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MEETING WITH THE PRESIDENT  
ON AFFIRMATIVE ACTION  
Wednesday, September 10, 1975  
11:30 a.m.  
  
Cabinet Room

Go further  
w/ Aff. Act

on

1) handicapped  
2) Veterans



Agreement Act

9/10/25

P.

Now, we have to  
proceed

Partly, we can  
then back

We have to find

an answer

proceeding

We have to find

an answer on

proceeding ~~proceed~~ procedural  
questions



David Watkins -

1) Got cabinet together

2) May not say unless  
we solve it,

-

P What Johnson push is  
important by the fact.

A - not health to  
academic community  
to have adverse  
feelings against fact.



morality + political  
we have to prove

but more work for  
in implementation

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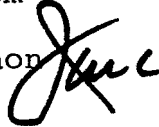
THE WHITE HOUSE

WASHINGTON

AFFIRMATIVE ACTION MEETING

Wednesday, September 10, 1975  
11:30 a.m. (60 minutes)  
The Cabinet Room

From: Jim Cannon



I. PURPOSE

To discuss with some Cabinet members and academicians the impact of the Federal "affirmative action" program on American colleges and universities.

II. BACKGROUND, PARTICIPANTS & PRESS PLAN

- A. Background: Under authority of two Executive Orders issued in 1965 and 1967 by President Johnson, Federal contractors are prohibited from discriminating against persons because of race, color, religion, sex or national origin, and are also required to "take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to race, color, religion, sex or national origin."

The Department of Labor is primarily responsible for monitoring compliance with the Federal "affirmative action" program, but it has delegated responsibility to the Department of Health, Education and Welfare in the education field.

This "affirmative action" program has been the object of sharp criticism, particularly in the field of higher education. Numerous academicians have complained that the Federal government has involved itself directly and detrimentally in the administration of American colleges and universities. Moreover, the critics argue, the costs incurred in satisfying the program's requirements are excessive, particularly in light of the dubious relationship between these requirements and the overall program

objectives. Finally, the planned goals and timetables set forth in the regulations seem to the critics to be indistinguishable from quotas.

On the other hand, the civil and women's rights groups are vitally interested in the program, and, by and large, believe it not only to be necessary but moderately successful. Liberalization of its requirements could be interpreted by these groups as a slackening of the Administration's commitment to elimination of racial and sexual discrimination. Many of these groups feel enforcement of this program should be strengthened.

B. Participants: See list at Tab A.

C. Press Plan: To be announced: White House photographer.

### III. TALKING POINTS

1. We are here to discuss the Federal role in combatting employment discrimination in American institutions of higher education.
2. I wanted to have this meeting to discuss the matter with some members of my Cabinet and with some knowledgeable members of the academic community.
3. At the outset, I am confident in saying that we all oppose discrimination on the basis of race, sex or religion, and that such discrimination cannot be tolerated. The question is: How best can we achieve this objective?
4. At the conclusion of the meeting, you might want to ask the members of the Cabinet, on the basis of this meeting, to report to the entire Cabinet at next Wednesday's Cabinet meeting.

PARTICIPANTS

THE PRESIDENT

MEMBERS OF THE CABINET

Secretaries Coleman, Dunlop, and Matthews, and  
Attorney General Levi.

ACADEMICIANS - Selected by Dr. Robert Goldwyn

Dr. Kenneth J. Arrow, Harvard.  
Dr. Cynthia Epstein, Queens College, CYNU.  
Dr. Paul Seabury, University of California, Berkeley.  
Dr. Thomas Sowell, University of California, L.A.

(See biographical sketches on next page.)

STAFF

Jim Cannon  
Dick Parsons  
Bob Goldwin  
Rod Hills



- DR. KENNETH J. ARROW -- Professor of Economics, Harvard University. Economist, Council of Economic Advisers, 1962. Guggenheim Fellow, 1972-73. Recipient, Nobel Prize, Economic Science, 1972. Member American Economic Association, National Academy of Sciences, American Philosophical Society, and Institute of Management Sciences.
- DR. CYNTHIA EPSTEIN -- Professor of Sociology, Queens College, City University of New York. Also Research Associate, Bureau of Applied Social Research, Columbia University. Author of four books and dozens of articles on the place of women and sexual equality. She received a research award from the Ford Foundation, 1975-76, for studies of women in decision-making elites.
- DR. PAUL SEABURY -- Professor of Political Science, University of California, Berkeley. Chairman of Americans for Democratic Action, 1961-62. Author of "HEW and the Universities," Commentary, February 1972. Member, Foreign Policy Task Force, Democratic National Committee (Harriman Committee), 1974--.
- DR. THOMAS SOWELL -- Professor of Economics, UCLA. Ph.D. from the Department of Economics, University of Chicago. Author of books on Marxian economics. His chief field of study is the history of economic thought. Two of his recent books are Race and Economics and Black Education: Myths and Tragedies.