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NOAA news

National Oceanic and Atmospheric Administration



THE MARTIN LUTHER KING, JR. CENTER FOR SOCIAL CHANGE

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December 1, 1980

To All Employees of N.O.A.A.:

On January 15, people all over the world will gather together to celebrate the 52nd Birthday Anniversary of Martin Luther King, Jr.

But the rising tide of racially-motivated violence we have seen in the last year makes it doubly important that we celebrate Martin's birthday with a spirited recommitment to nonviolent-direct action. If we can rededicate ourselves to the nonviolent revolution that began in Montgomery, Alabama twenty-five years ago, there is every reason to believe that we can make poverty, racism and violence a thing of the past.

We have come a long way since Montgomery, but we must press on if we are to make this Dream a reality. With this faith and this commitment, we will surely achieve the Beloved Community, in which all people can share equally in the fruits of justice, peace and prosperity.

Together, we shall overcome!

Sincerely,

Coretta Scott King
 Coretta Scott King





Martin Luther King's Master Plan

Dr. King appeared on the scene in Montgomery, Alabama, when his people were seeking a leader. He was able to transform a spontaneous racial protest into an awesome massive resistance movement with a method and an ideology. He had an instinct for symbolic action, and knew how to dramatize the truth. Essentially, what he accomplished in mobilizing for an all-out assault on segregation, was to link new methods with traditional techniques of protest. From this thrust, we can see his accomplishments evidenced through the eight basic components of his master plan. These accomplishments are:

1. He was able to move people to resist the evil of segregation in a passive non-violent spirit. He stated on many occasions when the presence of violence hovered near, "We should refuse to cooperate with injustice." Positive resistance as exemplified by Dr. King became a powerful personal and social weapon.

2. He was able to mobilize people to use the power of love in their everyday lives. Violence was to be avoided at all costs—resistance was to be peaceful and in a spirit of love.

3. He was able to mobilize people in an all-out fight for first class citizenship. He conducted training workshops for leadership in the civil rights struggle.

4. He was able to stimulate the legal and legislative fights in the courts and in the Congress by working through and supporting organizations involved in the civil rights struggle. The monumental civil rights legislation passed during this era was due to Dr. King's efforts. His unique ability to mold public opinion through education helped change internal attitudes of all our citizens.

5. He was able to awaken the churches of the country to fulfill their social responsibilities. He roused the ministry, especially in the black churches to spiritually and physically help the masses to plod on in the civil rights struggle.

6. He got people to vote. He was able to use the power of the ballot to bear upon powerful elected officials.

7. He was able to awaken all classes of people to join in the struggle for equal rights. Through his efforts, class distinctions were forgotten as all people mobilized for the fight for justice.

8. He was able to prepare his followers for what was to come in a mixed society. He preached self-reliance and the excellence of human achievement.

Dr. King was able to hold all manner of people together in a coalition which successfully fought and won gains in this struggle for an equal and free society.

On Being Black In America

Black Americans have often been criticized for not being like "the Jews" or "the Irish" or "the Italians". We have been told to "stay with your own kind", and "pull yourself up by your own bootstraps". Blacks trying to escape the impoverished conditions of the central city have been asked, "If you don't want to be with blacks, why should we allow you to live in our community? Even Booker T. Washington advised his followers: "Let down your buckets where you are."

The desire to escape into the mainstream of America's society is not an attempt to escape from one's friends and associates or from one's own subculture. It is an attempt to escape to opportunity and from oppression. The suggestion that the fortunes of Afro-Americans could be substantially improved by "being like" the Euro-Americans ignores a very basic factor that is not ignored at any other time — namely: the Afro-Americans are black; the Euro-Americans are white; and in America, color makes a critical difference. The life chances of the typical black American are structured by the color of his skin, and no amount of "bootstrapping" or "being like" the Irish or the Jews or Italians is going to significantly affect the consequences of the fact.

In 1968, the National Advisory Commission on Civil Disorders' study reported that America "is a racist society." If that is true, the answer to our racial dilemma would seem to lie in changing behaviors and attitudes somewhere else other than in the black community. It is undemocratic to require or suggest any ethnic group to be like anybody other than themselves. The potential

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Officials Offer Thoughts on King's Commemoration

A collection of letters from around the Nation on NOAA's commemoration of Dr. Martin Luther King, Jr.

from the Congressional Black Caucus

Martin Luther King, Jr.'s memory is honored in a great many ways, at home and abroad. Thirteen states, as well as most major cities in the United States, honor Dr. King either through public holidays or days of observance. Because Dr. King's memory is honored by peoples throughout the world, his gravesite in Atlanta has become a national shrine at which world leaders have paid their respects. In each Congress from the 90th Congress onward, I have introduced in the House of Representatives a bill to designate Martin Luther King, Jr.'s birthday a national holiday. During the 96th Congress, the bill came within five votes of passage in the House of Representatives. I intend to reintroduce the bill again in the 97th Congress.

We ought to have a way to honor this human being and reaffirm the ideals he lived

and died for. To honor him through a national holiday would also, of course, bestow a great honor on black Americans and represent another step forward in reconciling the lives and dreams of all the peoples who compose the American Nation. Designating his birthdate a national holiday would create an event for all Americans. For Dr. King championed justice and liberty for all Americans. He exemplified a very special ideal in human history—the ideal of serving one's fellow human being in the ways of freedom and justice. In teaching us how to live in justice and in freedom, and how to die as well, he taught us a great deal, indeed.

He was a true champion of human and civil rights. The Congressional Black Caucus salutes him.

—John Conyers
Member of Congress

from the Mayor of Washington, D.C.

As Mayor of the District of Columbia, I am pleased to extend warm greetings and congratulations to the employees of the National Oceanic and Atmospheric Administration on the occasion of your Commemoration of the Birthday of Dr. Martin Luther King, Jr. which is being held during the month of January 1981.

We are pleased to participate with you on this important occasion and to highly commend you for keeping alive the spirit and works of an eminent American. Your efforts to promote the nation's equal employment opportunity program and to advance people from all walks of life certainly exemplify the spirit and courage of Dr. Martin Luther King, Jr. I encourage you to continue to strive for the development and promotion of the civil rights of everyone. Your efforts will bear many fruits. I salute and congratulate you.

—Marion Barry Jr.
Mayor

from the NAACP

Fifty-two years ago, on January 15, Dr. Martin Luther King, Jr. was born. At the time of his birth, the nation suffered from the cancer of the most pernicious forms of racism in existence anywhere other than possibly in the Republic of South Africa.

On December 1, 1955, events propelled Dr. Martin Luther King, Jr. to the national limelight. This scholar and pastor brought to the civil rights movement a creative activism based upon the premise of non-violence around which black and white Americans of goodwill rallied in tearing down the barriers of racial discrimination.

His contribution to America and to western civilization was as significant as the contribution made by any man in this century. It has now been more than 12 years since his assassination, but Dr. King's legacy of love and non-violence and his revulsion against racial and social inequality remains with us all.

The greatest memorial that can be dedicated to his memory is a nation where racism, sexism, and classism have been eradicated. Toward this end, we in the National Association for the Advancement of Colored People and people of goodwill everywhere will work diligently in the days ahead to make his birthday a national holiday. By so doing, we will be saying to the dispossessed and the downtrodden everywhere that our nation's long odyssey down the dark road of discrimination has now come to an end.

— Benjamin L. Hooks
Executive Director

from the East

I am pleased to learn that the Office for Civil Rights in the National Oceanic and Atmospheric Administration is commemorating the birthday and special achievements of the late Dr. Martin Luther King, Jr. during the month of January.

I believe that Dr. King's achievements and accomplishments should be recognized by this country. Your organization is certainly doing this. I have, along with other Members of the Congressional Black Caucus, supported and co-sponsored Congressman John Conyer's Bill to make Dr. Martin Luther King's birthday a national holiday. Even though the bill has not yet passed in the Congress, we will continue our battle to make this a reality. We must continue our fight to make Dr. King's dream come true.

We must have the "spirit to struggle and the power to prevail."

— Parren J. Mitchell
Member of Congress

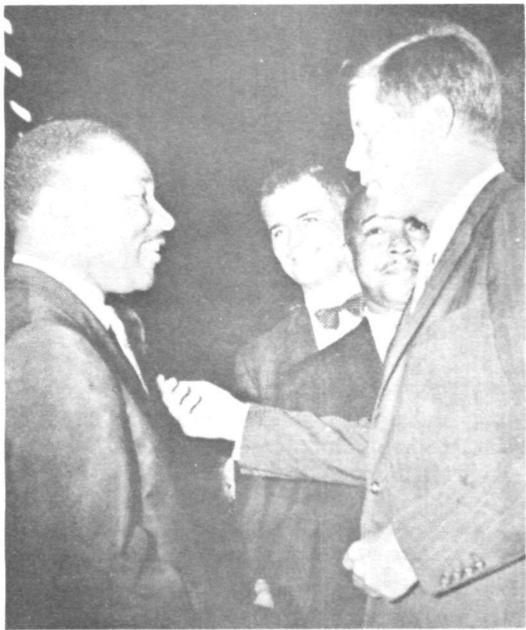
and from the West

I wish to commend the employees of the National Oceanic and Atmospheric Administration on their efforts to commemorate the birthday and special achievements of the late Dr. Martin Luther King, Jr. during the month of January.

Your special work regarding the promotion of civil rights and equal opportunity represents your interest in advancing the quality of life for all people. The progress of civil rights stands for what is right and fair in human society.

I urge you to continue your efforts to promote justice and civil rights and am pleased to see that the dream of Martin Luther King lives on.

— Augustus F. Hawkins
Member of Congress



Scenes from Rev. Martin Luther King's life.

Dr. King burst into the American consciousness during the late 50's and remained the most prominent figure in the civil rights movement during the 60's. These photos evoke some historic moments from those times. There is Dr. King receiving the Nobel



prize (top left), meeting with Presidents Kennedy and Johnson, and incarcerated in the Birmingham (Ala.) jail. The Memphis (Tenn.) sanitation workers went on strike, each declaring, "I am a man." Dr. King went to their assistance and met his death. At far right is his funereal procession.

Total EEO Program Is the Sum of Many Efforts

Personnel

As part of our continuing Equal Employment Opportunity (EEO) Program, the Office of Personnel continues to provide as much assistance as possible to applicants and employees. Our support has been in many forms with emphasis on assisting minority and women's organizations and communities. We attended conferences/conventions sponsored by minority and women's groups. In spite of continuing obstacles, we have achieved many lasting affirmative gains.

We take an active part in the following conferences and conventions:

National Association for Equal Opportunity (NAFEO); National Consortium for Black Professional Development; College Placement Council; Incorporated Mexican American Government Employees (IMAGE); Federal Recruitment Conference; NAACP; Alpha Kappa Alpha Sorority; National Urban League; Conference for Cooperative Education; League of United Latin American Citizens (LULAC); Federally Employed Women; American GI Forum; National Council of La Raza; Blacks in Govern-

ment; National Organization for Women; American Indian Foundation.

An example of our support is our participation in the Annual Conference sponsored by the National Consortium for Black Professional Development. This is not an organization where immediate return on investment is evident. It is, however, an excellent opportunity for NOAA to provide some much needed support to an organization dedicated to encouraging and assisting young people who are pursuing careers in science. Our participation includes: conducting seminars, staffing an exhibit, and awarding prizes to winners in the science competition for students whose projects relate to the areas of science that are utilized by NOAA. These prizes are awarded to participants in four major areas: engineering; applied mathematics and computer science; biological, life, and marine sciences; and physical, atmospheric, and earth sciences. The prizes awarded by NOAA are NOAA Weather radio and receivers and engraved plaque which identify the student and the scientific category he is competing in. Students receive other awards such as trophies and scholarships.

The Office of Personnel also participates in many other community outreach activities in an attempt to encourage minorities and women to utilize the avenues available to them in pursuing their career goals.

Our participation in these conventions and conferences does not always net us immediate results. It does, however, provide us with a network through which we can find and hire qualified minorities and women. In spite of the problems we encounter, we are pledged to continue our efforts to help NOAA become a model EEO employer.

NWS

A major recruitment effort to fill trainee level Electronics Technician (El Tech) positions through the Cooperative Education Program has been underway in the National Weather Service during the past year and a half.

Fifty bright, motivated electronics students from junior and community colleges and 2-year technical institutes have been selected and hired. At least five have already converted into Electronics Technician posi-

tions after completing their Cooperative Education Program. The Weather Service expects to complete a total of 25 career conversions by the end of FY 1981 and plans to increase the number of co-ops on the rolls to over 60 by the end of the year.

There are presently about 40 technical schools across the nation in which the El Tech co-ops have been recruited. Presently, about 70 percent of the co-ops are minorities and/or women. This effort is clearly the largest and most viable Affirmative Action Program within the Weather Service.

The co-ops are gaining practical exposure to the world of work and earning a salary to help cover school expenses. Students are being placed in weather station work assignments that are related to their academic training and career goals. The practical training also provides the equipment and other learning facilities frequently not available at their schools.

Those completing the program have exceeded the number who have resigned or dropped out of the program. The success rate has exceeded expectations and bettered the rate experienced by other government agencies.

NOAA's Upward Mobility Training Program

In 1979-1980, the number of UMTF applications continued to increase significantly from 2,300 in 1977-1980 to 3,088. The chart below portrays the breakdown for each of the Special Programs in UMTF.

Program	Number of Applications	Number of Positions	Selections		Minority Selections		Non-Minority Selections	
			M	F	M	F	M	F
Graduate Scientist	682	24	9	15	8	11	1	4
Post Graduate Intern	225	0	0	0	0	0	0	0
Scientific 20/20	120	5	4	1	2	-	2	1
Scientific Technician	895	15	5	10	2	2	3	8
Administrative Fellowship	122	1	1	-	-	-	-	1
Administrative 20/20	212	1	1	-	-	-	-	1
Administrative Trainee	508	10	1	9	0	3	1	6
Administrative Technician	324	13	2	11	*1	6	1	5
Total	3,088	69	23	46	13	22	8	26

*Hispanic

On Being Black In America

(Continued from p. 2)

greatness of America is her potential for tolerating and encouraging healthy subcultures while building a national culture to which every ethnic group contributes.

Americans, black, white and all the other colors, must develop broader, more realistic perspectives on creating an American society that we can share and must continue to share as one nation. Indivisible.

- Eddie Tate

NOAA Components Forge Links In EEO Chain

NESS

The Tutorial Program at the Suitland Junior High School is still very successful. It was initiated in 1977, as a result of the Affirmative Action Plan's community outreach efforts of the NESS/EEO Committee under the direction of George D. Jones, a former NESS/EEOC Awareness Subcommittee Chairperson. This year NESS has 25 employees of all grade levels participating in this program.

Other NESS facilities presently engaged in community outreach programs are:

The Satellite Field Services Station (SFSS) in San Francisco, California, is involved with Math Engineering Science Achievement (MESA). It has counselors who encourage the students with good academic possibilities. It has sponsored field trips on weekends and tours through its offices.

The SFSS in Miami, Florida, under the auspices of the Miami Federal Executive Board, participated in a Federal Career Awareness Job Information Fair sponsored by the board's black council. The fair was held in the largely black northwest area of Miami. The fair was intended to bring information about federal career opportunities to a broad spectrum of potential employees, many of whom do not have education beyond the high school level. Mary Hughes was helpful in securing a large number of the brochure "NOAA Careers and Challenges" to hand out at the fair.

The SFSS in Anchorage, Alaska, as part of its community outreach, gave lectures on NESS programs and employment opportunities to local university and high school aviation and aerospace classes. Craig Bauer of the SFSS has been working with students studying for their High School Equivalency tests at the local Continuing Education Center. Frances

Parmenter-Holt worked with a group preparing a PBS film on the people of the Aleutians. She supplied satellite imagery for the project to dramatize the importance of weather to these people. The SFSS personnel also work with the bilingual center to prepare training materials depicting weather. This center is working to teach English at various Eskimo and Indian villages around the state.

The Awareness Committee of the Command and Data Acquisition Station at Wallops, Virginia, received a video tape from the NOAA Public Affairs Office titled "NOAA and the Future Weather." It is incorporating some portions of the NOAA tape with information from the Wallops Station. The tape will be shown by its local TV stations.

Sea Grant

The National Sea Grant College Program is continuing to involve minorities, the handicapped, and women in all its activities, and to encourage those people to enter marine careers.

The goal of their myriad activities, sponsored by Sea Grant programs around the country, is to involve the public in marine affairs, increase their awareness of the ocean and coast and the special problems/opportunities of both, and enhance their enjoyment of the recreational opportunities. All of these activities are open to all people, regardless of race, sex, or physical or mental ability.

Several Sea Grant programs sponsor Sea Grant Fellowships — stipends to support both graduate and undergraduate students while they pursue marine-related studies. Currently, 13 institutions sponsor one or more fellows; in fiscal 1979, almost \$148,000 was committed by Sea Grant to the fellowships program; in fiscal 1980, \$244,605.

A second major arena for Sea Grant affirmative action is in marine education for youth, particularly in cities, where inner city children often live close to water without ever seeing it. Sea Grant education and advisory personnel have developed a number of imaginative programs to increase awareness of the marine environment, to teach water safety, and to interest young people in marine careers and recreation.

For example, Marine Mobile is a program sponsored by New York City's Umbrella Bureau, Sea Grant Extension/Cooperative Extension, and Department of Parks and Recreation. Two teachers in a trailer visit an inner city school for a week at a time, giving lessons and activities in history, art, nutrition, science, and other aspects of marine affairs. The school's teachers, also are encouraged to use the waterfront as an educational resource, and to realize the potential for marine education in their classrooms. Although many school districts are cutting programs and expenditures, two school districts in the city have agreed to pick up partial costs for the program in 1980-81, and entire costs after 1981.

In California and the Gulf region, a number of actions have been taken to ease the incorporation of Vietnamese refugees and other orientals into American society. The University of California Marine Advisory Service (MAS) prepared a bulletin on tide pool laws, translated it into five oriental languages, and has distributed some 20,000 copies through a number of relief and religious agencies. In the Gulf, MAS personnel have developed several methods for training Vietnamese fishermen and processing plant workers in American laws, customs and sanitary regulations.

A number of Sea Grant programs — New York, Minnesota, Virginia, and New Jersey — have worked with

USDA's Expanded Food and Nutrition Education Program (EFNEP) to teach seafood preparation and utilization to inner city people, in an ongoing program to increase protein in their diets and to aid them in managing on a limited income.

NOAA Corps

The competition for candidates in the above disciplines has always been high and this fact remains true today.

The NOAA Corps Student Trainee Program allows a small number of promising undergraduates the opportunity to experience service life by working aboard NOAA ships in various parts of the country for the entire summer. The NOAA Corps Student Cooperative Program allows the same or similar students that same opportunity for an entire semester. The Student Trainees and Student Cooperatives are housed and treated as Officer Candidates and are accorded many of the privileges of a Commissioned Officer.

Over the past three years, these programs have attracted over forty minority men and women. Many of the Student Trainees and Student Co-ops from minority and majority colleges had never experienced sea duty.

The interest and enthusiasm by minority Student Trainees and Student Co-ops has made a quantum leap since the program began, to the point where the number of applications for the Student Trainee and Student Cooperative programs far exceed the ship billets (positions) available for the summer and or semester.

We feel that this new interest in the sea by students is the direct result of our recruiting emphasis in minority and majority colleges; our direct emphasis on exposure to sea duty and the NOAA Corps, its work and responsibilities early in the students' academic career.



His Words

My people, my people, listen!
The battle is in our hands

I know you are asking today, "How long will it take?" I come to say to you this afternoon however difficult the moment, however frustrating the hour, it will not be long, because truth pressed to earth will rise again.

*Montgomery, Alabama
March 25, 1965*

* * * *

Yes, if you want to, say that I was a drum major. Say that I was drum major for justice. Say that I was a drum major for peace. I was a drum major for righteousness.

And all of the other shallow things will not matter.

I won't have any money to leave behind. I won't have the fine and luxurious things of life to leave behind. But I just want to leave a committed life behind.

And that is all I want to say. If I can help somebody as I pass along, if I can cheer somebody with a song, if I can show somebody he's traveling wrong, then my living will not be in vain.

If I can do my duty as a Christian ought.

If I can bring salvation to a world once wrought.

If I can spread the messages as the Master taught.

Then my living will not be in vain.

*February, 1968
Ebenezer Baptist Church
Atlanta, Georgia*

Some of the things Dr. King urged were to become the law of the land with the Civil Rights Act of 1964. The Civil Rights Act of 1964 opened parks, stadiums, swimming pools, and other public facilities to black people. Now, public accommodations such as restaurants, hotels, and gasoline stations were to be desegregated. When President Johnson signed the bill he said: "The Civil Rights Act is a challenge to all of us to go to work, in our homes and in our hearts, to eliminate the last vestiges of injustice in our beloved country"

—An Appreciation

A Dedication

People, mourn not over my body if guilt there
be bound -
Pray not for my soul if doubt be astound
Weep not the tears of unreal sorrow
Yet be proud you challenge the coming tomorrows
I know not if heaven there be
Nor if hell a reality
I exist in the tenses of conscious slop
Though even here reality denies me peace -
Be wise my brothers and sisters
Take from my womb the keys of wisdoms
They will unlock the doors to our father's
promised kingdom

Dedicated to Dr. Martin Luther King, Jr.

Bitter Honey Scott-Joynes

Robert L. Brown
Riverdale, Md.

U.S. DEPARTMENT OF COMMERCE National Oceanic and Atmospheric Administration

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