
HERMAN EDELSBERG
Director
DAVID A. BRODY
Counsel

April 24, 1964

The Secretary of State
Department of State
Washington 25, D. C.

Dear Mr. Secretary:

A recent newspaper story reports that Ambassador Bowles ordered American government personnel in Calcutta to withdraw from membership in the Calcutta Swimming Club because of the club's "European only" policy. The Ambassador's order was said to be based on "an announced policy" by President Johnson regarding such restrictive social organizations.

I am not aware of "an announced policy" by President Johnson in this regard though I know and admire the many effective and resourceful steps he has taken against discrimination.

I consider Ambassador Bowles' action with respect to the Calcutta Swimming Club not so much a reflection of new civil rights policy as of elementary diplomatic prudence. Would it not be foolish for American officials abroad to offend the leaders of the host country by joining a club that treated the hosts as inferior? Yet, when I checked with the Department's India Desk for the background of Mr. Bowles' action with a request for a statement of the general policy in this field, I received only the advice that Mr. Bowles had probably merely "suggested" to government staff rather than "ordered," and that the Desk was not disposed to look into the matter further.

It seems to me that what is sound policy in Calcutta in this regard is no less sound in Djakarta or Manila. I am writing you, therefore, to ascertain whether Mr. Bowles' action

2.

is an expression of official Department policy of universal applicability or whether it is Mr. Bowles' judgment applicable only to Calcutta.

With appreciation and regard for your outstanding contributions in the struggle for equal opportunity, I am

Sincerely,

Herman Edelsberg

HE:ebo

cc: Lee C. White ✓

bcc: Milton Senn

Harry Seamans



THE ASSISTANT SECRETARY OF COMMERCE
WASHINGTON 25, D.C.

Honorable Kenneth B. Keating
United States Senate
Washington, D.C.

April 16th 1964

Dear Senator Keating:

Thank you for your letter April 9th. Attached
is a copy of Assistant Secretary Behrman's recent letter
to Mr. John Lewis.

Sincerely yours,

Thomas G. Wyman

Thomas G. Wyman
Acting Assistant Secretary
Domestic and International Business.

Enclosure

cc: Mr. L. White, The White House /
Mr. Ross Davis, SBA

April 2, 1964

Honorable Philip A. Hart
United States Senator
Washington, D. C.

Dear Senator Hart:

Attached is a copy of my recent letter
to Mr. John Lewis. I would be glad to discuss the
matter with you if you care to call.

Sincerely yours,

JACK N. BEHRMAN

Jack N. Behrman
Domestic and International Business

Enclosure

cc: ✓ Mr. L. White, The White House
Mr. Ross Davis, SBA

April 2, 1964

Mr. John Lewis
Chairman
Student Nonviolent Coordinating
Committee
6 Raymond Street, N. W.
Atlanta 14, Georgia

Dear Mr. Lewis:

This is to inform you that the Department of Commerce and Small Business Administration have withdrawn sponsorship from the Foreign Trade Seminar being held at the University of Southern Mississippi on April 8th.

Sincerely yours,

JACK N. BEHRMAN

Jack N. Behrman
Domestic and International Business

cc: ✓ Mr. L. White, The White House
Mr. Ross Davis, SBA



THE ASSISTANT SECRETARY OF COMMERCE
WASHINGTON 25, D.C.

APR 2 1964

Mr. Harry X. Kelly
Director, Customers Relations
Delta Shipping Company
1300 Hibernia Bank Building
New Orleans, Louisiana

Dear Mr. Kelly:

I have recently inquired into the question of whether or not the Foreign Trade Seminar to be held on April 8 at the University of Southern Mississippi would be open on an unsegregated basis to all who were interested in exports. I have not been able to obtain such an assurance from those who are responsible for the activity.

Since it is the policy of the Federal Government not to sponsor segregated conferences, both the Department of Commerce and the Small Business Administration are hereby withdrawing their sponsorship from this meeting. We thoroughly appreciate the initiative which you have taken to support the export drive, but we would like to support export activity from whatever sector of the economy it may arise.

Although the programs have already been issued on this meeting, we trust that an appropriate indication will be made at the meeting itself of our withdrawal from sponsorship.

Sincerely,

JACK N. BEHRMAN

Jack N. Behrman
Domestic and International Business

cc: ✓ Mr. L. White, The White House
Mr. Ross Davis, SBA



THE ASSISTANT SECRETARY OF COMMERCE
WASHINGTON 25, D.C.

APR 2 1964

Dr. William D. McCain
President
University of Southern Mississippi
Hattiesburg, Mississippi

Dear Dr. McCain:

I have recently inquired into the question of whether or not the Foreign Trade Seminar to be held on April 8 at the University of Southern Mississippi would be open on an unsegregated basis to all who were interested in exports. I have not been able to obtain such an assurance from those who are responsible for the activity.

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Sincerely,

JACK N. BEHRMAN

Jack N. Behrman
Domestic and International Business

cc: ✓ Mr. L. White, The White House
Mr. Ross Davis, SBA



THE ASSISTANT SECRETARY OF COMMERCE
WASHINGTON 25, D.C.

APR 2 1964

Mr. Rowland W. Heidelberg
President, Chamber of Commerce
P. O. Box 710
Hattiesburg, Mississippi

Dear Mr. Heidelberg:

I have recently inquired into the question of whether or not the Foreign Trade Seminar to be held on April 8 at the University of Southern Mississippi would be open on an unsegregated basis to all who were interested in exports. I have not been able to obtain such an assurance from those who are responsible for the activity.

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Sincerely,

JACK N. BEHRMAN

Jack N. Behrman
Domestic and International Business

cc: ✓ Mr. L. White, The White House
Mr. Ross Davis, SBA

SMALL BUSINESS ADMINISTRATION

WASHINGTON, D.C. 20416

OFFICE OF THE ADMINISTRATOR

*
APR -1 1964

Honorable Lee C. White
Assistant Special Counsel
to the President
The White House
Washington, D. C.

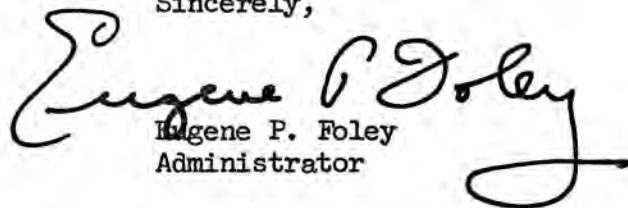
Dear Mr. White:

We have read the memorandum concerning the Civil Rights Bill which we received from your office, and are grateful to you for making it available to us.

It will be inserted in the daily log for the benefit of the Agency program heads, and will be posted on our bulletin boards. Copies will be made available in the Office of the Special Assistant to the Administrator with responsibility for minority group programs.

Thank you for keeping us apprised of the latest developments in the civil rights struggle.

Sincerely,


Eugene P. Foley
Administrator

POST OFFICE DEPARTMENT
ROUTING SLIP

TO:	BUREAU OR OFFICE	ROOM NO.
1 <i>Mr. White</i>		
2		
3		
4		
5		

FROM Post Office Changes Branch
Installations Management Division
Bureau of Operations

EXTENSION

DATE

ROOM NO.

- | | | |
|------------------------------------|---|--|
| <input type="checkbox"/> APPROVAL | <input type="checkbox"/> NECESSARY ACTION | <input type="checkbox"/> AS REQUESTED |
| <input type="checkbox"/> SIGNATURE | <input type="checkbox"/> INVESTIGATE | <input type="checkbox"/> INFORMATION |
| <input type="checkbox"/> COMMENT | <input type="checkbox"/> RECOMMENDATION | <input type="checkbox"/> READ AND RETURN |
| <input type="checkbox"/> SEE ME | <input type="checkbox"/> PREPARE REPLY | <input type="checkbox"/> READ AND FILE |

Huntsville, Alabama - Contract Stations 1 and 3

February 28, 1964

Director, Installations Management Division
Post Office Changes Branch
Bureau of Operations 20260

POC:EVD:as

Regional Director
Post Office Department
Memphis, Tennessee 38101

An investigation has confirmed complaints that racial discrimination is practiced within the premises housing:

1. Contract Station No. 1 operated in Walgreen's Drug Store, Parkway City Shopping Center, Huntsville, Alabama, by William T. Hutchens, contractor, at the rate of \$2,000 per annum.
2. Contract Station No. 3 operated in Walgreen's Drug Store, Five Points East Shopping Center, Huntsville, Alabama, by William T. Hutchens, contractor, at the rate of \$2,000 per annum.

Since the operation of the lunch counters in these two drug stores is on a segregated basis and there appears to be little or no possibility that all the services and facilities of these two establishments will be made available to the general public on an equal basis, a decision has been made to cancel the agreements with the contractor, William T. Hutchens.

In order to prevent a disruption in the postal financial services afforded by these two stations, the effective date of cancellation should be set for the close of business on March 20, 1964. You are authorized and instructed to inform the Huntsville postmaster that he must advise the contractor at once that the agreements to conduct Contract Stations 1 and 3 will be cancelled on March 20, 1964, for failure to comply with the Department's policy on non-discrimination.

The Huntsville postmaster should immediately advertise for bids to conduct these two stations at new locations starting on March 21, 1964. All prospective bidders must be informed about the equal employment opportunity clause in the agreement and the Department's policy on the availability to the general public on an equal basis of other services or facilities within the premises housing a contract postal unit as stated in the Postmaster General's letter (copy attached).

Please see that immediate attention is given to both the cancellation of the existing agreements and the advertising for new bids. Information here in the Department indicates that there are several businesses in both shopping centers which are without segregated facilities of any kind and would be interested in conducting a contract station. Since there is a postal necessity for the continued operation of these two units, it is important that new agreements for conducting contract stations at acceptable locations be secured and implemented with the beginning of business on March 21, 1964.

Please keep this Division informed of all developments.

John D. Swygert

John D. Swygert

Attachment

cc: POC file (Huntsville)
PMG - Attn: Mrs. Kroen
Special Asst. to PMG for Infor. Rm. 3318
APMG Murphy, Bu. Personnel - Rm. 3134
✓ Lee C. White, Special Asst. Counsel to
the President - The White House
Mr. John Hope, Asst. to Executor Director
for Govt. Employment, Dept of Labor, Rm. 2119
Region

UNITED STATES COMMISSION ON CIVIL RIGHTS
WASHINGTON, D.C. 20425

February 27, 1964

MEMORANDUM TO THE HONORABLE LEE C. WHITE

FROM : General Counsel 

SUBJECT: Agriculture Department Study

Attached is a copy of a letter sent by Dr. Hannah to Secretary Freeman asking for his cooperation in the study of Federal programs operating in rural and agricultural areas. This project had been discussed with President Kennedy and was brought to the attention of President Johnson.

This is sent for your information in case you are contacted on it. Pete Libassi will be responsible for this project and we will make every effort to see that it does not interfere in anyway with passage of the civil rights bill.

William L. Taylor

UNITED STATES COMMISSION ON CIVIL RIGHTS
WASHINGTON 25, D.C.

February 12, 1964

The Honorable Orville Freeman
Secretary
Department of Agriculture
12th Street and Independence Ave., N.W.
Washington 25, D.C.

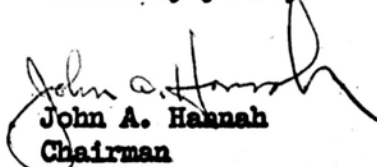
Dear Mr. Secretary:

The U.S. Commission on Civil Rights is directed by statute to appraise the laws and policies of the Federal government with respect to equal protection of the laws under the Constitution and to submit its findings and recommendations to the President and the Congress. Since its enactment in 1957, the Commission has undertaken studies of Federal agencies and has published reports in a variety of areas including employment, housing, education, voting, health and administration of justice, among others.

At a recent meeting, the Commission agreed to undertake a review of Federal programs and their operations in rural and agricultural areas. The initiation of this survey did not result from specific individual complaints against the Department of Agriculture. Rather, it reflects the Commission's concern with the operation of Federal programs, particularly those relevant to the disadvantaged segment of our population.

The Commission would appreciate your cooperation in making this study possible. I would be pleased to have members of the Commission staff discuss this project in further detail with you or with anyone whom you may wish to designate.

Sincerely yours,


John A. Hannah
Chairman

February 10, 1964

MEMORANDUM FOR

Raymond T. Bowman
Bureau of the Budget

I regret the delay in replying to your memo of December 20, but quite frankly, I misplaced it and I have only now found it.

I think you are quite correct in identifying the question of whether there should be a convenient means of determining the race of federal employees as a delicate problem. It may well be that we have come to the point in time that we can secure such information for perfectly valid and legitimate reasons. In any event, I agree that it is certainly worthy of attention and would appreciate it therefore if you or your staff could undertake to secure the reactions of the agencies listed in your memo. I would think that when you have received such reactions it would be worth sitting down to discuss the various aspects of the matter and would appreciate your letting me know when that might be done.

Lee C. White
Assistant Special Counsel
to the President

EXECUTIVE OFFICE OF THE PRESIDENT
BUREAU OF THE BUDGET
WASHINGTON 25, D. C.

December 20, 1963

MEMORANDUM FOR MR. WHITE

Subject: Designation of Race on Questionnaires and in Records

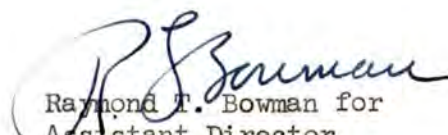
We believe that it is a matter of some urgency to develop a uniform government-wide policy with respect to the handling of race on various Federal statistical and administrative forms and are therefore seeking your direction and guidance.

Implementation of the Administration's policies on civil rights and equal employment opportunity has focussed attention on the need for expanding and strengthening statistics which show data by race, not only for the U. S. as a whole but also for individual states and metropolitan areas. This is true for population, employment, housing, income and other basic data. Furthermore, in the administration of orders such as Executive Order 10925 prohibiting discrimination in employment by Government contractors, and Federal agencies, employment data by race are needed at the individual establishment or organization level. These data are needed to show progress toward the non-discrimination objective and to pinpoint areas where administrative action is required. The compilation of these statistics is hampered, however, by prohibitions against including information as to race in personnel records or by uncertainties as to just what records may be maintained.

On the other hand the inclusion of information as to race on employment applications, licenses, etc. can undoubtedly be used in certain circumstances to facilitate discrimination and deny rights to individual members of minority groups. The problem is further complicated in the employment field by state and municipal Fair Employment Practices laws, which in some cases prohibit obtaining race information on employment application and other forms.

Our concern arises from our responsibility for approving forms under the Federal Reports Act of 1942 and our role as the central agency concerned with coordinating and improving Federal statistics. Several other agencies have important interests in the development of any Federal policy with respect to designation of race on forms and in records and the publication of statistics showing data by race. These include the President's Committee on Equal Employment Opportunity, the Commission on Civil Rights, the Department of Justice, the Civil Service Commission, the Bureau of Census, the Bureau of Labor Statistics, and other statistical agencies.

We recognize that the problems and issues are broader than the statistical issues with which we normally deal. Decisions that are reached may have a significant effect upon Executive policy in the important area of civil rights. We are willing to undertake, with the assistance of all affected Federal agencies, the development of a uniform policy or you may wish to designate some other agency to take leadership. In the latter case we would, of course, cooperate to the fullest extent. Our primary concern is that the matter receive early attention.



Raymond T. Bowman for
Assistant Director
Statistical Standards

February 6, 1964

MEMORANDUM FOR

Robert A. Wallace
Assistant Secretary of the Treasury
and Employment Policy Officer

I have read with interest your letter suggesting the proper use of data indicating whether federal employees are Negroes, and it seems to me it is well worth inquiry. Thanks for bringing it to my attention, and we can discuss it later -- perhaps at one of the Subcabinet Meetings.

Lee C. White
Assistant Special Counsel
to the President

February 6, 1964

MEMORANDUM FOR

Robert A. Wallace
Assistant Secretary of the Treasury
and Employment Policy Officer

I have read with interest your letter suggesting the proper use of data indicating whether federal employees are Negroes, and it seems to me it is well worth inquiry. Thanks for bringing it to my attention, and we can discuss it later -- perhaps at one of the Subcabinet Meetings.

Lee C. White
Assistant Special Counsel
to the President



ASSISTANT SECRETARY

TREASURY DEPARTMENT

WASHINGTON, D.C. 20220

FEB 4 1964

Lee
Dear Mr. ~~White~~:

As you know, Governmental offices are prohibited from keeping on personnel records, information pertaining to race, color or religion in spite of the fact that they are called upon repeatedly to make reports showing the progress which they are making in complying with Executive Order 10925. You are also aware that head counts are highly inaccurate and occasionally one of our units has been found to be keeping "bootleg" records in order to simplify the reporting job and to achieve greater accuracy.

I believe the original reasons for barring this information from personnel records is no longer valid but there may continue to be some objection to include it on personnel applications. I believe, however, that a copy of the appointment form entering the employee on duty could show this information and be made available to the office which prepares payrolls. In a majority of agencies, this work is performed on ADP equipment so that the required statistical reports could be prepared with far greater accuracy and with a considerable saving in cost.

I believe the President's Committee gave some consideration to this and the Agriculture Department was given permission to set up the information on their employees, but the authority has not been extended. In view of the President's interest both in the program and in economy, I am bringing the matter to your attention in the hope you can put some impetus behind it.

Sincerely yours,

Wallace
Robert A. Wallace
Assistant Secretary of the Treasury
and
Employment Policy Officer

Mr. Lee C. White
The White House
Washington 25, D. C.

THE WHITE HOUSE
WASHINGTON

Lee:

This is a friend of mine who is involved in a "Fair Housing" group out in Maryland. Do you think there are any possibilities along these lines?

Geo. Reedy
Jan. 15

January 20, 1964

MEMORANDUM FOR

George Reedy

In commenting on the memo sent to you regarding encouragement of Federal employees in the Washington area to comply with the "Open Occupancy" spirit, I can give you the following information.

At a meeting last year of the Subcabinet Committee on Civil Rights the President of "Neighbors, Inc." explained the operation of that particular group in the corner of the District bounded by 16th Street, Eastern Avenue and Kennedy Street. Department and agency representatives were encouraged to bring this to the attention of personnel officers of their agencies. So far as I know, all agencies have been urged to insist that any housing data maintained for their personnel be on a nondiscriminatory basis.

In short, I would say that the idea is worthwhile and although it has previously been brought to the attention of the right people, it should perhaps be reiterated. We will do so at one of the Subcabinet meetings.

Lee C. White

January 20, 1964

MEMORANDUM FOR

George Reedy

In commenting on the memo sent to you regarding encouragement of Federal employees in the Washington area to comply with the "Open Occupancy" spirit, I can give you the following information.

At a meeting last year of the Subcabinet Committee on Civil Rights the President of "Neighbors, Inc." explained the operation of that particular group in the corner of the District bounded by 16th Street, Eastern Avenue and Kennedy Street. Department and agency representatives were encouraged to bring this to the attention of personnel officers of their agencies. So far as I know, all agencies have been urged to insist that any housing data maintained for their personnel be on a nondiscriminatory basis.

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Lee C. White

UNITED STATES GOVERNMENT

Memorandum

TO : George:

DATE: 1/7/63

FROM : Lee:

"Fair" SUBJECT: Here's another idea on the racial front; it springs from our housing group's meeting last night. We are anxious for all government agencies, possibly through their employment policy office, to inform employees (particularly new employees) that there are organizations and resources available in the Washington area to help them find housing in a non-discriminatory location. There are growing "open occupancy" housing opportunities here and the least the federal government can do is to inform its employees of the availability of those opportunities. (We can get the information put together)

If President LBJ wants to go one step further and add to this information a statement by agency and department heads ~~to~~ to their employees that non-discrimination in housing is right and proper and government policy, that would be a help.

Still further, we'd like all housing and apartments etc. listed on bulletin boards in government agencies to be required to be non-discriminatory. The Pentagon now does this--I think few if any others do.

Johnson's role in the field of non-discriminatory employment within government is not as well known as Kennedys. But Kennedy never moved into the field of housing within ~~anywhere within the government~~ the government itself, and while this cannot be tackled directly the above suggestions may be a useful way to move a step further toward equality in an area where the federal government has control. In any case we've made some efforts to move in this direction in one or two agencies but with negligible results. How say you, sir?

as ever

Lee

24

Closing of
Masonic Lodge at
BROOKLEY AFB

LCW



ASSISTANT SECRETARY OF DEFENSE
WASHINGTON 25, D.C.

MANPOWER

January 14, 1964

Honorable Clinton P. Anderson
United States Senate
Washington, D. C.

Dear Senator Anderson:

This is in response to your referral to the White House of a letter to you from Mr. S. W. Hunt of Tucuman, New Mexico. Mr. Hunt expressed concern over reports that a Masonic Lodge had been closed at Brookley Air Force Base because of an Executive Order by President Kennedy.

Representatives of my office and the Department of the Air Force have conducted an inquiry at Brookley Air Force Base to supplement information previously furnished to other Members of Congress who expressed an interest in similar reports. For a full report of the relevant events at Brookley Air Force Base I refer you to the enclosed summary of that inquiry. As the summary indicates, charges that a Masonic Lodge was closed because of an Executive Order by President Kennedy, or any other directive concerning discrimination, are groundless. Additional copies of the summary are available should you need them.

Mr. Hunt also wrote Congressman Morris concerning this matter. I have replied to Congressman Morris furnishing the same information I am now providing you.

Sincerely,

(s) Alfred B. Pitt

Alfred B. Pitt
Deputy Assistant Secretary
(Civil Rights)

Enclosure

cc: Honorable Lee C. White

XEROX FROM QUICK COPY
1-23-72



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
WASHINGTON 25, D.C.

Summary of Inquiry Concerning Brookley Air Force Base
Square and Compass Club

On December 16, 1963, representatives of the Department of Defense and the Air Force visited Brookley Air Force Base, Mobile, Alabama, to obtain information upon which to base a reply to numerous inquiries about published newspaper and magazine articles stating that the Square and Compass Club at Brookley Air Force Base had been closed because of an Executive Order by President Kennedy. The results of the visit to Brookley and of other inquiries by Defense and Air Force officials are summarized below.

The Square and Compass Club at Brookley Air Force Base was composed mainly of civilian employees at the Base along with a few military personnel. It was a purely social and recreational organization and Masonic matters were not discussed at its meetings. Although all of its members were required to be Masons, it was not a Masonic Lodge, nor was it formally affiliated with any Masonic Lodge or order. The Club met, prior to 1962, at the base NCO Club.

On May 19, 1961, Brookley Air Force Base received a message from the Air Force Logistics Command, transmitting instructions received from higher headquarters. This message incorporated a policy, expressed in a memorandum issued by President Kennedy on April 18, 1961, denying the use of government facilities to employee recreational organizations which practiced discrimination based on race, creed, color or national origin. This policy required modifications in the program of several employee recreational organizations at Brookley Air Force Base, including programs financed by the Civilian Welfare Fund. During May and June 1961 base officials ordered such modifications as were necessary. No action was taken pursuant to this policy with respect to the Square and Compass Club, either in May 1961 or thereafter.

The Square and Compass Club continued to sponsor functions at the NCO Club at Brookley during the remainder of 1961 and early 1962. In late March or early April 1962, the Air Force Sergeant who was President of the Square and Compass Club was informed by base officials that the Club could no longer utilize the NCO Club for its meetings. Club officers, including the President and Vice President,

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8-23-72

do not recall receiving any explanation of the grounds for the decision to deny meeting privileges at the NCO Club.

The Base Commander at Brookley during 1961 and until October 1962 has subsequently retired from the Air Force. The present Base Commander and his staff are unaware of the basis for the denial of NCO Club meeting privileges. The former Base Commander, himself a Mason, remembers issuing verbal instructions that the Square and Compass Club be denied meeting privileges at the NCO Club. His decision to do so was prompted by instructions received from higher headquarters which emphasized that Officer and NCO Clubs were to be utilized only by members and their bona fide guests. The Base Commander determined that the Square and Compass Club meetings formerly held at the NCO Club could not be continued consistently with the policy prescribed in the instructions he had received from his superiors.

Only NCO Club facilities were involved in this decision. The Square and Compass Club was not denied meeting facilities at other on-base facilities. In fact the Club held one or more subsequent meetings at another on-base facility at Brookley.

The decision to deny the Square and Compass Club the use of the NCO Club was not based on any policy concerning employee recreational organizations which practiced discrimination, or upon any other consideration of discrimination. It had nothing to do with the Club's Masonic character. It was grounded solely upon the Base Commander's determination that meetings of the type sponsored by the Square and Compass Club could not be held at the NCO Club. Indeed, the Base Commander had previously considered whether the policy concerning discrimination in employee recreational organizations affected the Square and Compass Club's use of the NCO Club and specifically had determined that it did not.

A week or two after the Square and Compass Club was informed that it could no longer use the NCO Club, the NCO Club burned down, rendering questions concerning its use academic.

Officers of the Square and Compass Club during 1961 and 1962 report that the Club had suffered a sharp decline in membership in late 1960 and 1961, chiefly because a number of civilian employee members of the organization were transferred to other bases in conjunction with a reorganization of certain mission requirements for the base.

As a result, the Club experienced serious problems in 1961 and early 1962 because of reduced membership and lack of interest in Club functions. The Club held its final meeting in November or December of 1962. Only four members attended, although all members had been advised of the meeting. Following this meeting, a decision was reached to disband the Club because of lack of interest. Immediately thereafter the Club ceased to operate and it has not been active since that time. The three most recent Presidents of the Club report no present interest among military personnel or civilian employees in attempting to revive it.

In summary: (1) President Kennedy issued no Executive Order or other directive prohibiting the use of facilities on military bases by Masonic organizations. (2) No Masonic Lodge has been closed at Brookley Air Force Base; indeed, none existed there. (3) The Square and Compass Club, a recreational organization at Brookley Air Force Base whose members were Masons, was told in April 1962 that it could not use the NCO Club at Brookley Air Force Base. The denial of meeting facilities was based on an Air Force policy limiting the use of Officer and NCO Clubs to members and their bona fide guests. Subsequently, the Square and Compass Club utilized other on-base facilities at Brookley Air Force Base. (4) The Air Force reports that it has no knowledge of any base ever prohibiting meetings of a Masonic Lodge. (5) The Square and Compass Club at Brookley Air Force Base dissolved in November or December of 1962 because of a decline in membership and lack of interest in the club. Since that time no revived organization has sought to meet at Brookley.



ASSISTANT SECRETARY OF DEFENSE
WASHINGTON 25, D.C.

NOV 11/1963
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FE 6

Masonry Alabama

November 27, 1963

MEMORANDUM

Arnold Rami, Esq.
37 South LaSalle Street
Chicago 3, Illinois

Dear Mr. Rami:

Your letter of November 5, 1963 to the late President has been referred to me for reply. You asked for an accurate account of charges that "President Kennedy issued an executive order prohibiting a Masonic Lodge from holding twice a month meetings in the HCO Club at an Air Force Base in Alabama."

As you no doubt surmised, the charges are groundless. On April 18, 1961 President Kennedy issued a memorandum to all executive departments prohibiting federal sponsorship of, or the use of federal facilities by, any federal employee recreational organization practicing discrimination based on race, creed, color or national origin. The Presidential memorandum was in turn implemented in the Department of Defense on April 20, 1961 by the issuance of a like memorandum from Secretary Hallam.

When the implementing Air Force directives reached Brookley Air Force Base, Alabama, in May 1961, the commander asked each employee and military recreational group which met on the base for written assurance that it did not discriminate. One such group, composed from among persons stationed at Brookley and known as the "Square and Compass Club", had met from time to time at the Base HCO Club for dances, supper parties and the like. The group chose not to file the required certificate, and it has been inactive since that time.

In short, the late President issued no executive order prohibiting Masonic Lodge meetings, no Masonic Lodge was in fact prohibited from holding meetings at Brookley Air Force Base, and the Air Force reports it has no knowledge of any base ever prohibiting meetings of a Masonic Lodge.

We appreciate your interest and hope the information furnished will clarify the matter.

Sincerely,

Alfred B. Pitt
Deputy Assistant Secretary
(Civil Rights)

cc: Honorable Lee C. White

RECEIVED
DEC 2 1963
CENTRAL FILES

January 6, 1964

Arnold Reed, Esq.
37 South LaSalle Street
Chicago 3, Illinois

Dear Mr. Reed:

On November 27, 1963 I wrote you in response to your letter to President Kennedy concerning charges that a Masonic Lodge had been closed at Brookley Air Force Base. Since that time representatives of my office and the Department of the Air Force have conducted a further inquiry at Brookley Air Force Base.

In my previous letter I had reported that in 1961 the Square and Compass Club became inactive after it was asked to provide assurances that it did not discriminate. This report was based on erroneous information. In fact, no action was taken with respect to the Club in connection with its membership policies, either in 1961 or thereafter. The Club was denied the use of the Base HCO Club in 1962, but solely because of an Air Force policy limiting the use of Officer and HCO Clubs to members and their bona fide guests.

For a full report of the events at Brookley I refer you to the enclosed summary. As the summary indicates, reports that the Square and Compass Club was closed because of an Executive Order by President Kennedy, or any other directive concerning discrimination, are groundless. Additional copies of the summary are available should you need them.

Sincerely,

Alfred B. Fitt
Deputy Assistant Secretary
(Civil Rights)

Enclosure

cc: Mr. Lee C. White, White House

cc: OGD Files
OASD(M)
OASD(LA)
Colonel Farris AFPMH
File: Recreation

January 6, 1964

Arnold Rand, Esq.
39 South LaSalle Street
Chicago 3, Illinois

Dear Mr. Rand:

On November 29, 1963 I wrote you in response to your letter to President Kennedy concerning charges that a Masonic Lodge had been closed at Brookley Air Force Base. Since that time representatives of my office and the Department of the Air Force have conducted a further inquiry at Brookley Air Force Base.

In my previous letter I had reported that in 1961 the Square and Compass Club became inactive after it was asked to provide assurances that it did not discriminate. This report was based on erroneous information. In fact, no action was taken with respect to the Club in connection with its membership policies, either in 1961 or thereafter. The Club was denied the use of the Base HCO Club in 1962, but solely because of an Air Force policy limiting the use of Officer and HCO Clubs to members and their bona fide guests.

For a full report of the events at Brookley I refer you to the enclosed summary. As the summary indicates, reports that the Square and Compass Club was closed because of an Executive Order by President Kennedy, or any other directive concerning discrimination, are groundless. Additional copies of the summary are available should you need them.

Sincerely,

Alfred B. Pitt
Deputy Assistant Secretary
(Civil Rights)

Enclosure

cc: Mr. Lee C. White, White House

cc: OSD Files
OASD(M)
OSD(LA)
Colonel Farris AFDPF
File: Recreation



MANPOWER

ASSISTANT SECRETARY OF DEFENSE
WASHINGTON 25, D.C.

19 November 1963

*Decided
on phone Defense
should reply.
Fitt signed
ltr 11/29/63
to Ruud.
See C.F.*

MEMORANDUM FOR MR. LEE C. WHITE
ASSISTANT SPECIAL COUNSEL
TO THE PRESIDENT

SUBJECT: Masonic Meetings on Defense Installations.

Enclosed in duplicate is a suggested reply to Mr. Arnold Ruud in connection with the problem we discussed on 18 November. It is our present intention not to expand the current rule which denies the sponsorship or facilities of Defense installations to military and civilian employee recreational groups with racially discriminatory membership policies. If a question arises about a group which is clearly non-recreational in character, we will investigate the facts of the particular case with care before answering the question.

Please let me have a copy of the final reply sent Mr. Ruud so that we may use it in answering similar mail.

Alfred B. Fitt

Alfred B. Fitt
Deputy Assistant Secretary
(Civil Rights)

Enclosure

D R A F T O F R E P L Y

Dear Mr. Ruud:

The President asked me to reply to your recent letter about an alleged occurrence at an Air Force base in Alabama.

As you surmised, the newspaper article enclosed with your letter was a considerable distortion of what actually happened. However, let me explain first about the directives involved. The Executive Order referred to is apparently that of March 6, 1961, in which the President established his Committee on Equal Employment Opportunity. As an entirely separate matter, on April 18, 1961 the President issued a memorandum to all executive departments and agencies prohibiting federal sponsorship of, or the use of federal facilities by, any federal employee recreational organization practicing discrimination based on race, creed, color or national origin. The Presidential memorandum was in turn implemented in the Department of Defense on April 28, 1961 by the issuance of a like memorandum from Secretary McNamara.

The Department of the Air Force advises that when the implementing directives reached Brookley Air Force Base, Alabama, in May 1961, the commander asked each recreational

organization that met on the base for an assurance that it did not discriminate. One such group composed of Masons and known as the "Square and Compass Club" had met from time to time at the Base NCO Club for dances, supper parties and the like. The group chose not to file the required certificate, and since that time it has become inactive.

In short, the President issued no executive order prohibiting Masonic Lodge meetings, no Masonic Lodge was in fact prohibited from holding meetings at Brookley Air Force Base, and the Air Force advises it has no knowledge of any base ever prohibiting meetings of a Masonic Lodge.

We appreciate your interest and hope that the above information will clarify the matter.

Sincerely,

Lee C. White
Assistant Special Counsel
to the President

Mr. Arnold Ruud
39 South LaSalle Street
Chicago 3, Illinois

Enclosures

Executive Order 10925
Presidential Memo 18 April 1961
SecDef Memo 28 April 1961

Presidential Document

26 F.R. 44, 8 March 1961

3—THE PRESIDENT

Executive Order 10925

FORMING THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

WHEREAS discrimination because of race, creed, color, or national origin is contrary to the Constitutional principles and policies of the United States; and

WHEREAS it is the plain and positive obligation of the United States Government to promote and ensure equal opportunity for all qualified persons, without regard to race, creed, color, or national origin, employed or seeking employment with the Federal Government and on government contracts; and

WHEREAS it is the policy of the executive branch of the Government to encourage by positive measures equal opportunity for all qualified persons within the Government; and

WHEREAS it is in the general interest and welfare of the United States to promote its economy, security, and national defense through the most efficient and effective utilization of all available manpower; and

WHEREAS a review and analysis of existing Executive orders, practices, and government agency procedures relating to government employment and compliance with existing non-discrimination contract provisions reveal an urgent need for expansion and strengthening of efforts to promote full equality of employment opportunity; and

WHEREAS a single governmental committee should be charged with responsibility for accomplishing these objectives:

NOW, THEREFORE, by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered as follows:

PART I—ESTABLISHMENT OF THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

SECTION 101. There is hereby established the President's Committee on Equal Employment Opportunity.

SEC. 102. The Committee shall be composed as follows:

(a) The Vice President of the United States, who is hereby designated Chairman of the Committee and who shall preside at meetings of the Committee.

(b) The Secretary of Labor, who is hereby designated Vice Chairman of the Committee and who shall act as Chairman in the absence of the Chairman. The Vice Chairman shall have general supervision and direction of the work of the Committee and of the execution and implementation of the policies and purposes of this order.

(c) The Chairman of the Atomic Energy Commission, the Secretary of Com-

merce, the Attorney General, the Secretary of Defense, the Secretaries of the Army, Navy, and Air Force, the Administrator of General Services, the Chairman of the Civil Service Commission, and the Administrator of the National Aeronautics and Space Administration. Each such member may designate an alternate to represent him in his absence.

(d) Such other members as the President may from time to time appoint.

(e) An Executive Vice Chairman, designated by the President, who shall be *ex officio* a member of the Committee. The Executive Vice Chairman shall assist the Chairman, the Vice Chairman and the Committee. Between meetings of the Committee he shall be primarily responsible for carrying out the functions of the Committee and may act for the Committee pursuant to its rules, delegations, and other directives. Final action in individual cases or classes of cases may be taken and final orders may be entered on behalf of the Committee by the Executive Vice Chairman when the Committee so authorizes.

SEC. 103. The Committee shall meet upon the call of the Chairman and at such other times as may be provided by its rules and regulations. It shall (a) consider and adopt rules and regulations to govern its proceedings; (b) provide generally for the procedures and policies to implement this order; (c) consider reports as to progress under this order; (d) consider and act, where necessary or appropriate, upon matters which may be presented to it by any of its members; and (e) make such reports to the President as he may require or the Committee shall deem appropriate. Such reports shall be made at least once annually and shall include specific references to the actions taken and results achieved by each department and agency. The Chairman may appoint sub-committees to make special studies on a continuing basis.

PART II—NONDISCRIMINATION IN GOVERNMENT EMPLOYMENT

SECTION 201. The President's Committee on Equal Employment Opportunity established by this order is directed immediately to scrutinize and study employment practices of the Government of the United States, and to consider and recommend additional affirmative steps which should be taken by executive departments and agencies to realize more fully the national policy of nondiscrimination within the executive branch of the Government.

SEC. 202. All executive departments and agencies are directed to initiate forthwith studies of current government employment practices within their responsibility. The studies shall be in such form as the Committee may prescribe and shall include statistics on current employment patterns, a review of cur-

EXECUTIVE ORDERS:

10479 (revoked by EO 10925)-----	1977
10482 (revoked by EO 10925)-----	1977
10557 (revoked by EO 10925)-----	1977
10590 (reaffirmed by EO 10925)-----	1977
10722 (see EO 10925)-----	1977
10733 (revoked by EO 10925)-----	1977
10925-----	1977

Recommendations shall be submitted to the Executive Vice Chairman of the Committee no later than sixty days from the effective date of this order, and the Committee, after considering such reports and recommendations, shall report to the President on the current situation and recommend positive measures to accomplish the objectives of this order.

SEC. 203. The policy expressed in Executive Order No. 10590 of January 18, 1955 (20 F.R. 409), with respect to the exclusion and prohibition of discrimination against any employee or applicant for employment in the Federal Government because of race, color, religion, or national origin is hereby reaffirmed.

SEC. 204. The President's Committee on Government Employment Policy, established by Executive Order No. 10590 of January 18, 1955 (20 F.R. 409), as amended by Executive Order No. 10722 of August 5, 1957 (22 F.R. 6287), is hereby abolished, and the powers, functions, and duties of that Committee are hereby transferred to, and henceforth shall be vested in, and exercised by, the President's Committee on Equal Employment Opportunity in addition to the powers conferred by this order.

PART III—OBLIGATIONS OF GOVERNMENT CONTRACTORS AND SUBCONTRACTORS

SUBPART A—CONTRACTOR AGREEMENTS

SECTION 301. Except in contracts exempted in accordance with 303 of this order, all government contracting agencies shall include in every government contract hereafter entered into the following provisions:

"In connection with the performance of work under this contract, the contractor agrees as follows:

"(1) The contractor will not discriminate against any employee or applicant for employment because of race, creed, color, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment notices to be provided by the contracting officer setting forth the provisions of this non-discrimination clause.

"(2) The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor,

state that all qualified applicants will receive consideration for employment without regard to race, creed, color, or national origin.

"(3) The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency contracting officer, advising the said labor union or workers' representative of the contractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

"(4) The contractor will comply with all provisions of Executive Order No. 10925 of March 6, 1961, and of the rules, regulations, and relevant orders of the President's Committee on Equal Employment Opportunity created thereby.

"(5) The contractor will furnish all information and reports required by Executive Order No. 10925 of March 6, 1961, and by the rules, regulations, and orders of the said Committee, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Committee for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

"(6) In the event of the contractor's non-compliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be cancelled in whole or in part and the contractor may be declared ineligible for further government contracts in accordance with procedures authorized in Executive Order No. 10925 of March 6, 1961, and such other sanctions may be imposed and remedies invoked as provided in the said Executive order or by rule, regulation, or order of the President's Committee on Equal Employment Opportunity, or as otherwise provided by law.

"(7) The contractor will include the provisions of the foregoing paragraphs (1) through (6) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the President's Committee on Equal Employment Opportunity issued pursuant to section 303 of Executive Order No. 10925 of March 6, 1961, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the contracting agency may direct as a means of enforcing such provisions, including sanctions for non-compliance: *Provided, however,* that in the event the contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States."

SEC. 302. (a) Each contractor having a contract containing the provisions prescribed in section 301 shall file, and shall cause each of its subcontractors to file, Compliance Reports with the contracting agency, which will be subject to review by the Committee upon its request.

Compliance Reports shall be filed within such times and shall contain such information as to the practices, policies, programs, and employment statistics of the contractor and each subcontractor, and shall be in such form, as the Committee may prescribe.

(b) Bidders or prospective contractors or subcontractors may be required to state whether they have participated in any previous contract subject to the provisions of this order, and in that event to submit, on behalf of themselves and their proposed subcontractors, Compliance Reports prior to or as an initial part of their bid or negotiation of a contract.

(c) Whenever the contractor or subcontractor has a collective bargaining agreement or other contract or understanding with a labor union or other representative of workers, the Compliance Report shall include such information as to the labor union's or other representative's practices and policies affecting compliance as the Committee may prescribe: *Provided,* that to the extent such information is within the exclusive possession of a labor union or other workers' representative and the labor union or representative shall refuse to furnish such information to the contractor, the contractor shall so certify to the contracting agency as part of its Compliance Report and shall set forth what efforts he has made to obtain such information.

(d) The Committee may direct that any bidder or prospective contractor or subcontractor shall submit, as part of his Compliance Report, a statement in writing, signed by an authorized officer or agent of any labor union or other workers' representative with which the bidder or prospective contractor deals, together with supporting information, to the effect that the said labor union's or representative's practices and policies do not discriminate on the grounds of race, color, creed, or national origin, and that the labor union or representative either will affirmatively cooperate, within the limits of his legal and contractual authority, in the implementation of the policy and provisions of this order or that it consents and agrees that recruitment, employment, and the terms and conditions of employment under the proposed contract shall be in accordance with the purposes and provisions of the order. In the event that the union or representative shall refuse to execute such a statement, the Compliance Report shall so certify and set forth what efforts have been made to secure such a statement.

SEC. 303. The Committee may, when it deems that special circumstances in the national interest so require, exempt a contracting agency from the requirement of including the provisions of section 301 of this order in any specific contract, subcontract, or purchase order. The Committee may, by rule or regulation, also exempt certain classes of contracts, subcontracts, or purchase orders (a) where work is to be or has been performed outside the United States and no recruitment of workers within the limits of the United States is involved;

(b) for standard commercial supplies or raw materials; or (c) involving less than specified amounts of money or specified numbers of workers.

SUBPART B—LABOR UNIONS AND REPRESENTATIVES OF WORKERS

SEC. 304. The Committee shall use its best efforts, directly and through contracting agencies, contractors, state and local officials and public and private agencies, and all other available instrumentalities, to cause any labor union, recruiting agency or other representative of workers who is or may be engaged in work under government contracts to cooperate with, and to comply in the implementation of, the purposes of this order.

SEC. 305. The Committee may, to effectuate the purposes of section 304 of this order, hold hearings, public or private, with respect to the practices and policies of any such labor organization. It shall from time to time submit special reports to the President concerning discriminatory practices and policies of any such labor organization, and may recommend remedial action if, in its judgment, such action is necessary or appropriate. It may also notify any Federal, state, or local agency of its conclusions and recommendations with respect to any such labor organization which in its judgment has failed to cooperate with the Committee, contracting agencies, contractors, or subcontractors in carrying out the purposes of this order.

SUBPART C—POWERS AND DUTIES OF THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY AND OF CONTRACTING AGENCIES

SEC. 306. The Committee shall adopt such rules and regulations and issue such orders as it deems necessary and appropriate to achieve the purposes of this order, including the purposes of Part II hereof relating to discrimination in government employment.

SEC. 307. Each contracting agency shall be primarily responsible for obtaining compliance with the rules, regulations, and orders of the Committee with respect to contracts entered into by such agency or its contractors, or affecting its own employment practices. All contracting agencies shall comply with the Committee's rules in discharging their primary responsibility for securing compliance with the provisions of contracts and otherwise with the terms of this Executive order and of the rules, regulations, and orders of the Committee pursuant hereto. They are directed to cooperate with the Committee, and to furnish the Committee such information and assistance as it may require in the performance of its functions under this order. They are further directed to appoint or designate, from among the agency's personnel, compliance officers. It shall be the duty of such officers to seek compliance with the objectives of this order by conference, conciliation, mediation, or persuasion.

SEC. 308. The Committee is authorized to delegate to any officer, agency, or employee in the executive branch of the

Government any function of the Committee under this order, except the authority to promulgate rules and regulations of a general nature.

SEC. 309. (a) The Committee may itself investigate the employment practices of any government contractor or subcontractor, or initiate such investigation by the appropriate contracting agency or through the Secretary of Labor, to determine whether or not the contractual provisions specified in section 301 of this order have been violated. Such investigation shall be conducted in accordance with the procedures established by the Committee, and the investigating agency shall report to the Committee any action taken or recommended.

(b) The Committee may receive and cause to be investigated complaints by employees or prospective employees of a government contractor or subcontractor which allege discrimination contrary to the contractual provisions specified in section 301 of this Order. The appropriate contracting agency or the Secretary of Labor, as the case may be, shall report to the Committee what action has been taken or is recommended with regard to such complaints.

SEC. 310. (a) The Committee, or any agency or officer of the United States designated by rule, regulation, or order of the Committee, may hold such hearings, public or private, as the Committee may deem advisable for compliance, enforcement, or educational purposes.

(b) The Committee may hold, or cause to be held, hearings in accordance with subsection (a) of this section prior to imposing, ordering, or recommending the imposition of penalties and sanctions under this order, except that no order for debarment of any contractor from further government contracts shall be made without a hearing.

SEC. 311. The Committee shall encourage the furtherance of an educational program by employer, labor, civic, educational, religious, and other non-governmental groups in order to eliminate or reduce the basic causes of discrimination in employment on the ground of race, creed, color, or national origin.

SUBPART D—SANCTIONS AND PENALTIES

SEC. 312. In accordance with such rules, regulations or orders as the Committee may issue or adopt, the Committee or the appropriate contracting agency may:

(a) Publish, or cause to be published, the names of contractors or unions which it has concluded have complied or have failed to comply with the provisions of this order or of the rules, regulations, and orders of the Committee.

(b) Recommend to the Department of Justice that, in cases where there is substantial or material violation or the threat of substantial or material violation of the contractual provisions set forth in section 301 of this order, appropriate proceedings be brought to enforce those provisions, including the enjoining, within the limitations of applicable law, of organizations, individ-

uals or groups who prevent directly or indirectly, or seek to prevent directly or indirectly, compliance with the aforesaid provisions.

(c) Recommend to the Department of Justice that criminal proceedings be brought for the furnishing of false information to any contracting agency or to the Committee as the case may be.

(d) Terminate, or cause to be terminated, any contract, or any portion or portions thereof, for failure of the contractor or subcontractor to comply with the nondiscrimination provisions of the contract. Contracts may be terminated absolutely or continuance of contracts may be conditioned upon a program for future compliance approved by the contracting agency.

(e) Provide that any contracting agency shall refrain from entering into further contracts, or extensions or other modifications of existing contracts, with any non-complying contractor, until such contractor has satisfied the Committee that he has established and will carry out personnel and employment policies in compliance with the provisions of this order.

(f) Under rules and regulations prescribed by the committee, each contracting agency shall make reasonable efforts within a reasonable time limitation to secure compliance with the contract provisions of this order by methods of conference, conciliation, mediation, and persuasion before proceedings shall be instituted under paragraph (b) of this section, or before a contract shall be terminated in whole or in part under paragraph (d) of this section for failure of a contractor or subcontractor to comply with the contract provisions of this order.

SEC. 313. Any contracting agency taking any action authorized by this section, whether on its own motion, or as directed by the Committee, or under the Committee's rules and regulations, shall promptly notify the Committee of such action or reasons for not acting. Where the Committee itself makes a determination under this section, it shall promptly notify the appropriate contracting agency of the action recommended. The agency shall take such action and shall report the results thereof to the Committee within such time as the Committee shall provide.

SEC. 314. If the Committee shall so direct, contracting agencies shall not enter into contracts with any bidder or prospective contractor unless the bidder or prospective contractor has satisfactorily complied with the provisions of this order or submits a program for compliance acceptable to the Committee or, if the Committee so authorizes, to the contracting agency.

SEC. 315. Whenever a contracting agency terminates a contract, or whenever a contractor has been debarred from further government contracts, because of noncompliance with the contractor provisions with regard to non-discrimination, the Committee, or the contracting agency involved, shall promptly notify the Comptroller General of the United States.

SUBPART E—CERTIFICATES OF MERIT

SEC. 316. The Committee may provide for issuance of a United States Government Certificate of Merit to employers or employee organizations which are or may hereafter be engaged in work under government contracts, if the Committee is satisfied that the personnel and employment practices of the employer, or that the personnel, training, apprenticeship, membership, grievance and representation, upgrading and other practices and policies of the employee organization, conform to the purposes and provisions of this order.

SEC. 317. Any Certificate of Merit may at any time be suspended or revoked by the Committee if the holder thereof, in the judgment of the Committee, has failed to comply with the provisions of this order.

SEC. 318. The Committee may provide for the exemption of any employer or employee organization from any requirement for furnishing information as to compliance if such employer or employee organization has been awarded a Certificate of Merit which has not been suspended or revoked.

PART IV—MISCELLANEOUS

SECTION 401. Each contracting agency (except the Department of Justice) shall defray such necessary expenses of the Committee as may be authorized by law, including section 214 of the Act of May 3, 1945, 59 Stat. 134 (31 U.S.C. 691): *Provided*, that no agency shall supply more than fifty per cent of the funds necessary to carry out the purposes of this order. The Department of Labor shall provide necessary space and facilities for the Committee. In the case of the Department of Justice, the contribution shall be limited to furnishing legal services.

SEC. 402. This order shall become effective thirty days after its execution. The General Services Administration shall take appropriate action to revise the standard Government contract forms to accord with the provisions of this order and of the rules and regulations of the Committee.

SEC. 403. Executive Order No. 10479 of August 13, 1953 (18 F.R. 4899), together with Executive Orders Nos. 10482 of August 15, 1953 (18 F.R. 4944), and 10733 of October 10, 1957 (22 F.R. 8135), amending that order, and Executive Order No. 10557 of September 3, 1954 (19 F.R. 5655), are hereby revoked, and the Government Contract Committee established by Executive Order No. 10479 is abolished. All records and property of or in the custody of the said Committee are hereby transferred to the President's Committee on Equal Employment Opportunity, which shall wind up the outstanding affairs of the Government Contract Committee.

JOHN F. KENNEDY

THE WHITE HOUSE,
March 6, 1961.

[F.R. Doc. 61-2093; Filed, Mar. 7, 1961;
10:06 a.m.]

THE WHITE HOUSE

Washington

April 18, 1961

MEMORANDUM FOR THE HEADS OF ALL EXECUTIVE

DEPARTMENTS AND AGENCIES

Executive Order Number 10925, promulgated March 6, 1961, reaffirms that "discrimination because of race, creed, color or national origin is contrary to the Constitutional principles and policies of the United States" and that "it is the policy of the Executive Branch of the Government to encourage by positive measures equal opportunity for all qualified persons within the Government."

I want immediate and specific action taken to assure that no use is made of the name, sponsorship, facilities, or activity of any Executive Department or Agency by or for any employee recreational organization practicing discrimination based on race, creed, color, or national origin. Current practices in each Department are to be brought into immediate compliance with this policy, and a report by the head of each Executive Agency filed to that effect before May 1, 1961.

s/ John F. Kennedy

THE SECRETARY OF DEFENSE
WASHINGTON

April 28, 1961

MEMORANDUM FOR THE SECRETARIES OF THE MILITARY DEPARTMENTS
THE CHAIRMAN, JOINT CHIEFS OF STAFF
THE DIRECTOR, NATIONAL SECURITY AGENCY
THE CHIEF, DEFENSE ATOMIC SUPPORT AGENCY
THE CHIEF, DEFENSE COMMUNICATIONS AGENCY
THE ADMINISTRATIVE ASSISTANT TO THE SECRETARY
OF DEFENSE

SUBJECT: Military and Civilian Employee Recreational Organizations

Reference: (a) Memorandum of the President, dated April 18, 1961

The purpose of this memorandum is to carry out the directive of the President as set forth in Reference (a).

Discrimination based on race, creed, color or national origin by employee recreational organizations is contrary to the purpose and spirit of E. O. 10925, March 6, 1961.

No employee recreational organization which practices discrimination based on race, creed, color or national origin will be permitted to use the name of, or be sponsored by the Department of Defense. No facility or activity of the Department of Defense will be available to such organization.

The foregoing applies to all facilities and activities of the Department of Defense, including those financed from non-appropriated funds and to all recreational organizations composed of full-time civilian and military personnel in the Department of Defense. This policy is effective immediately.

Action to assure compliance with this policy should be initiated immediately and copies of the implementing instructions issued furnished this office no later than close of business May 15, 1961.

s/ Robert S. McNamara

COPY

THE WHITE HOUSE OFFICE

ROUTE SLIP

(Copy for Retention by Department or Agency)

TO Mr. Alfred B. Fitt
Deputy Assistant Secretary
(Civil Rights)
Department of Defense

PROMPT HANDLING IS ESSENTIAL.
WHEN DRAFT REPLY IS REQUESTED
THE BASIC CORRESPONDENCE MUST
BE RETURNED. IF ANY DELAY IN
SUBMISSION OF DRAFT REPLY IS
ENCOUNTERED, PLEASE TELEPHONE
OFFICE OF THE SPECIAL COUNSEL.

Date Jan. 10, 1964

FROM THE SPECIAL COUNSEL

ACTION: Comment _____
Draft reply _____
For direct reply XXX _____
For your information _____
For necessary action _____
For appropriate handling _____
See below _____

Remarks:

Ltr to Walter Jenkins, 1/6/64, from Claude E. Wood, Adm. Assist. to Sen.
Clinton P. Anderson enclosing ltr to Sen. Anderson, 1/1/64, from S. W. Hunt,
Corner 3rd and Rankin, Tucumcari, N. Mex. re closing of Masonic Lodge
at Brookley Air Force Base.

By direction of the President:

Lee C. White
Assistant Special Counsel
to the President



ASSISTANT SECRETARY OF DEFENSE
WASHINGTON 25, D.C.

MANPOWER

January 7, 1964

MEMORANDUM FOR MR. LEE WHITE
THE WHITE HOUSE

On November 29, 1963 I replied to a letter, referred by you, from Mr. Arnold Ruud. Mr. Ruud asked for information concerning reports that a Masonic organization had been closed at Brookley Air Force Base in Mobile. A copy of my reply is attached as Enclosure 1. You will recall that I discussed this proposed response with you.

Subsequently representatives of my office and the Air Force conducted an inquiry at Brookley, and established that some of the information previously furnished by base officials was inaccurate. I have sent Mr. Ruud another letter correcting the inaccurate information furnished in the original letter. This second letter is attached as Enclosure 2. With the letter I forwarded a summary of our inquiry at Brookley, a copy of which is attached as Enclosure 3.

Very briefly, this is how matters now stand: The inquiry showed that no determinations concerning the discriminatory character, racial or otherwise, of any Masonic organization, were involved in the denial of meeting facilities to the Square and Compass Club, the Masonic organization at Brookley Air Force Base. Rather, the denial came because that organization's use of the NCO Club at Brookley contravened Air Force regulations limiting the use of Officer and NCO Clubs to members and their bona fide guests. The policy with respect to discriminatory federal employee recreational organizations, expressed in President Kennedy's Memorandum of April 18, 1961, was not involved.

Members of Congress who have inquired concerning the Masonic matter at Brookley -- some two dozen in all -- have been furnished copies of the summary of inquiry (Enclosure 3).

Alfred B. Fitt
Deputy Assistant Secretary
(Civil Rights)

Enclosures

N E W S L E T T E R

TENNESSEE COUNCIL ON HUMAN RELATIONS

1106 - 19th Avenue, South
Nashville, Tennessee 37212

SIXTH ANNUAL MEETING - January 23 and 24, 1964
Nashville

TELEGRAM - The White House, Washington, D. C., January 22

TO: George E. Barrett, President

Tennessee Council on Human Relations

CONGRESSMAN FULTON, WHO HAS INTERESTED HIMSELF IN THE PROGRAMS OF THE TENNESSEE COUNCIL ON HUMAN RELATIONS, HAS DIRECTED MY ATTENTION TO THE THURSDAY MEETING OF THE COUNCIL AT WHICH ASSISTANT ATTORNEY GENERAL BURKE MARSHALL WILL DISCUSS THE PENDING CIVIL RIGHTS BILL. I THINK IT IS EXTREMELY IMPORTANT THAT ORGANIZATIONS SUCH AS YOURS BE INFORMED ABOUT THE CONTENTS OF THIS SIGNIFICANT LEGISLATION. CERTAINLY MEETINGS AT THE LOCAL LEVEL ARE MOST EFFECTIVE IN BROADENING THE KNOWLEDGE AND UNDERSTANDING OF THIS COMPLICATED AND FREQUENTLY MISREPRESENTED AND MISUNDERSTOOD BILL. I HOPE YOU WILL CONVEY MY GREETING TO THOSE PRESENT AND MY WISHES FOR A VERY PRODUCTIVE SESSION.

LYNDON B. JOHNSON

Three hundred citizens from across Tennessee heard Burke Marshall, Assistant United States Attorney General, speaking at the Council's sixth annual meeting, assert that "part of the crisis our country faces is the lack of faith of the citizens in their ability to meet and solve their problems." Mr. Marshall's address at the dinner meeting stressed the facts and fallacies pertaining to the Civil Rights Bill. Referring to a detailed advertisement which has appeared in newspapers throughout the country, he charged that this was a deliberate attempt to mislead citizens as to the effects of this bill.

Recognizing that the bill is "comprehensive but complicated", he urged his audience to consider the bill on its merits and in the context of national interest. He noted that 32 states with two-thirds of the nation's population have public accommodations laws prohibiting racial discrimination, and that "they have survived them without any apparent loss of their freedom, or any apparent encroachment on the rights of the proprietors of the

establishments. There's no reason why that can't work well throughout the country. "Failure of the bill's passage "would have serious and grave consequences all over the world."

Other guests at the dinner meeting included the recently named members of the Governor's Commission on Human Relations who were introduced by the Commission Chairman, The Rev. Sam Dodson, Jr. Miss Anna Belle



From left to right: Assistant Attorney General Burke Marshall, Dr. Herman Long, Dr. Paul Tudor Jones and Mr. Paul Startup.

Clement, administrative assistant to the Governor, emphasized the state's interest in the Commission and its hopes for its success. Mr. Paul Startup, administrative assistant to the Mayor, made Mr. Marshall an honorary citizen of Nashville.

In introducing Mr. Marshall, Mr. John Seigenthaler, editor of the Nashville Tennessean, recounted his experiences while an official of the United States Department of Justice, Civil Rights Division, and working directly with the speaker. George Barrett, retiring president of the Council, presided at the dinner held in the Andrew Jackson Hotel ballroom.

The annual meeting officially opened on January 23 with a luncheon at the hotel, which was headquarters for all sessions of the conference. Dr. Herman Long, president of Talladega College, director of the annual Race Relations Institute at Fisk University, and long-time TCHR member spoke at the luncheon on "Aims and Objectives in Civil Rights - 1964". In describing our current position, Dr. Long stated that "we have been blinded by myth and not moral conviction. Negroes and whites have been victims of a deadly fatalism". Our impulses become eroded through false slogans, such as, "You can't legislate mores." It would seem to follow, then, that you can't do anything. Our recent experience indicates that such assumptions are dead wrong, and that despite ourselves, we have learned that changes can take place while the economic life of the community is maintained. We must free ourselves of unreasoning compulsion to follow habit and thought which are outmoded, misleading and defeating.

With the shift of the Negro population to urban areas and cash income, there has come a recognition of their part in the economy. The Memphis Negro population accounting for 40 per cent represents 24 per cent of the buying public. Nashville Negro population holds 15 per cent of the buying power. From our experience we know that: a) the racial system is not

sacred, b) change in race relations is possible and desirable, c) such change reduces racial tensions and redounds to the advantages of all. We are "changing in spite of ourselves" as evidenced by the change of attitude about school integration.

Goals for 1964 projected by Dr. Long are: eliminate all racial segregation in Tennessee; establish a positive approach emphasizing that desegregation is good for all of us; open all places of public accommodations in the state; repeal all public accommodations laws still on the books, many of which are inoperable; press for equality in employment, recognizing that Negro income in comparison with white population income is worsening with automation.

Following Dr. Long's address, he was presented with a book certificate in recognition of his contribution to the Nashville Community Relations Council and the state Council. Presentation was made by Mrs. Nelson Fuson, president of the Nashville organization.

THE ROLE OF LEADERSHIP A Panel Discussion

Mr. Amon Evans, publisher of the Nashville Tennessean, introduced the panel by two quotations from addresses by President Kennedy asserting that "it ought to be possible for every American to enjoy the privileges of being an American without regard to race or color." He stressed that it is both our right and duty to achieve racial justice. Under the guidance of Dr. Joseph E. Lowery, moderator, panel participants described their community achievements and problems.

Mr. Jack Day of the City Council-created Oak Ridge Human Relations Board stated that segregation in all publicly owned facilities has been eliminated. In 1961, City Council passed a resolution commending desegregation throughout the city, but recently City Council defeated a public accommodation ordinance. A Launderette, pool room and barbershop are

current targets of pressure to desegregate. Several voluntary groups are working for civil rights, but frequently at cross purposes. High school is integrated, but isolation of Negro community housing has resulted in grade schools remaining segregated; no immediate solution is apparent.

Mr. Ed Backus, vice mayor of Johnson City, described the new mayor-appointed Human Relations Committee. Efforts have been directed toward increasing and upgrading employment for Negroes in clerical and sales jobs both in private and governmental positions. Active recruitment is underway for Negro applicants for civil service jobs in fire and police departments. The new technical school is open to all. Schools through third grade are desegregated as are city parks, except for swimming pools. Hospital serves all. Some employers have signed voluntary desegregation pledge.

Dr. Paul Tudor Jones, past chairman of the Memphis Community Relations Committee, cited the difficulties in forming the committee in 1955. (This is a citizen group with leadership and direction in the hands of influential business leaders.) At its initiation, the Memphis climate was such that Negroes were not invited to membership in the central committee but did serve on small committees. Three years later the committee applied for a charter and its present bi-racial membership was established. Schools, libraries, the zoo and transportation have been opened to all citizens. Efforts are underway to employ Negroes in police and fire departments, and in business firms. Salary upgrading is also a goal. Dr. Jones believes that Memphis has escaped turmoil and violence through efforts of the bi-racial committee.

Mayor Briley of Nashville formed a Metropolitan Human Relations Committee in May and June 1963, less than two months after the consolidated city-county

government came into being. The Mayor considers problems relating to race as one among the many problems of living with which government officials must cope. Metropolitan government is interested in a healthy community, economically and culturally for all of its citizens. "There are forces for good and evil and you must learn to work through them. I would like to believe that we are intelligent enough to meet our problems; we attempt to do so, and we have had a fair degree of success." Mayor Briley noted that Nashville was the first city in the South to employ Negro deputy sheriffs, juvenile court officers and welfare officials. New merit system regulations bar racial discrimination. The Mayor believes that in Nashville a voluntary effort is more desirable than law for accomplishing change at this time.

Mayor Ralph Kelley of Chattanooga, mayor for the past ten months, states that Chattanooga citizens have been "too busy to fight among themselves. Good communication is a basic premise to progress. Tolerance is a two-way street and minority group must be tolerant of majority which is changing a long traditional pattern." Major hotels, many restaurants and movie houses are open. City Council resolution ended racial discrimination in publicly owned facilities. Basic problems are better jobs and income, and elimination of blighted housing. Chattanooga's city limit is



From left to right: Mayor Ralph Kelley, Mayor Beverly Briley, Dr. Joseph E. Lowery, Mr. Amon C. Evans, and Mr. George E. Barrett.

the Georgia border, but recent change has come peacefully. City officials are caught in a squeeze by "citizens who want no change, and others who want heaven yesterday." City is undertaking a manpower study and has a large manpower training program underway. In response to query about a city ordinance, barring discrimination, Mayor Kelley believes that "positive leadership sets the tone for voluntary action."

Questions of housing were raised from the audience, both in terms of existing unsafe housing rented at exorbitant prices, and new construction of flimsy inadequate structures in undesirable commercial, and overcrowded areas. Unresolved was the issue of responsibility of government and developers of new sub-divisions.

Affirmation was given by panelists that resistance to change is not ended.

Mayor John Duncan of Knoxville was unable to participate on the panel because of illness.

LAUNCHING PADS FOR NEW EXPERIMENTS

Constructive Approaches
to Old Problems

CREATIVE CONFRONTATION IN OAK RIDGE

With many groups working in human relations and civil rights, one group frequently cuts across another. It is difficult to determine which group should have priority of action, and lack of communication causes work to lose its impact. The need for a clearing house stimulated the formation of the "Committee of the Concerned", which included leaders of CORE, League of Women Voters, clergy, etc. Purpose is to exchange information among all groups, determine problems and give them definition. Results include: a) more commitment from the clergy with increased understanding of the problems and ability to convey them to their congregations; b) unity of

activity expressed in churches represented; c) realtors have been interviewed; d) existing groups have increased coordination of effort. Hope of the Committee is toward setting stamp of moral approbation and high level action for human relations progress. (Dr. Arthur Graham, reporting).

NASHVILLE EXPERIMENTS IN MATCHING JOBS AND EMPLOYEES

Through long-time concern of NAACP with employment, a Manpower Pool was formed to register skills of Negroes as well as unskilled and unemployed. Employers invited to let pool know their needs. Goal is to match Negroes with needed skills. Need is for increased awareness on part of Negroes of the Federal training programs such as those instituted under Manpower Development Act, and to stimulate registration. Under the banner of Community Conference on Employment Opportunity, job matching is in progress at NAACP office in Nashville. The Conference is seeking non-traditional employment opportunities through negotiations. Has been successful with Southern Bell Telephone and Telegraph which agreed in May 1963 to hire on a non-discriminatory basis across the state. All job categories are open to all qualified applicants. (Mahlon Griffith, reporting).

EDUCATIONAL ISSUES IN MEMPHIS Creative Confrontations

Extended day program, announced by Memphis Board of Education, became effective only in Negro schools in September 1962. Early pronouncements claimed it would be temporary but instead was increased in 1963 in number of Negro schools affected. Negro reaction included letters to school board, public meetings, release of stories recounting Negro dissatisfaction to mass news media. Nothing happened. This was then followed by non-violent protest which included placard-carrying, marches on Main Street, proposals by students to limit their school attendance to regular school day, classroom, cafeteria and auditorium strikes by students. "In general, turmoil was created." Opportunity

developed for NAACP to publicize inequality and inadequacy of education offered Negroes, deprivations in curriculum, text-book inequality, lack of competitive merit standard for employing teachers. This brought agreement of the Board to negotiate with Negro leaders. From this negotiation came agreement to modify double shift in Negro schools, and plan towards its elimination. Other agreements included employment of Negro clerical workers and integrated teacher meetings. Way remains open to continue discussion on matters of disagreement, and acceleration of school integration plan. (Vasco Smith, reporting).

KNOXVILLE FINDS TALENT IN TUTORIAL PROGRAM

Two hundred Knoxville high school students registered for the 1963 summer tutorial program. Classes were held in churches and YMCA; city schools furnished the text-books. Instructors were recruited from University of Tennessee and Knoxville College. Coordinator given small stipend not commensurate with responsibility of raising funds and recruiting instructors. Problems encountered related to continuity of instruction since volunteers frequently were unable to continue throughout the course. Students came because of interest in enrichment program, to be with friends, and through parental interest. Program not racially restricted, but no white students registered. Plan to repeat in 1964 using public schools, more adequate financing and full-term commitments of instructors. (Lewis Sinclair, reporting).

NASHVILLE STUDENTS ADD RESEARCH TO PICKETING

A small restaurant in the university center area of Vanderbilt, Scarritt and Peabody consistently refused service to Negro students and some of the foreign students. Over a period of three years, the management refused to modify policy. Pleas to the owner-manager by faculty members and townspeople were unavailing. Beginning November 6, students and faculty members

of the three colleges in the vicinity joined by A&I and Fisk students started a hand-bill campaign in front of the restaurant. Despite unfavorable weather and occasional violence, the hand-billing continued daily from 7 a. m. to 11 p. m. A careful count of patronage indicated early decline of trade, then increase as supporters of segregation from university and community rallied to the management. A chart showing fluctuation in number of patrons was made and became part of a document describing specific instances of refusal of service to foreign student, and acts of violence which were experienced. This report was presented to the Mayor and the Nashville Metropolitan Human Relations Committee. Restaurant desegregated January 1, 1964.

The experience brought together students from the three colleges in the university area and the cooperative relationship continues. The experiment was described as a "step by step enlistment of white moderates." These students are not ready to participate in more active or radical demonstrations. Through cooperative endeavors with other southern colleges a coordinated appeal is envisioned to "the man in the middle" who eventually will become the middle class home owner facing a racially integrating neighborhood. (Ron Parker, Vanderbilt graduate student, reporting).

CHATTANOOGA FINDS MUTUAL INTEREST THROUGH HOSPITALITY

This report summarized the procedures involved in the mutual exchange of home visits among 175 Negro and white families in Chattanooga. Increased understanding and friendships developed from the ease and informality experienced in the home hospitality. (Mrs. Fred Muhleman, reporting).

BRISTOL BREAKS THE JOB BARRIER

Stimulated by Dr. V. M. Henderson's workshop on "Equal Employment Opportunity" held in Johnson City in March 1962, a Bristol Human Relations Council was organized. An employment committee of the new

Council then began pressure on local plants and factories, especially ones with government contracts. Five plants have now employed an additional 25 to 30 Negroes in non-traditional jobs. Bristol had not previously faced its discriminatory practices, although documented by poverty and menial jobs available to Negroes. Negotiations must be held with both Virginia and Tennessee offices, (such as post office, city hall, employment office, etc.), since state line runs through center of the city and "there are two of everything." Human Relations Council does not observe state line in its membership and undertakings. (Rev. Dogan Williams, reporting).

FAYETTE AND HAYWOOD COUNTIES

Mr. Art Emery of Somerville, representing the National Sharecroppers Fund, described work with Negroes of Fayette and Haywood counties geared toward the improvement of their economic and civic status. Haywood County can anticipate some factory openings for Negroes in the future, and some unity between divergent factions in the Negro community. Fayette County Negro leadership is still so divided that energies are being spent in rivalry for domination. Sharecroppers Fund is working with other voluntary agencies to raise the status of Negroes in the South. Mr. Emery, a Quaker farmer from Earlham, Iowa, moved to Somerville with his family last year, and has organized a vegetable cooperative with 30 Fayette and Haywood county members.

SURVEY OF TECHNICAL TRAINING OPPORTUNITIES IN TENNESSEE

This report was compiled from local surveys by Board members in seven communities in Tennessee. The five page survey, presented by Mrs. Bernard Schweid, was described as a "rough estimate" of resources for training, pointed up the need for both government sponsors of training programs and

citizen groups to increase their efforts and methods of recruiting Negro applicants for the training programs. The survey indicated that initiative in desegregation was held by tax supported facilities with little desegregation taking place in privately financed training resources.

COUNCIL CONCERNS

George Barrett, retiring president of the Council, reviewed the history of the Council from its beginning nearly ten years ago when small groups of concerned persons met quietly to consider the implications of the Supreme Court's decision on school desegregation. Such groups took on significance when threats to the peace and order came from outside, and the enemy became the "anarchists" rather than those persons working toward peaceful solution. Economic threats to the community resulted in requests of the Council for advice by persons in responsible positions. The Council's long-time concern for integration of the primary and secondary schools is well known. Involvement in higher education has been limited. Traditionally white schools have gradually opened their doors for the acceptance of Negroes who "fit the mold". There has been little effort to integrate Negro higher education. A new concern of the Tennessee Council on Human Relations could become an attempt to broaden the reach and contribution of Tennessee A&I State University. This state-owned university has a \$40 million dollar plant, and should be included in the present dialogue about junior colleges. It would be appropriate to bring to the attention of local and state officials the under usage of the A&I facilities. The Tennessee Council can also play a role in the new challenges inherent in the passage of the civil rights bill.

Congressman Ross Bass was in the audience at the Friday morning meeting and was introduced. He congratulated the Council on its role in achieving community acceptance of civil rights measures. He felt that the Council's assistance would be of inestimable

value in obtaining community support and acceptance following the passage of the civil rights bill. He expected the bill would come to a vote in the U. S. House of Representatives early in February, and he would vote for it. He was applauded vigorously. Telegram was received from Congressman Richard Fulton commending the Council's leadership and the annual meeting.

Mr. William Willis, Jr., Nashville attorney was elected Council president for 1964. Other officers elected were: Mrs. Ernest Silver, Oak Ridge, Secretary; Dr. John J. Compton, Mr. Lewis S. Sinclair and Dr. Vasco Smith - Nashville, Knoxville and Memphis respectively - Vice Presidents; Dr. G. J. Tarlton, Nashville, Treasurer.

Mrs. Eugene Kilgore of Johnson City, Mrs. Fred Muhleman of Chattanooga and Mrs. Ray Allen of Memphis were elected to serve with the officers as the executive committee. President Willis asked for the cooperation of individual members in increasing our membership, and supporting the Tennessee Commission on Human Relations, appointed by Governor Clement. The Commission had its first meeting on January 23.

Council unanimously adopted a resolution commending Mr. Barrett for his leadership during the past two years, and wishing him well in future undertakings. Approximately 400 persons participated in one or more sessions of the Annual Meeting. Mr. William Willis, Jr., served as program chairman. Local arrangements were in the competent hands of Mrs. David E. Rogers, assisted by: Miss Juanita Cleggett, Miss Lurelia Freeman, Mrs. S. H. Freeman, Mrs. Dewey Grantham, Mrs. J. F. Grimmett, Mrs. H. B. Johns, Mrs. Charles S. Johnson, Miss Catherine Mims, Mr. Bruce Mosher, Mrs. John C. Hull, Mr. & Mrs. Burton Pogell and Mrs. Max Schuerman.

Resolutions commemorating three supporters of the Council's objectives whose deaths occurred during the past year were unanimously adopted. These resolutions are quoted in their entirety:

MRS. BERNARD FENSTERWALD, offered by Miss Louise Young:

"Whereas, Mrs. Bernard Fensterwald was one of the founders of the Tennessee Council on Human Relations, and throughout her life supported it actively and generously,

"Whereas, her vision and courage as a champion of human rights at whatever cost gave inspiration to all who knew her,

"Whereas, her wide interest and sympathetic concern found expression in many movements for human betterment at home and abroad,

"Therefore, be it resolved that the Tennessee Council on Human Relations herewith express its great sorrow in her loss and its deep appreciation of all that she meant to this organization, and to the cause of human rights."

SENATOR ESTES KEFAUVER, offered by Rev. M. J. Jones:

"Whereas, Senator Estes Kefauver so completely exemplified, in spirit, word, and action what is the ideal in public and private life, and

"Whereas, too few men of our time stand by 'hard core' principles, adhere to the ideal and live by the ethical standards, so much a part of his being, and

"Whereas, he withstood so much opposition, hate, abuse, and misrepresentation, because of his personal commitment to the ideal as a public servant, and

"Whereas he gave his very life to work for the betterment of mankind everywhere, and without favor, without concern for some to

the exclusion of others, and

"Whereas, he was very concerned for the plight of the common man, the dispossessed, and for those who were exploited for economic profit and personal gain, and

"Whereas, he was so willing to risk all for what he believed, to stand fast for what he understood to be right and true, when other compromised, and

"Whereas, his personal ambitions never robbed him of his unfailing will to sacrifice popularity for personal conviction, commitment to the high and the noble, and

"Whereas, even though those who were his enemies could not help but admit to his honesty, and those who were his friends could take courage because one stood fast,

"BE IT THEREFORE RESOLVED THAT, we, the Tennessee Council on Human Relations, meeting here in Nashville, the 23rd and 24th of January, 1964, express our thanks to God for his life and example as a good servant, and as a fellow-worker for the cause of freedom and liberty for all."

PRESIDENT JOHN F. KENNEDY,
offered by Rev. Will D. Campbell:

"The name John Fitzgerald Kennedy will live forever in the minds and hearts of all who work for the cause of a just and democratic society. The torch of freedom which flamed higher during those few years he was its bearer was not dimmed by the tragic event that took his life.

"The Tennessee Council on Human Relations, meeting in annual session on January 23, 1964, expresses its grief at the fact of his death and its joy for the deeds of his life.

"In his memory we pledge ourselves to

move ahead in gaining for all people his dream of their full participation in every area of American life. And as a living monument to him we offer ourselves to the end of those good works he had started but which fate did not leave him time to complete."

-*-*-*-*-*-

THE TENNESSEE COUNCIL ON HUMAN RELATIONS is a voluntary, non-profit, state-wide organization chartered by the State of Tennessee. The Council serves as a rallying point for persons who strive for intelligence, tolerance, and fair play in race relations.

The Council encourages and supports individuals and governmental agencies dedicated to the maintenance of law and order in the implementation of the decisions of our courts.

The Council seeks an environment in which citizens of all races and creeds may live together in decency and dignity, free from discriminatory practices.

Membership is open to all persons who subscribe to these objectives. For further information, write to:

TENNESSEE COUNCIL ON HUMAN
RELATIONS

1106 - 19th Avenue, South
Nashville, Tennessee 37212



MANPOWER

ASSISTANT SECRETARY OF DEFENSE
WASHINGTON, D. C. 20301

May 27, 1964

MEMORANDUM FOR MR. LEE C. WHITE

SUBJECT: Anti-discrimination Efforts by the
Military

I have put together, and think you will be interested in, the enclosed compendium, which was derived from reports furnished me by all the major military installations in the United States.

A handwritten signature in dark ink, appearing to read "Alfred B. Fitt", is written over the typed name.

Alfred B. Fitt
Deputy Assistant Secretary
(Civil Rights)

Enclosure

FOR OFFICIAL USE ONLY



FOR OFFICIAL USE ONLY

ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301

May 25, 1964

MANPOWER

MEMORANDUM FOR THE UNDER SECRETARY OF THE ARMY
THE UNDER SECRETARY OF THE NAVY
THE UNDER SECRETARY OF THE AIR FORCE

SUBJECT: Off-Base Equal Opportunity Inventories.

As you know, last fall each military installation in the United States with 500 or more uniformed personnel assigned made a detailed report regarding the extent of nearby community racial discrimination affecting servicemen and their dependents. About 300 such reports were received in this office. The first set of half year follow-up reports were received several weeks ago and have now been analyzed. Taken together with the original reports, they contain a large amount of accurate, significantly helpful information.

One paradoxical general conclusion emerges from a study of the reports. It is that off-base conditions, and the techniques for adequately dealing with those conditions, are everywhere different, yet there are certain common themes -- even down to minor details -- which suggest that what works in one place to relieve local discrimination against servicemen may also work in many others.

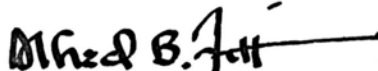
A second conclusion which emerges from reading all the reports is that wherever commanders have acted affirmatively on behalf of their men, positive, beneficial results have been obtained. No matter how rigidly segregated or tension-ridden the local civilian community, in every case where base officials have taken persistent, carefully planned action, there has been measurable, beneficial change.

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The third main conclusion is that affirmative anti-discrimination efforts by commanders have nowhere generated hostility or controversy in military-civilian relationships. This is not only a tribute to the tact and the sensibility of the approaches taken by commanders; it is also evidence that townspeople, even though unwilling to accord equal treatment to all servicemen, nevertheless concede the legitimacy of a commander's interest in securing such treatment for the members of his command.

We have extracted from the reports a number of examples of useful techniques actually followed by local commanders. These appear in the attached appendix. In order that there be a wide sharing of the insights gained from the accumulated reports, it is requested that copies of this memorandum and its appendix be furnished every installation which filed the initial inventory report in the fall of 1963.



Alfred B. Fitt
Deputy Assistant Secretary
(Civil Rights)

Attachment

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APPENDIX

General

Military patronage of off-base facilities ranges from minimal to frequent, but the level of patronage is not an index to the level of resentment and lowered morale caused by local discriminatory practices. Thus, Negro servicemen are quite upset by segregated seating requirements on a local bus line, even though the numbers of servicemen actually using bus transportation, even if desegregated, may be very low.

It has been the experience of several commanders that the desegregation of such little used facilities has great symbolic value for their men, even though among the considerations which induced the local civilian authorities to make the change was the probability that few servicemen or their dependents would in fact take advantage of it.

Publicly Owned Facilities

A number of bases reported that literally all nearby public facilities such as parks, playgrounds, libraries, etc. were completely segregated.

In several other cases the only desegregated facility is the public library. Typically when a library is desegregated the chairs are removed and service is limited to checking books in and out. Usually Negro library patrons must, at least at the outset, continue to go to the Negro branch in order to obtain a library card.

The inventory reports suggest that even in severely segregated communities, a commander is likely to have success with a request on behalf of servicemen and their families that they have access to the public library on a desegregated basis.

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Another area where commanders have had success is in securing agreement that servicemen in uniform will not be subject to segregated seating requirements at local publicly-owned stadia. While this is a very tiny concession to the constitutional requirement of non-discrimination in all publicly controlled facilities, it may be the first actual move by a community to accord equal treatment to all servicemen.

Off-Base Surveys

There is clear evidence from the inventories that a simple inquiry with respect to their policies will induce some proprietors of motels, drive-in theaters, restaurants, etc. to abandon a prior practice of refusing service to Negro military personnel.

For example, at a Tennessee installation both a nearby drive-in theater and a local motel, after first stating they were segregated, called the base later in the day to report that Negro personnel would be admitted.

A South Carolina base surveyed 268 local motels, taverns, restaurants, bowling alleys, theaters, etc. and asked each "Are you providing service to military personnel regardless of race, color or creed," and "If not, will you?" There were 94 "yes" answers, 164 "no" answers and 10 "no comments" to the first question. Of the 164 asked the second question, 12 agreed then and there to serve all military personnel without discrimination, and 57 agreed to do so "If everybody else does" or with similar qualifications.

Bi-Racial Committees

Commanders reported a wide variety of approaches to the goal of securing informed, candid, helpful discussions between civilian leaders and base representatives. In some instances an existing base-community advisory committee has been the mechanism; in others the commander has been able to create such a committee, on a bi-racial basis, where none existed before.

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Where a community has already established its own bi-racial civilian committee, in some cases the military have been invited (or secured invitations) to sit and have in effect become members of the committee. In at least one case the commander reports that the civilian character of the town's bi-racial committee is jealously guarded, yet military viewpoints are received without controversy and there is visible progress in achieving equal treatment for servicemen.

A number of commanders have had no success whatever in persuading local white leaders to consider the off-base problems facing Negro servicemen, much less to sit down and discuss those problems with Negro spokesmen, whether from town or from base. Even so, one commander whose installation is near a town which is one of the three or four communities most noted nationwide for its tension and resistance to any change, has by his own patient endeavors recently secured the creation of a civilian bi-racial committee. The existence of the committee is secret, and at the time of the commander's April report there had not yet been a meeting of the full committee, but a start has been made, and a mechanism for reducing tension and discrimination is now potentially available where there was absolutely none before.

Interviews with Negro Servicemen

As part of the preparation of the initial off-base inventory report commanders were requested to secure information from a representative sampling of minority group personnel. Many installations followed the same practice when preparing the first follow-up report, and those that did so indicated several values flowing from the practice.

In the first place, the men reacted favorably (by a heavy majority) to the idea that base officials were interested in securing the testimony and opinions of those actually facing off-base discrimination.

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Secondly, base officials were in a number of instances made aware of adverse conditions which had not previously been recognized.

Finally, the testimony, fairly secured, of potential victims of discrimination that they had not in fact met it in their off-base activities (or in at least some phases of those activities), provides the most effective answer to irresponsible and unfair criticism of a commander's equal opportunity policies and programs.

The extent and the actual nature of the sampling varied substantially from base to base. In some instances it was 100%, even at bases with large minority Service populations. Sometimes the sampling was by written questionnaire, sometimes by interview and sometimes by a combination thereof. Occasionally commanders convened an ad hoc board of Negro military personnel to review the base's responses to the inventory questions.

No one sampling approach appeared to be superior to all others. Any technique which leads to accurate information and improves -- or releases -- the flow of communication upward from the men appears to be suitable.

Local Civilian Organizations

The inventories indicate that, for the most part, commanders have not sought the help of local church groups, ministerial associations, fair housing committees, state equal opportunity commissions and the like in solving discrimination problems affecting service families.

Those commanders who have sought such help -- particularly in those parts of the United States where equal treatment is the official policy if not always the actual fact -- report that very real benefits have emerged from such relationships. For example, the New York State Commission for Human Rights provides expert and useful assistance whenever called upon by military commanders.

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Housing

Most bases reported the existence, to a greater or lesser degree, of discrimination in the sale and rental of civilian housing. Typically, the off-base housing available to Negro service families is not only segregated, but it and its neighborhood are inferior, inadequate and often at great distances from the duty station, while at the same time rentals are equal to or higher than those charged for close-in, adequate housing barred to nonwhites.

Civilian trailer parks, even when heavily populated by military personnel, frequently exclude Negro service families. Direct appeals to the trailer park operator by base officials are singularly appropriate in such instances, both because the prospects for quiet acceptance of the Negro family are likely to be good, and because a trailer owner denied access to a trailer park is particularly disadvantaged.

Commanders have reported a variety of solid achievements in arranging better housing opportunity for their minority personnel. For example, one commander recently obtained equal access for his men to a hitherto white-only municipal housing project very near his base, and a Negro service family has since moved in -- in a community where the bus line, the schools and all other facilities (except the library) remain rigidly segregated.

The reports indicate that in this field the assistance of local civilian groups -- formal or informal -- is invaluable and oftentimes essential in establishing a congenial climate for minority group personnel seeking adequate housing. There is clear evidence that with proper preparation and command support, Negro service families can often obtain adequate, convenient housing without controversy; there is equally clear evidence that if such families are left to their own devices their housing opportunities will be severely limited.

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Dependent Schooling

The reports reveal, as one might expect, that public school segregation as it affects military dependents is mainly a problem in the South. The de facto segregation common in the larger cities of the North does not touch most military children.

When a community has any willingness to begin desegregating its schools, or is under a court order to do so, military children with the active backing and prestige of the commander in their favor are quite likely to be among the first accepted on an integrated basis. The importance and impact of command support in achieving constitutional school assignment procedures has been repeatedly demonstrated.

For example, a Texas base reported that the nearby school district, which had integrated one grade a year down through the sixth grade, had agreed to command requests that the remaining grades be integrated all at once, and this in fact took place in February 1964, thus ending the need for a daily 34 mile round-trip by Negro elementary school children from the base.

Bases in Maryland, Tennessee, Virginia, North Carolina, South Carolina, Georgia, Florida and Alabama all reported successful school desegregation efforts by the command, obviously varying in degree and of course not brought about solely because of command intervention, but nevertheless in every instance a gratifying step toward equal educational opportunity.

The case for military dependents attending integrated schools has a special appeal. Their fathers are serving in the defense of the United States, the children themselves have usually attended integrated schools in the past, and almost by definition the child of a career serviceman is the product of a stable, law-abiding, literate family. The reported experiences of commanders who have exerted special efforts on behalf of such children indicate how telling the arguments in their favor are.

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Direct Intervention

Over and over the reports show a specific decision in favor of equal treatment of servicemen when an actual case is taken up with, say the proprietor of a drive-in theater. Base officials may be rebuffed when hypothetical requests are involved, but in an impressive number of instances command intervention on behalf of a serviceman who has in fact been turned away from a theater or a motel or similar establishment will win a policy change applicable to all servicemen and their families.

A very few of the reports revealed that some base officials misconceived the extent of their responsibilities, for they mentioned discrimination in private golf clubs and other organizations not catering to the general public. While there is no single all-purpose test to determine when command intervention is appropriate, it is clear that an establishment which purports to serve the general public or, even if not all the public, encourages military patronage while barring Negro personnel, is one deserving of command attention. Thus, the nearby drive-in movie theater, or the local veterans' organization which actively solicits military membership and patronage of its facilities, may properly be requested to stop excluding servicemen because of their color, while no such effort would be called for in connection with a bona fide private, civilian golf club.

Police Patrols

One base, a Navy installation in the deep South, in its follow-up report mentioned the results of integrating the in-town shore patrol. The change was accomplished without any controversy whatsoever. Two restaurants did balk initially, but soon thereafter they advised the command of their willingness to cooperate with an integrated patrol. No other base mentioned the question, which will be the subject of an inquiry in connection with the fall 1964 follow-up report.

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Disseminating Information

Many reports covered the subject of keeping minority group Service personnel informed as to which local civilian establishments were integrated and which were not. While this is no problem when everything is segregated, it does have some complexities when the nearby community is in transition. As one base put it, individuals do not know where they will find "service, as opposed to embarrassment."

Consequently, even though 9 out of 10 restaurants may have been desegregated, Negro personnel patronize none of them because of the practices of the tenth. Without information, real progress in achieving nondiscriminatory policies may never be translated into broadened opportunities for Negro servicemen.

Several bases described their solutions to the information gap. At some, wide publicity is given to lists of non-discriminatory establishments. In other cases, the commanders report that a current "status report" on the local theaters, restaurants, etc. is maintained on the base and is available to any men who inquire, but is not released on a broadside basis. This system appears to satisfy the needs of all concerned, always assuming that the men are kept aware of the existence of the status report and of their right to consult it.

Miscellaneous

This appendix has dealt mainly with reported techniques and developments in command efforts to end formal, well-defined civilian segregation practices adversely affecting military personnel and their dependents. Many installations are located in states and near communities where equal treatment, rather than its opposite, is the formal civilian policy, yet racial discrimination prevails in diverse and subtle forms -- most predictably in housing and unpredictably in other aspects of

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community life. The inventory reports reveal that most commanders in such areas are alert to the existence of the more subtle difficulties their men must face.

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OFFICE OF THE
DEPUTY ATTORNEY GENERAL



May 21, 1964

Honorable Lee C. White
Assistant Special Counsel
to the President

For your information.

NdeBK

May 21, 1964

MEMORANDUM FOR THE PRESIDENT

This memorandum will bring you up to date on problems which may occur over the summer with respect to Civil Rights. It also contains recommendations for your consideration.

A. SCHOOLS

There are court orders, effective in September, in the following places in the deep south: Rome, Macon, Columbus, and Albany, Georgia; Greenville, South Carolina; Gadsden, Alabama; Jackson, Biloxi, and Leake County, Mississippi; Terrebonne Parish, Louisiana; and Orange, Marshall, and Texarkana, Texas. It also seems quite likely that there will be orders effective in Montgomery and Bullock County, Alabama, by September.

Although there may be some problems, it is my judgment that we can count on responsible behavior by both state and local officials in Greenville, South Carolina, in all of the cities in Georgia, and in Texas. I intend to arrange for some representative of the Department to look into each of these places separately, however.

There are no indications of acceptance of the court orders in any of the three places in Mississippi. There have been indications that Governor Johnson will make efforts to prevent disorder, but it is difficult to see how this can succeed if no efforts are made within the state to gain public acceptance. It is quite possible that school closings will be tried as a way out.

It is my judgment that Gadsden, Alabama, can be peacefully desegregated if it is left alone by Governor Wallace.

This will be more difficult, but not impossible, in Montgomery, again depending upon the attitude and actions of the Governor.

B. DEMONSTRATIONS

1. Mississippi

In Mississippi an organization called the Council of Federated Organizations (COFO) has been formed for the purpose of recruiting students to do voter registration and adult education work this summer. Our information at present is that COFO has recruited several hundred students from northern university campuses for this purpose.

There are conflicting factors at work which will determine whether this will result in public disorder.

The National Council of Churches has set up a training program for the students which is intended to enable them to do adult education work. The intention is to turn the students who will be in Mississippi to some sort of useful and productive activity. In addition, the Lawyers' Committee on Civil Rights has started a program of collecting volunteer lawyers from the leading national law firms to give legal counsel and assistance through the National Council of Churches to persons in Mississippi who are participating in the program who need it.

On the other hand, the Student Non-Violent Coordinating Committee (SNCC) workers are also involved in the COFO plans for the summer. They are seeking assistance from National Lawyers' Guild representatives, and some of them are more interested in forcing federal action in connection with street demonstrations than anything else.

The Department will keep itself as well informed as possible on this situation. There is no specific action to be taken now.

There has been an increase in white extremist activity in Mississippi as well, although this has been counter-balanced by the Governor's apparent desire to keep the peace. Some forty instances of Klan type activity or police brutality have come to the Department's attention over the past four months. I have little doubt that this will increase as the time for the school orders becomes closer.

2. Alabama

The Southern Christian Leadership Conference (SCLC) (Martin Luther King, Jr.) has been recruiting a "Freedom Army" for Alabama. King has announced that Alabama is the target for "non-violent direct action" campaigns this summer. They claim to be organizing groups in Mobile, Montgomery, Tuskegee, Selma, Birmingham, Tuscaloosa, Gadsden, Anniston, Talladega, Huntsville, Dothan, and Decatur.

At a meeting on May 15, I am informed that the SCLC leaders decided to cooperate with any compliance demonstration program which could be achieved in Birmingham. This would involve the testing of facilities which had in advance agreed to comply with the Civil Rights Act. On the other hand, if there is no compliance with the Civil Rights Act by hotels, theaters, and restaurants, in Birmingham, there is wide anticipation of new, large-scale demonstrations.

The SCLC organizer in Alabama is Reverend James Bevel, who believes in direct action and street demonstrations of a provocative type.

3. Other

At present we have no information on other organized civil rights activity in the South this summer. It should be noted, however, that there are local groups in virtually every town and city which may be planning some sort of protests against a completely segregated society. This is true throughout Louisiana, and particularly in the north, including the city of Shreveport; in southwestern Georgia; in northern Florida; and in parts of other states.

The chances of disturbances in any of this area will probably turn on whether there is any compliance with the provisions of the Public Accommodations title of the Civil Rights Act, when it becomes effective, and on the occurrence of unpredictable events. In this connection, it should again be noted that there are white extremist groups, such as the Klan, which are active. In addition to a number of incidents of isolated violations in many locations, the FBI in early May learned of a plot to murder Jack Greenberg and Martin Luther King, Jr., on the occasion of a rally set for Mobile on May 17.

It must be anticipated that there will be continuing racial disturbances in a number of cities and towns in northern states.

C. EFFECT OF CIVIL RIGHTS BILL

As noted above, a great deal will turn everywhere on whether or not there is compliance with the public accommodations provisions of the bill. If there is non-compliance on a large scale, there are bound to be a great many protests, and the federal government is bound to become involved since federal rights will be asserted.

There have been a large number of meetings on this subject with business and church groups. We hope at a minimum to stimulate organized business efforts at obtaining compliance with the bill in 35 to 40 major cities, in addition to more general efforts by church leaders and women's groups. In general the reactions have been good, but compliance will depend to a large extent on political leadership in the most difficult areas.

D. RECOMMENDATIONS

We can and should continue to work with the business, church and other groups with respect to general problems, and do what we can to keep particular situations under control. This task will be much easier if southern political leaders take a moderate line when the civil rights bill becomes law.

Two possibilities for action on your part occur to me. First, it might be possible to persuade some of the southern opponents of the civil rights bill in the Senate to take the lead in urging compliance with the law and orderly resolution in the courts of problems which will occur under it. They could deplore organized violence or resistance. This might provide the start of a similar line to be taken by other political leaders in the south.

Secondly, it might be possible for you to urge a similar viewpoint upon other southern politicians -- governors, attorneys general and mayors in particular. Possibly this could be done by individual talks. It might, however, be preferable to confer with groups which could include officials from northern states which have serious racial problems. Sponsoring a series of candid discussions under White House auspices might serve to encourage the moderate line which is so essential to non-violence.

In view of the groundwork being done by the business groups (with which Lee White and Hobart Taylor are familiar) I believe there is a good prospect of success with respect to such meetings. The focus of attention should be on public accommodations, and the hopeful result would be commitments to comply with the law rather than oppose it.

I would be glad to discuss this more fully with you in person or with members of the White House staff. Also, if you or anyone at the White House has any suggestions for us, we would be most happy to receive them.

Finally, I think it will be increasingly important for all Government officials to follow your lead in calling for compliance with the Civil Rights Bill once it is enacted so as to make it as easy as possible for the southern businessmen and southern politicians to take this view.

Respectfully,

Attorney General

draft

Memorandum for the President
from: Douglass Cater and Lee White

May 25, . 964

The Attorney General sent you a memorandum (dated May 21) on Civil Rights problems expected in coming months. It included several recommendations for actions on your part. You may wish to discuss these privately with him. Alternatively, or in addition, you could request several of us to confer with him and his deputies in order to come up with concrete proposals for you. There is need to begin immediately to consider steps which would indicate your concern (1) to get the Civil Rights bill passed as soon as possible (2) to enlist compliance by individuals, communities, and states in order to prevent ~~the~~ civil disorder when it goes into effect and (3) to avoid ~~highly high highly high highly~~ violence during the hot days ahead.

THE WHITE HOUSE
WASHINGTON

May 25, 1964

TO: Lee White

FROM: Douglass Cater

Will you please call me when
you have a chance to read this.

MEMORANDUM FOR

THE PRESIDENT

In his May 21 memorandum to you, the Attorney General set forth his views on some of the civil rights bill areas, including some recommendations that you might wish to consider. Basically his suggestion was that you attempt to secure the support of southern Senators and other political office holders in urging acceptance of the civil rights bill throughout the country when enacted. This would seem to be a desirable result if it can be achieved, and we would assume also that you would want to urge the nation at large through a televised address (or at least in response to press conference questions) to do likewise.

You may wish to discuss some of these problem areas with the Attorney General privately or perhaps you could ask him and some of his top people to come over here to meet with you and some White House staff and lay out some courses of action. In the alternative, you may wish to designate some White House staff to get in touch with the Attorney General and some of his people.

Attached is a list of items that might be discussed.

1. Meetings to elicit support for the civil rights bill when it is enacted, including lawyers groups, law enforcement officers, representatives of the large groups which met last year with you and President Kennedy.
2. Some accord with Governor Johnson on handling of the Mississippi voter registration drive by students.
3. Preparation of regulations by Federal Departments to implement the order (this is already partially underway).
4. Consideration of public Presidential statement on demonstrations (Eric Goldman is now drafting a statement for your review).

November 17, 1964

MEMORANDUM

TO: Mr. John M. Bailey

SUBJECT: Operation Dixie 1964-65

FR: Louis Martin

Among several projects which we think are important for the Democratic National Committee, we believe the development of a new registration drive among Negroes in the States of South Carolina, Georgia, Mississippi, Alabama and Louisiana will bring the greatest rewards in the future.

As a result of the Atlantic City Convention we have already agreed to set up a commission to make certain that Negroes are given an opportunity to participate in Party affairs in the Deep South States.

Also the result of the election proved abundantly that the work that was done by ourselves and other agencies in the South in registration was very helpful. For these and other reasons we propose:

1) That we begin operating registration and voting clinics in selected areas of the states above mentioned early in 1965.

2) That we encourage foundations and interested civic groups to undertake similar programs of their own.

-more-

TO: Mr. John Bailey
FR: Louis Martin

PAGE 2

3) That the Department of Justice be given specific instructions to press vigorously all suits that are developed in the worst counties of the South.

4) That the Southern elected and appointed Democratic Negro officials of the South be invited to a conference in Washington for discussions on how they might take the leadership in this educational effort. These conferences would be similar to the ones we held here prior to the Atlantic City Convention at the Mayflower Hotel.

THE WHITE HOUSE
WASHINGTON

April 18, 1964

TO: Lee White

FROM: Claude Desautels

For your consideration and
attention.

April 17, 1964

Dear Mrs. Gragg:

This will acknowledge receipt of your letter of recent date with regard to your recent appointment to the Department of Defense Advisory Committee. I am delighted that this matter worked out to your satisfaction. I am convinced that you will make a substantial contribution to the committee. Your understanding, your knowledge, your vast experience will be invaluable to Defense establishments as well as to the Nation.

I shall be pleased to discuss the contents of your communication with appropriate officials of the Administration, and shall look forward to the probability of seeing you when you are in the city the latter part of the month.

Sincerely yours,

Lawrence F. O'Brien
Special Assistant
to the President

Mrs. Rosa L. Gragg
National President
National Association of Colored
Women's Clubs, Inc.
1601 R Street, Northwest
Washington, D. C.

CJD:bs

cc: Ed McDermott

PRESIDENT
MRS. ROSA L. GRAGG 235 ARDEN PARK DETROIT 2, MICHIGAN
HEADQUARTERS SECRETARY
MRS. CAROLE A. EARLY 1601 R ST., N.W. WASHINGTON 9, D.C.

SECRETARY
MRS. JUANITA BROWN INDIANA
TREASURER
MRS. INEZ W. TINSLEY MASSACHUSETTS

National Association of Colored Women's Clubs, Inc.

ORGANIZED 1896 INCORPORATED 1904

DECATUR 2-8160



1601 R STREET, N. W. WASHINGTON, D. C. 20009

April 16, 1964

Mr. Laurence O'Brien
White House
Washington 25, D. C.

Dear Mr. O'Brien:

I wish to thank you, the Department of Defense and others who helped in securing an appointment for me on the Defense Advisory Committee for Women in the Services. I feel highly honored to assist in the promotion of the objectives of this important governmental agency. You may count on me to do my best as a loyal, patriotic American to fulfill the duties of the office conferred upon me.

Request may come voluntarily from member states of the National Association of Colored Women's Clubs, Inc. for a higher level appointment for me. I would like to confer with you personally after the Dacowits meeting April 26, 27 and 28 concerning this matter.

Since 1941 I have served my city, state and nation in some of the highest and most responsible positions held by women until the present time. I want to serve my country again and sincerely hope that there is a possibility.

The appeals for me from Congressmen, leaders and member states of my organization have been entirely voluntary.

I look forward to meeting with you and discussing these matters and our effective participation in the forth coming Presidential election.

Very truly yours,

Rosa L. Gragg
Mrs. Rosa L. Gragg
National President

cc: Ed McDermott

AFFILIATED WITH THE NATIONAL COUNCIL OF WOMEN OF THE U.S., INC. AND THE INTERNATIONAL COUNCIL OF WOMEN OF THE WORLD
THE PAN-PACIFIC & SOUTHEAST ASIA ASSOCIATION

Sponsors National Scholarship Fund, National Notes, Research and Development Program, National Association of Girls Clubs, and Department of Young Adults; also maintains National Headquarters in Washington, D. C.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF EMERGENCY PLANNING
WASHINGTON, D. C. 20504

OFFICE OF THE DIRECTOR

April 20, 1964

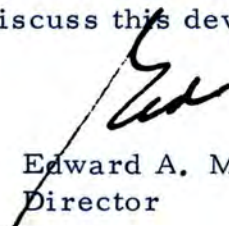
Memorandum for the Honorable Lee White:

Re: Mrs. Rosa L. Gragg

You will recall my discussions with you in early January concerning the FBI investigation of Mrs. Gragg, who was at that time being considered for membership in the National Defense Executive Reserve. We advised her on January 7 that:

"As a result of appropriation cuts we have had to revise our plans for expanding our Executive Reserves. As a matter of fact, these reductions have been extremely drastic and we have lost some twenty-five percent of our personnel, including several Office Directors. I regret that under the present circumstances we are unable to proceed with the processing of your appointment."

This was thought to be a diplomatic way to terminate the matter and nothing was heard from her until today when Mr. Phillips of my staff (who signed the January 7 letter) received an inquiry from Mrs. Gragg, copy of which I attach. I would like you to give me a call on the 'phone so we can discuss this development.



Edward A. McDermott
Director

Honorable Lee White
The White House

OFFICERS
PRESIDENT
MRS. ROSA L. GRAGG 235 ARDEN PARK DETROIT 2, MICHIGAN
HEADQUARTERS SECRETARY
MRS. CAROLE A. EARLY 1601 R ST., N.W. WASHINGTON 9, D.C.

SECRETARY
MRS. JUANITA BROWN INDIANA
TREASURER
MRS. INEZ W. TINSLEY MASSACHUSETTS

National Association of Colored Women's Clubs, Inc.

ORGANIZED 1896 INCORPORATED 1904

TELEPHONE 2-8160



1601 R STREET, N. W. WASHINGTON, D. C. 20009

April 16, 1964

Mr. Robert J. Phillips, Director
Government Readiness Office
Executive Office of the President
Office of Emergency Planning
Washington, D. C., 20504

Dear Mr. Phillips:

Your letter of January 7 received.

I wish to thank you and all persons concerned for your efforts in beginning the processing of an appointment for me in the Office of Emergency Planning as an Executive Reserve. I regret very much that this investigation could not be completed favorably and satisfactorily.

I am a loyal, patriotic American of good character and I have served my city, state and nation since 1941 in some of the highest and most responsible positions given to women up to this time. I would like to serve my country again. I sincerely hope that the matter in question will not prevent my doing so.

My National Association is eager concerning my placement in a top level office by President Johnson. As a Readiness Officer, would you please advise me whether this is a possibility or whether I should discourage this voluntary action on the part of my membership in the forty-one states?

Sincerely yours,

Rosa L. Gragg
Mrs. Rosa L. Gragg
National President

HLG:cae

XEROX FROM QUICK COPY

8-23-72

UNITED STATES DEPARTMENT OF JUSTICE

OFFICE OF THE DEPUTY ATTORNEY GENERAL

WASHINGTON, D. C. 20530

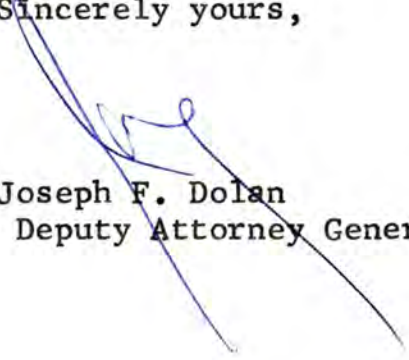
March 31, 1964

Mr. Lee White
The White House
Washington, D. C.

Dear Lee:

Of course we had. The attached memo, by Dave Filvaroff, was given to Senator Case and inserted in the Record by him on Thursday, March 26, 1964, at page 6204, practically without a change. It was based on an earlier draft by Dick Berg of OLC.

Sincerely yours,


Joseph F. Dolan
Assistant Deputy Attorney General

file
see
note

Myart v. Motorola, Inc.

The decision of a hearing examiner in Myart v. Motorola, Inc., a case under the Illinois Fair Employment Practices Act, (Cong. Rec., March 19, 1964, pp. 5476-79), has been the subject of some recent discussion.

In that case, the hearing examiner found that an employment test administered by respondent Motorola to a Negro job applicant was "obsolete" because "its norm was derived from standardization on advantaged groups", apparently meaning that persons coming from underprivileged or less well educated groups were less likely to be able to pass the test. He said that "in the light of current circumstances and the objectives of the spirit as well as the letter of the law, this test does not lend itself to equal opportunity to qualify for the hitherto culturally deprived and the disadvantaged groups." Accordingly, in addition to the relief he directed for the complainant, the hearing examiner ordered that Motorola cease to employ the test in question, and that if it chose to use any test, it should adopt one "which shall reflect and equate inequalities and environmental factors among the disadvantaged and culturally deprived groups." There is no description of the test in the hearing examiner's report, and no further discussion of why the test was considered unfair.

Of course, it should be noted, and indeed emphasized, that the decision in the Motorola case was merely an initial or preliminary decision of a part-time hearing examiner, ^{*}/ that this decision is subject to review by the full Illinois Fair Employment Practices Commission, and that any Commission decision is subject to review by the Illinois courts. Consequently, no one can say with any degree of certainty at this time that the examiner's decision is a correct interpretation of the Illinois law.

It has been suggested, nevertheless, that the decision by the hearing examiner should be taken as indicative of the kinds of decisions which might be expected to be made by federal "bureaucrats" if Title VII of the pending Civil Rights Bill were enacted. Of course, this is completely wrong. It would definitely not be possible for a decision like Motorola to be entered by a federal agency against an employer under Title VII. This is so for two very basic reasons.

^{*}/ Hearing examiners are apparently not full-time employees of the Commission. A panel of attorneys residing throughout the State, including at least two from each of the five Supreme Court Districts, are designated as hearing examiners. Article VIII, Rules and Regulations of Procedure of the Illinois Fair Employment Practices Commission.

First, unlike the Illinois Commission, the Equal Employment Opportunities Commission established by Title VII would have no adjudicative functions and no authority to issue enforcement orders. Its duties would be to receive and investigate complaints, to attempt to resolve disputes and to achieve compliance with the Act through voluntary methods, and, where conciliation fails, to bring suit to obtain compliance in federal court. Only a federal court would have the authority to determine whether or not a practice is in violation of the Act and only the court could enforce compliance. The Commission not only could issue no enforcement orders, it could make no determination as to whether or not the Act has been violated. Thus, enactment of Title VII would not allow a federal administrative agency to issue any compliance orders, much less one paralleling that of the Illinois hearing examiner.

Second, it is perfectly clear that Title VII would not permit even a federal court to rule out the use of particular tests by employers because they do not "equate inequalities and environmental factors among the disadvantaged and culturally deprived groups." Of course,

it is not appropriate to comment here on whether the Motorola decision is correct as a matter of Illinois law. This is for the State Commission and the State courts to determine. It is enough to note that the result seems questionable. There is no doubt, however, that such a result would be unmistakably improper under the proposed federal law. The Illinois case is based on the apparent premise that the State law is designed to provide equal opportunity to Negroes, whether or not as well qualified as white job applicants.

The Hearing Examiner in the Motorola case wrote:

"The task (of personnel executives) is one of adapting procedures within a policy framework to fit the requirements of finding and employing workers heretofore deprived because of race, color, religion, national origin or ancestry. Selection techniques may have to be modified at the outset in the light of experience, education, or attitudes of the group *** The employer may have to establish in-plant training programs and employ the heretofore culturally deprived and disadvantaged persons as learners, placing them under such supervision that will enable them to achieve job success."

Whatever its merit as a socially desirable objective, Title VII would not require, and no court could read Title VII as requiring, an employer to lower or change the occupational qualifications he sets for his employees simply because proportionately fewer Negroes than whites

are able to meet them. Thus, it would be ridiculous, indeed, in addition to being contrary to Title VII, for a court to order an employer who wanted to hire electronics engineers with PhD's to lower his requirements because there were very few Negroes with such degrees or because prior cultural or educational deprivation of Negroes prevented them from qualifying. And unlike the hearing examiner's interpretation of the Illinois law in the Motorola case, Title VII most certainly would not authorize any requirement that an employer accept an unqualified applicant or a less qualified applicant and undertake to give him any additional training which might be necessary to enable him to fill the job.

Title VII says merely that a covered employer cannot refuse to hire someone simply because of his color, that is, because he is a Negro. But it expressly protects the employer's right to insist that any prospective applicant, Negro or white, must meet the applicable job qualifications. Indeed, the very purpose of Title VII is to promote hiring on the basis of job qualifications, rather than on the basis of race or color. Title VII would in no way interfere with the right of an employer to fix job qualifications and any citation of the Motorola case to the contrary

§ 702(e)

as precedent for Title VII is wholly wrong and misleading.

Illinois' F.E.P.C.

Commissioner Denies Taking Stand on Use of Tests in Hiring

TO THE EDITOR:

Arthur Krock, writing in The Times of March 13, states that the Illinois Fair Employment Practices Commission has ruled on an issue involving the use of pre-employment tests by Motorola.

The facts are these. The law establishing the Illinois Fair Employment Practices Commission provides that in the event a private conciliation conference between a respondent and a complainant fails to produce a mutually acceptable settlement, it shall be set for a public hearing.

The public hearing is conducted by a hearing examiner, who must be a lawyer. The hearing examiner is appointed by the commission, but is in no way an employee of the commission, and, therefore, certainly not a political appointee.

The findings of the hearing examiner are just that—not a ruling of the commission, nor are they necessarily the opinion or judgment of the commission.

No Position on Finding

The Illinois Fair Employment Practices Commission has not acted on the Motorola finding, has issued no orders and has taken no position on whether the hearing examiner's finding will be the order of the commission.

The protection of both parties that our law provides is such that it is highly unlikely that this commission, or any other commission so constituted, could seize the kind of "autocratic control" of which Mr. Krock writes.

The hearing examiner's finding will be carefully considered by the commission. It will then issue an order which may or may not include the recommended conclusion of the hearing examiner. Once the commission rules on the matter, the ruling can be appealed directly to the courts under the Administrative Review Act in the Statutes of the State of Illinois.

This commission has not taken any stand of any kind at any time on the issue of the use of tests in employment. Until we do so, it is totally inappropriate for anyone or any publication to make assumptions about the outcome of this matter.

CHARLES W. GRAY,
Chairman, State of Illinois Fair Employment Practices Commission
Chicago, March 17, 1964.

XEROX FROM-QUICK COPY

8-23-72

March 26, 1964

MEMORANDUM FOR

Joe Dolan
Department of Justice

I assume you have seen the enclosed editorial from today's Wall Street Journal. I assume too, that in your usually competent and farsighted fashion you have already prepared the answers to the questions imposed by the case.

Lee C. White
Assistant Special Counsel
to the President

Enclosure

March 26, 1964

MEMORANDUM FOR

**Joe Dolan
Department of Justice**

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**Lee C. White
Assistant Special Counsel
to the President**

Enclosure

Discrimination Against Ability

One section of the civil rights bill now in the Senate would create an Equal Employment Opportunity Commission similar to several existing state commissions. So a number of lawmakers have been watching developments at the state level.

Of particular interest to some Congressmen was a recent Illinois case in which Motorola, Inc., was charged with discriminating against a Negro job applicant. The issue turned largely on a pre-employment test devised by an Illinois Institute of Technology professor and used to determine the trainability of a prospective employee.

After the test was administered, the company said the applicant had failed and thus rejected him. But the applicant claimed he had in fact passed the test and had been turned down because of his race.

Before an examiner of the Illinois Fair Employment Practices Commission, the company vigorously denied the charge. It said that the test, which is used by several other companies, is "completely race-free" and "administered fairly to all applicants." The company also noted that it employed Negroes at all job levels.

The FEPC examiner, nonetheless, ruled that the company in this case had been guilty of discrimination. That is a question often difficult to settle conclusively in this touchy area. But the examiner by no means stopped there.

He went on to direct the firm to stop using the test altogether, on the grounds that it was unfair to "hitherto culturally deprived and disadvantaged groups," that it failed to take into account "inequalities and differences in environment," and that it thus favored "advantaged groups."

If this judgment is approved by the Commission and stands up on appeal, the company thus will have to disregard its established standard of ability in selecting new employees. That, comments Ohio's Representative Ashbrook, "is a long step away from saying an employer should not have prejudicial policies."

There's no way to tell how a Federal commission would work out in practice, but such state experiences show all too clearly what it could mean: Government dictation of private hiring policies. And discrimination against ability.

Tax Division
Assistant
Attorney General



June 11, 1964

TO: Mr. Lee White

FROM: Louis F. Oberdorfer

*Make copy and
send to Lee White*

MANGER HOTEL COMPANIES
4 PARK AVENUE
NEW YORK 16, NEW YORK

JULIUS MANGER, JR.
CHAIRMAN OF THE BOARD



June 11, 1964

Mr. Louis F. Oberdorfer
Assistant Attorney General
Department of Justice
Washington, D. C.

Dear Lou,

As a follow-up to the suggestion made at yesterday's meeting, I would like to say again that I believe the bi-racial committee proposed by the Lawyer's Committee for Civil Rights to be formed by President Johnson would be well served if it included one or two members from the Community Relations Service, and also, if possible, someone from the Civil Rights Commission. Incorporating these gentlemen into this bi-racial committee would insure a constant flow of up to date information on the actual work going on in the field. It seems to me that this type of communication would be most helpful and necessary if this committee is to function in as useful and effective a way as possible.

While I am sure that President Johnson knows a great many more important people than I do, it still is sometimes helpful to have suggestions made. Dr. Edler G. Hawkins, a Negro, was recently elected Moderator of the General Assembly of the United Presbyterian Church in the United States of America. I do not know Dr. Hawkins except by reputation, but from what I can gather, he would seem to be an excellent candidate for this top level bi-racial committee.

If you think well of these suggestions, you might pass them along for the President's consideration.

MANGER HOTEL COMPANIES

It was most enjoyable meeting with you and the Committee yesterday, and I look forward to seeing you in the near future.

Very best wishes.

Jules

JMJ:mfb

Dear Jules:

*Thank you very much
for your note of June 11, 1964.
I am sending a copy to
Lee White at the White
House.*

*It was good to see you
the other day -*
S. V.

November 23, 1964

MEMORANDUM FOR

Mr. Pete Libassi
Commission on Civil Rights

I thought you might want to take a look at the attached and take whatever notes from it that are appropriate. When you have no further need for it, please return for my files.

Lee C. White
Associate Special Counsel
to the President

Encl. Memo to LCW ^{9/3/64}~~10/1/64~~ from George O. Butler, Dir.,
Education & Community Relations, w/rept "Tension
Reducing Program"


Sept. 11, 1964

To: Berl Bernhard

I certainly would welcome your
reaction to this suggestion.

Lee C. White
Associate Special
Counsel to the
President

Memo dated 9/3/ 64 to LCW & Hobart Taylor from George Butler, Director,
Education & Community Relations, Dept. of Labor re tension reducing
program.

GENERAL SERVICES ADMINISTRATION ROUTING SLIP											
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NAME AND/OR SYMBOL						BUILDING, ROOM, ETC.					
1. Mr. Lee White											
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REMARKS <p>I have made copies of parts of the attached for our files. Thank you for sharing this with us.</p> <p>Attachments: correspondence re "tension reducing program."</p>											
FROM	CO	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10
NAME AND/OR SYMBOL FPLibassi 						BUILDING, ROOM, ETC.					
TELEPHONE						DATE 11-30-64					

MEMORANDUM

THE WHITE HOUSE
WASHINGTON

October 1, 1964

To: Hobart Taylor

From: Lee C. White



For some mysterious and inexplicable reason the attached crawled under a whole bunch of pieces of paper. I have just read it and I think that there are some excellent ideas contained in George's memo.

In view of the passage of time and the assignment to the Civil Rights Commission of a clearing house responsibility, discussed at the last Civil Rights Subcabinet meeting, I would think that it would be profitable for you and me to discuss this with Bill Taylor or Pete Libassi to make sure that this type of informal intelligence and potential responds to any specific situation to be included in their planning. Quite frankly, I am a little dubious about setting up another group, even one as informal as this one proposed by George.

I would appreciate your reaction.

Identical

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON, D.C. 20210

September 3, 1964

~~CONFIDENTIAL~~ MEMORANDUM

Reply to: Room 2211
Main Labor
Ext. 3841-42

TO: Lee White
Hobart Taylor, Jr.

FROM: George O. Butler, Director
Education & Community Relations

Pursuant to the purpose of the August 19 meeting at the Sheraton Park, I am pleased to submit the following report:

Of the 35 persons in attendance, I have had reports directly from 20 and secondary reports from eight others. Generally, their reports concerned their activities in alerting leaders in their communities of the problem and enlisting their support in stimulating anti-street violence sentiments among Negro groups. Up to this point, few have made personal contacts with their home communities.

In my opinion, and that of such an experienced person as Harold Fleming, a tension-reducing action program is needed immediately. I have, therefore, assessed the community reports and developed a program which could be implemented quickly in a number of cities in a matter of days.

If you believe that the proposal attached hereto has merit, then I suggest that a small Task Force be established to carry-out the approved items immediately. In addition to the names mentioned above, I would suggest that the following persons be included:

Berl Bernhard
Kermit Bailer
M. Carl Holman
Oliver Hill
Delmas Escoc
Donald Glover
Louis Flagg
Edward Sylvester
Lisle Carter
Arthur Chapin

Attachment

Determined to be an
administrative marking
By MDE On 7/24/80

TENSION REDUCING PROGRAM

I. What Local Negro Leaders Can Do

- 1) Set up system of chain phone calls to explain sinister pattern of riots and to sell to Negro community "order" and "protection of private and public property, " as surest way to help civil rights.
- 2) Make contacts with press, radio and TV to urge restrained handling of tension situations.
- 3) Enlist barbers, beauticians, pool room operators, bartenders, recreation workers and welfare investigators and waitresses in "tension reporting" system and in rumors dispelling network.
- 4) Report to Mayors' Commissions "trouble spots" which seem likely to result in irresponsible action.
- 5) Urge police precinct level meetings with Police officials and local leaders, ministers, civil rights leaders, etc. on local problems such as Housing and Health Code enforcement, police discourtesy, bribe-taking, etc.

II. What National Negro Organization Leaders Can Do

- 1) Contact their membership and deplore "street violence" as inimical of Negroes goals of first-class citizenship.
- 2) Urge crash programs in slum areas to inform residents of Government help, local and federal, in areas of job training, health, education, etc.
- 3) Cite support of the national group to the legitimate aims of minority groups, locally and nationally.

III. What Local Government Can Do

- 1) Improve riot preventive system by involving local ministers, priests and rabbis to persuade their parishioners to calm and thus assist in reducing tensions prior to an explosion.
- 2) Establish 24 hour, seven-day-week accessibility of Human Relations City Officials.
- 3) Assume racial incidents will happen -- so direct efforts at fast response of clergy, police and press to contain them.
- 4) Develop voter registration and similar activity to absorb energies and interests of returning students, some of whom will have been to Mississippi this summer.

IV. What the Federal Government Can Do

- 1) Contribute to improvement of the local intelligence system
 - a) Use Narcotics Agents to report impending violence
 - b) Select, furlough and detail youthful armed service NCO's to their home areas for 90 days, ostensibly to search for communist influences and persons engaged in incitement to riot
 - c) FBI to feedback relevant information to Mayors' Commission Offices so that the latter can bring its resources to bear in preventive work
- 2) Institute "crash programs" for training (MDTA, etc.) in areas of complete frustration, joblessness, etc.

V. What Federal Task Force Can Do

- 1) Make local contacts with leaders in the Negro, political and "opinion-making" community
- 2) Establish lines of communication, where needed, to assure effectiveness of federal social programs.
- 3) Create positive attitudes in Negro Community against lawlessness and explain need of respect for law if civil rights objectives are to have meaning.
- 4) Help reenforce existing local "intelligence system" by evaluate tension reporting system.
- 5) Check out need for use of "military furloughs" to ascertain presence of sinister elements intent on riot provocations.
- 6) Report results to Washington and recommend "crash programs" of federal projects, where needed,
- 7) Check on utilization of student leaders in constructive activity, such as voter registration, during first six weeks of school.
- 8) Identify rump leadership of Negro groups and get them appointed to a Committee to maintain peace and order.

CRUCIAL CITIES OF POTENTIAL STREETVIOLENCE

California	1) San Francisco - Oakland
Wisconsin	2) Milwaukee
Missouri	3) St. Louis
Illinois	4) Peoria, East St. Louis, Chicago
Indiana	5) Gary, Indianapolis
Michigan	6) Detroit
Ohio	7) Cleveland, Cincinnati
Pennsylvania	8) Pittsburgh, Philadelphia, Hershey
Maryland	9) Baltimore
New Jersey	10) Newark, Jersey City, Passaic, Paterson, Hoboken, Camden
New York	11) New York, Buffalo, Syracuse, Rochester, Nassau County Westchester County
Connecticut	12) Hartford
Massachusetts	13) Boston,
Georgia	14) Atlanta
South Carolina	Charleston-Columbia

Suggested Responses to Womens
Magazine Editors' Inquiries
February 10, 1964

1. Basic human rights hoped to be advanced -- Basically any President wants to maintain the nation's security at such a level that our children can grow up feeling secure; in a naturally rich country such as we have, one of our basic goals is a thriving and growing economy which will insure that this nation's standard of living (the highest ever known) will be enjoyed by all Americans, not just a majority; we must aggressively strive for genuine equality of opportunity for all to reach the level of education and employment of which each individual is capable, or in other words the Golden Rule; there must be an environment encouraging the freest individual rights to worship God, to speak one's mind and to assemble peaceably.
2. The role of churches in human rights -- Although for an unfortunately long time the churches did not concern themselves with civil rights, a key element of human rights, during the past 8 months the commitment by all major denominations have created a national climate receptive not only to legislation but to genuine progress in interracial relationships. The churches can and must concern themselves with moral issues facing the nation, and clearly the failure of minority groups to enjoy full rights is at least in part a moral question.
3. Influences leading to a break with southern prejudices -- First, it is inaccurate to describe "southern prejudices" as universal in the South; we are all products of our heritage and our environment and thus I must say that the influence of my parents, my family, the men and women I have associated with through a long career in State and local public affairs, my own religious convictions all combine to create the views that I have long held about the rights of human beings.
4. Preference for Negroes -- Negroes have long been under privileged as a group and there is a long way for them to go in securing the qualifications necessary to compete effectively in our competitive society; there should be no special favors for Negroes, rather there should be a widespread effort to assist those who are least qualified and least productive -- this includes all who are in that category both white and Negro, but obviously the percentage of Negroes is greater and, therefore, they perhaps will be helped to a greater extent.

5. Role of Women -- The influence of women in moral issues can be far more influential than that of men; the influence at home in the initial shaping of children's attitudes as they enter school and in their impact on their husband's activities can be most significant; the women's leaders convened by President Kennedy have done a remarkable job in arousing the interest of their organizations throughout the country in improving interracial relationships.

6. Historical Role as President -- Certainly no man who is President could not want to enjoy a reputation such as that which President Lincoln now possesses; I believe, however, that Presidents do not consciously attempt to carve out areas which will be their identifying symbol in the decades to come, rather they must meet the situations that arise during their stewardship of the Nation; I am confident, however, that the momentum of genuine progress that has been created will not stop during my term in office regardless of how short or long it may be.

7. Role of Southern Women -- Many Southern women will not support integration of public facilities because their family heritages are so deeply ingrained against these changes; they are, however, for the most part law abiding citizens and certainly can be expected to adjust to any changes in their way of life. My own family, including my daughters, has always attended integrated schools and from my own personal observations bear no prejudices toward any racial, religious or ethnic group.

8. Possible Personal Appearance in Critical Desegregation Situations -- The influence of the Presidency is a powerful force but it must be used wisely and in accord with the circumstances surrounding any individual case; as President Kennedy examined the cases of the Universities of Mississippi and Alabama so I will examine any future case that may arise and take actions appropriate to the specific factors involved in any situation (naturally, I hope that no such cases will arise).

9. Enforcement of Civil Rights Bill -- When I assumed office I swore to uphold and enforce the laws of the United States and certainly believe that there is no opposition in my oath; but certainly every law which reflects the will of the majority stands a better chance of being successful if it is understood and thus there is a

major educational job awaiting not only the federal government but state and local governments and perhaps even more importantly activities by clergymen, educators, community leaders and above all, parents.

10. Efforts by Minority Groups to Improve their Own Lot in Life --
This is the dominant theme expressed by such outstanding leaders as Wilkins, Young, King, Randolph and Farmer; they know that perhaps the greatest need is to supply qualified people for the opportunities now being created for minority group members and they are doing everything in their power to encourage their followers to take the steps necessary and we in the federal government shall cooperate fully.

Lee C. White

**Basic Points in the Human Rights Field that
might be Discussed with Womens Magazine Editors
February 10, 1964**

1. Passage of Civil Rights Bill -- This is essential because of the moral test posed by the strong championship of the bill by President Kennedy and now by President Johnson. But even more than the symbolism, this nation should enact into law provisions that will help insure achieving true equality of opportunity for all.

2. The Poverty Program -- Although the United States has reduced the percentage of our population who are suffering from poverty from a 1/3 in the 1930's to 1/5 today, this only supports the theme that more can and should be done. We intend to break the miserable cycle of poor training-education-jobs-income-housing-environment-training at every possible point. Certainly we will need the understanding and the support of the readers of your magazines.

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Typical questions prepared by Woman's magazine editors
for Joint Conference with President Johnson on "What Women
Can Do About Civil Rights"

1. Presidents Wilson, Franklin D. Roosevelt and others have made lists of human freedoms and rights which became memorable in themselves. What would be your statement of the basic human rights that you would hope to advance in your own period of the Presidency.
2. Should churches and church-goers be more active than they have been as organs of education and enlightenment in respect to human rights for all Americans? And if so, how far should they go in disciplining members who fail to accept the church's direction in such matters?
3. Would you please describe the influences and experiences in your own life that led you to reject the prejudices of the region in which you were born?
4. Do you agree with the observations of Gunnar Myrdal, the economist, that singling out Negroes for special favors and preferential treatment would be disastrous?
5. Do you feel that the role of women can be as formidable- or more formidable- than the leadership of men in the struggle for equal rights for all? And why?
6. Would it fulfill your own hopes and aspirations as a President to be known in history as a man who did more than any other President since Abraham Lincoln to solve the problems of the American Negro?
7. Do you feel that most Southern women would be for peaceful integration now of public facilities, or would they favor the status quo? Since the future belongs to the youth of the country, may we ask if you would ask your youngsters to become involved in activities in this area?
8. During the time of the difficulties at the University of Mississippi many Americans felt that President Kennedy's appearance in person on that campus might have helped to solve matters more effectively. Do you believe that personal intervention of this nature is proper or useful in such cases? Would you consider special informal chats on TV as a possible device to inform and influence public opinion?
9. In terms of enforcement of certain provisions of the Civil Rights Bill, how far are you prepared to go to bring pressure through your Attorney-General? What would you do if there is mass defiance of the law in certain states?
10. The mere integration of a school, according to some informed people, is not a wonder drug or panacea. These people insist that some concerted effort must be made by the Negro community to enrich itself. Have civil rights leaders who have met with you discussed this phase of the problem?

GENERAL SERVICES ADMINISTRATION

ROUTING SLIP

TO	CO	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10						
NAME AND/OR SYMBOL						BUILDING, ROOM, ETC.											
1. Lee White																	
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REMARKS																	
<p>Attached is a reprint from the current issue of Jet Magazine which includes quotes from a <u>Commission</u> staff memorandum which apparently was inadvertently made available to a person outside of the agency. We have prepared a statement which will be used if we receive calls from reporters on the Jet story. I am deeply disturbed by this incident and I am making every effort to locate the source of the information.</p>																	
FROM	CO	R1	R2	R3	R4	R5	R6	R7	R8	R9	R10						
NAME AND/OR SYMBOL						BUILDING, ROOM, ETC.											
F. Peter Libassi																	
TELEPHONE						DATE											
						8-19-64											

FARM

JET FINDS MASS RACIAL BIAS

Of 30,000 Agriculture Dept. employees in Washington, D. C., only four Negro professionals work across the board in integrated capacities. The department, headed by former Minnesota Gov. Orville Freeman, deliberately shuts the few Negro employees—both on a national and state level—into a Jim Crow wing which does not reach the bulk of Negro farmers. Because of the power of Dixie lawmakers, who control the appropriations, the department has been a driving force in provoking thousands of Negro farmers to leave the South.

These are among the conditions unveiled in a still-secret U. S. Civil Rights Commission report, which has been banned for the time being. JET last week pointed to the full survey of the department and this week reprints the text of an unpublicized condensation of the report prepared by Commission staffers. The report is so staggering in discriminatory conditions that Negro leaders now are preparing a full-scale protest. Here is a partial text of the memo which shocked Washington's elite last week:

Rural Areas Development Survey Reveals

- Few Negroes in undeveloped counties on committee.
- Technical action panels work with all-white committees and with all-Negro committees in a few places.
- Employment for Negroes through Rural Areas Development—job for three Negroes employed who tried to get financing for all-Negro businesses or businesses hiring all Negroes.

Development Extension Service (ES)—

1) Segregated structure of Extension Service has deprived the Negro extension personnel of the opportunity to learn and to transmit modern farming practices to Negro farmers . . . Inferior training offered to Negroes, even in traditional crops (Alabama) . . . Exclusion of Negro extension agents from training courses given in new crops information in which white farmers are diversified . . . There is a limited concept of diversification held by Negro

50

IN U. S. AGRICULTURE DEPT.

extension workers (Georgia) . . . Inadequate staffing of services to Negroes. No assistance to carry additional responsibilities, as is true with white workers . . . Separate Rural Areas Development promotion program for Negro extension workers . . . Lack of contact with white offices of the Dept. of Agriculture in county . . . Limited technical reading material available . . . Housing separate, inferior for Negro extension workers.

Farmers Home Administration Record Shows

FHA has separated structure for Negroes. One Negro professional employed in Washington who works with national, state and county staff on problems of Negro farmers. Also works on Negro personnel problems . . . In nine states Negroes employed with state-wide responsibility for work with Negroes. Four of these not located in the same city as FHA state offices . . . Negro assistant supervisors work entirely with Negroes in 23 counties in the South. . . . White differential in the training of Negro assistant supervisors who are not allowed to work on farm plans for white applicants.

Survey Of Soil Conservation Service

1) Washington appoints state directors who hire local work units to serve a given district. Three Negroes employed in a professional capacity in the South. 2) In the review of 33 issues of the publication Soil Conservation only one had pictures or information about Negroes.

Washington Office—30,000 Agriculture Dept. employees; only four professional who work across the board. Three economists in economic research, one accountant in ASCS, ten others employed as specialists in Negro work or equal employment. one on African Affairs . . . Department officials belong to professional societies which exclude Negro colleagues and participate in meetings which exclude Negroes . . . Training programs conducted in segregated situation . . . National conference on agricultural outlook and 4-H Clubs almost totally white.

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INFORMATION CONCERNING THE COMMISSION'S AGRICULTURE DEPARTMENT STUDY

The Commission on Civil Rights, an independent, bipartisan agency, is currently engaged in studies of a number of programs administered by Federal agencies. Among these is a study of Federal and Federally-aided programs of the Department of Agriculture. This study was initiated in February 1964, and has been conducted from the very beginning with the full cooperation of the Secretary of Agriculture and other officials of the Department. It is being conducted under the statutory directive that the Commission shall appraise the laws and policies of the Federal Government with respect to denials of equal protection of the laws under the Constitution.

The Commission staff has not as yet completed the required analysis of the Department's programs. No report has as yet been prepared. At such time as the report is prepared, it will be submitted to the Commissioners for their review and consideration. In view of the fact that no draft of the report has been completed, there is no basis to the claim that publication of a report has been barred or that copies of a report have been circulated to persons outside of the agency.

The material quoted in Jet Magazine of August 27, 1964 does not come from a condensation of the report. The magazine quotes from an internal staff memorandum prepared 4 months ago which summarized the major problem areas which could be studied in preparing a Commission report. The memorandum was not intended to and did not include information on action taken by the Department up to that time to deal with the issues involved. Nor does the memorandum include any information on changes in policy or practice which

have taken place during the last 4 months and particularly since the passage of the Civil Rights Act. The memorandum, which was in draft form, was solely for internal use and contained tentative and only partially verified material which had not been evaluated or reviewed.