

NEWS

Hubert H Humphrey

HUMPHREY URGES BUSINESS TO GIVE EQUAL OPPORTUNITY TO NATION'S MINORITIES

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CHICAGO, Sept. 29--"Blacks and Spanish speaking Americans have not found an equal chance for advancement in the shops and factories of this nation," Senator Hubert H. Humphrey tonight told a career conference of minority personnel specialists.

"Industries with large numbers of black employees are those in which many jobs are routine, unpleasant and call for great physical exertion and endurance."

Humphrey called upon the business community to eliminate discrimination in its hiring practices and to seek ways to provide meaningful advancement to minority group members within a given industry.

"No law or decree can solve this problem. Sweeping change cannot come by mandate," he said.

"It will take the persistance of people, such as ourselves, and the realization by all that prejudice and economic exclusion are not only morally wrong but bad for business."

While the 1960's provided "a ray of hope" for blacks in securing expanded job opportunities, Humphrey said that the 1970's have already cast a dark shadow over black economic progress.

He pointed out that by 1970 a larger share of blacks -more than 42 percent -- were holding jobs in the lowest
skilled categories than were holding such low skilled jobs
in 1960.

"By 1971 minority Americans ran directly into the economic recession that was sweeping the nation. Last year -- for the first time in a decade -- the number of blacks with jobs was below that for the previous year. This was not the case with whites," Humphrey said.

"And in the government sector, where blacks are well represented, employment grew more slowly in 1971 than it had in recent years.

"Added to the reduction in job opportunities for black
Americans at the beginning of this decade was the far-sweeping
unemployment experienced by the black community."

Although blacks in 1971 represented 11 percent of the labor force, Humphrey told his audience that they accounted for nearly 20 percent of the total unemployment. And for black teenagers he said unemployment ran from 33 to 50 percent.

The Minnesota Senator also called upon government to play a more forceful role in assuring equal job opportunity and urged action on four fronts:

- (1) The Federal government should launch a program of job training that would include pre-job, on-the-job and between-jobs training and retraining.
- (2) Congress should retain the investment tax credit which encourages increased plant expansion and more jobs.
- (3) The President should press for the passage of a public service employment bill that would provide one million jobs now for the very young and the old.
- (4) A National Domestic Development Bank should be created to finance public facilities across the nation -- which would result in hundreds of thousands of job opportunities and funding for minority enterprises.

"The struggle to achieve equal opportunity and self dignity for all Americans will not be won, until we recognize that true economic integration is as important to this nation as the legally mandated integration of the landmark civil rights legislation of the 1960's," Humphrey concluded.



REMARKS BY SENATOR HUBERT H. HUMPHREY

CAREER CONFERENCE OF MINORITY PERSONNEL SPECIALISTS



SEPTEMBER 29, 1972

Congruence wom (Bill) C/ay. Frank Lockett LIT'S A GREAT PLEASURE TO BE HERE WITH MEMBERS OF

THE BUSINESS COMMUNITY WHO ARE CONCERNED WITH EXPANDING

OPPORTUNITIES FOR MINORITY GROUP MEMBERS IN BUSINESS AND

INDUSTRY.

I come to you today as a partner in your important

ENDEAVOR

I HAVE ALWAYS BELIEVED THAT CIVIL RIGHTS ARE
MEANINGLESS WITHOUT EQUAL ECONOMIC AND JOB OPPORTUNITY RIGHTS.

From the two vantage points of the business world and

THE FEDERAL GOVERNMENT I SEE MUCH WORK THAT NEEDS TO BE DONE.

EXPANDING BUSINESS OPPORTUNITIES FOR MINORITY AMERICANS IS A COMPLICATED PROCESS. THE ECONOMIC AND SOCIAL GAPS CAUSED BY YEARS OF EXCLUSION FROM WHAT MUST BE CALLED THE "WHITE MAINSTREAM" ARE INDEED DIFFICULT TO CLOSE PREJUDICE AND IGNORANCE ARE STILL DEEPLY EMBEDDED, SLOWING THE PROGRESS THAT MUST BE MADE TO EXPAND MINORITY OPPORTUNITIES. No LAW OR DECREE CAN SOLVE THIS PROBLEM SWEEPING CHANGE CANNOT COME BY MANDATE. IT WILL TAKE THE PERSISTANCE OF PEOPLE SUCH AS OURSELVES AND THE REALIZATION BY ALL THAT PREJUDICE AND ECONOMIC EXCLUSION ARE NOT ONLY MORALLY WRONG BUT BAD FOR BUSINESS.

I AM CONVINCED THAT A COMBINATION OF MORAL AND ECONOMIC IMPERATIVES WITH ENLIGHTENED LEADERSHIP WILL DO MUCH TO FULFILL THE AMERICAN PROMISE OF ECONOMIC OPPORTUNITY FOR ALL WHERE ARE WE ON THE ROAD TO THIS GOAL! WHERE ARE WE IN VERY PRECISE TERMS? THE CHIEF PROBLEM FOR MINORITIES IN SECURING EXPANDED ECONOMIC OPPORTUNITIES INVOLVES ENTERING OCCUPATIONS.

PROFESSIONS, AND INDUSTRIES WHERE THEY HAVE BEEN TRADITIONALLY

EXCLUDED.

o Plans to Progress Coalitim Drive

During the 1960's steady progress was made by black

AMERICANS AS THEY MOVED INTO HIGHER LEVEL JOBS. " Ch. of

BETWEEN 1960 AND 1969, BLACK EMPLOYMENT IN WHITE COLLAR,

CRAFTS AND OPERATIVE OCCUPATIONS INCREASED 67 PERCENT COMPARED

WITH 22 PERCENT FOR WHITES IN 1969 THERE WERE ONE MILLION

MORE BLACKS EMPLOYED IN THESE OCCUPATIONS THAN IN LABOR AND

SERVICE JOBS AND DURING THE SAME PERIOD, BLACK EMPLOYMENT

DECAM TO DECLINE IN LOW PAYING PRIVATE HOUSEHOLD AND FARM

Towards the end of the Last decade there were pronounced

GAINS IN BLACK EMPLOYMENT IN THE PROFESSIONAL AND TECHNICAL

OCCUPATIONS WHICH OUTSTRIPPED GAINS MADE BY WHITES IN THESE

AREAS. The Same was true in Education

LPHOE 4

Unfortunately, the statistics showing progress for black

Americans and for Spanish speaking minorites are not able to

OVERSHADOW SOME OF THE REAL PROBLEMS MINORITIES STILL FACE

WITH EMPLOYMENT AS AT ALL LEVELS

If the 1960's provided a ray of hope for blacks in securing expanded opportunities, the 1970's have already cast a dark shadow over black economic opportunities.



HOLDING SUCH LOW SKILLED JOBS IN 1960, AT THE START OF

THIS DECADE THERE WERE MORE BLACKS AT THE BOTTOM OF THE

OCCUPATIONAL PYRAMID THAN TEN YEARS EARLIER.

AND BY 1971 MINORITY AMERICANS RAN DIRECTLY INTO THE ECONOMIC RECESSION THAT WAS SWEEPING THE NATION LAST YEAR.

FOR THE FIRST TIME IN A DECADE, THE NUMBER OF BLACKS WITH JOBS WAS BELOW THAT FOR THE PREVIOUS YEAR THE MASS HOT THE CASE

WITH WHITES.

IN MANUFACTURING IT IS THIS SECTOR OF THE ECONOMY THAT WAS

EXPERIENCING THE MOST SEUGOISHNESS. THE RECESSION IN THE

MANUFACTURING CECTOR HAS BEEN ESPECIALLY DIFFICULT FOR EXPANDING

BLACK JOB OPPORTUNITIES.

AND IN THE GOVERNMENT SECTOR WHERE BLACKS ARE WELL

REPRESENTED, EMPLOYMENT GREW MORE SLOWLY IN 1971 THAN IT HAD IN RECENT YEARS.

ADDED TO THE REDUCTION IN JOB OPPORTUNITIES FOR BLACK

AMERICANS AT THE BEGINNING OF THIS DECADE WAS THE FAR-SWEEPING

UNEMPLOYMENT EXPERIENCED BY THE BLACK COMMUNITY.

WE ALL KNOW THAT THE PRESENT UNEMPLOYMENT DATA FAIL TO

DESCRIBE ADEQUATELY THE SERIOUS UNEMPLOYMENT SITUATION AMONG

MINORITY GROUPS BUT LET ME MAKE A FEW GENERALIZATIONS THAT

POINT TO THE CRITICAL NATURE OF THIS PROBLEM:

- -- THE UNEMPLOYMENT RATE FOR BLACK TEENAGERS RUNS FROM

 33 TO 50 PERCENT
- -- THE RATIO OF BLACK TO WHITE ADULT UNEMPLOYMENT HAS

 BEEN STEADILY INCREASING AND NOW IS ROUGHLY TWO TIMES GREATER

 THAN WHITE IN THE DEPRESSED AREAS

-- IN 1971 BLACKS REPRESENTED 11 PERCENT OF THE LABOR FORCE AND ACCOUNTED FOR NEARLY OF THE TOTAL UNEMPLOYMENT.

STATISTICS WILL ALWAYS FAIL TO DESCRIBE ADEQUATELY WHAT

ECONOMIC RECESSION MEANS TO AN ALREADY HARD-HIT ECONOMIC

GROUP - BLOCKED OPPORTUNITIES, LITTLE ADVANCEMENT, LAYOFFS

AND GENERAL HARDSHIP ARE ALL PART OF THE PICTURE OF PROGRESS

HALTED BY ECONOMIC RECESSION.

I BELIEVE THAT AN IMPORTANT ROADBLOCK TO EXPANDED

OPPOPULATION FOR MINORITY AMERICANS CAN BE REMOVED WITH

ECONOMIC RESVERTE

ECONOMIC RECOVERY CANNOT PERFORM MIRACLES, BUT IT CAN

CREATE THE CLIMATE FOR GREATER OPPORTUNITIES.

AND THE KEY TO RECOVERY IS A PARTNERSHIP BETWEEN THE

BUSINESS COMMUNITY AND GOVERNMENT, NEITHER CAN ACHIEVE THE

LET ME OUTLINE WHAT IS NEEDED FROM THE GOVERNMENT'S SIDE.

ESPECIALLY IN THE AREA OF CREATING JOB OPPORTUNITIES FOR

-- IN ANY PLAN FOR ECONOMIC RECOVERY, THE CONGRESS MUST

RETAIN THE INVESTMENT TAX CREDIT WHICH ALLOWS FOR INCREASED

PLANT EXPANSION AND MORE JOBS. PRESIDENT KENNEDY SUCCESSFULLY

USED THIS DEVICE TO CUT UNEMPLOYMENT.

MINORITY AMERICANS:

THERE IS MUCH TALK THAT IT SHOULD BE ABOLISHED AS A PART OF

-- WITH UNEMPLOYMENT STILL AT ALARMING LEVELS. I BELIEVE

ANY PRESIDENT -- DEMOCRAT OR REPUBLICAN -- SHOULD PRESS FOR

PASSAGE OF A PUBLIC SERVICE EMPLOYMENT BILL THAT WOULD PROVIDE

OR NOW FOR THE VERY YOUNG AND THE OLD GOVERNMENT

CAN BE THE EMPLOYER OF FIRST OPPORTUNITY AS WELL AS LAST RESORT.

ONE OF THE GREATEST PROBLEMS FACING MINORITY GROUPS

Educ - SK. (1)

IS THE LACK OF TRAINING FOR SKILLED JOBS THE GOVERNMENT IS THE

ONLY INSTITUTION CAPABLE OF LAUNCHING A PROGRAM OF JOB

TRAINING THAT CAN MAKE A DENT IN THE CRITICAL SHORTAGE OF

SKILLS AMONG MINORITY GROUPS.

- High Edwalton - Profusion

-11-THIS PROGRAM SHOULD INCLUDE THE WHOLE ARRAY OF PRE-OB ON-THE-JOB, AND BETWEEN-JOBS TRAINING AND RETRAINING. THE VERNMENT SHOULD INVEST AT LEAST \$250 MILLION IN THIS PROGRAM. THE CREATION OF A NATIONAL DOMESTIC DEVELOPMENT BANK WHICH WOULD BUILD PUBLIC FACILITIES ACROSS THE NATION NATIONAL DOMESTIC DEVELOPMENT BANK DEVELOPMENT BANK BAND HAVE A CAPITAL FUND FOR THIS PURPOSE.

IF WE TOOK THESE FOR STEPS NOW, FOR WE WOULD BE

WELL ON THE WAY TO ECONOMIC RECOVERY AND MORE JOB

OPPORTUNITIES IN THE PUBLIC AND PRIVATE SECTORS FOR MINORITY

AMERICANS D

LIFE IN THE BUSINESS EXPERIENCE OF MOST MINORITY GROUP MEMBERS

BLACKS AND SPANISH-SPEAKING AMERICANS HAVE NOT FOUND AN

EQUAL CHANCE FOR ADVANCEMENT IN THE SHOPS AND FACTORIES OF

-Banks, Boards, Unwirettes

THOUSTRIES WITH LARGE NUMBERS OF BLACK EMPLOYEES ARE

THOSE IN WHICH MANY JOBS ARE ROUTENET UNPLEASANT AND GALL FOR

A GREAT DEAL OF PHYSICAL EXERTION AND ENDURANCE.

Warmen Acomete Correction The Business COMMUNITY HAS

AN IMPORTANT OBLIGATION TO ELIMINATE DISCRIMINATION IN ITS

HIRING PRACTICE, BUT IT MUST ALSO SEEK WAYS TO PROVIDE

MEANINGFUL ADVANCEMENT TO MINORITY GROUP MEMBERS WITHIN A

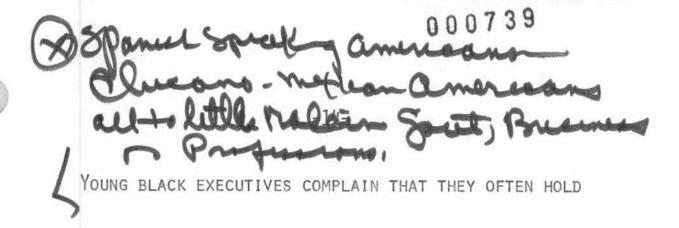
GIVEN INDUSTRY

THE PROBLEMS OF BLACK EXECUTIVES -- A GROUP WHICH STILL

REPRESENTS TOO SMALL A FRACTION OF THE NON-WHITE LABOR FORCE --

ARE SYMBOLIC OF PROBLEMS FACED BY BLACKS AT ALL LEVELS OF

To true of other minority of the other start of the start



POSITIONS OUTSIDE OF THE MANAGEMENT MAINSTREAM.

ARE OFTEN PLACED IN EXECUTIVE POSITIONS WHERE THEY

ONLY DEAL WITH BLACKS AS ONE OBSERVER OF NOTED:

"These Jobs are black islands in white industry. The executives

WHO OCCUPY THEM ARE OFTEN WELL PAID, BUT THEY HAVE LITTLE OR

LE TYING

NO IMPACT ON COMPANY PROFITS, AND LITTLE OR NO PROSPECT OF

GETTING ONTO A TRACK THAT LEADS TO THE TOP LEVELS OF MANAGEMENT."

THE SAME PHENOMENON OFTEN OCCURS IN THE POLITICAL
WORLD. THE THE IT CAN BE CORRECTED MORE EASILY

THAN YOU THINK.

IT TAKES NOTHING MORE THAN THE COMMITMENT OF A CORPORATION'S

TOP OFFICERS TO ALLOW ELECTS TO ADVANCE ON THE BASIS OF MERIT -
NOT RACE

I AM WELL AWARE THAT MANY CORPORATIONS ARE NOT SATISFIED

WITH THE PROGRESS THEY'VE MADE IN INTEGRATING THEIR MANAGEMENT

TEAMS, ONE COURSE OF ACTION TO FOLLOW IS TO

10 The Property DECEMBERS DESCRICE

WORK WITH BUSINESS SCHOOLS TO INSURE THAT RECRUITMENT PRACTICES

FOR BLACK AND MINORITY GROUP DEGREE CANDIDATES ARE EXPANDED

AT THE SAME TIME THEY MUST LOOK TO THE MIDDLE MANAGEMENT AND

LOWER LEVELS OF THEIR OWN COMPANIES FOR POTENTIAL EXECUTIVE

TALENT.

I UNDERSTAND THAT THE GENERAL FEELING AMONG MANY BLACK

EXECUTIVES IS THAT A CORPORATION MUST GIVE A HELPING HAND TO

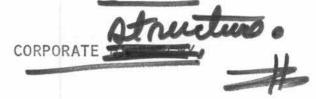
MINORITY GROUP MEMBERS TO GET IN THE FRONT DOOR AND THEN GIVE

THEM A GENUINE CHANCE TO ADVANCE ALONG THE SAME CAREER LINES

AFFORDED TO WHITES.

TRUE EQUALITY OF OPPORTUNITY MUST REPLACE THE DESIRE TO

HAVE SHOWCASE MINORITY MEMBERS AT VARIOUS SPOTS IN THE



I WOULD LIKE TO RETURN FOR A MOMENT TO THE ISSUE OF THE

ECONOMIC IMPERATIVE I MENTIONED EARLIER.

J Andrew The American Business Community Realizes

THE DISASTROUS ECONOMIC CONSEQUENCES OF PREJUDICE.

ECONOMISTS TELL US THAT BILLIONS OF DOLLARS IN HUMAN AND

INDUSTRIAL PRODUCTIVITY ARE LOST YEARLY BY THE DENIAL OF

EQUAL ECONOMIC OPPORTUNITY.

PERMAPS IF MORE RUSSINGS MEN NEGOTIAL ACT. THE

PROBLEMS WE LACE IN EXPANDING DUCINESS OFFICE UNIT IES HOULD

TOT DE AS GREAT.

IT IS CLEAR TO ME THAT THE AMERICAN BUSINESS COMMUNITY
HOLDS THE KEY TO THE REALIZATION OF TRUE ECONOMIC OPPORTUNITIES
FOR THE AMERICAN PEOPLE.

OUR FREE ENTERPRISE SYSTEM HAS ALWAYS BEEN ONE OF THE MOST DYNAMIC FORCES IN AMERICAN LIFE.

IT IS MOTIVATED NOT ONLY BY THE DESIRE TO MAKE PROFITS FOR ITS SHAREHOLDERS, BUT TO PLAY A SOCIALLY USEFUL ROLE IN AMERICAN SOCIETY TO DO THIS IT MUST RECOGNIZE THAT IT CAN NO LONGER TURN ITS BACK ON MILLIONS OF AMERICANS WHO WANT TO SHARE IN BOTH THE WORK AND REWARDS OF THE Busines Large and small, face an enormous task GOVERNMENT, TOO, MUST VIGOROUSLY JOIN IN THE EFFORT STRUGGLE TO ACHIEVE EQUAL OPPORTUNITY FOR SELF-DIGNITY FOR ALL AMERICANS WILL NOT BE WON UNTIL WE RECOGNIZE THAT ECONOMIC INTEGRATION IS AS IMPORTANT TO THIS NATION AS THE LEGALLY MANDATED INTEGRATION OF THE LANDMARK CIVIL RIGHTS LEGISLATION OF THE 1960's

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