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00:00:23,490 --> 00:00:27,030
The Marshall Space Flight Center
has achieved an enviable record

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00:00:27,030 --> 00:00:32,000
to date of successfully meeting
the problems which have confronted

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00:00:32,000 --> 00:00:36,780
us in our bid to place a man on
the moon in this decade. This

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00:00:36,780 --> 00:00:40,950
record has been the result of
teamwork and our willingness to

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00:00:40,970 --> 00:00:45,110
be satisfied with nothing less
than a job well done.

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00:00:45,110 --> 00:00:50,050
While there are many challenges
still before us in our efforts to

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00:00:50,050 --> 00:00:54,970
achieve what has become a national
objective, we are confronted today

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00:00:54,970 --> 00:00:59,500
with a challenge which has all
the urgency and importance of our

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00:00:59,500 --> 00:01:04,080
space exploration program. This
is the social problem dealing

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00:01:04,080 --> 00:01:10,040
with mans relationship with man.
Which while not new, has come into

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00:01:10,040 --> 00:01:12,100

sharp focus in recent years.

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00:01:12,100 --> 00:01:15,940

Equal employment opportunity in the federal government is the

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00:01:15,990 --> 00:01:20,030

cornerstone of our federal merit system that can be traced back

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00:01:20,030 --> 00:01:24,940

almost eighty years to the Civil Service Act itself. However, it was

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00:01:24,940 --> 00:01:30,030

not until 1961 after the issuance of several orders barring

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00:01:30,030 --> 00:01:34,080

discrimination in the federal government that President John F.

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00:01:34,080 --> 00:01:40,980

Kennedy issued Executive Order 10925, establishing a new program

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00:01:40,980 --> 00:01:45,000

of equal employment opportunity in the federal service and among

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00:01:45,000 --> 00:01:51,000

government contractors. This Executive Order set a new tone

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00:01:51,000 --> 00:01:55,250

to the governments policy of nondiscrimination by calling for

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00:01:55,250 --> 00:02:01,000
affirmative action to be taken by
all federal agencies and departments

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00:02:01,000 --> 00:02:06,060
to ensure equal opportunities for
all qualified persons seeking

23
00:02:06,060 --> 00:02:11,030
employment with the federal
government. In the language of

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00:02:11,030 --> 00:02:15,150
the Executive Order itself, it
declared it to be the "plain and

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00:02:15,150 --> 00:02:20,930
positive obligation of the United
States government to promote and

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00:02:20,930 --> 00:02:26,030
ensure equal opportunity to all
qualified persons without regard

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00:02:26,030 --> 00:02:30,870
to race, creed, color, or national
origin employed or seeking

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00:02:30,870 --> 00:02:34,540
employment with the federal
government and/or government

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00:02:36,980 --> 00:02:44,020
Since the issuance of his Executive
Order 10925 in 1961, the principle

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00:02:44,020 --> 00:02:49,480
of equal opportunity has also
been extended to the economic as

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00:02:49,480 --> 00:02:53,660
well as the social structure of
the entire nation by the passage

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00:02:53,660 --> 00:02:59,280
of the Civil Rights Act. Thus,
in but a few short years, we have

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00:02:59,280 --> 00:03:03,060
witnessed the culmination of an
issue which has had its roots in

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00:03:03,060 --> 00:03:09,020
American history. The Presidential
order is written in strong,

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00:03:09,020 --> 00:03:14,200
positive terms, its meaning is
quite clear, as federal employees,

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00:03:14,250 --> 00:03:18,940
you should be mindful that the
executive order, like the Civil

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00:03:18,940 --> 00:03:23,150
Service Act, carries with it a
strong injunction against

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00:03:23,150 --> 00:03:28,300
discriminatory acts in the federal
service. Under President Johnson,

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00:03:28,300 --> 00:03:32,380
the order has continued to receive
the same urgency and backing as

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00:03:32,380 --> 00:03:36,420
it did under the late President
Kennedy. President Johnson has also

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00:03:36,420 --> 00:03:40,310

made it clear that equal
opportunity for all citizens

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00:03:40,310 --> 00:03:44,260

would continue as a guiding
principle and would receive strong

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00:03:44,260 --> 00:03:48,180

emphasis under his administration.

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00:03:48,180 --> 00:03:52,900

The equal employment opportunity
program has my complete support.

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00:03:52,900 --> 00:03:57,650

But to achieve an effective program
at Marshall, your support is also

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00:03:57,650 --> 00:04:04,080

needed. It is important that each
of you as a federal employee become

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00:04:04,130 --> 00:04:09,130

aware of your responsibility in
carrying out this program. Your

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00:04:09,130 --> 00:04:14,000

orientation and training today is
directed toward that end. If we at

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00:04:14,000 --> 00:04:18,080

Marshall are to have affirmative
program, one that will place the

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00:04:18,080 --> 00:04:22,810

Center above reproach, your assistance,
your affirmative attitudes and your

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00:04:22,810 --> 00:04:28,120

dedication to a principle that is
based upon what is right, what is

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00:04:28,120 --> 00:04:34,910

just, and what is fair will be needed.
As you accept this responsibility,

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00:04:34,930 --> 00:04:39,120

let me assure you that you will have
the complete backing of the Center,

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00:04:39,120 --> 00:04:43,370

the National Aeronautics and Space
Administration, and the United States

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00:04:43,370 --> 00:04:49,370

government. Learn all you can about
this program and apply it to your own

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00:04:49,370 --> 00:04:56,040

work situation. In doing so, you will
become part of what our President has

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00:04:56,040 --> 00:05:02,060

termed a moral cause. Moral in its
best implications. You will also be

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00:05:02,060 --> 00:05:07,000

doing your part in contributing to
the achievement of another job well

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00:05:07,000 --> 00:05:13,250

done by Marshall Space Flight Center
and by NASA.

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00:05:13,250 --> 00:05:18,030

If we are to extend mans boundary to
the outer reaches of the universe, it