

Chairman
Ed Maloney of Pacific Telephone Telegraph Co
Mr Rudolph Peterson - Mayor Shelly
Gro Brown

Pat Brown...
find work for
minority citizens
as I found work
for myself last
month!

Hobart Taylor

ADDRESS OF VICE PRESIDENT HUMPHREY
NORTHWEST REGIONAL

PLANS FOR PROGRESS CONFERENCE

SAN FRANCISCO, CALIFORNIA

JUNE 10, 1965

Your Excellency
Archbishop
McGucken

Mr Hernandez
Mr Jackson
of Equal Employment Opportunity
Commission

I want to thank you all for this opportunity
to be with you tonight. I like to be with men
who make things work. And from the figures
on economic growth in this region -- particularly
in the State of California -- I know I am among
them when I sit down with you tonight.

Just a few days ago I noted that California
passed the 3,000 - dollar per-capita income milestone
last year.

In 1960 only Delaware had such a per-capita
figure. Today, six other states and the District

Gro Brown

of Columbia have reached it. And of the six,
three are in the West -- California, Alaska
and Nevada.

10 yrs Ago { Ten years ago the people of California had
26.3 billion dollars in disposable income. In

1963, that figure had jumped to 45.1 billion dollars -- *will over \$50 Bill*
highest of any state in the nation and more than

one-tenth of the national total.

now,

That is growth.

Growth

But I suspect we haven't seen anything yet.

Growth is the byword in California and the West.

← Growth is the story in all of these United States --
growth in income, in population, in technology.

← But in our changing society, there must be
growth too in human opportunity.

*Growth in
Opportunity!*

For a "Great Society" will never be achieved until all our citizens have opportunity to contribute to and share in our national growth.

(X) I want to talk to you about a matter morally & economically

We are now at a point in our history where the legal barriers to full citizenship for all Americans have fallen -- or soon will fall under the pressures of national consensus! ~~consensus~~

But reality must be recognized. The reality is that non-legal barriers still exist.

Certainly, restaurants, hotels and other public accommodations are open to all citizens. But how many who previously were barred can afford to pay for a meal or a room in them -- how many can afford even to travel?

Certainly, jobs are now open on an unprecedented scale. But how many minority Americans have been given the opportunity for education and training to

qualify for these jobs?

∟ We continue to sacrifice the brainpower and abilities of millions of Americans. In doing so, we lose their potential earning power and the contribution they could make to our economy's growth.

∟ I know you have heard the Council of Economic Adviser's estimate of that loss earlier today, but I'm going to repeat it again: 23 billion dollars in 1964. That loss is nearly two-thirds of the total growth in our GNP last year.

CEA
Rpt

∟ We face two challenges.

① First, we must meet the needs of our growing population.

② Second, we must bring into the mainstream of American life the Americans who have slipped into the backwaters ~~because their skin color~~ *of American life.*

on their ^{natural} first language . . . or their religion
is different.

now Economic expansion will help meet these challenges. But economic expansion alone will not educate the illiterate, train the unemployed, deal with the problems of automation, revitalize our cities, and create hope and opportunity where it is lacking today.

Until we bring all Americans to the point where they have opportunity to make their contribution to our society, we cannot be secure in our future or certain of our leadership in the world.

Today, we are the richest and strongest nation in the ~~entire~~ world. But history has demonstrated that wealth and power are subject to modification.

we need every one!

Our greatest strength always has been our moral initiative -- our assertion that man is born with certain inalienable rights and that the individual is entitled to develop his capacities to his limit. *This is our commitment.*

But as we work today on this problem of equal opportunity, and as we learn more about it, we must ask the question: Have we been true to ourselves *our commitment?*

Have we exercised our moral initiative and ~~honored~~ our heritage when millions of Americans live lives without hope amid an affluence unknown in world history?

Have we exercised our moral initiative and ~~honored~~ our heritage when non-white unemployment is twice the white figure?

And have we exercised our moral initiative and lost our heritage when more and more non-white young people drop out of school and join the ranks of the unemployed because they see no future? In the first quarter this year, the unemployment rate for non-white boys was 22.4 per cent and for non-white girls it was 32.6 per cent.

What do other nations feel when they hear of these conditions and read these figures?

Surely the question arises: if all Americans, as individuals, cannot fully participate in American life, what does democracy have to offer?

We are doing our best today to answer that question.

1 / First, a constructive government-private partnership has unleashed the growth potential of the American economy -- so we are now baking a bigger pie and there is more to go around. And I assure you that we intend to reinforce this expansion in the future.

52 months.

2 / Second, we have expanded the area ~~area~~ redevelopment and manpower training programs to bring back into the economy workers with obsolete skills and regions with eroded economic bases.

3 / Third, the broad economic opportunity program under the War on Poverty and our important education and health programs represent new investments in human resources that will strengthen the foundation of the economy's long-term growth.

Wise investment - yield dividends

Conserve + develop Human Resources.

And, finally, through the Civil Rights Act of 1964 and the voting rights bill^{8/1965}, we are setting national standards which are being and will be observed.

Of course, it has not been government alone which has answered the challenge. Scores of companies -- small and large -- are expanding their training programs and their participation in community efforts to upgrade the lives of their potential workers -- and potential customers.

Plans for Progress # The Plans for Progress program of the President's Committee on Equal Employment Opportunity is one of the finest expressions of this attitude on the part of the business community. ~~President Johnson~~ has called Plans for Progress one of the finest *best* examples of full cooperation between government and industry.

In your America -

More than 300 companies employing more than 8.6 million persons have joined hands with each other and ^{*with the govt*} ~~with us~~ to provide leadership in this drive for equal opportunity.

These companies not only have opened their gates to all qualified Americans -- they have also stretched their hands beyond the gates to help people become qualified.

They have sponsored programs to help colleges with large minority enrollments upgrade their placement services.

They are at work in some 20 cities with programs to acquaint high school counsellors with the needs of modern industry and business.

They are sponsoring a 25 million dollar
public service advertising campaign to motivate
young people to prepare themselves for the new
opportunities that are open to them.

They are sponsoring programs such as the
ones you have attended today -- and they are doing
much more that we can be proud of.

Just last week, Plans for Progress companies
in 12 cities formed ad hoc committees to help us
carry out our Youth Opportunity Campaign this
summer.

*Youth
Opportunity
Campaign*

I've been charged with making that campaign *a success*
and I ask you to
successful this summer. ~~I ask you~~ Join in and
help us.

This month, more young people will enter the
labor market than the total number of 18- and 19-
year olds who reached working age between 1950 and 1960.

*Youth
Employ*

✓ We estimate that 4.2 million persons are looking for work this month. More than half of them, 2.2 million, are young people between 16 and 21.

~~But~~ ✓ Half of these young people are out of school for the summer only. Great numbers of them ²⁵⁰⁰ need the 300 or 400 dollars they can earn this summer to go back to school in the fall.

✓ The other half of these 2.2 million young people already have dropped out of school or have been graduated from high school. ✓ Some need money for college. Others need training for full-time employment.

✓ We think that we can generate at least 500,000 work and training opportunities for boys and girls this summer -- if all levels of government and all ^{+ Community} areas of business cooperate.

Government agencies have been asked to find meaningful work this summer for one extra trainee for every 100 employees on current payrolls.

25,000

The President has directed a re-allocation of Economic Opportunity Act funds to permit an extension of the Neighborhood Youth Corps program this summer to an additional 50,000 boys and girls.

This brings the authorized strength of the Youth Corps to 120,000.

We have asked the governor of each state and the mayor of each city with a population of more than 10,000 to consider a trainee employment program like the federal government's.

There is a big role to be played here by private employers.

We are asking for cooperation from both the 620,000 firms in this country which employ from

Governors
&
Mayors

the major role -

10 to 100 workers and the 60,000 larger plants
which employ 25 million persons.

∠ If the small companies will take on a summer
trainee and if the larger ones will add one summer
trainee for every 100 employees, we could place *on a good job*
several hundred thousand youngsters this month
and next. A goal of 500,000 jobs is very reasonable.
We should do better.
~~it seems to me.~~

∠ This program will be worthwhile, as President
Johnson has said, "only if it means extra work-training
opportunities, over and above those which would
normally be offered. It would be worthless, of
course, if this program only replaced regular
employment opportunities."

You in this room represent companies whose
commitment to equal employment opportunity is
well-known. I hope by summer's end we will
have enlisted your valuable assistance in this

Youth Opportunity Campaign. - now -

Speaking of your commitment to equal opportunity, I have some figures here which demonstrate what you have done. These figures compare periodic reports of the first 100 companies that joined Plans for Progress -- the ones who have been in the longest. And I know that includes some of the companies represented here today.

Here is what a comparison of a composite of their initial reports and their 1963 and 1964 reports showed:

In the initial reports, non-whites made up 5.1 per cent of total employees. In 1963, the rate

~~of utilization was 5.9 per cent.~~ In 1964, ~~the~~

non-whites made up rate of utilization was 6.5 per cent. of total employees

✓ In salaried -- or white collar -- jobs, the utilization rate rose from 1.5 per cent . . . to 2.1 per cent . . . to 2.5 per cent.

✓ In hourly jobs, the rates were: 8.5 per cent . . . 9.2 per cent . . . and 10 per cent.

✓ We know that the expanding economy and other factors enter into this picture. We do not claim all the credit for Plans for Progress or the President's Committee. But we do know that positive action on the part of these 100 major companies does show up in the statistics.

✓ I want to give you one more statistic: In a comparison of the 1963 and 1964 reports for these 100 companies, 27.9 per cent of the total increase in employment . . . 37.2 per cent of the increase in salaried jobs . . . and 26.3 per cent of the increase in hourly jobs went to non-whites.

Title IV

Now, on July 2, the present activities of the federal government relating to equal job opportunities will acquire an important new dimension with the activation of Title VII of the Civil Rights Act -- the section establishing national standards for non-discrimination for employers, labor unions and employment agencies.

These standards will be comparable to ^{those} ~~the~~ standards already established under the government contract compliance program of the President's Committee, so most of you will already be familiar with them.

The new standards will be administered by a five-member Equal Employment Opportunity Commission, headed by Franklin D. Roosevelt, Jr.

The new commission will rely heavily upon close working arrangements between the federal government and the states and localities with equal employment

opportunity statutes and laws currently in operation.

And, of course, the new commission will rely heavily upon the leadership of those companies -- such as the ones in Plans for Progress -- who already operate their personnel programs on a merit basis.

We'll walk that extra mile to achieve voluntary compliance and we'll do everything we can to cooperate with anyone who wants to do the right thing. !!

But let everyone be assured of one thing: We intend for these standards to be observed and we intend to expand the opportunities for individuals in this country.

∠ We are not talking about welfare. We are not talking about relief. We are not talking about charity.

∠ We are talking about relieving the painful impact of job discrimination, which limits the aspirations and accomplishments and warps the lives of millions of our minority citizens.

∠ In the last four years, through the activities of the President's Committee and Plans for Progress, we have made impressive progress. But we are not satisfied -- nor are we complacent.

∠ We have no choice. If we are to reach our potential . . . if we are to maintain our place as leader of the world . . . if we are to be true to ourselves, we must redouble our efforts.

*We are talking
about human
waste -
upgrading!*

We are determined that every citizen shall participate constructively in society.

This is not an easy charge -- but our commitment to it is unmistakeable. We move forward toward our goal. We know you are with us.

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ADDRESS OF VICE PRESIDENT HUBERT H. HUMPHREY
AT THE NORTHWEST REGIONAL PLANS FOR PROGRESS CONFERENCE
SAN FRANCISCO, CALIFORNIA, JUNE 10, 1965

I want to thank you all for the opportunity to be with you tonight. I like to be with men who make things work. And from the figures on economic growth in this region -- particularly in the State of California -- I know I am among them when I sit down with you tonight.

Just a few days ago I noted that California passed the 3,000 dollar per-capita income milestone last year.

In 1960 only Delaware had such a per-capita figure. Today, six other states and the District of Columbia have reached it. And of the six, three are in the West -- California, Alaska and Nevada.

Ten years ago the people of California had 26.3 billion dollars in disposable income. In 1963, that figure had jumped to 45.1 billion dollars -- highest of any state in the nation and more than one-tenth of the national total.

That is growth.

But I suspect we haven't seen anything yet.

Growth is the byword in California and the West. Growth is the story in all of these United States -- growth in income, in population, in technology.

But in our changing society, there must be growth too in human opportunity.

For a Great Society will never be achieved until all our citizens have opportunity to contribute to and share in our national growth.

We are now at a point in our history where the legal barriers to full citizenship for all Americans have fallen -- or soon will fall under the pressures of national consensus.

But reality must be recognized. The reality is that non-legal barriers still exist.

Certainly, restaurants, hotels and other public accommodations are open to all citizens. But how many who previously were barred can afford to pay for a meal or a room in them -- how many can afford even to travel?

Certainly, jobs are now open on an unprecedented scale. But how many minority Americans have been given the opportunity for education and training to qualify for these jobs?

We continue to sacrifice the brainpower and abilities of millions of Americans. In doing so, we lose their potential earning power and the contribution they could make to our economy's growth.

I know you have heard the Council of Economic Adviser's estimate of that loss earlier today, but I'm going to repeat it again: 23 billion dollars in 1964. That loss is nearly two-thirds of the total growth in our GNP last year.

We face two challenges.

First, we must meet the needs of our growing population.

Second, we must bring into the mainstream of American life the Americans who have slipped into the backwaters because their skin color ... or their first language ... or their religion is different.

Economic expansion will help meet these challenges. But economic expansion alone will not educate the illiterate, train the unemployed, deal with the problems of automation, revitalize our cities, and create hope and opportunity where it is lacking today.

Until we bring all Americans to the point where they have opportunity to make their contribution to our society, we cannot be secure in our future or certain of our leadership in the world.

Today, we are the richest and strongest nation in the entire world. But history has demonstrated that wealth and power are subject to modification.

Our greatest strength always has been our moral initiative -- our assertion that man is born with certain inalienable rights and that the individual is entitled to develop his capacities to his limit.

But as we work today on this problem of equal opportunity, and as we learn more about it, we must ask the question: Have we been true to ourselves?

Have we exercised our moral initiative and honored our heritage when millions of Americans live lives without hope amid an affluence unknown in world history?

Have we exercised our moral initiative and honored our heritage when non-white unemployment is twice the white figure?

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What do other nations feel when they hear of these conditions and read these figures?

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First, a constructive government-private partnership has unleashed the growth potential of the American economy -- so we are now baking a bigger pie and there is more to go around. And I assure you that we intend to reinforce this expansion in the future.

Second, we have expanded the area redevelopment and manpower training programs to bring back into the economy workers with obsolete skills and regions with eroded economic bases.

Third, the broad economic opportunity program under the War on Poverty and our important education and health programs represent new investments in human resources that will strengthen the foundation of the economy's long-term growth.

And, finally, through the Civil Rights Act of 1964 and the voting rights bill, we are setting national standards which are being and will be observed.

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They are sponsoring programs such as the ones you have attended today -- and they are doing much more that we can be proud of.

Just last week, Plans for Progress companies in 12 cities formed ad-hoc committees to help us carry out our Youth Opportunity Campaign this summer.

I've been charged with making that campaign successful this summer. I ask you: Join in and help us.

This month, more young people will enter the labor market than the total number of 18- and 19-year olds who reached working age between 1950 and 1960.

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There is a big role to be played here by private employers.

We are asking for cooperation from both the 620,000 firms in this country which employ from 10 to 100 workers and the 60,000 larger plants which employ 25 million persons.

If the small companies will take on a summer trainee and if the larger ones will add one summer trainee for every 100 employees, we could place several hundred thousand youngsters this month and next.

A goal of 500,000 jobs is very reasonable, it seems to me.

This program will be worthwhile, as President Johnson has said, "only if it means extra work-training opportunities, over and above those which would normally be offered. It would be worthless, of course, if this program only replaced regular employment opportunities."

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We are determined that every citizen shall participate constructively in society.

This is not an easy charge -- but our commitment to it is unmistakeable. We move forward toward our goal. We know you are with us.

SPEECH BY HUBERT H. HUMPHREY, VICE PRESIDENT OF THE
UNITED STATES
PLANS FOR PROGRESS CONFERENCE
FAIRMONT HOTEL, SAN FRANCISCO
JUNE 10, 1965

Thank you, Mr. Peterson and Chairman Maloney, Governor Brown,
Mayor Shelly, and Your Excellency Archbishop McGuken.

Ladies and Gentlemen:

I surely am singularly honored to be a part of this program of the
Plans for Progress Northwest Conference. I can think of no dinner that I
would rather attend, and I can think of no endeavor with which I would rather
be associated. And I do want to express thanks to all of you and my personal
thanks to the Governor for his message, for the profundity of the thought that
was in that message, and for his leadership and courage in helping to lead
this state to the progress which it represents.

I sometimes wonder if the people of California realize just how much
the rest of the nation envies them. A sort of a happy envy, I'd say, because
we are all proud of our respective states, but this great state, the Golden
Bear State, the State of the Golden Gate, this state has been a marvel to all
of us, and I come here tonight to pay tribute and respect to the leadership
here--political, economic, social, spiritual--that has made it possible for
this magnificent state of the far West of our nation, to be the bright star in
our flag and in our galaxy of stars in this Republic.

I'm very pleased tonight, also, to note that the members of the Pres-
ident's...members of the Equal Employment Opportunity Commission, (It's

very hard sometimes to remember all these new titles that we have), but members of that Commission are present this evening to meet: Mrs. Hernandez, Mr. Jackson, and also, this gentleman who received such great applause from this audience, the Executive Director, the moving force behind the President's Committee on Equal Employment Opportunities, Hobart Taylor.

I've been watching this fellow Hobart. Every place he goes he gets a lot of applause. I think we'll have to start to down-grade him a bit. But I admire him so much because he does such a grand job.

I wish that everybody in the world could see this audience tonight, and that somehow or another within just a few moments we could capsule its meaning. I wish that Early Bird Satellite could pass over us and that the cameras could focus upon us and somehow or another we could spread the message of what we're doing here, to Africa and to Asia, and to Latin America and Europe--to every place in this globe of ours. I think if we could, I think if we could have the picture of what is happening here--yes, the picture and the word--we would really strike a blow for freedom as never before, because so many people misunderstand what America means, and so many people minunderstand us as we seek to change and as we seek to progress.

One of the real difficulties in the free country is to exercise that right of discussion, debate, and dissent and criticism, and at the same time not to have those who are so diabolically opposed to us, misunderstand what we're doing. We learn through the refining fire of discussion and debate, and we

learn because we are willing to re-examine what we do every day and every hour of our lives. But let me reassure you of one thing, it's only the strong who can be self-critical. And it's only the strong nation and the nation of confidence and faith that can afford to re-examine itself. The weaklings always boast, and those who are insecure can never seem to stand or understand the right to dissent.

Thank goodness, that we in America are willing to recognize that we've made our mistakes, but we seek to learn from them. And thank goodness that we are able to recognize the importance of change and how to adapt ourselves to it. And then too, let us be ever thankful that this is a country that is young in heart and spirit and young in terms of its growth. We're just beginning to live and we're just beginning to really realize our potentiality.

I had a wonderful experience yesterday morning, which I've related on one other occasion today. I happen to be Chairman of the Space Council--that's one of the duties that a Vice-President has. I was asked one time to describe my duties, and I said, "It will take only a moment, because a Vice-President isn't supposed to have much to do, unless he has a very busy President, and I don't think I need to describe that any further."

Yesterday, I spoke to the Hatter's Convention in New York City early in the morning, and I told them that I was the best ad for their industry because I wore so many hats. One of them is the Chairman of the President's Committee on Equal Employment Opportunities, another is Chairman of the Space Council, and yesterday morning I called, before I left Washington, the

two astronauts that have brought such honor to themselves and their country, Major McDivitt and Major White. They were aboard that aircraft carrier, and I wanted to have a word with them in my role as Chairman. And what an exciting experience that was. I could hardly believe it myself. I could hardly believe that this had all happened--at least in my lifetime. If anybody would have told you ten years ago, fifteen years ago, that a man was going to walk out of a space capsule 125 miles up in the air and away from the earth and just walk around up there, you would have said, "Lock him up. That fellow's dangerous!" But the Americans of today can perform the impossible.

But the great miracles of science and technology require some changes and indeed, almost some miracles here in human relations. Man must not fall behind in his relationships with his fellow man. He must keep pace with the world of change that is brought about by the science and technology of our time. He must understand that as the world is made smaller by communication, as it is made smaller and more intimate--and it is much more intimate--by science and technology, that man, himself, must be more understanding--he must be more of a brother, that the concept of brotherhood is no longer something that you talk about, that on occasion you remember, but it is a way of life. And unless we do remember it, instead of brotherhood, there will be fratricide. And this, of course, we would not want.

But I come here tonight to play a part in this program of yours and of mine, of this government, of industry, and it brings joy to my heart, because I see the progress we are making. I'm so pleased that Mr. Peterson took time to note that in my earlier days in public life, I, as a mayor of the city,

advanced the first municipal Fair Employment Practices Ordinance. The man who wrote that ordinance, by the way, the young lawyer that I had, (I'm not a lawyer, but I had the idea...I knew what we wanted to do), I needed a lawyer and I didn't have any money and the city wouldn't provide any money, so I needed a free lawyer, and I got my friend, Orville Freeman, who is presently Secretary of Agriculture. By the way, I want you lawyers to know that I have always had free legal advice, and I have no partisan interest in this at all. As a matter of fact, my other free lawyer was one of the best Republicans in town. I kept my legal advice nonpartisan. But we advanced this program of Fair Employment Practices, and instead of it hurting our city, it helped it.

And then a little later, I had a little experience at the Democratic Convention. That was an experience that brought both joy and pain. Pain because it was misunderstood, and yet, joy because I believed it. And now I have lived to see that pain erased and that joy fulfilled, because the commitments made in that year by two political parties, Democratic and Republican, in the field of Human Relations and Civil Rights--that commitment has been redeemed, and the two political parties of this nation no longer argue the merits of Civil Rights legislation or Civil Rights Programs. They stand united as Americans, rather than divided as partisans. And what a happy day that was for this country.

Now, tonight, I have been listening to the words of your distinguished Governor who never fails to cite the wonders of this state. I wish he wouldn't

do this on every occasion that I come here. It sort of gives me an inferiority complex, Pat. But he noted the tremendous economic progress in California, and I had it in my prepared speech, too. I want you to know, Pat, I came here ready to confess that you have achieved it. And not only to confess, but to say with real pleasure that we're proud of you. I noted that California had passed the \$3,000 per capita income milestone last year, and you've moved beyond it this year. In 1960, only Delaware had such a per capita income. And today, there are six other states, along with the District of Columbia, that have reached it. And of these six, three of them are in the West: California, Alaska, and Nevada. Ten years ago, the people of California had, according to my researcher, about \$26,300,000,000 in disposable income. In 1963, which is the last year of reliable figures, that had jumped to \$45,100,000,000.

If I understand the prognostications, as well as, may I say, the claims of the Governor of this state, this is now an approximated \$50,000,000,000. Not bad. The highest of any state in the nation, and more than one-tenth, indeed considerably more than one-tenth, of the total of the nation. Now, this is what we call growth. When people say, "What do you mean?" That's it. Growth, by the way, is a byword for the West. It's a byword for this state. Growth and income, growth and population, growth and technology. But there needs to be another kind of growth too, as I was indicating earlier--growth in human opportunity. For a Great Society, and that's what we want--a truly Great Society, not only great in terms of income, but in the fullness of life--will never be achieved until all, all of our citizens have the opportunity to

contribute to and share in this national growth. So tonight I want to talk to you about a subject that is morally right and economically right--our human relations, our equal opportunity challenge.

We're now at a turning point, so to speak, in the history of our country, where the legal barriers to full citizenship for all Americans have fallen. For a long time we had these barriers, and there was, in fact, a second class citizenship. And those legal barriers are being erased, or soon will be under the pressure of national conscience. And isn't it great to work in a country where people still have a conscience. Sometimes we wonder, but it is still a fact. The richest of all nations that still is concerned about the poor, the mightiest of all nations that is concerned about the welfare of the weak, the strongest of all nations that is concerned about those with less strength. But I think that reality also, must be recognized. The reality is that the non-legal barriers to Equal Opportunity in our American community do still exist. Now, certainly, the restaurants and the hotels and the other public accommodations are open to all citizens; we know that, but how many who previously were barred by practice or law can afford to pay for the meal or the room that now would be open to them? How many can even afford to travel? Certainly, jobs are now open on an unprecedented scale, but how many minority Americans have been given the opportunity for education and for training to qualify them for these jobs? Because in our society today, there is little work for the unskilled and the uneducated. The curse of illiteracy, of being without training, stands in the way of opportunity.

You know we continue to sacrifice the brainpower and the abilities of millions of Americans. Sometimes it's almost shocking. When you stop and think, for example, that over 400,000 of the top high school graduates of last year, the top ten percent, never went on to college. I don't know all the reasons; some reasons were economic. Other reasons may have been family environment, but whatever the reason is, not a single person in this room should be unconcerned about the fact that a substantial number of the best brains of America never went on for further advancement and enlightenment. We need the brainpower of this country. We need it more than we've ever needed it before, because we're in the toughest competition the world has ever known. And when I hear people speak of the waste in government and the waste in our economy, I ask them to think about the waste in human resources. I am convinced in my own mind and heart that among those top high school graduates that never went on to school or among the school drop-outs that for some reason or another did not finish their high school education, in those minds may be the answers to some of our problems--to the problems of health, of technology, maybe the answer to cancer, to heart disease, maybe the answer to why we do not have as large a booster for our space missiles, or our space capsules, maybe I should say, as the Soviet Union.

Now, I know that you have heard today the report of the Council of Economic Advisors, the report that the loss of income in this country due to discrimination in employment was around \$23-billion in 1964. That's an estimate, but is considered to be a conservative estimate. Now, I don't think that even rich America can afford to lose \$23-billion because of

prejudice. I don't think we can afford that. This is nearly two-thirds of the total increase in our Gross National Product of last year. This would represent, my dear friends, two-fifths of the total income of Latin America. It represents 80 percent of the total income of Africa. And let's assume that that figure of the Council of Economic Advisors is extravagant, which it is not. By the way, some of the large banking houses of America in the letters they publish, their economic letters, say that this is a conservative figure. But let's assume that you cut it in half. That \$15-billion had it been added to the Gross National Product of this country, could have been very helpful to this state in its revenues, very helpful to the Federal Government. We would have had a balanced budget out of it. We need everybody--everybody--on the job.

Now, I'd say that we face at least two major challenges here at home. We have many abroad. First we must meet the needs of a growing population, and make up your minds that it's going to grow. I could give you figures that would just set you back on your ears. What are you going to do with the additional three million young people that are going to be in college by 1970? That's not very far away, you know, it's just around the corner. You're going to have to take care of three million more, at a minimum. Twenty-five... 50 percent of the total population of this country under 25 by 1970. Twenty-two million people over 65 by 1970. Just around the corner. I won't take you much further because when you get a little further up the line, you almost want to run away from the figures. All I can tell you is that things are moving; things are changing. Production is good not only in the factory!

Now, we have to think about the needs of this growing population; and second, we must bring into the main stream of American life those Americans, who for some reason or another, and I'm not going to argue why--I have my point of view--but some reason or another, Americans who have been left behind or who have slipped into the back waters of American life. Now, the simple truth is that when those Americans slip into those back waters, it is not only those Americans, the ones you might want to for a moment set aside and sort of forget, it's not only those Americans who pay a high price, but those well-off, 'affluent' is the word they use these days, those affluent Americans pay a high price too.

Mayor Shelley heard me say in another little gathering that when I was Mayor of my City of Minneapolis, I found out by a careful study of the finances of my City and the costs of operation, that it cost seven times as much per block of low income families as it did of middle income families for municipal services. Now, I know you're a generous people, and I know you just love everybody, but I don't love them seven times as much. I think the important thing is to help people lift themselves up so that they don't cost seven times as much to the telephone company or to the bank or to the lumber company or to the chemical or to some other company. And yet, the fact is that every city in America today is plagued with high costs of municipal services, primarily due to poverty, discrimination, racial tension, low income, and the only answer that I see is to raise the levels of the income and the performance and the education and the health and the understanding of those that are the tax eaters, rather than the tax payers.

Now, economic expansion, of course, will help meet these challenges and we've been depending a great deal upon economic expansion, and have we been expanding! We've been moving ahead, and we're going to continue to.

But economic expansion alone will not educate the illiterate, train the unemployed, or deal with the problems of automation, revitalize our cities, and that by the way, is a subject all unto itself. You'd better get ready for that one. In 1975, 80 percent of all the American population will live in cities of 50,000 or over. Now, many of you, dear friends, came from a period in this country's existence when 50 percent of the people lived on farms. When I was born, 50 percent of the people in America lived in rural America. 1911, now figure it out. I said I was 37; I cheated a little, I'm 54. This has changed, and the cities were planned for 1911. We're going to have to rebuild those, just as surely as you're going to have to rebuild a factory, or an office building, or anything else, and we have to gear ourselves for it. All the more reason we need everybody at top performance.

Until we can bring all Americans to the point where they have opportunity to make their contribution to our society, we cannot make the kind of America we want, nor can we be secure in our future, or certain of our leadership in the world. I don't think I need to tell you, dear friends, tonight, my fellow Americans, that our leadership in the world is being tested. And, make up your mind to one thing. Either we lead or the Communists do. It isn't going to be some nice, little, sweet, little-tiny, bitsy country that's going to do it. Either the United States of America, representing the free areas of the World, or the

Communist ideology, divided as it may be today between the Soviet Union and China--either we are going to be in the role of world leader with all of its burdens, none of its privileges, but all of its burdens, all of its responsibilities --or the Communists are. And for those who think that they can walk down the middle, they're not being realistic. It's exactly like a vote in the Congress. I used to say to my constituents, my problem in the Senate, when I failed to satisfy all of my critics, was that there were only two ways to vote--yes or no, aye or nay. If there had just been a column that said 'maybe'. But they didn't have it there, and no matter how much I hoped for it and prayed for it, it wasn't there. And there is no 'maybe' in this world. Therefore, we need to make sure that we have every American ready to do his part.

Now, I know we're the richest nation, and I also know we're the strongest. We can be sure of that. But history has demonstrated that wealth and power are subject to modification, and what we need is not present wealth and strength, but prolonged wealth and strength. We need to have sustained power, not temporary. We need a cruising speed, not just a burst of speed. We need to be able to take it, and take it, and take it, and stand it and stand it for years and years to come. And, unless we gear ourselves to that, we've had our best days. But I'm out here to tell you that we can do it. That we can gear ourselves to the long pull. Our greatest strength, by the way, is not in our military or even our economy. It's our moral initiative. It's our assertion that man is born with certain inalienable rights. Now, that's our faith. The Communist has his, and I suppose some other people have theirs, but our doctrine of faith is that man is born with certain God-given, inalienable

rights, and that the individual, because he is God-made, is entitled to develop his capabilities to the limit. And once we get this article of faith seared into our conscience, once that we understand what we're all about and what we believe in, then we're going to know what we're fighting for and what we're working for. And when we understand that we're fighting for human dignity and working for human dignity, that we believe as Thomas Jefferson said, we believed in these certain inalienable rights--once we understand that, then we'll understand what the competition's all about all over the world, from Viet Nam to Berlin. You will understand it a whole lot better.

Well, now this matter of human dignity, that's our commitment, but I think we have to ask ourselves, "Have we always been true to it? Have we exercised our moral initiative and our heritage when millions of Americans alive today without real hope, amid a prosperity that is unknown in history? Have we exercised our moral initiative and our heritage when non-white unemployment is twice the white figure? Have we exercised our moral initiative and our heritage when more and more non-white young people drop out of school and join the ranks of the unemployed, because, as they say, they see no future?"

In the first quarter of this year, the unemployment rate for non-white boys was 22.4 percent of all of them--almost a quarter. And the unemployment rate on non-white girls was almost 33 percent--32.6. Now, what do you think other nations say and feel, when they hear these conditions and read these figures, and of course, we say these things because we're open and a free

society? Surely, the question arises that if all Americans as individuals cannot fully participate in American life, what does democracy have to offer?

I think we're doing our...well, at least a considerable amount and maybe our best, to answer that question. First, a constructive government private partnership has unleashed the growth potential of the American economy. So now, we're really baking a bigger economic pie to divide up, and there is more to go around. And I assure you that we intend to reinforce this expansion, in the future.

By the way, you can talk yourself into anything, you know. I hadn't planned on saying this, but I think I will. You can talk yourself into being sick. You can talk yourself into being the meanest man in town. You can talk yourself into just plain human misery. The power of the mind is mighty, and you can talk this country into a depression. You can just scare the livin' daylights out of people if that's what you want to do, even when there are strong underpinnings in the economy. Well, I'd like to speak up for this economy. I submit that this economy is strong, and I submit it's healthy. I submit that our work force is better trained and skilled than ever before. Our management is better than ever before, that there is a better understanding between capital and labor than ever before. There is a better relationship between capital, labor and government than ever before--that we have a sound base of credit. I submit that all of the conditions are here for continued progress in America, if we will it, if we make up our mind that we want it.

And I, too, have read history, including 1929, but I want to say that I'd

rather make history than read it. And I think that's what you ought to be interested in. Secondly, we have expanded the area redevelopment and our manpower training programs to bring back into this economy workers with obsolete skills--and regions with eroded economic bases.

And thirdly, the broad economic opportunity programs underway, such as the War on Poverty, the important education and health programs, represent new investments in human resources that will strengthen the foundation of the economy's long term growth. These are wise investments. There has never been a nation in the world's history that has injured its economy through education. And there has never been a nation in the world that has weakened its economy through concern for the health of its people. And this government and its economy--government and people, government and the private sector--are going to do more for education in the next five years than has been done in the last fifty. And why? We have to! It is an imperative. And we're going to do more in the fields of health. We're going to conserve and develop human resources. And then through the Civil Rights Act of 1964 and the Voting Rights Bill of 1965, we are setting national standards which are being and will be observed for the national good.

And while I'm here in this great western state, having traveled throughout America. I'm Mr. See U. S. A. I've been from one end of this country to another. You can take off your hat and salute and congratulate most of your brothers and sisters in the southern states, in most of these areas, because the degree of compliance and observance of the Civil Rights Act of 1964, in

light of what people said would happen, is nothing short of amazing. And I, for one, as the Vice-President of the United States, take this opportunity in San Francisco to say, "We are grateful. We ask for more to be done, but we are grateful for what has been done."

Now, of course, it has not been government alone that has answered our challenge. If it were, we wouldn't be here. Scores of companies, large and small, are expanding their training programs and their participation in community efforts to upgrade the lives of our potential producers and workers and potential customers.

Plans for Progress of the President's Committee is one of the finest expressions of this attitude on the part of the business community. Plans for Progress is one of the best examples of the cooperation that we've been talking about, and that we've observed, between government and the private economy.

Listen to the facts. Right here in our wonderful America, more than three hundred companies employing over 8,600,000 workers, have joined hands with each other and with the government to provide leadership in the drive for equal opportunity. These companies not only have opened their gates to all Americans, that is, qualified Americans, they've also stretched out their hands beyond the gates to help people become qualified. They've sponsored programs at their own cost to help colleges with large minority enrollments to upgrade their placement services. They're conducting seminars to upgrade personnel. They are at work in some twenty cities with programs to acquaint highschool counselors with the needs of modern industry and business. They

are sponsoring a \$25-million public service advertising campaign to motivate young people to prepare themselves for new opportunities that are open to them. By the way, this is quite a need. You know when you've been told to get to the back of the bus for a hundred years, you really wonder whether opportunity is available to you even when the law says it is. I call to Washington the leaders of some of our large corporations, many of them Negro leaders, and I asked them to go on out to the colleges and to the high schools in which there was a large minority enrollment, and I said, "I want you to take the message to these young people. I want you to tell them that it is true. A new day has arrived. Take the truth to them--that there is opportunity available to them, if they'll prepare themselves for it."

Some people have said to me, "Well, my goodness, now that we've passed the law, what are they complaining about?" Well, after you've been told time after time that you're not wanted, that you're not needed, that you're not qualified, is it any wonder that some people need a little extra encouragement? My fellow Americans, we have a job on our hands to make the truth of the day a reality to those who, too long, have been living in darkness.

Now, just this last week, the Plans for Progress companies, and I think they're the best of them all, in twelve cities formed committees to help us carry out the Youth Opportunity Campaign this summer. Now, that's another little job the President offered me the other day. He said I've been put in charge of making this campaign a success, and I won't repeat in the presence of His Excellency what my comment was, but I said I would darn well

do it, if you know what I mean. And I intend to do it with your help, and I ask you to join in helping us. This month, more young people will enter the American labor market than the total number of 18 and 19 year olds who reached working age between 1950 and 1960. In one month, more young people enter the labor market than in ten years, for the 18 and 19 year olds. This is what they call the post-war baby crop. And there are more on the way, so get used to it. We estimate that 4,200,000 persons are looking for work this month. And, by the way, this is the lowest unemployment we've had for 91 months. More than half of them, however, 2,200,000 are young people between the ages of 16 and 21.

Now, I don't need to lecture parents, but let me tell you, if you think that you can keep your cities peaceful, if you think that you can hold down what is called a little hyper-activity, to put it politely, when you have 2,200,000 of the young people of America on the street corners of your city with nothing to do, then all I can say is you're in a Never-Neverland. These young people are filled up with vitamins and beans and that energy is there and you're either going to help channel it into constructive causes and purposes or it's going to handle itself some other way. It's just that simple. I didn't have that problem particularly, when I was a young fellow. My daddy owned a drug store and he just said, "Go to work!" But I've had a little trouble figuring out how I could put my boys to work in a Senator's office and the Vice-President's office. You just don't like nepotism. And most of the men and women in this same room have the same trouble because you're working for a large company. It isn't your own private business. You can't have them out on the farm, or in

the local or corner grocery store. You don't run a corner grocery store. You work for a big one. And when you come on down to the supermarket and you're the Manager and you bring along three of the little ones, you won't be Manager long. What are you going to do with your boys? What are you going to do with these daughters, ages sixteen to twenty-one? Well, we think something needs to be done.

Half of these young people are out of school for the summer only. But oh, what they can do in three months. Great numbers of them need three - four hundred dollars that they could earn this summer in order to go back to school this fall. The other half of these 2,200,000 young people have already dropped out of school and they've been out of school for two years or one year or three; and, there are 600,000 of them who have a high school diploma who haven't been employed in over two years. Some need money for college, want to go back. Others need training desperately for full time employment. Now, you can make up your minds what we're going to do. We can either have problems or progress. We can either have jobs or trouble. We can either have constructive activity or destructive violence. And I give you no other alternatives because there aren't any. I've been around. And I'm a parent. And I wish I could tell you that everybody in my family always behaved beautifully, but I can't. Maybe yours is different. If it is, see me in the telephone booth; there'll be room for all of us.

Now, we think that we can generate at least 500,000 work and training opportunities for boys and girls this summer. If everybody will get on the ball, then everybody will cooperate, government and the private sector and the

community. The government agencies have been asked to find meaningful work this summer for one extra trainee for every 100 employees on the current payroll, and that's 25,000, and that's within budget.

The President has directed a reallocation of the Economic Opportunity Act to permit extension and expansion of the Neighborhood Youth Corps Program this summer, to add another 500,000 boys and girls, bringing the authorized strength up to 120,000. I saw three of these boys down here at the airport today. They came to see me. Of all the people who came to see me, and I hope no one will take offence, nothing pleased me more. And then there was one of these young trainees who was hired by the Secret Service as a clerk in the office here in San Francisco. Here are these three young men, two from this state and one from Idaho. And these are young men who never had a chance.

And I said, "How are you doing?"

And one of them said, "I'm in Electronics."

Another one said, "Yes, I'm studying Electronics."

The third one said, "I'm studying Mechanics."

I said, "How's the food?"

"Great."

"How do you like your instructors?"

"They're marvelous!"

"What about your sports?"

"We've got the best coaches anybody ever had."

They're beginning to live. They're beginning to live, and I want you to know it cost you less to keep that boy in that Neighborhood Youth Camp or Job

Corps Camp than it does to keep one inmate in your state penitentiary per year--far less. And it doesn't cost you much more than a boy who drops out of school. You pay \$450 a year for a boy or girl in America for public education. That's the average. We hope to get that up to about \$500 this year. You pay \$1,800 a year for every school drop-out, right out of the public treasury, just to have one on the house--\$1,800 a year! \$2,500 a year for a family on relief, and \$3,500 a year for an inmate in the state penitentiary. And you can put a boy in a Job Corps Camp for less than \$2,800 a year. And make something out of him. Or have him make something out of himself.

Boy, what a happy day it was to see those three boys. I've been trying to figure out how I could get over to their camp tomorrow to have breakfast with them. I guess I can't make it because my staff always schedules me so I can't go where I really like to go. I'm complaining to them publicly right now.

Well, we've asked every governor of every state and every mayor of every city with a population of 10,000 or more to consider a trainee employment program, and they're doing it. I want you to know that some of our big corporations have wired me they're hiring 1,000 to 2,000. General Motors said 6,000 to 5,000, Ford Motors 6,000, Reynolds Tobacco Company 12,000, and so on down the line. And we've had a little newspaper, a little newspaper out in Missouri, that's a little town of about a thousand, and he had only four people in the shop, but he hired one too. If you'll just hire one. Give them a chance.

Now, this is what we're asking you to do. There are 620,000 firms in this country that employ 10 to 100 workers, and there are 60,000 larger plants

that employ 25,000,000 persons. If the small companies will take on a summer trainee, and if the larger ones will only add one per one hundred of their employees, we could place on a good job, several hundred youngsters this month and next. The goal of 500,000 is a minimum. I expect us to exceed it. Most anybody ought to be able to do that. And we ought to do better than what most anybody can do.

Now this Program, as the President said, is worthwhile only if it means an extra work training opportunity, over and above those that would normally be afforded. It'd be worthless if this program only replaced regular employment opportunities. You, in this room, represent the companies whose commitment to Equal Employment Opportunity is known. Need I tell you that most of these young people who need jobs come from deprived homes, homes where the environment is not too good. Many of them are of the minority groups. I hope that by this summer's end we'll be able to say that our Youth Opportunity Program was a success.

Now, speaking of your commitment to Equal Opportunity, I just want to assure you of the good work you have been doing, and then we're going to close up shop here tonight.

The figures look good. They're reassuring. These figures that I give you compare periodic reports of the first 100 companies that joined the Plans for Progress, the ones that have been in it the longest. And some of you are here tonight.

Here is a comparison of the composite of their initial reports, and then their 1963 and '64 reports, and here's what they showed. In the initial reports, the first year, non-whites made up about five percent--5.1--of the total employees. In 1963, the rate was up to 5.9, in 1964 up to 6.5. Progress. Plans for Progress. In the salary or white collar jobs the utilization rate rose from 1.5 percent to 2.1, and up to 2.5. In hourly jobs, from 8.5 percent up to 9.2 and up to 10. Now, we know that the expanding economy had something to do with this.

We do not claim credit for the Plans for Progress or for the President's Committee--that is, all of the credit--but we do know that the positive action on the part of these original 100 companies does show up in the statistics. I give you this to prove the point. In a comparison of the 1963-64 reports for these 100 companies, 27.9 percent of the total increase, (37.2 percent increase in salary jobs, and 26.3 percent increase in hourly jobs), went to non-whites. We are making progress and that's what counts. It's what the late President Kennedy said so beautifully, "The longest journey is the first step." And we've made some first steps.

On July 2, the present activities of the Federal Government relating to job opportunities, equal job opportunities, will fall under Title VII of the Civil Rights Act, and that means, of course, under our Equal Employment Opportunity Commission, so ably represented here tonight. These standards that are in this Act will be comparable to those already established under the Government Contract Compliance Program of the President's Committee. The

new standards will be administered by this five-member Employment Opportunity Commission, headed by Franklin D. Roosevelt, Jr. The new Commission will rely heavily upon close working arrangements with you right here in this room and others like you, with the state and local instrumentalities, such as your own F. E. P. C. Commission here in the State of California. And, of course, this new Commission will rely heavily upon the leadership of those companies in the Plans for Progress who already operate their personal programs on the basis of equal opportunity and merit.

Now, we're going to walk that extra mile to achieve voluntary compliance. I am the coordinator of these programs for your Government, and I want you to know that I want to walk not only the extra mile, but the extra two miles, and if need be, to secure cooperation. And we'll do everything we can to cooperate with anybody who wants to cooperate and do what is right. We'll even be patient, and above all, understanding. But let everyone be assured of one thing tonight: We intend to see that these standards are observed, and we intend to expand the opportunities for individuals in this country. We want to do it through voluntary cooperation, but if need be, we will see to it that Section VII of the Civil Rights Act and all other Titles are appropriately applied.

Now, we're not talking about welfare tonight. We don't advocate the "welfare state". We're talking about the state of opportunity. We're not talking about relief. We're talking about self help. And we're not talking about charity. We're talking about progress. We are talking about relieving the painful impact of job discrimination, which limits the aspirations and the accomplishments and warps the lives of millions of our minority citizens.

In the last four years, through your activities, we've made impressive progress. But I'd be less than honest if I said that we had any right to be satisfied. We cannot be complacent. We have no choice. If we're to reach our potential, if we're to maintain our place as a leader of the world, if we are to be true to ourselves, we need to redouble our efforts. And I think I'm talking to the people who know that you can do it, and will do it.

We, as Americans, this government of yours and you, must be determined that every citizen shall participate constructively in this society. We must dedicate ourselves to the strengthening of our human resources. I know this is not an easy challenge or charge, but our commitment to it is unmistakable, and we move forward to that goal. And I'm happy to know from this Conference that you're with us, and that you'll help us. In fact, you'll make it possible.

Thank you.

INFORMATION

FROM THE
PRESIDENT'S COMMITTEE
-ON-
EQUAL EMPLOYMENT OPPORTUNITY
Washington 25, D. C.

Malcolm F. Wise, Director of Information
961-3854

EEO 270

*Make statement
for press
conference
on
arrival.*

FOR RELEASE 6 P.M. THURSDAY, JUNE 10, 1965

San Francisco --- Vice President Hubert H. Humphrey today released statistics here showing the progress made over the last two years by the first 100 companies enrolled in the Federal Government's Plans for Progress program.

The Vice President used the statistics in his evening address before the Northwest Regional Plans for Progress Conference at the Fairmont Hotel.

More than 500 businessmen from Northern California and parts of 11 other states attended the one-day conference.

The report released by the Vice President showed non-whites made substantial gains in both salaried (white collar) and hourly paid (blue collar) jobs.

Compared were the 1963 and 1964 reports of the 100 companies, covering more than 5,000 installations and about 4 million workers.

Here is what the 1963-1964 statistics showed:

--- total employment increased from 3,969,748 to 4,090,361 --- 120,613, or 3 per cent. Salaried employment increased from 1,887,437 to 1,905,144 -- 17,707, or 0.9 per cent. Hourly employment increased from 2,082,311 to 2,185,217 -- 102,906, or 4.9 per cent.

--- total non-white employment increased from 232,692 to 266,317 -- 33,625, or 14.5 per cent. Non-white salaried employment increased from 40,553 to 47,134 --- 6,581, or 16.2 per cent. Non-white hourly

employment increased from 192,139 to 219,183 --- 27,044, or 14.1 per cent.

This means that non-whites accounted for 27.9 per cent of the total increase in employment, 37.2 per cent of the increase in salaried jobs, and 26.3 per cent of the increase in hourly jobs.

" I think this shows what can be accomplished when companies decide they are going to make merit the basis for all their hiring," the Vice President said.

"I think it is also a demonstration that there are many qualified persons of minority background who can fill responsible jobs competently and with dignity."

The statistics released covered only non-whites --- Negroes, Orientals and American Indians. They do not include Mexican-Americans, which are a substantial element of the employment of some of the companies.

Mexican-Americans were excluded from the statistics because the companies did not report them separately until 1964 and there was no basis for comparison.

The Plans for Progress program is a voluntary cooperative program of the President's Committee on Equal Employment Opportunity, of which Vice President Humphrey is chairman. Currently 308 companies with more than 8.6 million employees participate in this effort to provide leadership in the equal opportunity program.

In the material released by the Vice President, the 1963 and 1964 reports of the 100 companies also were compared to a composite made up of the initial reports filed by the companies when they joined the program -- between 1961 and 1963.

This table showed the rate of utilization of non-whites in the work force as a whole and in salaried and hourly jobs.

In the initial reports, non-whites made up 191,763 of 3,745,275 employees --- or 5.1 per cent. This represents 51 persons per 1,000 workers. In 1963, the rate of utilization was 5.9 per cent (232,692 of 3,969,748) --- or 59 persons per 1,000 workers. In 1964, the rate of utilization was 6.5 per cent (266,317 of 4,090,361) --- or 65 persons per 1,000 workers.

In salaried jobs, the utilization rate rose from 1.5 per cent (28,143 of 1,813,261), or 15 per 1,000 in the first report to 2.1 per cent (40,553 of 1,887,437), or 21 per 1,000 in 1963, and 2.5 per cent (47,134 of 1,905,144), or 25 per 1,000 in 1964.

In hourly jobs, the rates were: initial report --- 8.5 per cent (163,620 of 1,932,024), or 85 per 1,000; 1963 --- 9.2 per cent (192,139 of 2,082,311), or 92 per 1,000; and 1964 --- 10.0 per cent (219,183 of 2,185,217), or 100 per 1,000.

"We know that the expanding economy and other factors enter into this picture and we are not claiming all the credit for Plans for Progress or the President's Committee," the Vice President said. "But we do know that affirmative action on the part of these 100 major companies does show up in the statistics from year to year."

The Vice President indicated that a similar report soon will be released on companies which have filed reports from 1962 to 1964 under the government contract compliance program conducted by the President's Committee and the federal contracting agencies.

THE FIRST 100 COMPANIES IN PLANS FOR PROGRESS

TABLE 1 TOTAL EMPLOYMENT

	Period 1963	Period 1964	Increase Number of Employees	Percent Increase in Employment
TOTAL EMPLOYMENT	3,969,748	4,090,361	120,613	3.0%
SALARIED	1,887,437	1,905,144	17,707	0.9%
HOURLY	2,082,311	2,185,217	102,906	4.9%

TABLE 2 NON-WHITE EMPLOYMENT

	Period 1963	Period 1964	Increase Number of Employees	Percent Increase in Employment
TOTAL EMPLOYMENT	232,692	266,317	33,625	14.5%
SALARIED	40,553	47,134	6,581	16.2%
HOURLY	192,139	219,183	27,044	14.1%

TABLE 3 RATIO OF NON-WHITE TO TOTAL INCREASE

	All Employees	Non-white Employees	Percent of Non-white Total Increase
TOAL INCREASE	120,613	33,625	27.9%
SALARIED	17,707	6,581	37.2%
HOURLY	102,906	27,044	26.3%

TENTATIVE REPORT ON 1964 EEO-10 STATISTICS

The First 100 Companies in Plans for Progress

Initial Report

	Total Employees	Non-White	Percent
SALARIED	1,813,261	28,143	1.5%
HOURLY	1,932,024	163,620	8.5%
TOTAL	3,745,275	191,763	5.1%

1963

	Total Employees	Non-White	Percent
SALARIED	1,887,437	40,553	2.1%
HOURLY	2,082,311	192,139	9.2%
TOTAL	3,969,748	232,692	5.9%

1964

	Total Employees	Non-White	Percent
SALARIED	1,905,144	47,134	2.5%
HOURLY	2,185,217	219,183	10.0%
TOTAL	4,090,361	266,317	6.5%



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