



12 May 1975

MEMORANDUM FOR: Deputy Director for Intelligence

SUBJECT : Affirmative Action Plan  
Item 4 -- Minority Visitation  
to the Agency to Stimulate  
Recruitment

1. As you suggested in our telephone conversation of 7 May, I talked to Tom Holmes and asked him to prepare an options plan on the above subject for review by the Management Committee and the DCI. It would include information to the effect that the Affirmative Action Plan and the DDA "Pilot Program to Establish Positive Relationships with the Black Community" were developed concurrently, but by different offices. It will point out the DDA's reservation about the Agency appearing to conduct a PR program while under investigation by so many official groups, and will also probably state Holmes' desire to move ahead with the Affirmative Action Plan, as approved.

2. I told Tom we were prepared to go ahead as the AAP suggested, having a visitation here in October. I also offered to help him staff out his options. He said he would undertake this effort as soon as he finished his semiannual report. He sounded a little frustrated that this issue has come up, but appreciated the fact that the DCI is the one in the frying pan right now and should therefore carefully review this kind of activity.



Coordinator for Academic Relations

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