

In our recent conversation, I indicated that we have been working hard within the Department to get out critical facts about our civil rights enforcement record. The Attorney General, for example, gave a major civil rights speech here in Washington before a group of approximately 1000 people. While the speech received network coverage, the Washington Post elected not to cover the speech at all. We have also been addressing civil rights issues in lower-profile speeches by Department officials and emphasizing our strong enforcement record in interviews with reporters and in visits to editorial boards across the country.

Here are the facts.

-- In 1981, this Administration brought more criminal civil rights cases than any other Administration in any single year. Those cases involve instances of racially motivated violence, police brutality, and involuntary servitude.

-- Enforcement of the Voting Rights Act was at a high water mark in the Administration's first year. Over 8400 submissions were reviewed by the Civil Rights Division in 1981, and objections were filed as to reapportionment and redistricting plans in a number of States, including Virginia, North Carolina, South Carolina, Georgia, Mississippi, Alabama, and Texas. Even New York City did not escape this rigorous review, as the Department objected to the City's proposed city council redistricting plan.

-- Activity under the Institutionalized Persons Act was at an all time high. The Department is currently involved in twenty-two active investigations under the Act, which is designed to protect individuals in custody in state and local institutions.

-- The Department carefully reviewed the four major school desegregation cases filed in the waning days of the past prior Administration, and based upon that review, the Civil Rights Division has proceeded with all four cases. One case (Marshall, Texas) has been amicably resolved pursuant to a court approved consent decree. The other three cases are still in litigation. As to the other school desegregation cases, the Department is participating in more than 500 such cases across the country.

-- The Department has been very active in the employment discrimination area. Employment discrimination cases were successfully brought against the States of Vermont, New Hampshire and Rhode Island, as well as the New York City Fire Department. Recently, the Department secured the largest monetary award in its history in an employment discrimination case brought against Fairfax County, Virginia. The Civil Rights Division is participating in almost 100 cases across the country.

PHILIP MORRIS

U.S.A.  
120 PARK AVENUE, NEW YORK, N.Y. 10017

STANLEY S. SCOTT  
VICE PRESIDENT  
PUBLIC AFFAIRS

May 25, 1982

6/11 ✓  
JC:  
Pls. review  
this in light of  
our consideration  
of role for  
Art Fletcher.  
Thru  
JABW

Dear Jim:

In looking through my files, I came across the attached document outlining the principal objectives and responsibilities of the office of Special Assistant to the President for Minority Affairs when we were there.

Hopefully, some of the information contained in this paper can be used to enhance the effectiveness of your present efforts.

If we can be of assistance in a further discussion of this material with you or your designated representative, please do not hesitate to be in touch.

Sincerely,



Stanley S. Scott

SSS:dh  
Attachment

Honorable James A. Baker, III  
Chief of Staff and Assistant  
to the President  
The White House  
Washington, DC 20500

THE WHITE HOUSE

WASHINGTON

December 19, 1974

MEMORANDUM FOR:

BILL BAROODY, JR.

FROM:

STAN SCOTT

SUBJECT:

Responsibilities: Special Assistant  
to the President  
for Minority Affairs

In an effort to provide maximum support by my office in your overall responsibility as Assistant to the President for Public Liaison, I am attaching a description of the principal objectives of our office, a review of their current status, and recommendations for enhancing their effectiveness.

For the past two years, this office has served as a central coordinating point for Administration activities and programs of special interest to Black Americans and as the principal liaison between the Administration and the Black community.

Some progress has been made in developing and expanding federal programs in opening the doors of equal opportunity to minority group Americans. However, despite our achievements, large numbers of these citizens (particularly Blacks) regarded the prior Administration as being hostile to their desire to achieve full status in our national mainstream. Therefore, it is necessary that action be taken within the White House itself which would firmly demonstrate our resolution that this primary social problem receive top priority in our domestic program.

It is our view that Administration efforts in this area must be firmly institutionalized at the White House level in order to avoid that diffusion of responsibility among several staff members which has sometimes hindered our efforts in the past.

It would be most useful to our office and to the President, as we pursue our goals in this office, if the Assistant to the President for Public Liaison would inform our colleagues on his staff that our office has direct responsibility and should be contacted to take the initiative on all matters relating to Black minorities.

This would do much to correct the present lack of communication and coordination existing between various White House and Domestic Council offices in this particular area. In fact, an interchange of reports might be advisable between all White House offices on a regular basis to facilitate the free flow of information necessary for good coordination and communication.

Finally, I am attaching a memorandum of major Black minority events for the President's consideration for next year. Our office, of course, will be involved with these organizations.

THE WHITE HOUSE  
WASHINGTON

December 13, 1974

MEMORANDUM FOR: WARREN RUSTAND  
FROM: STANLEY SCOTT *SS*  
SUBJECT: Long Range Concepts

The following memorandum suggests a number of major Black minority events for the President's consideration for next year. All of the below listed organizations include enrollment of one thousand to four hundred and fifty thousand (1,000 - 450,000) (NAACP) national members.

- JANUARY 22-25, 1975-- NATIONAL NEWSPAPER PUBLISHERS ASSOCIATION, MAYFLOWER HOTEL, WASHINGTON, D. C. (Our office is arranging a White House briefing by Cabinet officials.) These publishers represent the more than 200 Black-owned newspapers in America. They have not had an opportunity to share their views with an American President since 1968. These representatives have been meeting with our office for two months to try and gain an audience with the President. Their community-oriented publications provide direct access to the 25-million Blacks in America.
- JANUARY 30-FEB. 2-- SOUTHERN CONFERENCE OF BLACK MAYORS, GRAMBLING, LOUISIANA. Our office has worked closely with this group of mayors who number more than 100 throughout the southeast.
- FEBRUARY 2-5, 1975-- OPPORTUNITIES INDUSTRIALIZATION CENTER (OIC), ATLANTA, GEORGIA. The President visited the OIC headquarters in Philadelphia as Vice President. Rev. Leon Sullivan heads this organization.

FEBRUARY 26, 1975 --

WILBERFORCE UNIVERSITY FOUNDERS' DAY CONVOCATION, WILBERFORCE, OHIO. The University has requested the President as its speaker and has voted to confer upon him the honorary degree, Doctor of Laws. Grand Rapids Mayor Lyman Parks, a Wilberforce grad, will also receive an honorary degree. Wilberforce was the first Black-owned and operated college in America.

MAY 11, 1975 --

LINCOLN UNIVERSITY COMMENCEMENT, JEFFERSON CITY, MISSOURI. (Receive honorary degree). Prior to the Supreme Court decision of 1954 outlawing racial segregation in public supported education, Lincoln was nationally recognized as a quality university for Blacks. In 1954, Lincoln became an integrated university and was one of only two schools in the country where integration worked in reverse -- the whites attending Lincoln outnumbered the Blacks. (This is Stan Scott's university)

MAY 18-20, 1975 --

PRINCE HALL MASONS, BOSTON, STATLER HILTON HOTEL

MAY 25, 1975 --

HAMPTON INSTITUTE COMMENCEMENT ADDRESS (Receive honorary degree), Hampton, Virginia. Letter of request on file.

JUNE 14 or 28 --

NATIONAL BLACK REPUBLICAN DINNER, WASHINGTON HILTON HOTEL (President Ford has tentatively agreed to address this group. 2,500 Black and White party supporters to attend).

JUNE 30 - JULY 4, 1975 -- NATIONAL ASSOCIATION FOR THE  
ADVANCEMENT OF COLORED PEOPLE  
(NAACP), SHERATON PARK HOTEL,  
WASHINGTON, D.C., ROY WILKINS,  
EXECUTIVE DIRECTOR -- The NAACP  
is the largest (450,000) and oldest of the  
Civil Rights organizations.

JULY 13-18, 1975 -- LINKS, INC., SEATTLE, WASHINGTON  
(President Ford addressed this 60,000-  
member female group as Vice President.

JULY, 1975 -- ELKS CONVENTION, DALLAS, TEXAS

JULY 27-30 -- NATIONAL URBAN LEAGUE, ATLANTA,  
GEORGIA -- VERNON JORDAN IS  
EXECUTIVE DIRECTOR OF THIS ORGANI-  
ZATION. President Ford addressed this  
convention in San Francisco when he was  
Vice President. Five thousand conven-  
tioners will show up for this event.

AUGUST 3-7, 1975 -- NATIONAL DENTAL ASSOCIATION,  
ATLANTA, GEORGIA

AUGUST 10-15, 1975 -- NATIONAL MEDICAL ASSOCIATION,  
MIAMI, FLORIDA

AUGUST, 1975 -- ALPHA PHI ALPHA FRATERNITY  
NATIONAL CONVENTION, MIAMI,  
FLORIDA

AUGUST, 1975 -- DELTA SIGMA THETA NATIONAL  
CONVENTION, SEATTLE, WASHINGTON

AUGUST 12-17, 1975 -- NATIONAL ASSOCIATION OF NEGRO  
BUSINESS AND PROFESSIONAL WOMEN'S  
CLUBS, INC., WASHINGTON, D.C.

AUGUST 17-22, 1975 -- SHRINERS NATIONAL CONVENTION,  
NEW ORLEANS, LOUISIANA

AUGUST 18-23, 1975 --

NATIONAL BAR ASSOCIATION,  
WASHINGTON, D.C.

SEPTEMBER, 1975 --

NATIONAL BAPTIST CONVENTION,  
ST. LOUIS, MISSOURI (10,000 ministers  
will attend this event).

OCTOBER 8-11, 1975 --

NATIONAL BUSINESS LEAGUE,  
BOSTON, SHERATON HOTEL

NOVEMBER 8-11, 1975 --

SCOTTISH RITES MASONS, DALLAS, TEX.

NOVEMBER 10-16, 1975 --

NATIONAL COUNCIL OF NEGRO WOMEN,  
DOROTHY HEIGHT IS PRESIDENT of this  
female organization with more than 100-  
thousand members. President has met  
with Dorothy Height ... Mrs. Ford  
addressed this group.

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- II. Recommendations relating to White House effort in minority affairs.

I. Description of the objectives of this office, their status and recommendations for future action.

1. OBJECTIVE: Serves as the central contact for Blacks seeking information and assistance on a wide variety of subjects and issues.

STATUS: The function continues to require a significant portion of staff attention and time. It is an important function, however, in that it has served effectively as an informal source of communication between all segments of the Black community and the Executive Office. Innumerable letters and telephone calls are received daily. It can be expected that this kind of activity will probably increase in volume.

RECOMMENDATION: It is essential that there exist an office within the White House which Blacks can regard as their own specific contact point for either obtaining information or assistance.

2. OBJECTIVE: To advise both the President and members of the White House or Domestic Council staff on matters relating to Blacks. This includes the development of proposals for meetings between the President and other officials and individual Black leaders.

STATUS: Letters, inquiries, and proposals received by other White House or Domestic Council offices on Black affairs are usually forwarded to this office. However, this does not apparently follow a consistent pattern, as Black related matters are sometimes handled by other members of the staff without our knowledge or participation.

RECOMMENDATION: This advisory function must be formally centralized in a single office for obvious reasons of communication.

3. OBJECTIVE: To collect and disseminate information regarding Government programs and activities relating to Blacks.

STATUS: For the first time an effort was made by a White House office to determine what Federal agencies were doing in relation to Blacks and, thereby, what might be done to improve the delivery of services to the Black community. This office maintains close watch on programs relating to minority business enterprise, Black colleges, Black dominated municipalities, race relations in the Armed Services and others.

RECOMMENDATION: Responsibility for information gathering and overall coordination of minority-related Federal programs and must be centralized in one White House office. All Federal agencies and departments would submit a quarterly report to this office on its minority-related activities.

4. OBJECTIVE: To serve as a principal spokesman for the Administration's programs and attitudes regarding Blacks.

STATUS: This office has established a working relationship with the heads of nearly all major Black organizations, with Black elected officials and community leaders, and appeared before countless Black and other groups to present an accurate picture of the Administration efforts to assist minorities. This office has also developed contacts within the private sector (through meetings with top business executives, industry association, Chambers of Commerce, etc.) to encourage their participation in minority business and equal opportunity programs. We have encouraged and coordinated similar efforts by other Black Administration appointees.

RECOMMENDATION: A spokesman should be designated from the White House office dealing with minority affairs to represent the Administration in areas relating to minorities. Specific efforts should be designed by this spokesman to counteract the prevailing notion that this Administration is anti-minority. The minority affairs office should also hold, at least three major briefings per year with Black leaders on Administration programs and policies. Frequent small dinners can also be very effective in winning support for the Administration.

5. OBJECTIVE: To make recommendations regarding the appointment of Blacks to key Federal positions.

STATUS: This office is presently developing recommendations for Black appointments for President Ford's Administration. In addition, this office maintains a data bank of biographical information and resumes on individuals, from throughout the United States being considered for appointment to key Federal positions. Periodically, requests are made of this office to provide recommendations for appointment to key Federal jobs and positions on Boards and Commissions. In this latter regard, we have always coordinated closely with the appropriate White House personnel offices. Our wide contacts with minority business, professional, and civic organizations have given this office a specialized expertise in this area.

RECOMMENDATION: All recommendations regarding Black appointments should emanate from or, at least, be reviewed by either an individual or that single office within the White House that deals with minority affairs.

6. OBJECTIVE: To work in close coordination with the Department of Defense in development of equal opportunity programs within the military and to seek means of resolving the problem of racial conflict in the Armed Services.

STATUS: Frequent meetings have been held by this office with top representatives of DOD and the Services to review these programs.

Recent events clearly indicate DOD's need for advice and counsel in the general field of race relations. Despite this obvious need, the DOD has shown a reluctance to allow "outside", including White House, influence to enter into their affairs.

RECOMMENDATION: As the racial problems in the military are so complexly interwoven with the general domestic problems in this area, the realistic possibility of solving these problems on a massive scale is not especially good. However, we cannot adopt a passive or reactive posture, but must take a positive stance. I recommend the following:

(a) Establish by executive order a Department of Defense Race Relations Advisory Council. An initial group of seven members would be handpicked by the President with the cooperation of the Secretary of Defense. This Council would supersede all existing Pentagon based, civilian race relations advisory councils which have been established by the individual services (local councils, established at individual bases would not be affected). The President could send individual members of this Council to military bases to investigate racial problems. They would report their findings and recommendations directly to the White House and the Secretary of Defense. More importantly, they would be mandated to recommend preventative measures and provide continuous counsel to the Department of Defense.

(b) This office, in cooperation with the Secretary of Defense and the Assistant Secretary of Defense for Manpower and Reserve Affairs, should assist with overseeing all efforts at developing and implementing programs aimed at ameliorating racial conflict in the military.

(c) Elevate the office of Deputy Assistant Secretary of Defense for Equal Opportunity to the level of Assistant Secretary of Defense.

7. OBJECTIVE: To assist the development of the minority business enterprise program by monitoring the award of OMBE grants, SBA minority loans, MESBIC, 8(a) programs and by encouraging other Federal departments and agencies to support minority enterprise via their procurement activities.

STATUS:

1. Federal funds for minority businesses have increased from \$200 million in 1969 to \$1.2 billion in 1975.
2. Small Business Administration loans and guarantees to minority enterprise has increased from \$41.3 million in 1968 to \$651 million in 1975.
3. The Office of Minority Business Enterprise will spend \$77.6 million in 1975 -- up from \$39.1 million in 1973 -- which includes OMBE operation of the Community Development Corporation program formerly funded by the Office of Economic Opportunity.
4. Special efforts to procure goods and services from minorities will total more than \$475 million, an increase of 36 percent since 1974. In the aggregate, efforts to assist minority business development will expand 265% between 1970 and 1975.
5. Under the 8(a) program of SBA, sole source contract awards to minority firms have risen from \$9 million in 1969 to an estimated \$250 million in 1975.
6. Since 1970, sixty-four Minority Enterprise Small Business Investment Corporations (MESBIC's) are currently in operation; with Federal matching funds they can produce a total of more than \$50 million in capital for the minority business effort.
7. A combined private sector Government program led to an increase of 110 percent (\$537.7 million) in the deposits of the 50 minority-owned banks.

RECOMMENDATION:

(a) Responsibility for this program has become diffused both within the White House and the Federal structure. This has led to a lack of coordination which has on many occasions resulted

in undesired consequences. It is necessary that one White House office be assigned the duty of overseeing all aspects of the minority enterprise program.

(b) An effort should be made to establish the post of Assistant Secretary for Minority Enterprise within the Department of Commerce.

(c) A concerted effort must be made to encourage major corporations to award contracts to minority companies. An effort along these lines was begun by this office, but was never expanded to the desired degree. To avoid the problems engendered by a Federal representative approaching firms which have Government contracts, I recommend that a major OMBE or SBA grant be made (with proper high level announcement) to a suitable organization which would work with Government, major corporations, minority firms and the newly formed OMBE Procurement Council toward the goal of securing more commercial business. Those firms presently receiving 8(a) companies would receive priority in this effort, as these firms have often been unable to secure a piece of the commercial market equivalent to the Government business they have received under this program.

8. OBJECTIVE: To promote efforts designed to increase Federal aid to predominantly Black colleges.

STATUS: Equal education opportunity ---- The Department of Health, Education, and Welfare and the Justice Department have primary responsibility for assuring equal educational opportunity in public schools for all citizens on a nondiscriminatory basis and to assure that there is no discrimination against either faculty or administrators. In 1975, education programs in support of these goals will spend \$259 million, excluding capital assistance to predominantly Black colleges (developing institutions and land-grant colleges), an increase of 23%.

RECOMMENDATION: All responsibility for the monitoring of Black college effort should be centralized in that White House office dealing with minority affairs. Further, to promote greater responsiveness, Administration policy of encouraging support to these institutions must be strongly articulated to all Department and Agency heads.

9. OBJECTIVE: To assist in improving equal opportunity activities in the Federal Departments and Agencies.

STATUS: Federal civil rights activities comprise more than the traditional programs and policies related to civil rights enforcement. In addition to Federal activities regarding the protection of such rights as voting, public accommodations, fair housing, and equal employment opportunity in the public and private sectors, there are included Federal programs specifically related to the provision of equality of other opportunities to certain identifiable minority groups. The latter programs include activities in desegregation assistance, civil rights research and information dissemination, and the conciliation and prevention of racial disputes. Total outlays have risen from \$1.1 billion in 1970 to \$3.5 billion in 1975.

RECOMMENDATION:

- (a) The overall coordination and monitoring of Federal equal opportunity and related civil rights activities should be centralized in one White House office.
- (b) Most agency or departmental personnel who administer equal opportunity programs lack either the grade or status to be truly effective. It is vital that a direct line of communication exist between the Director of Equal Opportunity and the head of his department or agency.

Presently, equal opportunity efforts in HUD are placed under an Assistant Secretary. It would be only logical that this program be placed on the same administrative level in departments of the size and orientation of HEW, Labor, and DOD. It would be advisable for all equal opportunity directors in the remaining agencies or departments to be given a similar up-grading appropriate to the size and nature of the mission of that agency or department.

10. OBJECTIVE: In an effort to assist small, Black communities, this office has developed the inter-departmental Rural Small Towns Task Force and has worked closely with the Concerted Services Program.

STATUS: This office has met with representatives, from various Federal agencies to identify and select target areas in which the majority of the population were disadvantaged, and who had been "left out" insofar as Federal assistance is concerned.

The Small Towns Task Force plans to visit communities throughout the Nation (usually those dominated by minorities or poor whites) in order to uncover specific needs for Federal aid. This office monitors all activities of this task force.

OMB should become a valuable part of this program by assisting this office in making the funding process work for those small communities. OMB also served as our advisor for evaluation and the link to the Regional Councils.

This office also began working with the Concerted Service in Training and Education (CSTE). CSTE is a cooperative Federal, State and local venture. It was conceived as a pilot effort to assist smaller communities and rural areas by demonstrating that education and occupational training, along with economic development activities can increase employment opportunities, help develop local leadership, individual initiative, and community awareness.

Cooperating Federal Agencies in this project should include the Department of HEW, Agriculture, Labor, Interior, Commerce, HUD, the Office of Economic Opportunity, and the Regional Councils.

RECOMMENDATION: The Small Rural Towns Task Force should initiate its operation with the appropriate Federal Departments and Agencies participating. Each agency should provide at least one senior staff member to work full time on this effort. This program should have a direct link with a White House office to give it the necessary clout to be effective.

11. OBJECTIVE: To serve as a liaison between the NSC and Black American groups or individuals regarding African affairs.

STATUS: A regular working relationship has been established between this office and the NSC by which information is shared and coordinated on African affairs which might effect our own domestic policies. Also, we have assisted Black businessmen to establish needed contacts within AID or the Department of Commerce regarding their efforts to develop overseas trade, particularly in Africa. This office, in cooperation with AID, sent a White House Presidential Assistant on a fact-finding tour of drought-stricken West Africa.

RECOMMENDATION: Although such activities would be peripheral to the main duties of any White House office dealing with minority affairs, a firm line of communication between that office and the NSC should be maintained.

It is essential that all information received by the NSC via the Situation Room concerning domestic minority-related affairs be relayed to the above White House office.

June 3, 1982

Dear Stan:

Thank you for your letter of May 25.

I appreciate your sending me a copy of your 1974 memo regarding the responsibilities of a Special Assistant to the President for Minority Affairs. I read this with interest and will make good use of your thoughts in appropriate discussions with my colleagues.

It was good to hear from you. Hurriedly, but with best regards.

Sincerely,

James A. Baker, III  
Chief of Staff and  
Assistant to the President

The Honorable Stanley S. Scott  
Vice President Public Affairs  
Philip Morris  
120 Park Avenue  
New York, New York 10017

cc: Kathy Camalier & incoming--for JAB Reading File  
JAB Chron

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THE WHITE HOUSE

WASHINGTON

February 24, 1982

MEMORANDUM FOR JAMES A BAKER III

FROM: ELIZABETH H. DOLE 

SUBJECT: Black Strategy

The development of this strategy was based on three factors which distinguish Blacks from other groups, such as small business and labor, for whom similar strategies have recently been developed:

- \* Blacks are a group which provided little support for the President in 1980.
- \* The Black community is at odds with this Administration on a wide range of key policy issues.
- \* Significant numbers of moderates and independents gauge treatment of Blacks and minorities as an important barometer of the fairness and commitment to equality of this Administration.

The thrust of this strategy is to provide increased sensitivity for Black concerns while reviewing the fundamental policy questions before us. Symbolic gestures such as improved communication and additional recognition are undoubtedly important, and suggestions along these lines are presented herein; but the major task before us will be to delve heavily into various policy issues and determine the parameters within which we are willing to make accommodations in response to Black concerns. This will be no small undertaking. I am therefore suggesting that we immediately begin a review of the major policy decisions impacting on Blacks which we will be asked to make over the course of the next year, and beyond. As you are aware, a target approach off midcenter of the political spectrum can be very risky.

I welcome the opportunity to talk privately with you on my thoughts regarding this approach.

## BLACK STRATEGY

### 1. BACKGROUND: Black Unrest and Concerns

Ronald Reagan won the 1980 election with strong support from virtually every segment of America. One of the few exceptions was the Black community which supported Jimmy Carter with 90% of their vote. Given these political circumstances, it was anticipated that Blacks would greet the Reagan Administration with at least some measure of uneasiness and that a transition period would be necessary to build bridges and determine where our potential strength with this group might be.

Today, after one year, the original uneasiness among Blacks has hardened into outright opposition, even among some former supporters. This opposition threatens to grow stronger and more activist. The policies and programs of the Reagan Administration are consistently criticized and attacked by prominent Black leaders, Black organizations and Black press. Many of the more recent attacks have been aimed personally at the President. A November 1981 WASHINGTON POST/ABC poll revealed that Black approval of the President's job performance was only 19% - 34% lower than the rating from the general population. A NEW YORK TIMES/CBS poll released January 19, 1982, put Black approval of the President at a "rock-bottom" 8%.

The increase in Black opposition is obviously not the result of a single statement, policy or action on the part of the President or his Administration. Rather, as we all know, it is the result of a series of events over a period of time. Some of the major examples follow:

- a. A series of "stops and starts" in the policy area have communicated the impression that the President lacks a sincere commitment to the advancement of civil rights. Notable examples are:
  - The delay in advocating an extension of the Voting Rights Act.
  - Confusion and inconsistency over the Administration's affirmative action policies.
  - The racial overtones of the issue of tax exemptions for segregated schools, which was highlighted by the press.
- b. The combined impact of the budget cuts, growing unemployment and government RIFs has had a demoralizing effect on Blacks. Continual accusations are made that these actions impact disproportionately on minorities, and especially Blacks. The Administration's efforts to reverse this negative perception have been both insufficient and inefficient to date.

- c. The relatively low number of Black appointments compared with the previous administration is perceived as a lack of interest in Black involvement in this Administration.

As a result of these factors, we are now grappling with the larger issue of the President's image, reputation and public esteem. We are confronted by the erroneous and dangerous stereotype of a President who is unsympathetic to the plight of the poor and needy, and a threat to the gains in civil rights over the past twenty years.

These perceptual issues impact most negatively on Black Americans, but have serious ramifications for other groups as well. In particular, the "lack of compassion" label is one which has harmful long-term implications for women, the elderly, and moderates of all parties.

The following recommendations attack both the substantive and perceptual problems through four major initiatives:

- a. Policy Actions: Identifying those issues which require immediate clarification, and those which require future policy development.
- b. Liaison Activities: Communicating with Black organizations and leadership to develop trust and a continuing dialogue.
- c. Media Activity: Assuring that the Black press is aware of this Administration's accomplishments on behalf of Blacks.
- d. Ceremonial Activities: Development of events and activities which signal the President's interest and involvement with Black people and issues.

#### POLICY ACTIONS

This Administration has not communicated the President's policies regarding Black concerns in a clear, concise and definitive manner. On several issues of specific concern to Blacks, there is no identifiable policy in place. In other areas, the Administration's positions are confusing, conflicting or viewed as "waffling."

In many cases, the time and clarity of a policy needs to be given the same level of professional attention as the substance. It is harmful for the President to be viewed as vacillating or backpeddling, particularly on civil rights matters.

Five key Black issues with immediate priorities require policy decisions within the next 90 days.

- a. Affirmative Action: Affirmative action is an issue with the potential of being as explosive as the Voting Rights Act unless we move expeditiously to seize the initiative. By acting, the Administration can develop a thoughtful and comprehensive policy and avoid being caught behind the eight-ball in a crisis environment. We have issued no clear statement on affirmative action. A series of conflicting public statements have been made by officials from the Department of Justice, Department of Labor and EEOC. The President's opposition to the use of preferential quotas as a means of achieving equal opportunity is not in dispute. However, the use of goals and timetables as part of an affirmative action plan continues to be a subject of concern and confusion. The salient issues which must be resolved follow:\*
- o Whether, and under what circumstances, the federal government will pursue employment goals and time tables as a classwide remedy for unlawful discrimination practiced against minorities and women by state and local agencies.
  - o Whether, and under what circumstances, goals and timetables will be available as a class-wide remedy for discrimination practiced against minorities and women by private employers covered by Title III.
  - o Whether, and under what circumstances, employment goals and timetables will continue to be available as essential ingredients of affirmative action programs required by federal contractors under Executive Order 11246.
  - o Whether, and under what circumstances, employment goals and timetables will continue to be the central element of affirmative action programs covering employees of federal agencies as administered by EEOC under Title VII.
- b. Voting Rights Act: It is now an old story that the President had an opportunity to score big with Blacks by making an early announcement of support for a 10year extension of the Voting Rights Act. We are faced with a House bill which goes far beyond the provisions of the original Act and which is fundamentally unacceptable to this Administration.

We are now at the point that any alternative to the House bill will be unacceptable to Blacks and Hispanics. This issue is certain to be a source of major polarization and criticism by minorities and warrants another close look.

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\* From a memorandum from Mel Bradley to Martin Anderson, dated December 7, 1981.

- c. New Federalism: This Administration's New Federalism initiative has been met with great skepticism by Blacks and Other minorities. Blacks feel that they have historically been treated worse by local and state governments than by the federal government. They also fear that programs will be transferred to the states without adequate resources, creating further hardships and poverty.

Much of this concern is based on fear rather than fact, and can only be corrected by a clear understanding of the facts. Speeches, mailers, fact sheets and briefings can assist greatly in this effort.

Additionally, long-time Republican Art Fletcher, has developed a very successful seminar at which he walks an audience through the need for economic change. In short, he focuses first on why change is needed. He then walks the audience through the alternatives to the President's changes, moving them to an understanding of the President's chosen path. The differences are then discussed on a "micro" rather than a "macro" level, developing an environment of understanding. This personalized approach can be particularly helpful in a workshop environment with key spokesmen and supporters.

- d. Minority Business: The minority business community is a major bastion of Republican support among Blacks, although support among the Black Colleges is improving. The minority business enterprise program was originated during a Republican Administration and is regarded as a successful Republican program. A good number of the most visible Black business-people are participants and beneficiaries of this popular federal initiative, and are seeking ways to expand into non-minority opportunities as well.

It is an appropriate time to issue a Minority Business policy statement reaffirming the Administration's commitment to expanding Black participation in the free enterprise system. The President has already demonstrated his interest by maintaining level funding for programs at SBA and the Minority Business Development Agency. A policy statement on this subject would have a few risks and would be greeted with enthusiasm by Blacks. At a minimum, it would give our supporters further hope and arm them with something to counter the efforts of their peers to paint the President as uncaring.

- e. Tax Exemptions for Schools Which Practice Discrimination: The controversy over this issue provides a glaring example of how a policy initiative can backfire. It is important that the issue be resolved as quickly as possible. The longer this stays active, the more heat we are going to take.

- f. Haitian Refugees: There are 2,177 Haitians currently in detention in the U.S. Many Blacks perceive that the Haitians are being improperly incarcerated because they are Black. It is felt this Administration has a dual refugee policy based strictly on color. This perception was reinforced recently when the WASHINGTON POST reported that the Administration is preparing to send thousands, and possibly tens of thousands, of Ethiopians back home. Jesse Jackson has been extremely active in Miami with the Haitians and is now appealing to the Pope for some sign of sensitivity.

It is important for the President to take some sort of positive action on this issue before it erupts into a racial crisis. He must demonstrate to Blacks, and to the American people in general, that he is sincerely concerned about the plight of these refugees, and that he is attempting to do something on their behalf.

#### PUBLIC LIAISON ACTIVITIES

The President's greatest potential for support in the Black community lies with the following types of organizations:

1. Republican groups
2. Black business and professional organizations
3. Black church leadership
4. Black college officials
5. Black fraternities and sororities

It is therefore suggested that we target our time and resources to these groups:

1. Black Republicans: Black Republican organizations are a natural source of support and their assistance should be encouraged. The major Black GOP organization is the National Black Republican Council (NBRC). Other groups are the Black Republican Congressional Staff Association (BRCSA), and the Professional Assembly of Republicans (PAR). Of these, PAR has had the greatest potential for assisting the President. Its membership includes all Black Republican Gubernatorial appointees, former Republican Presidential appointees and Congressional staffers.

If we want active involvement with the Administration, Black Republicans must not only be provided with forums from which to speak, but also with the motivation to do so. Most Black Republicans are not well known by the press, as are many of the Democrat spokesmen. Black Republicans must be encouraged to assume the role of spokesmen and increase their influence in the community as a whole. We must help by giving them heightened focus and, frankly, help create some media "stars" of our own.

Some suggested action items for this group beyond the recent meeting of the President and Vice President with the NBRC are as follows:

- o A briefing for Black appointees on budget, tax and social issues. Black appointees have not been effective spokesmen for the President and his programs. They must become more visible, more knowledgeable of the issues and more helpful to the President.
  - o Presidential participation in the NBRC's fundraising banquet in September. This banquet will be held the same week of the Congressional Black Caucus and can provide the President with a friendly forum to address a Black audience instead of addressing the all Democrat Black Caucus. This meeting should be considered a "must".
  - o Periodic meetings between top-level White House officials and nationally-known Black Republicans. In addition to giving them visibility, these meetings will help to dispel the perception that this Administration makes decisions without consultation with Blacks.
  - o Briefings for key Black Republicans from targetted states. Those states with Congressional districts in which Blacks make up a significant percentage of the population should be our focus.
  - o Road show briefings on enterprise zones, tied into our four proposed NBRC regional conferences. The enterprise zones concept has great potential for Black communities and should be carefully explained and promoted. The NBRC conferences provide an opportunity to carry the message to the grassroots.
2. Black Business and Professional Organizations: Black business people and professionals should be considered natural constituents of the President. The Black business organizations which have been very supportive are the National Association of Black Manufacturers, the National Association of Minority Contractors, the American Association of MESBICS and the Business Policy Review Council. These should become our target groups. These organizations provided the only Black support on the budget and tax cutting legislation during 1981.

Recent Administration attention focused on small and minority business is viewed very positively by the Black business community. They are pleased about the level funding for minority business development programs at SBA and Commerce. We need to identify and highlight some success stories in the minority area, some "See, I did it and so can you"

testimonials. A First Monday issue on minority business would be great.

3. Black Churches: The President enjoyed some support from Black Clergy during the campaign. Bishop William Smith (AME Zion) and Dr. Joseph Jackson (National Baptist Convention) are both Republicans; and Bishop Vinton Anderson of AME endorsed the President's candidacy. The support of church leaders has been enhanced to some extent because of this Administration's support of Black Colleges, many of which are church affiliated. We have a great potential to garner support from additional church leaders and neutralize others. Black clergy are active in PSI and voluntarism, and this can provide an excellent common ground for agreement and mutual effort. Some suggested action items:
  - o A luncheon with the President and Black Clergy supporters in February, Black History Month. Historically, the Church has been the foundation of the Black community.
  - o According to officials at HHS, the Headstart Program run by the churches have been more efficient than other Headstart programs. We should have HHS identify the best run church Headstart programs and call the clergy in along with their Headstart director to discuss ways to improve the overall programs.
  - o Presidential visit to a key supporter's church. This visit should not be a speech, but a Presidential and First Lady worship. Reverend E. V. Hill's church in the Los Angeles area would be ideal in the future. It should take place when the President and First Lady are in California with no advance publicity.
4. Black Colleges: We have realized significant support from Black College Presidents because of the President's commitment to continued federal funding. There are three major organizations which specifically represent the interests of Black Colleges: the National Association for Equal Opportunity in Higher Education (NAFEO); United Negro College Fund (UNCF); and the National Association of Land Grant Colleges. Presently, the Administration is in good standing with all three organizations, although we have lost some support due to cuts in student aid. We need to solidify that support and expand our support to include the students and alumni.
  - o The alumni can exert a great deal of pressure on the Black College Presidents. The National Association and the UNCF Alumni encompass the alumni from all Black Colleges, and a representative from the Administration should attend the appropriate national convention.

- o The President has been invited to speak at the convention of the National Association for Equal Opportunity in Higher Education (NAFEO) in March 1982. This organization is the umbrella organization for all Black Colleges and this would be a good event for him to attend.
5. Black Fraternities and Sororities: The National Black Fraternities and Sororities have neither actively opposed nor supported the Reagan Administration programs. Because of their make-up -- college educated, mostly middle income -- we have good potential to gain support from these groups. Many Republicans are members and many of the Black appointees are members of a fraternity or sorority. There should be an effort not only by the Administration, but also by the RNC, to work these conventions.
- o A series of meetings should be arranged with the heads of these organizations and Administration officials. They have many volunteer programs, which could be woven into the private sector initiative effort.
  - o A meeting with Bill Verity of the Task Force and heads of all these organizations should be arranged.

#### MEDIA ACTIVITY

Many of the accomplishments of this Administration have not reached the Black public. The President's detractors have been very successful communicating their complaints and accusations to both the national press and the black press. Since our Black leaders lack the opposition visibility, we must work much, much harder at getting our story out.

The Office of Media Relations must step up its efforts in this area. Without a concerted effort the daily stories of meetings, receptions and programs which favorably impact Blacks will go unrecorded. Increased communication between the press office, the Media Relations Office and the Black press is greatly needed. We need a focused effort of getting out news releases on all our Black meetings and consultations. The latter are news. We must increase our Black op-ed and other editorial work through the Office of Public Affairs. The presence of a Black person in press, communications, or media liaison would assist greatly in this effort.

SYMBOLIC/CEREMONIAL ACTIONS

All of the recommendations above will improve the relationship between the President and Black Americans. In and of themselves, they will improve the President's image. There are, however, a number of other simple actions which, if implemented, would enhance this effort. Some examples are:

- a. Increase Presidential contact with Black Americans. Particular attention should be paid to having Black Republicans and other key Black groups visibly advising the President on major issues.
- b. The President should mention the plight of Black Americans in major addresses, as he did in SOTU, hence using his leadership position to signal to the rest of the nation the necessity of races working together to build a nation where all can prosper.
- c. Increase the number of Black Americans who are invited to Administration events -- social and ceremonial.
- d. Increase the visibility of Black appointees involved in the policy making process.
- e. Review departments and agencies for possible White House involvement in activities that would be received positively in the Black community.
- f. The President should be accompanied on trips by Black appointees and key Black supporters, as well as Black advance people.

## CALENDAR OF EVENTS PROPOSALS

### March:

Black Clergy luncheon with the President.

Presidential Speech at National Association for Equal Opportunity in Higher Education, Washington, D.C. March 25-28, 1982.

Black appointees briefing with drop-by by the President.

Meeting with heads of fraternities and sororities with William Verity regarding PSI.

Presidential statement on affirmative action policy. Continued briefings for selected Black leaders and supporters on federalism, enterprise zones and budget.

### April:

Minority Business Policy statement. Howard University fundraiser: the President and Mrs. Reagan.

### May:

Immigration Legislation: Haitian Refugee Policy, mailing by OPL to Black supporters.

National Association of Black Manufacturers Convention, Dallas, Texas, May 19-21, 1982.

### June:

National Association of Black Accountants Convention, Chicago, Illinois, June 30-July 3, 1982

### July:

Vice President to address National Medical Association, San Francisco, California, July 25-28, 1982.

Elizabeth Dole to address the Zeta Phi Beta Sorority, Richmond, Virginia, July 24-27, 1982.

September:

President to address National Black Republican Council,  
Washington, D.C., September 21-24, 1982.

October:

American Association of MESBICS Convention, Nassau, Bahamas,  
October 11-15, 1982.

(AD HOC) GROUP ON  
MINORITIES AND WOMEN

Mum *Ex-officio*  
Baker  
Deaver

Darman *No*  
Dole

Fuller  
Gergen  
~~Jenkins~~ *Rollins*

Turner (Pam)  
Williamson  
Bradley  
Garrett

*Don Smith*  
*Judy Peaches*  
*Ann Fairbanks*  
Hispanic?

other possibles:

~~Ann Fairbanks (OPD)~~  
~~Sue Hause (OMB)~~  
~~Judy Peaches (ICA)~~

①

② Mel Bradley

③ Henry Zuniga?

Black Outreach - E. Dole

*Gifts Today - MKP (for Res. V.P.)*  
*Notes -*

Develop a strategy.

asap -  
watchdog / charter as to function

Bradley, Dole co. chair  
Hispanic in WH?

JE be JAB  
contact (staff dir)  
alert to oppor

JAB talk w/ ED. - before Mel.

Mt -  
Cicconi Reading  
File - 4/12  
MOT

✓

THE WHITE HOUSE  
WASHINGTON  
April 7, 1982

MEMORANDUM FOR ELIZABETH DOLE  
ED ROLLINS  
LEE ATWATER  
RED CAVANEY

FROM: Jim Cicconi

SUBJECT: Points of Agreement from Today

JAB  
This is result of our first meeting on the "black problem."  
We'll need a bit more time to do it right, but I'll see that it moves as quickly as possible.  
Jim  
4-7

My notes indicate the following points were agreed on in today's discussion regarding various Administration problems with the minority community:

1. There is a need for a high-level black appointee in the Justice Department who can key into major issues of minority concern as they arise. Such a person should probably report directly to the Attorney General.
2. There is a definite need to increase the number of minority appointments. It was pointed out that Republican success with minority voters in recent years has depended on this, especially since our policy options are more limited than those of the Democrats. Improvement in the number of minority appointments is contingent on modification of the "Reaganite" requirement informally imposed by Personnel.

In addition to the above points of agreement, which we will add to in subsequent discussions, the following actions will be taken, by consensus, as soon as possible:

1. Rollins will arrange for Ed Brooke and William Coleman to meet with JAB and discuss both the Administration's problems with minorities and ways to address them. Cicconi will obtain JAB approval for the meeting.
2. Atwater will have an informal discussion on the subject with Mel Bradley and Thelma Duggin, and will then report at our next meeting.
3. We will meet with Art Fletcher and, separately, with Bob Brown to discuss the Administration's problems with the black community. Dole will arrange the Fletcher meeting, and Rollins will arrange the meeting with Brown.

THE WHITE HOUSE  
WASHINGTON  
April 5, 1982

JAB ✓  
Personnel is interviewing Banks tomorrow. They've gotten very good readings so far.  
Holland says he feels Banks is deserving (they're friends) and does not want to be considered unless we cannot go w/ Banks.  
I'll keep you posted. JC

MEMORANDUM FOR E. PENDLETON JAMES  
FROM: ELIZABETH H. DOLE *EHD*  
SUBJECT: Potential Candidates for Rights Commission

Attached are resumes for Beatrice Banks and Elliott Holland for consideration for the Civil Rights Commission. Both candidates are supported by Bill Pickard, who was the Michigan Black State Chairman for Reagan/Bush and First Vice Chairman of the Michigan GOP.

Ms. Banks is a long-time Republican and worked with volunteers in the phone bank for Reagan/Bush. She was a delegate to the GOP convention, is a member of the GOP State Executive Committee, member of New Republicans, Detroit Chapter, and President of the Republican Women's Task Force, Wayne County.

She is very well respected in the Black community in Michigan as well as in the corporate community. Both Mel Larsen, Michigan GOP Chairman, and Legree Daniels, Chairman of the National Black Republican Council endorse her candidacy.

✓ | Ms. Banks is Vice Chairperson of the Michigan Civil Rights Commission.

Mr. Holland presently serves on the GOP State Finance Committee of Michigan. He is a long-time Republican and is now serving on the regional Civil Rights Commission.

My office has attempted to learn as much as possible about these candidates before sending to you for review. While it appears that they are qualified and merit careful review, a more in-depth background check would need to be undertaken by your office.

4/12

ATTACHMENTS

CC: Jim Cicconi ✓

JC  
Find out if Personnel is interviewing these people. Let me know.  
JWB III



STATE OF MICHIGAN  
CIVIL RIGHTS COMMISSION  
LANSING

BEATRICE BANKS  
17385 WISCONSIN  
DETROIT, MICHIGAN 48221

March 8, 1982

Ms. Thelma Duggan  
Deputy Special Assistant  
Office of Public Liaison  
Room 128 Old Executive Office  
17th and Pennsylvania  
Washington, D.C. 20500

Dear Thelma:

Per my conversation with Bill Pickard, enclosed is a copy of  
my resume. I hope I am qualified.

Thanks much.

Sincerely,

*Bea Banks*

BB/dml

Enclosure

RESUME OF BEATRICE BANKS

17385 Wisconsin, Detroit, Michigan 48221

(313) 861-9172 - Business (313) 237-6686

PLACE OF BIRTH: Uniontown, Alabama

HIGH SCHOOL: Excelsior High School  
War, West Virginia

COLLEGE: - West Virginia State College, 1954-55  
Wayne State University  
B.S. Family Life Education, 1963

HEALTH: Excellent

MARITAL STATUS: Single

WORK EXPERIENCE: January 1, 1980 - Present - Assistant Manager  
Detroit Division  
Detroit Edison

January 1979 - January 1980 - Director  
Customer & Marketing Services  
Macomb Division Headquarters  
Detroit Edison

April 1975 - December 1978 - Director  
Marketing Services  
Detroit Division  
Detroit Edison

June 1974 - April 1975 - Manager, Detroit-Wayne Division  
Customer & Marketing Services  
Detroit Edison

November 1972 - June 1974 - Assistant Manager  
Detroit-Wayne Division  
Customer & Marketing Services  
Detroit Edison

May 1971 - November 1972 - Assistant Supervisor  
Consumer Residential Services  
Detroit Edison

August 1963 - May 1971 - Advisor  
Consumer Residential Services  
Detroit Edison

January 1963 - May 1963 - Teacher, Central High School  
Detroit Public Schools

WORK EXPERIENCE:

September 1961 - August 1963 Secretary (Part-time)  
Department of Physiology &  
Pharmacology-Wayne State Univ.  
College of Medicine

September 1955 - August 1961 - Teletype and Long Distance  
Operator  
American Telephone & Telegraph  
1365 Cass Avenue, Detroit

PROFESSIONAL  
ORGANIZATIONS:

Advisor, City-Wide Commercial Food Department

Member, Heart of Gold Committee--United Foundation

Member, Women's Economic Club of Detroit

OTHER ORGANIZATIONS:

Member, Executive Committee & General Committee  
Detroit Chapter, NAACP

Co-Chairperson, Women's Committee  
1982 NAACP Freedom Fund Dinner

Member, Board of Directors  
Operation P.U.S.H.

Member, President's Club  
Greater Detroit Chamber of Commerce

Member, Dearborn Chamber of Commerce  
Member, Southwest Chamber of Commerce

Precinct Delegate, First Congressional District,  
State of Michigan, Republican Party

Member, New Republicans, Detroit Chapter

Member, Y.W.C.A.

Commissioner, State of Michigan, Civil Rights Commission

Member, Michigan Women's Campaign Fund, Candidate Selection  
Committee

Vice-Chairperson, Civil Rights Commission

Member, Board of Directors, Harbinger Dance Company

Member, Executive Committee--State of Michigan  
Republican Party

Member, 100 Black Women of Detroit

President, Republican Women's Task Force, Wayne County  
Chapter, State of Michigan

Member, Corporate Urban Forum

COMPANY ACTIVITIES:

Assessor, the Assessment Center  
Member, Executive Committee, Work-School Program  
Member, Urban Affairs Committee  
Member, The Forum  
Detroit Edison Professional Club  
Member, Meridian Club  
Detroit Edison Professional Club  
Secretary, Power Club

PAST ACTIVITIES:

Fund Raiser, Boy Scouts of America  
Member, American Home Economics Association  
Co-Chairman, Fund Raising Committee  
Gardner for Judge Campaign  
Co-Chairman, Fund Raising Committee  
Bell for Mayor Campaign  
Member, Delta Sigma Theta Sorority  
Member, Booker T. Washington Business Association  
Member, Electrical Women's Roundtable  
Member, Advisory Board, Michigan Association of  
Future Homemakers of America  
Member, National Corporation's Committee of the  
United Negro College Fund  
Member, Base Community Council  
Department of the Air Force  
Selfridge ANG Base  
Member, Board of Directors, Macomb County Traffic  
Safety Association  
Advisor, Teen Town & Nursery School Instructor  
Bethel A.M.E. Church, Detroit  
Curriculum Advisor, Cass Technical High School  
Department of Home Economics  
Detroit Public Schools

AWARDS:

Headliner Award, Wayne State University  
Women of Wayne 1976  
Senate Concurrent Resolution of Tribute  
Michigan Legislature  
State of Michigan--July 1979

Appreciation Award, NAACP, 1977-1979

Testimonial Resolution Detroit City Council  
October 3, 1981

Outstanding Service Award, 1st Congressional District,  
Republican Party 1980

President's Club Award--April 1979

MANAGEMENT TRAINING:

Basic Supervision  
Detroit Edison

Middle Management Seminar  
Detroit Edison

Trained as an Assessor for the Assessment Center  
Detroit Edison

Kepner-Tregoe Problem Solving Seminar

Utility Marketing and Management Seminar  
Whirlpool Corporation  
Benton Harbor, Michigan

University of Michigan  
Management II - a Mid-Management  
Development Seminar

Effective Reading Seminar

Work Simplification

Effective Writing Seminar

BBanks/dml  
March 8, 1982

## RESUME

### ELLIOTT HOLLAND

PERSONAL DATA: Age: 48 years  
Married  
Excellent Health  
Military Service: Army Air Force

EDUCATION: Northwestern University, B.A. in Business Administration  
in June, 1958. (Concentration: accounting)

POSITIONS HELD: President 9 yrs.  
Holland Consulting, Inc.  
Holland-American Land Development Corp.  
River-Local Development Company, Inc.  
Windy City Local Development Company, Inc.  
Black American Local Development Company, Inc.  
Minority Local Development Company, Inc.

Director 2 yrs.  
Friends of Economic Development  
(business development organization)

Controller 1 yr.  
Kirwood General Hospital

General Manager 7 yrs.  
Barden Investment Management Corp.  
(finance, printing, chemicals)

Chief of Business Loans (GS-15) ½ yr.  
Economic Development Administration  
U.S. Department of Commerce  
(Great Lakes Regional Office)

Controller 1 yr.  
Alpha Products, Inc.  
(metal stamping division of Dormeyer-Webcor)

Auditor 2 yrs.  
Herbert Schoenbrod & Co., C.P.A.

APPOINTMENTS: Michigan Business Development Corporation, 1981  
U.S. Commission on Civil Rights,  
Michigan Advisory Committee, 1979-1981 and 1982-1983  
Michigan Nursing Home Advisory Committee, 1976-1977

HOLLAND, ELLIOTT  
Special Qualifications and Skills

Memberships:

American Management Association  
Board of Management, Downtown Detroit YMCA  
Booker T. Washington Business Association  
Boy Scouts of America, Explorer Advisor, Scoutmaster, Webelos Den Leader  
Chairman, Business Resource Advisory Committee, Economic Development Corporation  
Fitzgerald Community Council, Founding Officer  
Fitzgerald Parent Teacher Association, Treasurer  
Michigan Week Planning Committee  
Minority Business Week Planning Committee  
National Association for the Advancement of Colored People - Life Member  
National Business League  
Procurement Subcommittee, Detroit Federal Executive Board MBOC  
Republican Party of Michigan, Executive Finance Committee

Public Speaking:

U.S. Senate Committee on Banking  
U.S. House of Representatives Subcommittee on District of Columbia  
As Chief of Business Loans for U.S. Department of Commerce to various business groups  
Numerous business organizations as guest speaker  
College and prep school commencements and other programs  
Numerous appearances on radio and television

Publications:

Numerous articles by or about E. Holland in publications such as:  
Black Economy  
Ebony Magazine  
Detroit Free Press  
Michigan MBOC Newsletter  
"Money--Is that ALL there is?" 1975  
"Local Development Companies" 1972  
Washington Star, Washington Post  
Toronto Globe & Mail

Skills:

Broker in Real Estate (Michigan License) Holland-American Land Development Corporation  
Court Reporter  
Amislan (sign language) for work with hearing-impaired

Scholars' Honors, Awards, and Fellowships Received

At Christian Fenger: Phorex Society (Honorary Society)

At Northwestern University:

Dean's Honor List  
Commonwealth Edison Scholarship Award  
Beta Alpha Psi (National Accounting Honorary)

THE WHITE HOUSE

WASHINGTON

April 7, 1982

MEMORANDUM FOR ELIZABETH DOLE  
ED ROLLINS  
LEE ATWATER  
RED CAVANEY

FROM: Jim Cicconi   
SUBJECT: Points of Agreement from Today's Meeting

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3. We will meet with Art Fletcher and, separately, with Bob Brown to discuss the Administration's problems with the black community. Dole will arrange the Fletcher meeting, and Rollins will arrange the meeting with Brown.
4. Dole will arrange our next meeting as a group.

# PHILIP MORRIS

U.S.A.  
100 PARK AVENUE, NEW YORK, N.Y. 10017

To Jc

STANLEY S. SCOTT  
VICE PRESIDENT  
PUBLIC AFFAIRS

JAB HAS  
READ  
4/6/82

April 1, 1982

Dear Jim:

Thanks for the visit with you and your colleagues last Friday to discuss my availability to serve as a Special Assistant to the President in the Reagan Administration.

Since returning to New York, I have discussed the substance of our talks with my family and close business associates. Understandably, all with whom I have discussed this unique opportunity for service to my country are impressed, yet, the economic decisions concerning my family, among which involve a daughter about to enter college and a son in prep school, compel me to remain with Philip Morris at this time. Thus, I must regretfully turn down the significant offer to join the White House staff at this time.

I am mindful of the numerous ad hoc situations that are posed frequently for White House decision making. Thus, I want you to know of my willingness to be helpful and cooperative. George Weissman, Chairman, Philip Morris Incorporated, and Hugh Cullman, Chairman, Philip Morris U.S.A., support me in this commitment. Our top management in Philip Morris recognize the honor and responsibility and appreciate my desire to assist my Government.

Finally, let me express my thanks for the warmth and sincerity of your interest in having me become a member of the White House team. Please convey my best wishes to Ed Meese, Mike Deaver, Vice President Bush and the rest of your colleagues.

To President Reagan, I would like to convey my pledge of support and best wishes for a continued successful administration.

Respectfully,

A handwritten signature in cursive script, appearing to read 'Stanley S. Scott', written in dark ink.

Stanley S. Scott

The Honorable James A. Baker, III  
Chief of Staff & Assistant to the President  
The White House  
1600 Pennsylvania Avenue  
Washington, D.C. 20500

THE WHITE HOUSE  
WASHINGTON

TO: *Mr. Baker*

FROM: MICHAEL K. DEAVER  
Assistant to the President  
Deputy Chief of Staff

Information

Action

*Cicconi JAB says you  
are pulling together a memo  
for him on all these people  
4/5/82  
MDT*

*JABS  
This is the  
guy Mel Bradley  
wants you to  
consider.*

DR. BENJAMIN F. BOBO

DEPUTY ASSISTANT SECRETARY  
OFFICE OF POLICY DEVELOPMENT AND RESEARCH  
U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Dr. Benjamin F. Bobo, Deputy Assistant Secretary of the Department of Housing and Urban Development, born in Indianola, Mississippi, was selected for appointment to the Senior Executive Service as Deputy Assistant Secretary for Research on May 18, 1981 and formally appointed on August 9, 1981. In this position, Dr. Bobo manages the Department's research efforts. Since joining HUD, apart from his managerial duties, Dr. Bobo has headed U.S. Delegations to the U.N. Economic Commission for Europe plenary session in Geneva, Switzerland (including a study tour in Greece) and to the Joint Steering Committee meeting of the Canada/U.S. Memorandum of Understanding in Montreal, Canada.

Prior to his appointment, Dr. Bobo was an Assistant Professor in the Graduate School of Administration, University of California, Riverside, and Consulting General Manager and Comptroller of the Joint Center for Community Studies in Los Angeles. He also served as a faculty member in the School of Business Administration at the California State Polytechnic University, Pomona from 1977 to 1978, and in the Graduate School of Management at the University of California, Los Angeles from 1974 to 1977. In 1969, Dr. Bobo served as an Associate Engineer Scientist with the McDonnell Douglas Corporation.

Among his professional activities, Dr. Bobo has served as a member of the American Conservative Union's Task Force on Federal Land Policy; as a board member of the Joint Center for Community Studies; as a Consultant to the U.S. Department of Commerce, Office of Minority Business Enterprise; as a guest economist on TV and radio programs; and as a California delegate to the 1978 White House Conference on Balanced National Growth and Economic Development. He has been a consultant to private firms providing financial analysis and marketing services, and has engaged in product marketing and business development in Africa and Europe.

A graduate of the California State University, Long Beach in 1969, where he received a Bachelor of Science Degree in Engineering Technology, Dr. Bobo received his M.B.A. in 1971 and Ph.D. in Management in 1974 (specializing in Urban Economics, Finance, and Economic Development) from the University of California, Los Angeles. He has conducted research in Africa, Europe and the Caribbean on urban and international economic development problems relating to housing and community development, business enterprise development, and international affairs, trade and business policy. He is the author of numerous publications; his most recent work involves an examination of the interaction of multinational corporations and Third World Nations in developing natural resources.

Dr. Bobo's honors include selection for lectureship under the senior Fulbright-Hays program with Liberia and Taiwan; Research Fellow in the Department of Economics at the University of Ghana, Legon; Ralph Bunch Fellow; African-American Scholars Council Fellow; and American Real Estate Institute Fellow. He has lectured in many forums and has served on numerous panels.

Dr. Bobo is married to the former Patricia Ann Allen and they have a son, Benjelani.

November 1981

BENJAMIN FRANKLIN BOBO

Current Address:  
6859 Lafayette Park Drive  
Annandale, VA 22003  
(703) 642-1190

Permanent Address  
6027 Halm Avenue  
Los Angeles, CA 90056  
(213) 234-5035

PERSONAL

Marital Status: Married  
Children: one

Birth Date: June 21, 1945  
Military Status: Honorable Discharge

PRESENT POSITION

5/81 - present

U.S. DEPARTMENT OF HOUSING AND URBAN  
DEVELOPMENT  
Deputy Assistant Secretary  
Office of Policy Development and Research

EMPLOYMENT HISTORY

7/78 - 5/81

UNIVERSITY OF CALIFORNIA, RIVERSIDE  
Assistant Professor  
Graduate School of Administration and  
Black Studies Program

9/77 - 6/78

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA  
Associate Professor  
School of Business Administration

7/74 - 6/77

UNIVERSITY OF CALIFORNIA, LOS ANGELES  
Assistant Professor-in-Residence  
Graduate School of Management

7/71 - 6/73

UNIVERSITY OF CALIFORNIA, LOS ANGELES  
Research Assistant  
Graduate School of Management

6/70 - 10/70

MCDONNELL DOUGLAS CORPORATION  
Associate Engineer Scientist

EDUCATION

Ph.D.  
1974

UCLA-GRADUATE SCHOOL OF MANAGEMENT  
Urban Economics, Finance, Economic Development

M.B.A.  
1971

UCLA-GRADUATE SCHOOL OF MANAGEMENT  
Unified MBA Program

B.S.  
1969

CALIFORNIA STATE UNIVERSITY AT LONG BEACH  
Industrial Technology-Manufacturing Engineering

RESEARCH EXPERIENCE

Summer 1979	Research on Multinational Enterprise and Third World Relations, Jamaica and U.S.
Summer 1978	Research on Multinational Enterprise and Third World Relations, Spain
1976 - 1977	Research on Housing Externalities and Zoning Regulations, Los Angeles Area
Summer 1976	Research on Multinational Enterprise and Third World Relations, England, France, Ghana, Nigeria, Kenya, Tanzania, and Switzerland
1973 - 1974	Research on Urban Growth and Development, Ghana

## PROFESSIONAL ACTIVITY AND SERVICE

UNIVERSITY SERVICE SINCE 1974

- 1980-81: Member of Admissions Committee, GSA
- 1979-81: Member of Black Studies Program Faculty Search Committee
- 1979-80: Member of Academic Senate Committee on Charges
- 1979-80: Member of Faculty Search Committee, GSA
- 1979-80: Member of Administrative Studies Program Committee
- 1979-80: Member of Course Scheduling Committee, GSA
- 1979-80: Member of Committee to Revise Black Studies Program Curriculum
- 1979-80: Member of Committee to Develop a Black Studies Secondary Teaching Credential Waiver Program
- 1978-81: Member of Black Studies Program Committee
- 1978-79: Member of Committee to Review the Black Studies Program Curriculum
- 1978-79: Member of Student Placement Committee, GSA
- 1975-77: Member of Research Committee, Center for Afro-American Studies, University of California, Los Angeles
- 1974-77: Member of Housing, Real Estate and Urban Land Studies Program Curriculum Planning Committee, University of California, Los Angeles

PROFESSIONAL ACTIVITY AND SERVICE (cont'd)  
 Benjamin F. Bobo  
 November 1981

SERVICE TO GOVERNMENTAL BODIES SINCE 1975

- 1980-81: Research Product Evaluator, National Science Foundation, Division of Policy Research and Analysis.
- 1978-79: Member of the American Conservative Union's Task Force on Federal Land Policy, Honorable Eldon Rudd, Member of Congress, Chairperson.
- 1978: Invited by President Jimmy Carter to participate in the White House Conference on Balanced National Growth and Economic Development.
- 1978: Appointed by Governor Jerry Brown as a California delegate to the White House Conference on Balanced National Growth and Economic Development.
- 1977: Member of Committee convened for the President to recommend directions and explore policies relevant to minority business enterprise for the 1978 White House Conference on Balanced National Growth and Economic Development, United States Department of Commerce, Office of Minority Business Enterprise.
- 1976: Panel Discussant on the assistance that the U.S. Small Business Administration can provide in attracting businesses to Africa, sponsored by the Kenya National Chamber of Commerce and Industry, Nairobi, Kenya.
- 1975: Advisory to Community Relations Representative, Office of the Governor, State of California.
- 1975: Consultant, City Council of the City of Los Angeles.

SERVICE TO COMMUNITY ORGANIZATIONS SINCE 1974

- 1979-81: Board Member, Joint Center for Community Studies, Los Angeles, CA.
- 1975-81: Consultant, Joint Center for Community Studies, Los Angeles, CA.
- 1974-77: Consultant, Pro-Line Corporation, Los Angeles, CA.
- 1974: Consultant, Black Business Directory, Los Angeles, CA.

PROFESSIONAL ACTIVITY AND SERVICE (cont'd)  
 Benjamin F. Bobo  
 November 1981

LECTURES, PAPERS AT MEETINGS AND PARTICIPATION IN FORUMS SINCE 1975

- 1980: Keynote Speaker, "BUBLE", University of California, Los Angeles.
- 1980: Panelist, "Multinational Corporations in the Economic Development of Black Africa: Some Problems that Affect an Equitable Relationship," 1980 Annual Meetings, Allied Social Science Associations, Denver, Colorado.
- 1979: Chairperson, Appropriate Technology and Food Production in the Third World. Third Annual Third World Conference, sponsored by University of Nebraska and the Agency for International Development Omaha, Nebraska.
- 1979: Panelist, "North-South Relations and the Climate for MNC Presence," Third Annual Third World Conference, sponsored by University of Nebraska and the Agency for International Development, Omaha, Neb.
- 1979: Panel Discussant, "The Decline of the Dollar," sponsored by the Los Angeles Links, Los Angeles. CA.
- 1979: Guest Economist, "Economic Problems and the Black Community," KDAY Radio, On Sunday Night, Los Angeles, CA.
- 1979: Panel Discussant, "Low Cost Housing," sponsored by the Building Industry Association of Southern California, Riverside County Chapter, Riverside, CA.
- 1978: Panel Discussant, "Evaluation of the White House Conference on Balanced National Growth and Economic Development," Center for the Study of Democratic Institutions. The Fund for the Republic Incorporated, Santa Barbara, CA.
- 1978: Guest Economist on TV program, "The Sinking Dollar," California State Polytechnic University, Pomona.
- 1977: Panel Discussant, "Minorities in the Labor Market," Conference sponsored by Department of Industrial Relations, University of California, Los Angeles.
- 1976: Panelist, "Urban Growth and Housing in Accra, Ghana," IAHS International Symposium on Lower-Cost Housing Problems-1976, International Association for Housing Science, Atlanta, Georgia.
- 1976: Panelist, "Modeling Population Mobility: An Exploration of Ex Ante-Ex Post Relationships," Seventh Annual Pittsburgh Conference on Modeling Simulation, University of Pittsburgh.

## PROFESSIONAL ACTIVITY AND SERVICE (cont'd)

Benjamin F. Bobo

November 1981

- 1976: Panelist, "Redistributive Effects of Land Use Controls on Low-Income and Minority Groups," Fifteenth Annual Meeting Western Regional Science Association, San Diego, California.
- 1976: Panel Discussant, "Alternative Futures for the Westside, Los Angeles," Conference sponsored by UCLA Extension.
- 1976: Panel Discussant in Economics Workshop, Bi-Centennial Conference, Association of Black Social Workers, Los Angeles, California.
- 1975: Panelist, "Tax Rebate Philosophy: Using Fiscal Policy to Increase Black Employment," Public Policy, Black Producers, and Black Consumers--Examining Issues in Black Economic Development: 1975, Joint Center for Community Studies, Los Angeles, CA.
- 1975: Conference Organizer, "Public Policy, Black Producers, and Black Consumers--Examining Issues in Black Economic Development: 1975," sponsored by the Joint Center for Community Studies, Los Angeles, CA.
- 1975: Lecture, "Prospects for Employment in the National and International Perspective," African-American Culture Week, California State University, Northridge.
- 1975: Panel Discussant, Diagnostic Session for a Conference on Inflation, Unemployment, and Minority Communication, University of California, Los Angeles.
- 1975: Panel Discussant, Fourteenth Annual Meeting of the Western Regional Science Association, Palm Springs, CA.
- 1975: Guest Economist, KNBC-TV, The Saturday Show.
- 1975: Guest Economist, KABG-FM Radio.

HONORS, AWARDS AND PROFESSIONAL MEMBERSHIP

- 1979: Selected for lectureship under senior Fulbright-Hays program with Taiwan
- 1977: Selected for lectureship under senior Fulbright-Hays program with Liberia
- 1973-74: Research Fellow, Department of Economics, University of Ghana, Legon.
- 1973-74: Ralph Bunch Fellow

## PROFESSIONAL ACTIVITY AND SERVICE (cont'd)

Benjamin F. Bobo

November 1981

- 1973-74: African-American Scholars Council Fellow
- 1973-74: American Real Estate Institute Fellow
- 1969-74: UCLA Graduate Advancement Fellow
- 1979-80: Intramural Research Fund Grant, University of California, Riverside
- 1979: Affirmative Action Faculty Development Grant, University of California, Riverside
- 1979: Dry Lands Research Institute Grant, University of California, Riverside
- 1977-78: 3M Corporation Grant
- 1976: Ford Foundation International and Comparative Studies Grant, Committee on International and Comparative Studies, University of California, Los Angeles
- 1975-76: Committee on Research Grant, University of California, Los Angeles
- 1980-81: Member, African Studies Association
- 1980-81: Member, American Economic Association
- 1980-81: Member, American Real Estate and Urban Economic Association
- 1980-81: Member, Association of Social and Behavioral Scientists
- 1980-81: Member, International Studies Association
- 1980-81: Member, Southern Economic Association
- 1980-81: Member, Western Regional Science Association

## PUBLICATIONS

REFEREED ARTICLES

1. "Multinational Corporations in the Economic Development of Black Africa: Some Problems that Affect an Equitable Relationship," Journal of African Studies, Volume 9, Number 1, March 1982.

PUBLICATIONS (cont'd)  
Benjamin F. Bobo  
November 1981

2. "Black Americans and Ghanaians: Comparative Patterns of Internal Migration," The Review of Black Political Economy, Volume 10, Number 2, Winter 1980, pp. 185-198.
3. (with David Shulman) "Managing California's Coast: The Problem of Housing Distribution," California Management Review, Volume XX, Number 1, Fall 1977, pp. 74-80.
4. "Population Density, Housing Demand and Land Values: The Case of Accra, Ghana," Journal of African Studies, Volume 4, Number 2, Summer 1977, pp. 140-160.
5. "Some Observations on Orderly Development in an Emerging City," The Annals of Regional Science, Volume XI, Number 1, March 1977, pp. 86-97.
6. "Modeling Population Mobility: An Exploration of Ex Ante-Ex Post Relationships," Modeling and Simulation Volume 7, Pittsburgh: Instrument Society of America, 1976, pp. 762-765.
7. (with Frank G. Mittlebach), "Urban Growth and Housing in Accra, Ghana," IAHS International Symposium on Housing Problems-1976, Clemson: International Association for Housing Science, 1976, pp. 143-157.

#### REFEREED MONOGRAPHS

8. Housing the Poor: Locked In and Locked Out, invited by the Institute of Governmental Studies, University of California, Berkeley, for publication in the Public Affairs Report Series, (Referees' comments have been responded to and a reply to subsequent editors' comments is in progress), 44 pages.
9. Black Internal Migration: U.S. and Ghana - A Comparative Study, Center For Afro-American Studies, University of California, Los Angeles, 1974, 44 pages.

#### REFEREED CHAPTERS IN BOOKS

10. "The Effects of Land Use Controls on Low-Income and Minority Groups: Court Actions and Economic Implications," in No Land is an Island, San Francisco: Institute for Contemporary Studies, 1975, pp. 93-99.

#### CHAPTERS IN BOOKS

11. "Tax Rebate Philosophy: Using Fiscal Policy to Increase Black Employment," in Benjamin F. Bobo and Alfred E. Osborne, (eds.), Emerging Issues in Black Economic Development, (Lexington, Mass., Lexington Books, D.C. Heath and Co., 1976), pp. 33-40.

PUBLICATIONS (cont'd)  
 Benjamin F. Bobo  
 November 1981

#### BOOKS

12. (with Alfred E. Osborne), (eds.), Emerging Issues in Black Economic Development, (Lexington, Mass., Lexington Books, D.C. Heath and Co., 1976), 233 pages.
13. Issues in Land Use Control and the Housing Dilemma, (Center for Afro-American Studies, University of California, Los Angeles, in review), 175 pages.
14. Corporate and Third World Involvement: A Reciprocal Relationship (under contract to Ballinger Publishing Company, first draft completed), 450 pages.

#### ARTICLES FOR REFEREED PUBLICATION IN PROGRESS

15. "A Note on Moving the Black Economy into the Mainstream: A Free Market Approach," Urban Studies, (in review), 9 pages in manuscript.
16. "North-South Relations and the Climate for MNC Presence," Third Annual Third World Conference Proceedings, University of Nebraska, (in review) 33 pages in manuscript.

#### REFEREED RESEARCH GRANT APPLICATIONS AND REPORTS

17. Impacting Public Policy Through Urban Community-Based Groups: A Suggested Model, approved by U.S. Department of Housing and Urban Development, April 1979, \$40,000 awarded, 19 pages.
18. Impacting Public Policy Through Urban Community-Based Groups--Phase I Final Report and Proposed Phase II, U.S. Department of Housing and Urban Development, December 31, 1979, 51 pages.
19. Improving the Participation and Effectiveness of Minority Community-Based Organizations in Community Block Grants and Urban Programs: A Suggested Training Approach, U.S. Department of Housing and Urban Development, May 1980, Application for \$75,000, 31 pages.
20. Improving the Participation and Effectiveness of Minority Community-Based Organizations in Community Block Grants and Urban Programs: A Training and Technical Assistance Approach, Community Development Department, City of Los Angeles, August 1980, Application for four year period: 10/1/80-9/30/81, \$159,939; 10/1/81-9/30/82, \$219,082; 10/1/82-9/30/83, \$219,082; 10/1/83-9/30/84, \$219,082, 22 pages.

PUBLICATIONS (cont'd)  
 Benjamin F. Bobo  
 November 1981

#### PROFESSIONAL REPORTS

21. Land Use Conflict in Accra: A Westerner's View, No. 76-8, Los Angeles: The Joint Center for Community Studies, April 1976, 24 pages.
22. An African Neighborhood: A Note on Redevelopment in Nima, No. 76-2, Los Angeles: The Joint Center for Community Studies, January 1976, 8 pages.
23. Agrarian Space Economy, Land-Use Pricing, and Rent Determination, No. 75-4 Los Angeles: The Joint Center for Community Studies, May 1975, 17 pages.
24. Urban Land Use Problems in Accra, No. 75-1, Los Angeles: The Joint Center for Community Studies, January 1975, 35 pages.
25. Relationships Between Migration, Residential Consumption and Population Density: Accra, Ghana, No. 74-9, Los Angeles, The Joint Center for Community Studies, December 1974, 34 pages.

#### RESEARCH PROPOSALS

26. (with Jacquelyn Haywood and Herbert Scott), Proposal for Development of An Interdisciplinary Afro-American Studies Introductory Text, funding source pending, \$154,000, (\$2500 awarded by the University of California Intercampus Cooperation Fund for exploratory effort).

#### MISCELLANEOUS

27. Comments on my research reported in News, Office of Public Information, University of California, Riverside, March 23, 1979.
28. Comments on my research reported in Los Angeles Times, Los Angeles, California, April 8, 1979, (see Help Necessary to Ease Zoning Laws for the Poor).
29. Comments on my research reported in UC Clip Sheet, University of California, Volume 54, Number 35, April 24, 1979, (see Program Proposed to Aid Poor Homebuyers).
30. Comments on my research reported in Press-Democrat, Santa Rosa, California, May 8, 1979, (see Large Lots Blamed).
31. To Formulate An Integrated Economic Adjustment Strategy, Implementation Funding Program for the Revitalization of the Vermont/Stauson Commercial District, proposal submitted to Office of The Mayor, City Economic Development Office, City of Los Angeles, California, June 1977, 48 pages.

## PUBLICATIONS (cont'd)

Benjamin F. Bobo

November 1981

32. Fertility Decision Model: Towards a Regulatory Device, proposal submitted to Population and Reproduction Grants Branch, Center for Population Research, National Institute of Child Health and Human Development, Bethesda, Maryland, July 1975, 17 pages.
33. Factors Influencing Migration and Urban Residential Consumption, proposal submitted to Office of Policy Development and Research, Department of Housing and Urban Development, January 1975, 31 pages.



STAN SCOTT

March 23, 1982

FOR YOUR INFORMATION:

Honorable James A. Baker III

- as requested.

SSS:dh  
Attachments

<b>FEDERAL EXPRESS</b>		PLEASE COMPLETE ALL INFORMATION IN THE 5 BLOCKS SEE BACK OF FORM SET FOR COMPLETE PREPARATION	
00101		YOUR FEDERAL EXPRESS ACCOUNT NUMBER 0100-1047-1	
FROM (Your Name)			
COMPANY PHILLIP MORRIS		DEPARTMENT/FLOOR NO.	
STREET ADDRESS 100 SPARK LANE			
CITY NEW YORK		STATE NY	

BIOGRAPHICAL DATA

Stanley S. Scott  
20 Birch Lane  
Dobbs Ferry, N. Y. 10522  
914-693-7891

*Cicero's*  
*JAB says you*  
*are keeping them for*  
*him - 4/5/82*  
*MOT*

DATE OF BIRTH:

July 2, 1933  
Bolivar, Tennessee

MARITAL STATUS:

Wife - Bettye L. Scott

CHILDREN:

Kenneth Earl Scott	Born	2-24-51
Susan Lovejoy Scott	Born	1-2-64
Stanley Southall Scott II	Born	11-4-70

PROFESSIONAL RESPONSIBILITIES:

1979 (Feb.) - Present

Vice President - Public Affairs  
Philip Morris U.S.A.  
100 Park Avenue  
New York, N. Y. 10017

1977 (Nov.) - 1979 (Feb.)

Director - Corporate Public Affairs  
Philip Morris Incorporated  
100 Park Avenue  
New York, N. Y. 10017

1977 (Feb.) - 1977 (Nov.)

Assistant Director - Corporate Relations  
and Communications  
Philip Morris Incorporated  
100 Park Avenue  
New York, N. Y. 10017

1975 (Nov.) - 1977 (Jan.)

Assistant Administrator - Bureau for Africa  
Department of State  
Agency for International Development  
Washington, D. C. 20523

1973 (Feb.) - 1975 (Nov.)

Special Assistant to the President  
The White House  
Washington, D. C. 20500

1971 (June) - 1973 (Feb.)

Assistant to the Director of Communications  
for the Executive Branch  
The White House  
Washington, D. C. 20500

1967 - 1971  
Radio Newsman  
Westinghouse Broadcasting Corporation  
(the 24-hour all-news station WINS)  
New York City

1966 - 1967  
Assistant Director of Public Relations  
National Association for the Advancement  
of Colored People  
New York based headquarters

1964 - 1966  
General Assignment News Reporter  
(first full-time black)  
United Press International  
New York City

1961 - 1964  
General Assignment News Reporter,  
Copy Editor and Editorial Writer  
Atlanta Daily World  
Atlanta, Georgia

1960 - 1961  
Editor-General Manager  
The Memphis World  
Memphis, Tennessee

EDUCATIONAL BACKGROUND:

1957 - 1959  
Lincoln University - Bachelor of Science, Journalism  
Jefferson City, Missouri

1951 - 1953  
Kansas University  
Lawrence, Kansas

Palmer Memorial Institute (Prep)  
Sedalia, North Carolina

MILITARY SERVICE:

1954 (Feb.) - 1956 (Jan.)  
U.S. Army  
Served in Korea - named outstanding trainee in  
battalion during basic training in Ft. Knox, KY.  
Honorable discharge

MEMBERSHIPS/BOARDS:

Board of Directors-New York City Convention Center  
Board of Directors-Business Council of New  
York State  
Board of Visitors - North Carolina Central  
University School of Law  
Board of Directors - Operation Crossroads Africa  
Board of Directors - Voter Education Project

AWARDS-HONORS:

The Russwurm Award for Excellence in Radio  
News Reporting; the Silurians Award (presented  
by organization of New York newsmen with 25 or  
more years experience in journalism) for news-  
beat on the death of Malcolm X; Pulitzer nomi-  
nation, Malcolm X; Who's Who In America - 1975;  
Who's Who Among Black Americans - 1975;  
Empire Real Estate Board Distinguished Service  
Award - 1973; Lincoln University of Missouri -  
1975 - Distinguished Alumni Award; National  
Association of Market Developers Achievement  
Award - 1972; Lincoln University Achievement  
Award; Atlanta NAACP Government Award - 1973;  
New York Urban League - Excellence in Journal-  
ism Award; Presidential Certificate of Apprecia-  
tion; The Links, Inc. International Goodwill  
Award; President's "Special Ambassador" to  
Bahamas Independence Celebration; Presidential  
Representative to African Sahel Drought Countries;  
Ebony Magazine Citation: One Hundred Top Black  
Americans 1974-1975.

RELIGION:

Presbyterian Church - Dobbs Ferry, New York

HOBBIES:

Golf, Chess, Reading, Gardening, Spectator Sports

REFERENCES:

President Gerald R. Ford, Vice President George  
Bush, H. L. Stevenson - Vice President of United  
Press International, George Weissman, Chairman  
and Chief Executive Officer - Philip Morris  
Incorporated, Hugh Cullman, Chairman and Chief  
Executive Officer - Philip Morris U. S. A., Herbert  
G. Klein - Editor of the San Diego Union, Dr. A. S.  
Pride - Lincoln University Department of Journalism,  
Donald Rumsfeld - Chairman and Chief Executive  
Officer - Searle & Company, Maynard Jackson -  
Mayor of Atlanta, Christopher Edley - Executive  
Director of United Negro College Fund, Robert  
Hartmann - former Counsellor to President Ford,  
Percy Sutton - former Manhattan Borough President,  
James Emery - Minority Leader of New York State  
Legislature, James C. Bowling - Senior Vice  
President - Philip Morris Incorporated, Max L.  
Friedersdorf - Assistant to President Reagan for  
Legislative Affairs.

## Stanley Scott Moves Into New AID Post

Before a standing-room-only crowd that extended far into the corridor of the East Auditorium of the U. S. Dept. of State, Stanley S. Scott was sworn in as assistant administrator for Africa for the Agency for International Development (AID) by Sen. Edward W. Brooke (R., Mass.).

Scott, who had served at the White House for more than four years, was nominated by President Ford and approved by the U. S. Senate for the position.

In moving into his new assignment, Scott said his AID department will "seek an open world . . . open to ideas, open to the exchange of goods and people, a world in which no people, great or small, will live in poverty and isolation."

Scott said Americans "cannot advance at home by retreating from the problems of the world. To go forward at all is to go forward together. This means, to me,

Black and white, African and American."

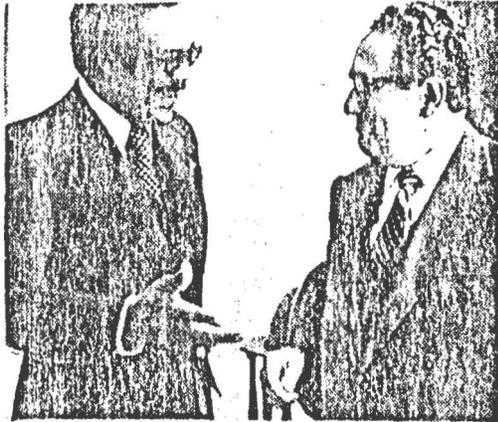
Scott, 42, began his distinguished career as a journalist in 1959 as a reporter for the Atlanta Daily World. In 1964, he joined United Press International's reporting corps, later becoming assistant public relations director for the NAACP. He also reported for the Westinghouse Broadcasting Corp. In 1965 Scott very nearly became the first Black reporter to win a Pulitzer Prize for reporting, for his exclusive coverage of the assassination of Black nationalist Malcolm X.

In appointing Scott to his new position, President Ford said: "The appointment will provide you with a larger opportunity to lend your well-deserved reputation and your expertise in government to helping alleviate some of the difficult and complex problems facing Africa. The United States is committed to helping to solve those problems and your appointment reaffirms that commitment."

*Stanley Scott (l), places his hand on a Bible held by his wife, Bettye, as Sen. Edward Brooke (R., Mass.) swears him in to his new position.*



## Stan Scott begins AID Africa job



**KISSINGER'S CONGRATS** — Stanley S. Scott (L) shown here being congratulated by Secretary of State Kissinger, was sworn in Nov. 10 as assistant administrator for Africa of the Agency for International Development.

WASHINGTON — Citing President Ford's commitment and his own to helping solve the problems of Africa, Stanley S. Scott began his new job as assistant administrator, Bureau for Africa, Agency for International Development (AID).

A capacity audience of relatives, friends and associates were on hand when Sen. Edward W. Brooke, R-Mass., administered the oath to Scott, former presidential assistant. Scott succeeds Dr. Samuel C. Adams Jr. who retired Sept. 30.

During the ceremony

Scott said, "the President requested that I say to you today that 'the United States is committed to helping to solve these (Africa's) problems.'

"I am proud of the opportunity to be cast into the eye of the storm. To be a part of our foreign assistance program.

"I think most of you will agree with administrator Dan Parker's assessment of our challenge and opportunity in foreign policy as we move toward our nation's 200th anniversary.

"The increasing importance of less developed countries is incontestable. They comprise 70 per cent of the world's population. Their underdevelopment and poverty remain a threat to world peace. Their development is a major factor for the effective functioning of world economic and political systems."

The new AID assistant said he did not know if he qualified as an "Africanist" but said "I can assure you that I can qualify as one who is vitally concerned and committed and dedicated to the improvement of all people . . . Whether I operate from 1600 Pennsylvania Avenue or here in Foggy Bottom.

Scott pledged "to work to make equality of opportunity a reality in our own Foggy Bottom area so that what we say and what we do abroad will have real meaning."

During his confirmation hearings before the Senate Foreign Relations Committee, he said, "Sen. Humphrey described me as a new guy on the block and said 'I would hope that you wouldn't just accept what has been as what needs to be.' I assure you that that will not be my posture."

Scott's appointment to the post by President Ford was confirmed by the Senate on Oct. 22.

A member of the White House staff since June 1971, he had served as assistant to the president for minority affairs since 1973. Previously, he was assistant to the director of communications for the executive branch.

As a presidential assistant, Scott participated in 1974 State Department conference of U.S. ambassadors to the Sahelian countries at Abidjan, Ivory Coast, to review the U.S. government relief and recovery efforts for the drought areas.

He later visited Upper Volta, Ghana, Nigeria and Liberia.

• • •

The overflow audience was treated to an unusual interruption in a State Department program when immediately after Scott took his oath, James Hubert (The Black Eagle) Julian, rose and introduced himself on a "point of personal privilege."

Julian, 77, a former pilot from New York who for around 40 years has dealt in intriguing international ventures, including trading in arms and gold, wanted to talk big money to Scott and Senator Brooke.

To Scott he offered several million dollars to help any African country the new AID official designated and he made an even larger multi-million dollar offer of campaign assistance for Senator Brooke's next election bid — however not many people any longer believe the Black Eagle can deliver the goods as he once did.

In beginning his speech Scott did jovially suggest

to Julian that at some future date he may take him up on his generous offer.

Mrs. Bettie Scott held the bible for her husband's oath taking, which was attended by their children, Susan and Stanley Jr.

Also present for the occasion were Scott's mother, Mrs. Clinora Phillips Suddith, Chicago; Mrs. Ruth Simmons, aunt from Atlanta; Russell Simmons, a cousin from New York City, and his son, Russell Jr., and two relatives who reside in Maryland, Mr. and Mrs. Kermit Ables of Annapolis.



**SCOTT TAKES OATH** — Senator Edward W. Brooke, R-Mass., administers the oath of office to Stanley S. Scott (R) as assistant administrator,

Bureau for Africa, Agency for International Development. Mrs. Scott holds the Bible used in the ceremony.

# THE ATLANTA CONSTITUTION

*For 107 Years the South's Standard Newspaper*

*James M. Cox, Chairman 1950-1957—James M. Cox Jr., Chairman 1957-1974*

JACK TARVER  
Publisher



HAL GULLIVER  
Editorial Page Editor

★★★★

Hal Gulliver

PAGE 4-A, MONDAY, OCTOBER 6, 1975

## Stan Scott's Input at High Levels

WASHINGTON, D.C.—It was a curious morning for Stan Scott.

He spent part of it in the most mundane kind of chore public officials perform, talking to a man who was trying to qualify for a master electrician's license and making a phone call to try to channel the man in the right direction. Then in the late morning Scott began to deal with press and personal phone calls of all kinds; the President of the United States had just announced Scott's appointment as the administrator for Africa of the U. S. Agency for International Development.

Scott, 42, has come a long way for a fellow working in Atlanta as a reporter for the Atlanta Daily World just over ten years ago.

His present office is in the old Executive Office Building, right next



to the White House, where he currently serves as special assistant to the President for minority affairs. When the U. S. Senate confirms his nomination to the AID post, he will move to another office at the State Department. In his new role, he will oversee the nearly \$200 million per year in loans and grants of financial assistance to the developing nation of Africa.

Scott seems cheerful and relaxed these days. It contrasts with the doom and gloom atmosphere any visitor could find in the White House staff offices a year and a half ago, as the Watergate scandals continued to unfold and it seemed clear that President Nixon's impeachment and resignation was a matter of time. Scott was willing to say gamely, even then, that he was glad he had signed on at the White House, that he believed it important for black Americans to have "input" at the top levels of government and with both major political parties, Republican as well as Democrat.

He has certainly had that kind of input.

He was working with Westinghouse broadcasting in New York when he accepted the White House job as assistant director of communications in June of 1971. Not quite two years later, President Nixon named him special assistant to the President for minority affairs, the highest ranking black official on the White House staff.

He was in that position when Gerald Ford became Vice President and Scott came to know Ford pretty well. In fact, Scott says, he often found himself planning things for President Nixon, programs and speeches, that in that Watergate-consumed time Nixon rarely had the time to undertake. Often, Scott would then approach Vice President Ford, and frequently Ford would follow through on those projects. Scott eventually became one of the very few high ranking inner staff members that Ford wanted to stay on after he became President. One of the photos on Scott's office wall shows him sitting on an airplane

and leaning across the aisle to talk to Gerald Ford. President Ford? No, not quite. You look closely and there is a Vice Presidential seal on the wall of the plane. The picture was taken just a few days before Nixon resigned.

"Dear Stan," says the letter from President Ford, released with the announcement of Scott's nomination to the AID post, "I know the work has been demanding, but with your ability, candor, and energy, you have made significant contributions in the important field of minority relations. I am sorry to lose you."

What is a White House staffer at high level doing helping a man get a master electrician's license? Well, Scott shrugs, the man lives in Washington, he is a constituent, you would be amazed at the people who find their way to this office.

Stan Scott seems a man at ease with himself, at ease with government and his part in it, and pretty certain to continue to offer that "input" at high levels in his new State Department assignment.

## FCRD NOMINEE

# Scott Joins AID Program

Constitution Washington Bureau

WASHINGTON — Former Atlantan Stanley S. Scott, a special assistant to President Ford, has been named assistant administrator of the U.S. Agency for International Development (AID), the White House announced Thursday.

President Ford will nominate Scott to direct AID's \$170 million a year assistance program for 42 African nations. The appointment requires Senate confirmation.

"This will be a challenging job and I'm looking forward to it," said Scott, who presently serves as Ford's chief black assistant. The 42-year-old former Atlanta newspaper reporter said he will continue to reside in Washington, but "I'll be doing some traveling."

Scott, a native of Bolivar, Tenn., first moved to Atlanta 30 years ago. The Scott family started The Atlanta Daily World, the first black daily newspaper in the country. His father was a founder of the paper, which provided Scott with some of his first experience as a reporter.

He later worked as a newsman in New York for United Press International and Westinghouse Broadcasting System. Before joining the White House staff in June 1971, Scott was assistant director of public relations for the NAACP in New York.

In a letter to Scott, President Ford said, "You have served very effectively as special assistant to the President and before that as assistant to the director of communications of the Executive Branch.

"I know the work has been demanding, but with your ability, candor and energy,



'CHALLENGE'  
Stanley Scott

you have made significant contributions in the important field of minority relations. I am sorry to lose you (from the White House staff)."

Scott's new job is "designed to help the people of certain less developed countries develop their human and economic resources, increase productive capacities and improve the quality of human life as well as to promote economic and political stability in friendly countries," the announcement said. It said the AID program includes assistance for food and nutrition, population planning, health, education and human resources development.

In March 1974, Scott participated in a U.S. study of drought problems in Africa and visited Ivory Coast, Volta, Chad, Mali, Senegal, Nigeria, Ghana and Liberia.

Scott is married to the former Bettye Lovejoy of Cuthbert, Ga. The Scotts have three children.

## A Well Deserved Promotion For Scott

We commend President Ford upon the promotion of his able assistant, Stanley S. Scott, to the post of assistant administrator of the Agency for International Development (AID). Scott's new area of responsibility will be the important Bureau for Africa with a budget of some \$170 million to assist developing nations on the Black continent.

It is our hope that the elevation of Scott-- one of the president's most trusted aides -- represents a reaffirmation of United States commitment to develop and initiate an effective policy to help "alleviate some of the difficult and complex problems facing Africa," as the President said in his letter to Scott.

We believe the appointment will provide Scott, who is widely respected among cabinet officers and agency heads, with a broad opportunity to employ his talents in helping America formulate and implement a more realistic and consistent policy toward Africa. He will surely build on the important work already achieved by retiring Dr. Samuel C. Adams Jr.

Scott, whose family has published a Black daily newspaper in Atlanta for more than 40 years (and for a quarter of a century the only Black daily in the U.S.), can be expected to bring new ideas and innovative approaches to AID programs for Africa.

As an assistant to the president, Scott made himself available to more Black organizations than any U. S. chief executive in history. And just as important, Scott exposed President Ford to more Black leaders and their input than any President before him has had access.

So his promotion is well-deserved. And the president is to be congratulated upon placing him in an agency where he can use his great abilities and expertise to bring increased assistance to Africa. We join you, President Ford, in offering support for Scott's success in his new and challenging assignment.

# Stan Scott—The President's Special Assistant

by CAROLYN P. DuBOSE

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“We, least of all, can afford the luxury of sitting back for the next four years. We have to work with whomever sits at 1600 Pennsylvania Avenue.”

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Sitting with his loafered foot on the edge of a chrome-trimmed coffee table, Stanley S. Scott is at ease in his office at the Executive Office Building and talks about his position as Special Assistant to the President.

When Scott first came to Washington to join the Nixon staff in 1971, the decision admittedly called for some “real soul searching.” But the former newsman maintains that he made the right decision.

Says Scott, “In my view, we still haven’t realized that the action is no longer in the streets. That was a method of the ‘60s, and it was a method needed at that time. We pushed the laws. We have the laws on the books now, but what we have to do is have enforcement powers to make sure those laws are carried out. We also have to be the beneficiaries of those laws.

“We are not going to be beneficiaries of those laws by standing on street corners with a lot of rhetoric. We’ve got to get into decision-making positions, particularly in government—state, county and federal. That’s why it’s so important for minorities, given the opportunity, to participate in government.

“That’s where the money decisions are made, and that’s where the personnel decisions are made. I was doing quite well with Westinghouse Broadcasting in New York. I had my comfortable home in suburbia and I was making money. But my rationale was, given the opportunity, why not go down and try to have some in-



put? I happen to believe that individuals make a difference.”

The emphasis is on the plural, for Scott strongly maintains that the time is past when we have any *one*

Black leader, and he also scoffs at any suggestion that he has been cast in that sort of role. “It’s an ego trip that is not needed in this day and time.”

When he first joined the Administration, Scott served as Assistant to the Director of Communications for the White House. He was promoted to his present position as Special Assistant to the President earlier this year, succeeding Robert Brown.

At 39, with his second year on the Presidential staff having begun in June, Stan Scott continues to bear many of the marks of his journalism profession while managing to move easily about in his role as liaison with minority groups, “Keeping the lines of communication open between the President and the people.”

Periodically adjusting the gold-rimmed eyeglasses made necessary by the strain of too many hours of reading and writing, Scott, in an unusual display of rancor, says, “One of the things that burns me up, as I move about the country, is that we are the only group that allows ourselves to get in that emotion bag.” He jabs a slender finger into the palm of his hand and makes the point, “We, least of all, can afford the luxury of sitting back for the next four years. We have to work with whomever sits at 1600 Pennsylvania Avenue.”

Scott warns, “We can’t afford to be the last guy on the totem pole. No President is perfect, but we’ve got to work with all of them. We are the

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“When you talk about southern strategy, I think about the Democratic party that traditionally denied Blacks the vote in the South.”

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only group in this country who acts as though the President wasn't elected.

“I think that the time has come for Black Americans to realize that it is not our destiny to inherit the wastelands of America. We need to set our sights on something that has substance. Unless we put substance into the word 'Black,' it will always be associated with that which is not beautiful, no matter how often we make statements to the contrary.

Stan Scott was born in Bolivar, Tennessee but grew up in Atlanta, Ga., where one of his contemporaries was Vernon Jordan. He recalls the earlier relationship with the National Urban League as Executive Director, commenting, “We knew each other long before Black became beautiful. We go back to the day when Blacks couldn't always exercise their rights as Americans to vote. Vernon and I worked for the NAACP for a number of years to secure those rights. And today, although we sometimes differ politically, I know that he and I are working for the same things, and that is for a better way of life for our people.”

The Scotts of Atlanta were influential throughout the South with their chain of newspapers that fought for a two-party system. Although the Scotts had been traditionally voting the Democratic ticket, they made a change during the Eisenhower Administration and became staunch Republicans.

“I guess you could say my family saw Eisenhower as the man-of-the-hour, but they were really fighting the lily-white primaries in the South. Back then, Blacks couldn't vote in the state primaries. They could only vote in the national elections.”

Wrinkling his brow, Scott adds, “I'm amazed at the short memory people have talking about the Re-

publican party's southern strategy. When you talk about southern strategy, I think about the Democratic party that traditionally denied Blacks the vote in the South.

“My family used the Scott newspapers to fight for a two-party system in the South, because that has always been one of our strong beliefs. My family believes in checks and balances. After all, that's what our government is all about.”

After going to journalism school, completing a hitch in the Army, and driving the last streetcars in Chicago, Scott returned to the South to Memphis, Tenn., to become Editor-General Manager of the *Memphis World*, one of the family chain. In a short time he was moved to Atlanta to work on their larger paper, the *Atlanta World*.

As a journalist, he covered freedom rides and street marches, boycotts, and sit-ins of the civil rights movement. As a young man growing up in the South, he knew firsthand the debilitating effects of Jim Crow, living in Georgia at a time when “separate but equal” was hardly more than a catchy phrase.

Stan Scott broke into the international spotlight in 1965. He had left Atlanta and was working as a reporter for United Press International in New York when his “eyewitness accounts” of the assassination of Malcolm X turned all eyes in his direction. The coverage won him a nomination for the coveted Pulitzer Prize.

The next year, he went to work with Roy Wilkins at the NAACP as assistant public relations director. There were strong indications that he was being groomed to eventually take over as director. But Westinghouse Broadcasting Corporation made him an offer he couldn't refuse. Four lucrative years were spent as

radio newsman for Westinghouse before Stan was tapped by a White House official to join the Administration.

In the Executive Office Building adjacent to the White House, Scott is comfortably settled in an office filled with momentos of his government career and an assortment of plants he has nurtured with his green thumb. Within arms reach is the favorite Royal standard typewriter that was lugged from New York. There is also the garment bag that stays packed for the next trip out of town at a moment's notice.

Chain smoking unfiltered Pall Malls, Scott pauses to consider his position: “I didn't see that I would come in for a lot of abuse by joining the Administration. I know what I am all about, and I feel I'm fortunate in that. In my family, we were brought up to be independent—you always row your own boat!”

The day begins for the White House aide when the alarm rings at 6:30 A.M. in the South West townhouse that he shares with his wife, Bettye, and two children. A taxi gets him to the Executive Office Building around 8 A.M., and when he returns home it is usually 12 hours later.

Scott also travels throughout the country speaking on behalf of the Nixon Administration. Although he admits that he sometimes encounters hostility, he shrugs and says, “I don't have any problems with people not agreeing with me. I think we have got to have dialogue. It's when we stop talking with each other that the problems come in. I haven't had anyone to call me ‘Tom,’ and my position is if someone should call me that, or a ‘political prostitute,’ it is because he is not aware of what the greater struggle is all about. I don't ever deal in personalities. I think the battle is larger than that.” □

# 'Maverick'

THE ATLANTA CONSTITUTION, Thurs., Dec. 12, 1974

## Black Ford Aide Does It His Way

By BEAU CUTTS

WASHINGTON — "I believe in the establishment. But I don't curse that guy out on the street corner with his clenched fist. I try to help him because he hasn't been able to get into the system."

That statement is an overriding creed for a former Atlanta newsman now working at the White House. He describes himself as a "maverick," and he is different.

The 41-year-old father of three is black and a Republican. He is a Nixon appointee, untainted by Watergate, continuing in his \$36,000-a-year job as special assistant to the President.

And now, Stanley S. Scott is one of the few Southerners close to Gerald Ford. Scott is the key black spokesman for the President and serves as an ombudsman at the White House for minorities.

"I feel without reservation that I can talk to him (Ford) — not necessarily things he might want to hear on any given day, but things as we (blacks) see them," said Scott in an interview.

"I think this is tremendously important. He has encouraged this sort of dialogue, and I'm very appreciative of the opportunity to provide an honest reflection."

Included in Scott's duties is opening the President's door to blacks. At Ford's direction, Scott has arranged White House meetings for the blacks in Congress and for top civil rights leaders.

And on Tuesday, Scott set up a VIP tour of the White House for heavyweight champion Muhammad Ali. Plus, he recommended to the President that Ford find a few minutes to meet personally with the colorful fighter. Ford agreed and spent about 10 minutes talking with the boxer and posing for photographs with him.

With mock seriousness, Ali told the President: "You made a big mistake in letting me come here, because now that I see it, I'm going to have to run for your job."

"Sometimes," Ford replied, "I think you can have it."

It would mean a drastic salary cut for Ali. When he recently regained the boxing title with a knockout of George Foreman in Zaire, Ali made in that one night 25 times as much money as Ford draws a year in base salary — a \$5 million purse compared to the presidential wage of \$200,000 a year.

The visit by Ali was not major news, but it did signal something to black Americans, and that is part of the job for the presidential assistant from Atlanta.



SCOTT ONE OF FEW SOUTHERNERS CLOSE TO FORD  
Former Atlanta Newsman Believes in 'Establishment'

Scott did not make his mark by marching at Selma. He believes in working within the establishment, the system.

In 1945, he was a 12-year-old boy. His parents were divorced a few years earlier. Scott came to Atlanta, residing at 1355 Hunter Street in the "old family compound."

The Scott family is prominent for its newspaper. The Atlanta Daily World, the first black daily in America. Presidential assistant Scott's father was a founder of the newspaper, now known for its conservative Republican views.

Scott attended David T. Howard Junior High on Atlanta's east side and worked at the newspaper, which had offices on Auburn Avenue on that side of town.

His work "was just anything to be done" at the paper. "This was something my grandmother (Mrs. Emmaline Scott, now 96 and still residing in Atlanta) emphasized, that the work was never too dirty to get a job done," Scott said.

Before he received the call about four years ago to come to the White House, Scott was a railroad dining car waiter, a Korean War soldier, a college student (graduating from Lincoln University, Jefferson City, Mo., in 1959), a newsman in Atlanta covering the police beat, the courthouse and city hall for the Daily World, a newsman for United Press International in New York City, a public relations

man for the NAACP, and a news broadcaster for Westinghouse in New York.

Scott said he turned down the first offer from Herbert Klein, who was then President Nixon's director of communications.

The knock of opportunity came again a few months later and Scott took a salary cut to become an assistant to Klein. Last year, Scott was named presidential assistant for minority affairs.

The tall, amiable native of Bolivar, Tenn., said he serves as a liaison between the White House and such organizations

as the NAACP, the Urban League and the Rev. Jesse Jackson's PUSH.

He helps minority businessmen and persons seeking governmental improvements in health care and housing.

His job has meant trips to check U.S. assistance programs to drought areas in West Africa and official state visits to Liberia and the Bahamas.

A key part of Scott's job is matching blacks to top posts in the administration. In fact, when asked what black Americans can expect from the Ford administration, Scott's first reply was "more job opportunities" in the federal government.

"The President will soon be issuing a departmental statement to all departments and agencies in government announcing support for the office of minority business enterprises and what it stands for in terms of involving more minorities in the mainstream of American life," he said.

This presidential advocacy will help get the departments and agencies "to open up the doors, to give those qualified to handle government contracts a piece of the action," Scott added.

"In the federal government, we've got to do a better job. The President has got to show he means what he says by appointing additional top-level (minority) people who are qualified. And that's going to happen."

"Right now in government, we've made small increases in numbers. I think we've got about 20-21 per cent of the federal payroll now of blacks and other minorities."

"We've got to do more in getting top-level blacks. I don't mean just the cabinet. I think symbolically it's good to have a black in the cabinet. But from my vantage point, I'd like to see some more assistant secretaries, some undersecretaries — these are the people who are making the decisions in the departments."

With some degree of success, the Nixon administration also made promises of more blacks in government and more black contracting with the government. Will the Ford administration really be different?

"I think you're going to see the President making a difference across the board in terms of domestic leadership," Scott said. "The President has indicated that Gov. Nelson Rockefeller, when confirmed, will play a major role in this area."

Scott then added a personal note. "He (Ford) has indicated to me that I will be playing a role between his office and Gov. Rockefeller's office."

The highest-ranking black official in the White House praised Rockefeller as having "an intimate view of what's required to alleviate some of our outstanding problems in the inner cities of America."

While employment is at the top of administration goals for minorities, even Scott is shy of a guaranteed plan, a quota system for various levels of government jobs.

"I don't know that it (a racial quota plan) is viable," he said. "We're trying to achieve results. I think we can do it through affirmative action."

Later in the interview, Scott spoke of blacks in America and his view of their future.

"We've got to find out how

this system works and make it work for us.

"People on occasion will ask me, 'Stan, are you called

an Uncle Tom because you're with an unpopular administration or a Republican administration?"

"I've never been bothered by that. Fact is, I've been fortunate in that I've not had a lot of blacks screaming 'Uncle Tom.'"

"We're becoming more sophisticated as a people," he said, pointing to "the increasing number of blacks who are elected to office as a result of the hard-won victories of '60s."

Scott, who said the Republican Party offers blacks "leverage" in politics, described the civil rights movement as "alive in different ways than a lot of people, some of the civil rights experts, don't understand."

Part of it is not letting the Democratic Party take the black vote "for granted," he said.

"I believe in giving every man an opportunity," he said. "I've got to come from this perspective because that's what I work for every day. If that makes me a liberal, okay; if that makes me a conservative, okay. But I believe more, most blacks who are making it (economically) are conservative because they've struggled so hard to get where they are, they are trying to conserve."

# THE ATLANTA CONSTITUTION

*For 106 Years the South's Standard Newspaper*

JACK TARVER, President



REG MURPHY, Editor

PAGE 4-A, SATURDAY, AUGUST 24, 1974

## *Stan Scott*

Stan Scott, an old Atlanta newspaper man, was named by President Nixon last year as special assistant for minority affairs. President Ford has asked Scott to stay on in the White House, keeping that title, and specifically serving as the President's liaison with the congressional black caucus, a group that includes Atlanta Congressman Andrew Young.

A national columnist wrote the other day that one of the tragedies of Watergate was that there had been literally hundreds of dedicated men

and women working in the White House who were there for the best of patriotic motives and who were in no way tainted by the scandals of Watergate. And yet their careers might well be hurt by the scandals that have sent numbers of former Nixon aides to jail.

Scott is very much of that group, a competent man of high integrity who simply had nothing to do with the Watergate mess. It is interesting and encouraging to note that President Ford has asked him to remain on the White House staff.

# Civil rights movement not dead

(Editor's note: The following item was penned when Mr. Scott was special assistant to President Ford)

By STANLEY S. SCOTT

In the earlier part of this century, America was blessed with one of the great scientific geniuses of the Industrial Age—Thomas Alva Edison, Redoubtable Master of the Crusty Retort.

One day, the lab chief burst into Edison's office and breathlessly announced that he had, at last, found the sound engineer they had been seeking so desperately.

"Fine," said Edison, "Find out how much he wants and put him on."

"There's only one problem, boss," said the lab chief, "He's colored."



Stanley Scott

"Yeah?" answered the Wizard of Menlo Park, "What color is he?"

Actually, it's pretty hard for white America to accept the fact that skin pigment has nothing whatever to do with competence talent or ability.

In my view, the ultimate in simplistic semantics is the hair-split separation that classifies Americans as white and black. The fact that the classifications disenfranchise the entire population of the Western Hemisphere doesn't seem to bother most people. But, I've got to tell you that if you're really white—man, you need a mortician. And, if you're really black, they better take you off that spit—because you're done.

In the world that lies ahead, it will be our job—indeed, our trust and our obligation—to show the full range of shade and color behind the events and issues that draw up the lines of battle between neighbors, neighboring territories and neighboring nations. For there is no life and

no happening under the sun that lights this plant—nor under the God-given intelligence that lights man's mind and soul—which can be reduced to the Simple Simon equation of black versus white.

There are many thinkers in the black community who view the '60s as the decade of accomplishment—and the '70s as the decade of "gains consolidation."

I do not see it that way—at least, not entirely.

It is true that we have seen great changes in the area of civil rights over the past ten years—but they were hardly something that suddenly happened. It took more than "four-score" years from the time that "This new Nation was conceived in liberty" until the day when the author of that famed Gettysburg phrase signed the proclamation that guaranteed Freedom to millions of black men and women held in bondage. Indeed, the slaves were "free"—but to do what?

It only took another hundred years for the United States of America to dedicate herself to her own founding proposition that "all men are created equal."

And just to show how things "snowball"—in a few years after the civil rights revolution, the states got around to thinking that maybe women were pretty equal, too. Talk about swift action! That little number only took fifty years following man's magnanimous decision to let the lady of the house out of the kitchen on election day for a couple of hours to cast her vote.

Landmarks and milestones along the road of progress are great things to have around—to look back on: to date a history book; or to hang with a wreath on a festive day. And I'm not knocking any of them that commemorate black progress.

But, change is inevitable. It was written into the birthright of man eons before the axes of the pioneers began to scar the landscape in the forest primeval.

Man himself is responsible for the very changes he dreads the most—particularly those disruptive changes that come about as a result of his own greed or

stupidity.

Perhaps those African blacks who were captured and sold into slavery weren't very smart—as some pinheaded socio-shrinks would like to believe. But I'll give you six-two-and-even that—if anybody asked them if they'd like to go to America on a slave ship, they would have been smart enough to tell the asker to "stick it."

To those who view with horror and alarm the black legacy willed them by their forebears, the "change" has seemed ominously swift. But to those whose skin happened, by Providence, to be the "wrong color" the evolution has been tortuously slow and excruciatingly painful.

So, maybe the legislative landmarks and sociological milestones of the past decade or so will serve to accelerate a change for the better in some of the innumerable areas where blacks are still reaching for society's bottom rung.

Is the civil rights movement dead—now that the era of confrontation, drama and hot-hot-news is behind us?

The big battlefield is quiet—and the remaining skirmishes on the perimeters are destined, by law and goodwill, soon to be ended.

Today as we look at the heterogenous make-up of the Congress, state legislatures, city halls—and the halls of justice and learning—we must say, indeed, that the nation has come a long way in "binding up its wounds." But that "long way" also took an awfully long time. There's still a very long way to go.

In the 60s, America frankly examined the wrongs—and prescribed remedies.

The major job ahead lies in the application of those remedies—in careful trial, error and revision to meet new situations and challenges in a world of ever-accelerating change.

The issues are far more subtle and complex than, say, access to lunch counters, hotels—to schools and other areas once restricted to blacks. These were merely the outward signs of second-class citizenship. Jim Crowism—