

The original documents are located in Box 11, folder “Equal Employment Opportunity Commission, 1973-1975 (1)” of the Stanley Scott Papers at the Gerald R. Ford Presidential Library.

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John Powell - EEOC ^{LE has talked to him a half}
^{draw time in}
^{recent weeks. had him}
^{come here for lunch, etc.}

* No getting along with Commissioners.

* GAO investigation

— almost have to show malfeasance in office.

— Stories (adverse) in newspapers on
their fight.... doing damage to
EEOC program.

— Case load continues to pile up.

— Chaffin to California --

* Powell should have a w/flow
person to sit him down and
work on problems as they crop
up. He had requested this
earlier & we never got back to
him.

* Could have Clarence Mitchell
of NAACP & Urban League inv.
him some warning -- rebuke.

* What are our alternatives



FORMER CIVIL RIGHTS LAWYER IS NAMED CHAIRMAN OF THE EQUAL EMPLOYMENT REPLACES BROWN AT EEOC

A former NAACP and SCLC lawyer has been ~~selected~~ by the President to become the new Chairman of the Equal Employment Opportunity Commission. John H. Powell, a ~~1963~~ Magna Cum Laude graduate of Howard University, will replace William H. Brown III upon confirmation by the Senate.

Mr. Powell has been General Counsel of the U.S. Commission on Civil Rights since 1970.

He earned his law degree from Harvard Law School in 1956 and ~~1963~~ his LL.M. from the New York University Graduate School of Law in 1963.

~~in~~
~~in~~
--- A fellow-student in Boston ~~in the early~~
~~sixty's~~ called on Powell to join his new movement
in the South for Civil

Martin Luther King, a ~~FRIEND AND~~ fellow student in Boston with Powell ~~DURING THE FIFTIES~~ called on him in the early ~~sixty's~~ for help in his Civil Rights movement in the South, and Powell responded, ~~SERVING~~ ~~and served~~ as ~~SCLC's~~ trial lawyer, ~~for SCLC~~. He later served as Special Counsel to the Southern Christian Leadership Conference from 1962-1964. He continued his Civil Rights activities with the New York State ~~Committee~~ NAACP Branches, serving as Chairman of the Political Action Committee from 1962-64.



Mr. Powell saw duty as a Judge Advocate in the U.S. Air Force from 1956-58. In ~~1958~~ 1959 he was named Assistant U.S. Attorney for the Eastern Division of ~~the~~ New York ^{AFTER A BRIEF TOUR WITH THE U.S. LABOR DEPARTMENT.} In 1961 he left ~~the~~ the U.S. Justice Department post and became ~~an attorney~~ associated with ~~the~~ the New York law firm of Wachtel & Michaelson, where he engaged in general practice and corporate law regarding labor problems.

He engaged in private practice from 1962-66 and joined the ~~Celanese~~ Celanese Corporation as Counsel for the Celanese Fibers Group Company. Before joining the U.S. Civil Rights Commission, he spent two years as an attorney for the Inmont Corporation.

Mr. Powell has been admitted to practice law before several state and district courts, including ~~the~~ New York, Illinois, and the Supreme Court of the United States. He holds membership in the American Bar Association, Illinois Bar Association, Harvard Law School Association, and the Administrative Conference of the United States.

While at ~~Harvard~~ Howard University he ^{became a} ~~Phi Beta Kappa~~ Phi ~~Beta Kappa~~ Beta Kappa; served as President of the Senior Class, and served on the Student Council. At Harvard he was named to the Law School Forum and the Dormitory Council.

~~Since joining the Civil Rights Commission Powell~~
~~has conducted~~



Powell, 42, was born in Mineola, New York, and now resides in Washington, D.C. with his wife, and two children.

-30-



THE WHITE HOUSE
WASHINGTON

7-16-73
Date

TO: JOHN CALHOUN _____
PAT HUGHES _____
ROSALIE DANSAN _____

FROM: STANLEY SCOTT

ACTION: Xerox & send copies
FYI to Terry Jones &
John Villerman



MGMWSHA WSH

2-226228E192 07/11/73

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SUSPECTED DUPLICATE

3162622463 MGM TDBN WICHITA KS 100 07-11 0301P EST

ZIP 20500



Mailgram



STANLEY SCOTT, SPECIAL ASSISTANT TO THE PRESIDENT
WHITE HOUSE
WASHINGTON DC 20500

DEAR MR PRESIDENT:

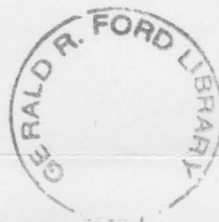
THE WICHITA URBAN LEAGUE BOARD OF DIRECTORS FULLY SUPPORT WILLIAM
H BROWN III FOR APPOINTMENT AS CHAIRMAN OF EQUAL OPPORTUNITY
COMMISSION.

AS YOU SCREENED CANDIDATES FOR THIS KEY POSITION, PLEASE GIVE
CAREFUL CONSIDERATION TO MR BROWN. WE ARE CONFIDENT HIS APPOINTMENT
WILL PROVE TO BE AN ASSET TO YOUR ADMINISTRATION AND THE NATION
AS A WHOLE. VERY RESPECTFULLY YOURS,

THOMAS P BASHAW PRESIDENT BOARD OF DIRECTORS WICHITA URBAN
LEAGUE 1405 NORTH MINNEAPOLIS WICHITA KANSAS 67214

1504 EST

MGMWSHA WSH



The White House
Washington

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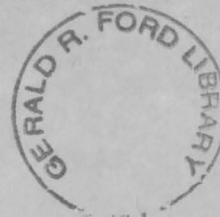
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STANLY SCOTT SPECIAL ASSISTANT TO PRESIDENT NIXON

WHITE HOUSE DC

URGE THAT YOU SUPPORT ALL EFFORTS TO GIVE EARLY CONSIDERATION
IN THE APPOINTMENT OF MR WILLIAM H BROWN III AS CHAIRMAN OF THE
EQUAL OPPORTUNITY COMMISSION THANK YOU

DR JOHN R STEVENSON PRESIDENT OF THE BOARD OF DIRECTORS COLUMBIA
URBAN LEAGUE



MGMWSHA WSH

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7142633115 MGM TDRN SAN DIEGO CA 100 07-06 0204P EST
ZIP 20000



Mailgram



STANLEY SCOTT
WHITE HOUSE DC 20000

MR PRESIDENT WE THE MEMBERS AND THE BOARD OF THE SAN DIEGO URBAN
LEAGUE URGE YOUR CONSIDERATION IN THE APPOINTMENT OF MR WILLIAM
H BROWN III AS CHAIRMAN OF THE EOC
JOHN E JACOBS EXECUTIVE DIRECTOR OF THE SAN DIEGO URBAN LEAGUE

1405 EST

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The White House
Washington

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PMS STANLEY SCOTT, DLR

WHITE HOUSE DC

MR LAIRD WE THE MEMBERS AND BOARD OF DIRECTORS OF THE RICHMOND
URBAN LEAGUE URGE YOUR CONSIDERATION IN THE APPOINTMENT OF MR
WILLIAM H GRAND THE 3RD AS CHAIRMAN OF THE EQUAL OPPORTUNITY
COMMISSION.

GEORGE F TIDEY PRESIDENT OF THE BOARD



The White House
Washington

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PMS STANLEY SCOTT

WHITE HOUSE DC

WE THE MEMBERS AND BOARD OF THE TULSA URBAN LEAGUE URGE YOUR
CONSIDERATION IN THE APPOINTMENT OF MR WILLIAM H BROWN, III
AS CHAIRMAN OF THE EQUAL OPPORTUNITY COMMISSION.

CHESTER RAGSDALE PRESIDENT TULSA URBAN LEAGUE BOARD OF DIRECTORS
240 EAST APACHE TULSA OKLAHOMA 74106

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The White House
Washington



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PMS STANLEY SCOTT, DLR

SPECIAL ASSISTANT TO PRESIDENT WHITE HOUSE

WASHINGTON DC

I URGE YOUR SUPPORT OF THE CONSIDERATION OF WILLIAM H BROWN

THE THIRD AS CHAIRMAN EQUAL OPPORTUNITY COMMISSION

SUSAN WALKER 2991 NEWPORT ST DENVER CO 80207



The White House
Washington

WHD032 WAE238(1625)(2-038728E190)PD 07/09/73 1625

ICS IPMBNGZ CSP

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3036235201 TDBN DENVER CO 19 07-09 0425P EST

PMS STANLEY SCOTT, DLR

SPECIAL ASSISTANT TO PRESIDENT WHITE HOUSE

WASHINGTON DC

I URGE YOUR SUPPORT OF THE CONSIDERATION OF WILLIAM H BROWN

THE THIRD AS CHAIRMAN EQUAL OPPORTUNITY COMMISSION

SEBASTIAN C OWENSURBAN LEAGUE OF COLORADO



The White House
Washington

WHA025(1511)(2-034130E190)PD 07/09/73 1511

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PMS STANLEY SCOTT

WHITE HOUSE DC

WE THE MEMBERS AND BOARD OF THE BATTLE CREEK URBAN LEAGUE URGE
YOUR CONSIDERATION IN THE APPOINTMENT OF MR WILLIAM H BROWN,
III AS CHAIRMAN OF THE EOC

MARK STUART BOARD PRESIDENTEVERETT C JAMES ACTING INTERIM
EXECUTIVE DIRECTOR



UNITED STATES COMMISSION ON CIVIL RIGHTS

Washington, D. C. 20425

AUG 28 1973

Honorable Stanley Scott
Special Assistant to the President
White House
Washington, D.C. 20500

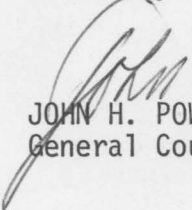
Dear Stan:

This is to express my appreciation for the assistance you provided in connection with my nomination for Chairman of the Equal Employment Opportunity Commission.

Needless to say, I am looking forward to having an opportunity of being of assistance to you in connection with your manifold responsibilities.

Thanks again.

Sincerely,


JOHN H. POWELL, JR.
General Counsel





BEN BROWN
Executive Director

The Community Foundation, Incorporated

33 HOWARD STREET, SOUTHEAST — ATLANTA, GEORGIA 30317
TELEPHONE: 373-3159

November 26, 1973

Mr. Stanley Scott
Special Assistant to the President
White House
Washington, D. C.

Dear Stanley:

Thought you might find the enclosed data interesting.

If you wish to discuss this matter - please drop me a line or call.

Sincerely,

Ben Brown
Executive Director

BB/rf





EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D.C. 20506

Emmett Doe, Jr.
Charging Party

Case No. YATO-286

v.

AFL-CIO, Department of Organization
Atlanta, Georgia
Respondent

Date of alleged violation: July 7, 1969

Date of filing of charge : August 13, 1969

Date of service of charge: November 13, 1969

DECISION 73 C493

SUMMARY OF CHARGE

Charging Party alleges that Respondent has committed an unlawful employment practice in violation of Title VII of the Civil Rights Act of 1964 by discharging him because of his race (Negro).

JURISDICTION

Respondent is engaged in activities affecting interstate commerce and employs over 120 persons in its Department of Organization. The charge was timely filed.

SUMMARY OF INVESTIGATION

Charging Party was hired by Respondent as a Field Representative in Respondent's Department of Organization on March 25, 1968 and was dismissed on July 12, 1969 for inter alia, "... commission of actions injurious to specific organizing efforts of AFL-CIO affiliates." Respondent has submitted letters from five affiliate unions requesting that Charging Party no longer be assigned to organizing efforts on their behalf. A common element in these letters is objection to "black militant" ideas propounded by Charging Party. Nowhere in these letters do the complaining affiliates particularize Charging Party's "black militant" statements or activities. The record also contains letters of praise for his organizing efforts with another union and for his private efforts with the Committee on Political Education (COPE).

In a letter dated May 23, 1968, from Charging Party's immediate supervisor to Respondent's Director of Organization, which recommended that Charging Party's temporary appointment be extended for an additional 90 days, the supervisor stated;



Doe is a very militant individual, a proponent of "black power" but without the average white man's definition of black power... I would still identify him not as a separatist but one who believes that the white man might compel such an arrangement....

Doe sees himself as a man who can educate the Black community on the merits of the trade union movement while challenging the trade union movement to give more attention to its deficiencies.

In a second letter dated September 4, 1968, which recommended Charging Party for a permanent position with Respondent, Charging Party's supervisor stated:

If his personal philosophies and political views are important, you should know that he strongly argues that democracy does not yet prevail in this country;....He is a proponent of "Black militancy" as a necessary action in black equality. On the latter, he does appear flexible and not overly definitive. I must confess that I agree with a lot of his views on these matters....

Doe should make an effective organizer if our white oriented unions do not seek to isolate him. And, of course, this is always a possibility when we employ Negroes (sic) in southern areas....

In discussions we have agreed that AFL-CIO needs more constructively militant, intelligent and progressive Negroes (sic) on staff, and in Emmett Doe we do not have a run-of-the mill kind of Negro. He will exert a shock influence which can be helpful in many situations, but which will likely be resisted in others. (emphasis supplied)

We infer, absent other facts, that the "black militancy" of which some of Respondent's affiliates complained consisted primarily or exclusively of speeches to Negro employees and that the subject matter concerned racial discrimination in employment. We conclude that such speech constituted opposition to practices made unlawful by Title VII, within the meaning of Section 704(a) of the Act, and thus was protected. See Pettway v. American Cast Iron Pipe Company, 411 F.2d 998 (5th Circuit 1969); Chambers v. United States, ___ F.2d ___ (U. S. Court of Claims 1971) 4 EPD para. 7538, citing, in a concurring opinion by Judge Davis, Parela v. United Nuclear Corporation, 317 F. Supp. 1217 (D. New Mex. 1970); Commission Decisions No. 70-925 CCH Employ. Prac. para. 6158 and No. 70-02, CCH Employ. Prac. para. 6023.1/ It is of no legal consequence that the "black militant" complaints were voiced by Respondent's affiliates rather than Respondent itself. Diaz v. Pan American World Airways, Incorporated, 442 F.2d 385 (5th Cir. 1971); Anderson v. Methodist-Evangelical Hospital, Incorporated, ___ F. Supp. ___

1/ Such speech would also appear to be protected under the NLRA. Washington State Service Employees State Council No. 18, et. al., and Jill Severn, 188 NLR No. 144, 1971 CCH NLRB para. 22819.



(D. C. Ky. 1971) 3 EPD 8282; Swann v. Charlotte Mecklenburg Board of Education,
___ U. S. ___, 39 LW 4437 (1971).

We further conclude that since Charging Party's "black militant" activities were race-related, his discharge therefore constituted discrimination because of race, in violation of Section 703(a). Commission Decision Nos. 70-925 and 70-02, supra; Barola v. United Nuclear Corporation, supra; Washington State Service Employees State Council No. 18, et al. and Jill Severn, supra.

Since, as has been concluded, Charging Party's discharge was based, at least in part, upon unlawful factors, whether there were other, lawful, factors influencing the discharge affects remedy only and is for Respondent to prove; i.e., it is for Respondent to show that Charging Party would have been discharged irrespective of the "black militant" complaints. See King v. Laborers Local 818, ___ F.2d ___ (6th Cir. 1971) 3 EPD 8198; Commission Decision No. 70-925, supra, and cases cited at note 4; see also Smith v. Sol D. Adler Realty Company, 436 F.2d 344 (7th Cir. 1970).

DECISION

There is reasonable cause to believe that Respondent Union has engaged in an unlawful employment practice in violation of Title VII of the Civil Rights Act of 1964 by discharging Charging Party because of his race (Negro).

For the Commission:

APR 2 1973

Date

Eduardo Peña
Director of Compliance





Atlanta District Office
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Citizens Trust Building, Tenth Floor
75 Piedmont Avenue, N. E.
Atlanta, Georgia 30303

July 19, 1973
Telephone No. 526-4566

Mr. Emmett Doe, Jr.
2490 Alston Drive, S.E.
Atlanta, Georgia 30317

CERTIFIED MAIL-
RETURN RECEIPT REQUESTED

Re: YATO-286

Dear Mr. Doe:

The Equal Employment Opportunity Commission has investigated your charge of employment discrimination and has found reasonable cause to believe that your charge is true. A copy of the decision is enclosed.

The Commission will attempt to eliminate this practice by conciliation as provided in Title VII. Conciliation efforts will be undertaken by a member of the staff of this office. The conciliator will contact you in the near future and you will be kept informed of the progress of conciliation efforts.

Should you have any questions regarding this case please contact this office.

Sincerely yours,

Thomas McPherson, Jr.
District Director

Enclosure

EEOC-ATDO: FL30





Atlanta District Office
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Citizens Trust Building, Tenth Floor
75 Piedmont Avenue, N. E.
Atlanta, Georgia 30303
Telephone No. 526-4566

CERTIFIED MAIL
RETURN RECEIPT
REQUESTED

NOTICE OF RIGHT TO SUE
WITHIN 90 DAYS

October 5, 1973

In Reply Refer To:
Case No. YAT0-286, Doe,
Emmett vs. AFL-CIO

Mr. Emmett Doe, Jr.
2490 Alston Drive, SE
Atlanta, Georgia 30317

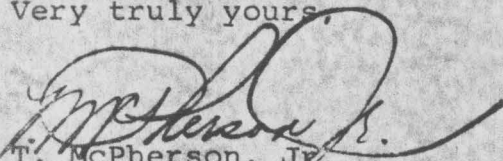
Dear Mr. Doe:

This is to advise you that conciliation efforts in the above matter have failed to achieve voluntary compliance with Title VII of the Civil Rights Act of 1964, as amended.

Pursuant to Section 706(f)(1) of the Act, you are hereby notified that you may, within ninety (90) days after the receipt of this letter, institute a civil action in the appropriate Federal District Court. If you are unable to retain an attorney, the Federal Court is authorized in its discretion, to appoint an attorney to represent you and to authorize the commencement of the suit without payment of fees, costs or security. If you decide to institute suit and find you need such assistance, you may take this letter, along with the Commission's Determination, to the Clerk of the Federal District Court nearest to the place where the alleged discrimination occurred, and request that a Federal District Judge appoint counsel to represent you.

Please feel free to contact this office if you have any questions about this matter.

Very truly yours,


T. McPherson, Jr.
District Director



Congress of the United States
House of Representatives
Washington, D.C. 20515

July 16, 1973

Mr. Emmitt T. Doe, Jr.
508 E. Beckwith Court
Atlanta, Georgia 30314

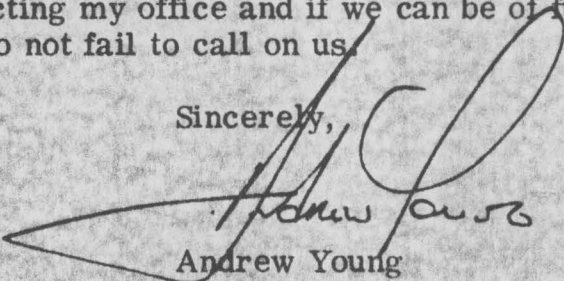
Dear Mr. Doe:

This is to acknowledge receipt of your letter in which you request my assistance in reviewing your case against the AFL-CIO.

My Atlanta office has contacted the office of EEOC and has been in touch with Mr. Thomas McPherson who informs us that you should receive an official communication regarding your case within a few days.

Thank you for contacting my office and if we can be of further assistance to you, do not fail to call on us.

Sincerely,


Andrew Young
Member of Congress

AY/lb



November 1, 1973

508 Beckwith Court, Apt. E
Atlanta, Georgia 30314

Mr. George Nelson
Vice President,
National Association of Television
and Radio Announcers
c/o KYOK Radio Station
3001 LaBranch
Houston, Texas

Dear Mr. Nelson:

The purpose of this letter is to request the support of the National Association of Television and Radio Announcers. NATRA's support is very vital to my struggle with the AFL-CIO's George Meany and the office of Equal Employment Opportunity Commission (EEOC).

My case with EEOC is unique in that after five years of "investigation" and "administration review" the complaint has not been lost or forgotten, as so many have in the past.

Enclosed are copies of findings and complaint correspondence between EEOC and myself; they will aid you in understanding the history of my case.

Had the joint action and complicity of EEOC and the AFL-CIO affected the life of only one person, I would not be seeking your help and NATRA's assistance. My concern goes to the point of the entire shift of interest and effectiveness of the 1964 and 1972 civil rights legislation and Equal Employment Opportunity Act. The 1964 and 1972 laws were designed to have a very serious impact on the lives of working men and women, if allowed to function.

Before the Nixon administration EEOC attempted to address the problems of the Black man on the job. It was the role of EEOC to act as a vehicle through which Black people could seek not only justice, but meaningful change in their struggle against institutionalized racism. Since the election of Richard Nixon



the few remaining gains of the 1960's by and for Black people are in grave danger, as you well know.

The present role of EEOC is counter-productive and anti-Black and Brown. The Nixon administration is attempting to add EEOC to the ranks of government agencies used to project false issues and provoke white reactionary anger. Agencies and programs such as Health, Education and Welfare and "The War on Poverty" were and are being used against the interest of the poor and Black they were created to serve.

The image of EEOC in the minds of Black people is that of an ally. Blacks still think they can depend on EEOC to help them when they feel wronged by an employer.

What EEOC is and perhaps has always done is act as a pressure release valve for angry people rather than a problem solver and pressure regulator. Black people are once again being deceived into thinking that EEOC really will do something to correct a problem when in effect the only thing they are doing is running interference and absorbing legitimate rage for the corporate community. Some of the tricks being used by EEOC to maintain the image of its role in the mind of the average citizen while in effect rendering itself totally ineffective at the same time is as follows:

The new image being projected to the minds of people by EEOC is one of an agency in government brave enough to take to court the large corporations in America. The Commission has focused on the mechanics of corporate policy and employment hiring practices as they effect non-whites and women in the labor market.

I wish to say that I agree that the need to change large corporate policy is way past due. My immediate concern is that this approach by EEOC will exhaust its resources of money, personnel and time, while leaving the masses of people dependent on them without counsel or opportunity to realize justice or change. The national newspapers have been filled with reports on the very new and aggressive court action the Commission has filed and intends to litigate. Frequent headlines as to the problems and cost of compliance with EEOC guidelines are seen. One such headline placed the expense to the corporate community at over one billion dollars to get into compliance. I could go on to cite additional public relations on behalf of EEOC and the renewed war against poor people and all non-whites, but doing so would lengthen this letter.



Behind the smoke screen of expense reflected by the headlines and news stories, rests a very cold and well thought out plot to strip Black people from ever winning the victory of making the practice of racism a monetary and social disadvantage instead of business as usual.

On the periphery of the corporate community are non-profit organizations which do not hold or seek seats on the New York Stock Exchange. Yet, these non-profit organizations effect large numbers of people in a manner that few major corporations do. These organizations were some of the last employers to be examined for the disease of racism. Once under investigation it was soon clear that, like a cancer, racism was to be found even in them, our one-time comrades in arms.

Such an organization is the AFL-CIO. EEOC's very existence was made possible in a major way through the insistence of George Meany and other voices. Mr. Meany stated publicly in effect that the creation of such a Commission would give hope and help to those found victims of employer misconduct and discrimination.

Time has forcefully pressed on the front pages of public consciousness the fact that the AFL-CIO is and has been one of the major practitioners of discrimination and employer abuse along with other profit motivated corporations in America. When as an organizer for the AFL-CIO, I found myself caught up in the whirlwind of ignorance and blatant racism, I made the only choice I could. I refused to cooperate with a member union of the AFL-CIO as it sought to seriously disadvantage Black workers in the small town of Adel, Georgia. For acting in that manner, a false case was made against me and I was fired.

I first thought against fighting for reinstatement. Later, I realized what the major issue and principle was; that realization went far beyond the simple question of employment. I chose to fight and test the law and system created to help the average worker.

After five years and many maneuvers by the Commission and the AFL-CIO, it is very clear that the chance of a common worker expecting EEOC to champion his cause is almost non-existent.

In light of the most recent maneuver by EEOC which would place me at the mercy of chance, I am calling on my friends, people



of influence and concern, to aid me to force the EEOC to fulfill its mandate, that being to take the AFL-CIO to court to force them to respect and comply with the 1972 Equal Employment Opportunity Act and the 1964 civil rights legislation.

Perspective:

While creating the image of pressing even harder for social change and the elimination of discrimination practices, the EEOC is:

a. Establishing goals beyond its resources of manpower, financial budget and legal mandate.

b. Rendering itself incapable of resolving discrimination cases by Black, Brown, poor and middle class wage earners.

c. Performing willingly the disservice of channelling the anger and outrage of mistreated wage earners on behalf of corporate America.

d. Retreating from its mandate and responsibility in seeking through court action compliance to its findings in the case of Emmett Doe versus AFL-CIO.

e. Creating the false image that racism is no longer a major concern and practice in America.

f. Attempting to shift the consciousness of white and Black America from the issue of racial discrimination by over focusing attention and publicity on sex and age employment inequalities.

May I call your attention to the fact that only a very small portion of the total labor force and even a smaller number of non-whites are employed by the top two hundred corporations in America.

Could it be that the Nixon administration's real game plan is to place the Black and Brown and middle class wage earners at the total mercy of industrial barons, welfare assistance work laws and regressive labor union leadership?



I respectfully seek the NATRA support of this struggle. NATRA's expressed concern would greatly effect a balance in my effort to encourage the Commission to reverse its decision to abdicate and shift its responsibility on the back of one Black man.

I request that at the November Executive Board Meeting the following outline be considered for inclusion on the business agenda:

- (a) That a vote be called for to discuss and consider this request;
- (b) That NATRA express its support to work for the revitalization of EEOC and its rededication to the 1972 Equal Employment Opportunity Act;
- (c) That at the Board's pleasure such expression be embodied in the form of a resolution;
- (d) That at the Board's discretion such a resolution be made public through its membership and to all national Black elected officials;
- (e) That NATRA seek through its elected friends and influential members a re-evaluation by the EEOC of its decision in the complaint proceedings in the case of Emmett Doe versus AFL-CIO.

The Commission has given me as of October 5, 1973, 90 days in which to file civil action in a federal court, or lose by default five years of proceedings and hope.

NATRA in the past has responded to my call for aid. When the deck of chance was stacked against me, it was NATRA's power and influence which certainly changed the fate of my life. Were it not for NATRA I might still be serving a military prison sentence, and for that I am eternally grateful.



Now, once again I call on your great organization for help. Not just for me, but for the many millions of Brothers and Sisters who depend on the leadership of those in high places to care and further involve themselves in being our champions in bringing justice to the home of the Black man here in the wilderness of North America. I await your response.

Yours in our common struggle,

Emmett Doe
Emmett Doe

ED/la

Copies to: Reverend Ralph Abernathy, S.C.L.C.
Mr. Sherman Briscoe, National Association of Newspaper
Publishers
Senator E. Brook
Congresswoman Yvonne Brathwaite Burk
Mr. Tony Brown, BLACK JOURNAL
Mr. B.O. Burlingham, RAMPART
Editor, BLACK WORLD
Editor, MUHAMMAD SPEAKS
Reverend Jessey Jackson
Honorable Maynard Jackson
Mr. Vernon Jordan, Executive Director, National Urban
League
Senator Ted Kennedy
Mr. Aryeh Neier, National Director, American Civil
Liberties Union
Senator Lowell Weicker, Jr.
Senator Harrison Williams, Jr., Chairman, Committee
on Labor and Public Welfare
Congressman Andrew Young



** Call Jim Stutton
C. lif.*
THE WHITE HOUSE
WASHINGTON

January 21, 1974

SWEARING-IN OF JOHN H. POWELL, JR., CHAIRMAN
OF THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Tuesday, January 22, 1974

12:00 noon

The Oval Office

From: Leonard Garment

*Frank Patterson
for*

I. PURPOSE

To witness the swearing-in of new Chairman Powell.

II. BACKGROUND, PARTICIPANTS AND PRESS PLAN

A. Background

John Powell, Jr., was formerly General Counsel of the Civil Rights Commission. He is 42, a native of Mineola, New York, a graduate of Howard, Harvard Law and NYU. He was at one time a special counsel for Martin Luther King's Southern Christian Leadership Conference.

Powell was confirmed just before the Christmas recess and takes over an EEOC with a backlog of some 70,000 cases alleging discrimination in private employment. EEOC's budget, however, has gone up from \$9 to \$43 million under your Administration.

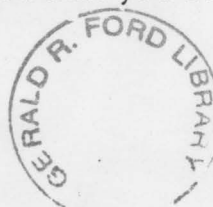
B. Participants: See Tab A.

C. Press Plan: Press Photo Opportunity; meeting to be announced.

III. ACTION SEQUENCE

12:00

It is recommended that you retire to



your Private Office while the guests and participants are positioned in your Office.

12:05

The guests (approximately 30 listed at Tab A) will stand on the Rose Garden side of the Oval Office. The press will take the position facing the desk between the yellow couches.

You enter and position yourself in front of the desk from right to left as follows:

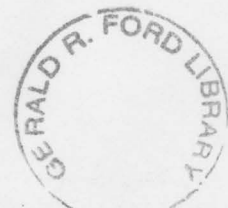
The President
Mr. Powell
Mrs. Powell
Judge Robinson

You ask the Judge to administer the Oath of Office. Mrs. Powell will hold the Bible.

Upon completion of the Oath, you may wish to make some brief comments relating to Mr. Powell's qualifications (Talking Points at Tab B).

Ceremony concludes. Guests depart your office.

IV. TALKING POINTS - See Tab B



A.



B.



TALKING POINTS

1. In a certain sense, I am John Powell's predecessor in this area. When I was Vice President, I served also as the Chairman of the President's Committee on Government Contracts -- one of the first points of leverage the government had in helping assure equal employment opportunities in the private sector.

We had modest resources in those days -- now John will preside over an agency of 2,000 employees and a budget of \$43 million -- another measure of the distance our country and our government have come in our determination to eliminate racial and sex discrimination from the nation's employment picture.

2. I note that the law under which John will work calls for first using conciliation and voluntary action to achieve compliance. I know John intends to rely on voluntary methods first, using his Court-enforcement powers as a last resort.

3. John is crossing a major watershed: moving from the role of critic (as an officer of the Civil Rights Commission) to the perhaps more uncomfortable position of responsible administrator. The challenge may now be a harder one.

But John knows that he and his fellow EEOC Commissioners have my full confidence, as he has the confidence of all of you here: his family, friends and supporters.



[1/22/74]

INVITEES FOR OVAL OFFICE CEREMONY

Judge Aubrey E. Robinson, Jr., U. S. District Court (to administer the oath)

Adrienne K. Powell (wife)

John W. Powell (son)

Catherine B. Powell (daughter)

Mrs. John H. Powell, Sr. (mother)

William E. Powell (brother)

Dr. and Mrs. Howard D. Kennedy (Mrs. J. H. Powell, Jr.'s parents)

Mr. John L. Kennedy (Mrs. Powell's cousin)

Honorable Luther Holcomb, Vice Chairman, EEOC

Honorable Ethel Bent Walsh, Member, EEOC

Honorable Colston A. Lewis, Member, EEOC

Honorable Raymond L. Telles, Member, EEOC

Clarence Mitchell (Washington Representative, NAACP)

Mr. Ron Brown (Washington Representative, Urban League)

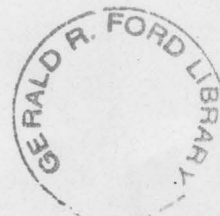
Mr. Joseph Benitez (President, LULAC, Phoenix, Arizona)*

Ann Scott, Vice President for Legislation, NOW, Washington

Mr. David Brody, Washington Office, Anti-Defamation League,
Washington B'nai B'rith

Hyman Bookbinder, American Jewish Committee

* Invited, but not replied yet



INVITEES FOR OVAL OFFICE CEREMONY (Continued)

~~Mike Mansfield*~~

~~John J. Rhodes*~~

Harrison A. Williams, Jr. (Chairman, Senate Labor Committee)*

Eugene Mittelman (Minority Counsel of Labor Subcommittee)--at request
of Senator Javits

Augustus F. Hawkins (Chairman, House Labor Subcommittee on EEO)

William A. Steiger (Ranking Minority Member, House Labor Subcommittee
on EEO)

Ruth Whitaker, Secretary to Mr. Powell

T. M. Alexander, Deputy Regional Administrator, Atlanta, HUD

Dr. Henry Lucas (personal friend of Mr. Powell)

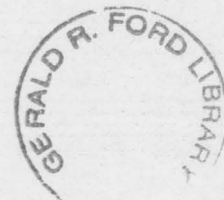
Norman Huston, *Penegotist Board*
~~Deputy Assistant Secretary for Administration, HEW~~

*Invited, but not replied yet



975 Tuckawanna Dr. S.W.
Atlanta, Georgia 30311
February 17, 1974

Mr. Stanley Scott
White House



Dear Mr. Scott,

I am writing this letter to request any assistance you can offer regarding correcting the chaotic conditions that exist in the Atlanta District Office of EEOC.

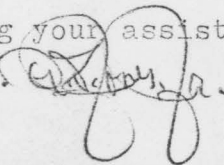
I have been employed by the Atlanta District Office since January 12, 1970, and have witnessed employees come and go.

The District Director, Thomas McPherson, has done much to cause the morale of the office to drop because of his insensitivity toward the employees he manages. I have seen employees by-passed for promotions, demoted, forced to resign, intimidated and retaliated against. I have seen employees afraid to protest what I consider adverse terms and conditions of employment because of fear of retaliation. I have seen employees unjustly berated in the presence of co-workers for no apparent reasons.

Prior to assuming the leadership of the Atlanta District Office he managed the Birmingham, Alabama, office. It is my understanding that he caused morale problems in that office while it was under his leadership and was transferred to the Regional Office in Atlanta as a direct result of his mismanagement.

There is much more I could say in detail, however, time will not permit.

Stanley, when I wrote this letter I placed my job and the livelihood of my family in jeopardy because if the Regional or District learn that I have written this letter my days with the Commission will be numbered.

Sincerely requesting your assistance
Quencis P. Jones, Jr. 



OFFICE OF
THE CHAIRMAN

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
WASHINGTON, D. C. 20506

February 28, 1974

Honorable Stanley S. Scott
Special Assistant to the
President
The White House
Washington, D.C. 20500

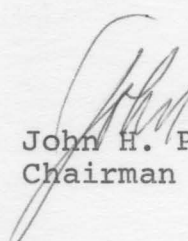
Dear Stan:

Enclosed as a memento of the festivities which took place January 22 is a photograph of me with two of my predecessors together with a photograph of you and I in what appears to be a contemplative mood.

Also enclosed is a photograph of my meeting with the President on December 5, 1973. I would certainly appreciate your returning this photograph with an autograph by the President.

Needless to say, your assistance in these matters are greatly appreciated.

Sincerely,


John H. Powell, Jr.
Chairman

Enclosures

*1 b/w photo Powell ret'd 3/4/72
1 color " " w/20 other gentlemen ret'd*



THE WHITE HOUSE
WASHINGTON
September 12, 1974

Dear Congressman Young:

Thank you for your recent letter recommending Mr. Thomas Gibbons for nomination to the Equal Employment Opportunity Commission. Mr. Gibbons' qualifications have already been brought to my attention by several individuals.

Your interest in this matter is appreciated and I will send your recommendation and the attachments to our personnel office where it will be given careful consideration before any decision is made.

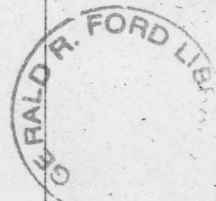
With best wishes.

Sincerely,

WJ

William J. Baroody, Jr.
Assistant to the President

The Honorable Andrew Young
House of Representatives
Washington, D. C. 20515



ANDREW YOUNG
14TH DISTRICT, GEORGIA

Congress of the United States
House of Representatives
Washington, D.C. 20515

August 28, 1974

Mr. William J. Baroody
Special Consultant to the President
The White House
Washington, D. C.

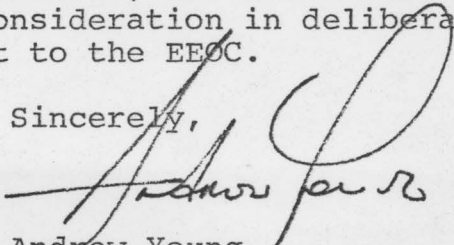
Dear Mr. Baroody:

I am enclosing a recommendation and resume for Mr. Thomas H. Gibbons, Jr., for consideration for appointment to the Equal Employment Opportunity Commission.

Recently, several individuals, in whose judgment I have the greatest trust, have mentioned Mr. Gibbons in this context, attesting to his character and qualifications in terms of unqualified praise.

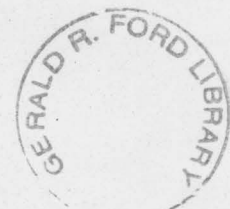
Thus, I thought it appropriate to pass this information on to you and the President, and trust that Mr. Gibbons will receive every consideration in deliberations regarding appointment to the EEOC.

Sincerely,


Andrew Young
Member of Congress

AY:ja
Enclosure
cc: Hon. John H. Powell, Jr.
Chairman, EEOC

*Copy -
acknowledged
sent to Sec
Sec -
sent to
consideration*



NATIONAL CONFERENCE OF CATHOLIC CHARITIES

OFFICE OF THE EXECUTIVE DIRECTOR

CONNECTICUT AVENUE, N.W., SUITE 307 • WASHINGTON, D.C. 20036 • (202) 785-2757

EPISCOPAL LIAISON
THE MOST REVEREND
TIMOTHY J. HARRINGTON, D.D.

PRESIDENT
REV. JOSEPH M. SULLIVAN

FIRST VICE PRESIDENT
REV. ROGER J. COUGHLIN

SECRETARY
SISTER MARIE GAFFNEY, M.S.B.T.

TREASURER
FREDERICK J. FERRIS, D.S.W.

EXECUTIVE DIRECTOR
REV. MSGR. LAWRENCE J. CORCORAN

August 21, 1974

AUG 22 1974

The Honorable Andrew Young
United States House of Representatives
Washington, D. C. 20215

Dear Andy:

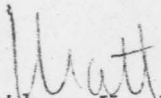
A former member of my staff at the National Catholic Council for Interracial Justice is one of the leading contenders for appointment to the Equal Employment Opportunity Commission. You may have met him in the days when he worked for me organizing Project Equality, the program which uses the purchasing power of churches to get affirmative action programs into organizations that service and supply churches. He is Thomas H. Gibbons, Jr., presently on the staff of the Equal Employment Opportunity Commission.

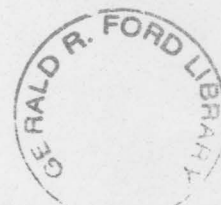
I am enclosing a biographical sketch in the hope that you might use what influence you can exert with the new Administration in the White House. It is my understanding that the contenders for the Commission are down to three and that a final selection will be made very shortly.

I can unhesitatingly recommend Tom Gibbons for a position on the Commission. He has been in this kind of work for quite a while and I believe he is exceptionally good. I understand he has the support of a large number of congressmen as well as representatives of various religious denominations and civil rights groups.

I will take the liberty of giving you a call in a few days to see what your reaction is.

Very sincerely,


Mathew H. Ahmann
Associate Director for Governmental Relations



THOMAS H. GIBBONS, JR.
7327 South Crandon Avenue
Chicago, Illinois 60649
Area Code 312, 374-4417

EQUAL OPPORTUNITY PROGRAM DEVELOPMENT with responsibilities which will include research, development, planning and organization of programs, recruitment and training of staff, program promotion through utilization of personal skills in writing, public speaking and salesmanship, and structuring operational procedures.

QUALIFICATIONS For more than twenty years have held positions which required abilities in the areas of research, organization, development, planning, promotion and personal persuasion, plus leadership and initiative. These include the research, planning, development and structuring of Project Equality (1964-68), a nationwide, interreligious equal employment opportunity program in which United States religious institutions are now investing approximately one million dollars annually. Project Equality was begun with a \$50,000 foundation grant and one secretary in 1964. It now (1969) employs over fifty persons nationally and locally and involves the employment and purchasing procedures of nearly three hundred major religious bodies. During the development and expansion of Project Equality, personally persuaded dozens of religious leaders across the country to give this program their endorsement, support and financial participation. Also developed and aided in the presentation of several foundation grant proposals which were funded for \$1,200,000. National administration of Project Equality was transferred to Black leadership at the end of 1968, four years after its inception.

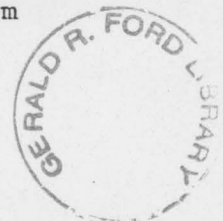
**CURRENT
EMPLOYMENT**

Since September 1964 have been Director of Employment Services for the National Catholic Conference for Interracial Justice. Presently am working on research for a new project to influence future orientation and practices of the United States Training and Employment Service and related state employment services; also serve as consultant to the national Project Equality program, and as Roman Catholic liaison to the United Farm Workers Organizing Committee.

ACCOMPLISHMENTS

**RESEARCH &
DEVELOPMENT**

Between September 1964 and February 1965 researched the areas of Roman Catholic Church institutional structure, financial operation, and spending and purchasing patterns; history of civil rights involvement by Roman Catholic dioceses, employment discrimination practices in the United States, the non-violent civil rights movement, the history of federal and state equal employment opportunity enforcement, and operations of the President's Committee on Equal Employment Opportunity. Subsequently researched the polity and structure of other major religious denominations in the United States. This research was applied to the development and structuring of the Project Equality program.



PLANNING & ORGANIZATION

Utilizing consultants in the human relations field planned three pilot projects for Project Equality in different geographical areas in the Roman Catholic community. Following initial success in these pilots planned establishment of the program in each major geographical area and its development as an interreligious project involving Protestant, Jewish and other religious denominations. Local Project Equality offices were organized first as an office of an existing religious body, and subsequently as independent interreligious corporations sponsored and funded by the participating local religious bodies. The coordinating national body was formed from representatives of each local body, the sponsoring organization (National Catholic Conference for Interracial Justice), the local staff directors association, and the national Interreligious Advisory Committee. The last named committee was formed from the race relations staff of each major religious denomination at the national level. The national body, named the Project Equality Council, became the policy-making group for the entire national program and its three hundred participating religious organizations.

PROGRAM STRUCTURING

Project Equality was structured to operate in three consecutive stages, each one dealing with a major area of discrimination in employment and economic opportunity: manufacturing and service industries; trades unions and construction industry; and banking, real estate and investments industries. The implementation of Project Equality was made more effective by devising a systematic operational procedure from the time of the first program presentation in a local area through the performance of ongoing personnel compliance reviews of religious institutions and their suppliers. This basic operating format was described as: commitment and communication; response and analysis; and compliance and control. Within these sequences of procedure, all letters, forms, records and timetables were preplanned and prepackaged for local program participants, including suggested office procedures, etc.

RECRUITMENT & TRAINING

Recruited staff for both national and local Project Equality operations, with preponderant minority group representation, and including members of most major religious denominations. Among initial twenty-five program staff recruited were specialists in religious denominational polity and structure, contract compliance review procedures, public information and research. The total recruitment plan was based on the necessity to blend the various disciplines required to make the program workable. Also provided a training program for local office staff in procedures, operations and contract compliance review techniques in addition to a peer group judicatory education course. Judicatory education involved selected teams from each participant in a local office program, and provided them with the tools and techniques necessary to obtain commitment to the program from their member congregations.

ERALD R. FORD

PROGRAM
PROMOTION

For three years published a periodic Employment Services Department Bulletin promoting an equal employment opportunity program for and by churches and synagogues. Created and trade-marked the name "Project Equality" to describe the specific program methodology to be used by religious institutions, and printed that name on all bulletins, literature, post-mark, etc. Wrote a descriptive brochure outlining the methodology of the program and the rationale for its adoption by religious bodies. Wrote all news releases and handled own public relations, making key press contacts, etc. for first three years of the program.

PUBLIC SPEAKING
& WRITING

Travelled more than 250,000 miles in four years, averaging over 150 days per year on the road presenting the Project Equality program concept to hundreds of religious leaders and decision-making bodies. Addressed conventions, spoke at conferences, conducted workshops on equal employment opportunity, and publicly debated opponents of the Project Equality concept at meetings of from 50 to 500 persons. Also wrote articles on Project Equality for religious and secular publications stressing the moral and practical necessity for such a program.

PERSONAL

Age 45, married, ten children, excellent health, 6 ft., 190 lbs.; U. S. Army Special Services Director, 1943-46.

EDUCATION

Bachelor of Science (Commerce) degree, 1949, Loyola University, Chicago, plus post-graduate courses in business administration at University of Chicago and undergraduate courses in liberal arts at Holy Cross College.

PREVIOUS
EMPLOYMENT

Spent fifteen months in the management training program of the Mutual Benefit Life Insurance Co., Chicago, 1963-64, before resigning to join the National Catholic Conference for Interracial Justice.

Devoted ten years to the European Auto Travel business as local, regional and national sales manager with Fine Cars, Inc., S. H. Arnolt, Inc., and Auto-Europe, Inc., 1954-63, in both New York City and Chicago. Left to become vice-president of a Rolls-Royce and Bentley distributorship, B. R. Waters & Co. of Indianapolis, which failed eight months later.

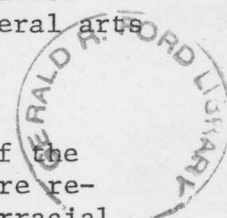
Was assistant manager and then manager of the manufacturing division of a family enterprise, Gibbons Leather Co., 1949-53, following graduation from college. This business was subsequently sold.

RELATED
EXPERIENCE

Board of Directors, Catholic Interracial Council of Chicago, 1955-59, (Officer - 1956)

Executive Committee, Chatham-Avalon Community Council, 1956-58, (an attempt to integrate and stabilize a middle-class Chicago South Side neighborhood)

Member, Chicago Friendship House, 1955-58 (an inner-city, interracial organization to foster interracial community life)



CARDISS COLLINS
7TH DISTRICT, ILLINOIS

LONGWORTH BUILDING
WASHINGTON, D.C. 20515
202-225-5006

DISTRICT OFFICE:
219 SOUTH DEARBORN
SUITE 1632
CHICAGO, ILLINOIS 60604
312-353-5754

Congress of the United States
House of Representatives
Washington, D.C. 20515

COMMITTEE ON
GOVERNMENT OPERATIONS

SUBCOMMITTEES:
GOVERNMENT ACTIVITIES
LEGAL AND MONETARY AFFAIRS

DOROTHY ROSS
PERSONAL SECRETARY
202-225-5009

September 18, 1974

President Gerald R. Ford
The White House
Washington, D.C. 20500

Dear Mr. President:

I have been informed by a constituent that Mr. Tom Gibbons is presently under serious consideration by your staff as a nominee for Commissioner of the Equal Employment Opportunity Commission.

I want to take this opportunity to express my support for Mr. Gibbons' possible nomination for this position. His relationships with business, labor, the federal government, the private sector, and the various religious and civic organizations concerned with civil rights, make him an ideal choice for the Equal Employment Opportunity Commission.

I am sure that both you and your staff are aware of his credentials and that he will be given the serious consideration that he deserves.

Yours truly,

CARDISS COLLINS
Member of Congress



CC/RP/df

cc: Mr. Stan Scott
Senator Richard H. Newhouse

December 10, 1974

EYES ONLY

MEMORANDUM FOR:

PHIL AREEDA
PHIL BUCHEN
DICK CHENEY
PAUL O'NEILL

FROM:

STAN SCOTT

SUBJECT:

Equal Employment Opportunity
Commission

It is the opinion of Clarence Mitchell that the EEOC Chairman is performing in a constructive manner and should remain on the job, despite heavy criticism from his detractors. Mitchell has viewed the GAO report on EEOC prepared for the Hill, and feels that Powell has made an adequate response that should remove doubt about his actions. Mitchell takes the position that EEOC's problems are primarily internal, and while "a normal amount of friction is to be expected at an independent agency," it would be to the advantage of EEOC if a couple of the Commissioners and the legal counsel could be provided lateral transfers to other government jobs. Mitchell would support his NAACP legal counsel as a Commissioner on the EEOC, but would not lobby at the expense of the present Chairman. Mitchell also takes a broad view of the EEOC legislative mandate, insisting that the Chairman has the authority to initiate meetings and actions without prior consultation with his Commissioners.

EYES ONLY



THE WHITE HOUSE

WASHINGTON

December 10, 1974

EYES ONLY

MEMORANDUM FOR: WILLIAM WALKER
PHIL AREEDA
PHIL BUCHEN
DICK CHENEY
PAUL O'NEILL

FROM: STAN SCOTT *SS*

SUBJECT: Equal Employment Opportunity
Commission

It is the opinion of Clarence Mitchell that the EEOC Chairman is performing in a constructive manner and should remain on the job, despite heavy criticism from his detractors. Mitchell has viewed the GAO report on EEOC prepared for the Hill, and feels that Powell has made an adequate response that should remove doubt about his actions. Mitchell takes the position that EEOC's problems are primarily internal, and while "a normal amount of friction is to be expected at an independent agency," it would be to the advantage of EEOC if a couple of the Commissioners and the legal counsel could be provided lateral transfers to other government jobs. Mitchell would support his NAACP legal counsel as a Commissioner on the EEOC, but would not lobby at the expense of the present Chairman. Mitchell also takes a broad view of the EEOC legislative mandate, insisting that the Chairman has the authority to initiate meetings and actions without prior consultation with his Commissioners.

EYES ONLY

