



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 persistence 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.

(more)

"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.

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REMARKS BY SENATOR HUBERT H. HUMPHREY

CAREER CONFERENCE OF MINORITY PERSONNEL SPECIALISTS

(X) Career opportunity

CHICAGO, ILLINOIS

SEPTEMBER 29, 1972

Congressman Wm (Bill) Clay.
Frank Lockett

L IT'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.

L I COME TO YOU TODAY AS A PARTNER IN YOUR IMPORTANT
[REDACTED]
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.

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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 PERSISTENCE OF PEOPLE SUCH AS OURSELVES AND THE REALIZATION
BY ALL THAT PREJUDICE AND ECONOMIC EXCLUSION ARE NOT ONLY
MORALLY WRONG BUT BAD FOR BUSINESS.

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L I AM CONVINCED THAT A COMBINATION OF MORAL AND ECONOMIC
 IMPERATIVES ~~IN COMMUNITY~~ WITH ENLIGHTENED LEADERSHIP WILL
 DO MUCH TO FULFILL THE AMERICAN PROMISE OF ECONOMIC OPPORTUNITY
 FOR ALL.

L WHERE ARE WE ON THE ROAD TO THIS GOAL!?

~~YOU AND I KNOW THAT WE HAVE JUST BEGUN WHAT MUST BE A~~

~~LONG AND DIFFICULT JOURNEY.~~

L ^{and} ~~But~~ WHERE ARE WE IN VERY PRECISE TERMS?

L THE CHIEF PROBLEM FOR MINORITIES IN SECURING EXPANDED
 ECONOMIC OPPORTUNITIES INVOLVES ⁿ ~~the~~ ["] ENTERING OCCUPATIONS,

PROFESSIONS, AND INDUSTRIES WHERE THEY HAVE BEEN TRADITIONALLY
 EXCLUDED.

Plans for Progress
NAB - Urban Coalition | Spirit-Drive

L DURING THE 1960'S STEADY PROGRESS WAS MADE BY BLACK AMERICANS AS THEY MOVED INTO HIGHER LEVEL JOBS. "An opening!"

L 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

that were MORE BLACKS EMPLOYED IN THESE OCCUPATIONS THAN the IN LABOR AND SERVICE JOBS. ~~AND DURING THE SAME PERIOD, BLACK EMPLOYMENT~~

~~BEGAN TO DECLINE IN LOW PAYING PRIVATE HOUSEHOLD AND FARM~~

~~WORK.~~

L 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

Phase 4

UNFORTUNATELY, THE STATISTICS SHOWING PROGRESS FOR BLACK
AMERICANS AND FOR SPANISH SPEAKING MINORITIES ARE NOT ABLE TO
OVERSHADOW SOME OF THE REAL PROBLEMS MINORITIES STILL FACE
WITH EMPLOYMENT ~~problems~~ ^{opportunities} 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.

~~But~~ 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. ^{So,} AT THE START OF
THIS DECADE THERE WERE MORE BLACKS AT THE BOTTOM OF THE
OCCUPATIONAL PYRAMID THAN TEN YEARS EARLIER.

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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. ~~THIS WAS NOT THE CASE~~
~~WITH WHITES.~~

~~NEARLY 23 PERCENT OF BLACK JOBBOLDERS ARE EMPLOYED~~
~~IN MANUFACTURING. IT IS THIS SECTOR OF THE ECONOMY THAT WAS~~
~~EXPERIENCING THE MOST SLUGGISHNESS. THE RECESSION IN THE~~
~~MANUFACTURING SECTOR HAS BEEN ESPECIALLY DIFFICULT FOR EXPANDING~~
~~BLACK JOB OPPORTUNITIES.~~

*a recession for white America
is a Depression for Black
America*

AND IN THE GOVERNMENT SECTOR WHERE BLACKS ARE WELL
REPRESENTED, EMPLOYMENT GREW MORE SLOWLY IN 1971 THAN IT HAD
IN RECENT YEARS.

2 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 ~~MANY~~ DEPRESSED AREAS

-- IN 1971 BLACKS REPRESENTED 11 PERCENT OF THE LABOR
FORCE AND ACCOUNTED FOR NEARLY 20% OF THE TOTAL
UNEMPLOYMENT.

But 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.

L ~~I BELIEVE THAT AN IMPORTANT ROADBLOCK TO EXPANDED
OPPORTUNITIES FOR MINORITY AMERICANS CAN BE REMOVED WITH
ECONOMIC RECOVERY~~

L ECONOMIC RECOVERY CANNOT PERFORM MIRACLES, BUT IT CAN
CREATE THE CLIMATE FOR GREATER OPPORTUNITIES.

*I know of no
better way.*

L AND THE KEY TO RECOVERY IS A PARTNERSHIP BETWEEN THE
BUSINESS COMMUNITY AND GOVERNMENT. NEITHER CAN ACHIEVE THE
Goal
GOAL ALONE -- EACH NEEDS THE OTHER.

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

ESPECIALLY IN THE AREA OF CREATING JOB OPPORTUNITIES FOR
MINORITY AMERICANS:

-- 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.

THERE IS MUCH TALK THAT IT SHOULD BE ABOLISHED AS A PART OF
TAX REFORM EFFORTS, I FAVOR ITS RETENTION!

-- 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

Jobs - for work -
~~SECURE JOBS 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

Edue - Skills
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.

- Higher Education - Profession

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THIS PROGRAM SHOULD INCLUDE THE WHOLE ARRAY OF PRE-JOB,
ON-THE-JOB, AND BETWEEN-JOBS TRAINING AND RETRAINING. THE
GOVERNMENT SHOULD INVEST AT LEAST \$250 MILLION IN THIS PROGRAM.

and may I suggest

THE CREATION OF A NATIONAL DOMESTIC DEVELOPMENT
provide the financing for
BANK WHICH WOULD ~~BE~~ PROVIDE PUBLIC FACILITIES ACROSS THE NATION

~~FINANCE THIS DEVELOPMENT WITH A CAPITALIZATION OF \$2 BILLION.~~

to be privately rich + publicly poor
~~IN REMEDYING THE SITUATION OF A NATION PRIVATELY RICH AND~~

is a liability to people + commerce
~~PUBLICLY POOR WE WILL CREATE HUNDREDS OF THOUSANDS OF JOB~~

~~OPPORTUNITIES. AN IMPORTANT ADJUNCT OF THE~~ *the* NATIONAL DOMESTIC

could
DEVELOPMENT BANK ~~WILL~~ FUND MINORITY ENTERPRISE AND HAVE A

adequate
~~\$1~~ CAPITAL FUND FOR THIS PURPOSE.

*SBA Program too limited -
too limited - to little.*

L IF WE TOOK THESE ^{Five} ~~FOUR~~ STEPS NOW, ~~BECAUSE~~ WE WOULD BE
 WELL ON THE WAY TO ECONOMIC RECOVERY AND MORE JOB

OPPORTUNITIES IN ^{both} THE PUBLIC AND PRIVATE SECTORS FOR MINORITY
 AMERICANS

~~L ECONOMIC RECOVERY SHOULD PROVIDE THE PRIVATE SECTOR WITH
 THE IMPETUS TO REGAIN THE LOST PROGRESS ~~OF THE 1960s~~ IN
 EXPANDING JOB OPPORTUNITIES AND INCREASING THE ADVANCEMENT
 OF MINORITY GROUP MEMBERS WITHIN INDUSTRY.~~

L ^{We simply must} ~~we should~~ ^{the} ~~face an important fact of~~ ^{of}
 LIFE IN THE BUSINESS EXPERIENCE OF MOST MINORITY GROUP MEMBERS:

L BLACKS AND SPANISH-SPEAKING AMERICANS HAVE NOT FOUND AN
 EQUAL CHANCE FOR ADVANCEMENT IN THE SHOPS AND FACTORIES OF

THIS NATION. - Banks, Boards, Universities

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~~INDUSTRIES WITH LARGE NUMBERS OF BLACK EMPLOYEES ARE~~

~~THOSE IN WHICH MANY JOBS ARE ROUTINE, UNPLEASANT AND CALL FOR~~

~~A GREAT DEAL OF PHYSICAL EXERTION AND ENDURANCE.~~

We now seem to agree that

~~I BELIEVE MOST STRONGLY THAT~~ 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.

*People want to grow -
incentive!*

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

INDUSTRY.

*and this all too often
is true of other minorities or
ethnic groups, both in Govt &
Private Enterprise.*

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BLACKS

 $\angle T$

5,

GETTING

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

I CAN'T TELL YOU THAT I

and MORE

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IT TAKES NOTHING MORE THAN THE COMMITMENT OF A CORPORATION'S
~~minutes~~
TOP OFFICERS TO ALLOW ~~persons~~ TO ADVANCE ON THE BASIS OF MERIT --

NOT RACE ~~or Ethnic Background~~

I AM WELL AWARE THAT MANY CORPORATIONS ARE NOT SATISFIED
WITH THE PROGRESS THEY'VE MADE IN INTEGRATING THEIR MANAGEMENT
TEAMS, ~~may I suggest,~~ ONE COURSE OF ACTION ~~for them~~ TO FOLLOW IS TO

~~Refuse~~ ~~to the Professional Schools~~
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.

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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

structure.
CORPORATE ~~structure~~

#

now, I WOULD LIKE TO RETURN FOR A MOMENT TO THE ISSUE OF THE ECONOMIC IMPERATIVE I MENTIONED EARLIER.

Sometimes wonder if
~~I don't think~~

THE AMERICAN BUSINESS COMMUNITY REALIZES THE DISASTROUS ECONOMIC CONSEQUENCES OF PREJUDICE.

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L ECONOMISTS TELL US THAT BILLIONS OF DOLLARS IN HUMAN AND INDUSTRIAL PRODUCTIVITY ARE LOST YEARLY BY THE DENIAL OF EQUAL ECONOMIC OPPORTUNITY.

L ~~PERHAPS IF MORE BUSINESSMEN RECOGNIZED THIS FACT, THE PROBLEMS WE FACE IN EXPANDING BUSINESS OPPORTUNITIES WOULD NOT BE AS GREAT.~~

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

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

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Today 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 system.!

Business, ~~big~~ large and small, face an enormous task.

Government, too, must vigorously join in the effort. The

struggle to achieve equal opportunity for self-dignity for

all Americans will not be won until we recognize that ~~the~~

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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