

Independence of the United States of America the two hundred and twenty-fifth.

**William J. Clinton**

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**Proclamation 7363—100th  
Anniversary of the U.S. Navy  
Submarine Force, 2000**

*October 12, 2000*

*By the President of the United States  
of America*

**A Proclamation**

On October 12, 1900, the United States Navy commissioned its first submarine, the U.S.S. *Holland*. Few people realized that this vessel would be the first in a long line of innovative and technically sophisticated ships that would launch a new era in our national defense.

Although early-20th century submarines were small, cramped, and somewhat limited in use, a few visionary American naval leaders recognized their great potential as both offensive and defensive weapons. By the end of World War I, American submarines were patrolling our Nation's coasts and supporting Allied efforts to keep the sea lanes open along the European coast and around the British Isles. In the 1930s, thanks to the determination of submarine force leaders and notable improvements by ship designers and builders, U.S. submarines evolved into a powerful offensive force, equipped with enough fuel, food, and weapons to sustain long-range, independent, open-sea patrols.

In 1941, when Imperial Japanese forces destroyed much of the U.S. battle fleet in the surprise attack on Pearl Harbor, the U.S. Navy Submarine Force stepped into the breach and played a pivotal role in winning the war in the Pacific. With submerged attacks during daylight hours and surface attacks at night, U.S. submarines inflicted a devastating toll on the Japanese Imperial Navy and merchant marine. By war's end, our submarine force had sunk 30 percent of

the enemy's naval force and 60 percent of their merchant ships. But this impressive victory came at a heavy price: the submarine force suffered the highest casualty rate of any component of the U.S. Armed Services. Of the 16,000 Americans who served in submarines during the war, more than 3,500 gave their lives.

As the Cold War dawned, the U.S. Submarine Force once again helped to turn the tide of history, this time by deterring war. In 1954, under the leadership of Admiral Hyman G. Rickover, nuclear power was introduced to the fleet on the U.S.S. *Nautilus*. Together with advances in hull design, silencing techniques, and sonic detection, nuclear power dramatically improved the speed, stealth, and range of U.S. submarines. By the 1960s, when ballistic missiles were successfully launched from submerged submarines, the U.S. Navy Submarine Force helped protect the Free World from Soviet aggression by conducting reconnaissance missions and by ensuring that the United States could retaliate effectively against any nuclear attack from the Soviet Union or its allies.

The end of the Cold War, however, did not bring an end to the challenges facing our submarine force, as the outbreak of regional disturbances replaced the threat of all-out nuclear conflict. Modern submarines, with their ability to remain submerged for long periods of time, excel at gathering timely and accurate information about potential trouble spots around the globe. Should the need arise, our submarine force can also exercise powerful offensive capabilities, as it did during Operation Desert Storm in Kuwait and Iraq and Operation Allied Force in Kosovo. Today's submariners continue to build on a proud tradition of service by protecting U.S. interests, defending our freedom and that of our allies, and helping to shape a more peaceful world in the 21st century.

**Now, Therefore, I, William J. Clinton,** President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim October 12, 2000, as the 100th Anniversary of the U.S. Navy Submarine Force. I call upon all Americans to observe this centennial celebration with

appropriate programs, ceremonies, and activities in honor of those patriots, past and present, who have played a part in the rich history of the U.S. Navy Submarine Force—from ship designers and builders to logisticians and support personnel to submarine crews and their families—and in tribute to those who gave their lives for our freedom. Because of the vision, dedication, courage, and selflessness of generations of these brave Americans, the United States today has a submarine force second to none, whose unprecedented contributions to intelligence, deterrence, and offensive military capability will continue to serve as a strong pillar of our Nation's security in the years to come.

**In Witness Whereof**, I have hereunto set my hand this twelfth day of October, in the year of our Lord two thousand, and of the Independence of the United States of America the two hundred and twenty-fifth.

**William J. Clinton**

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### **Executive Order 13171—Hispanic Employment in the Federal Government**

*October 12, 2000*

By the authority vested in me as President by the Constitution and the laws of the United States of America, and in order to improve the representation of Hispanics in Federal employment, within merit system principles and consistent with the application of appropriate veterans' preference criteria, to achieve a Federal workforce drawn from all segments of society, it is hereby ordered as follows:

**Section 1. Policy.** It is the policy of the executive branch to recruit qualified individuals from appropriate sources in an effort to achieve a workforce drawn from all segments of society. Pursuant to this policy, this Administration notes that Hispanics remain underrepresented in the Federal workforce: they make up only 6.4 percent of the Federal civilian workforce, roughly half of their total

representation in the civilian labor force. This Executive Order, therefore, affirms ongoing policies and recommends additional policies to eliminate the underrepresentation of Hispanics in the Federal workforce.

**Sec. 2. Responsibilities of Executive Departments and Agencies.** The head of each executive department and agency (agency) shall establish and maintain a program for the recruitment and career development of Hispanics in Federal employment. In its program, each agency shall:

(a) provide a plan for recruiting Hispanics that creates a fully diverse workforce for the agency in the 21st century;

(b) assess and eliminate any systemic barriers to the effective recruitment and consideration of Hispanics, including but not limited to:

(1) broadening the area of consideration to include applicants from all appropriate sources;

(2) ensuring that selection factors are appropriate and achieve the broadest consideration of applicants and do not impose barriers to selection based on nonmerit factors; and

(3) considering the appointment of Hispanic Federal executives to rating, selection, performance review, and executive resources panels and boards;

(c) improve outreach efforts to include organizations outside the Federal Government in order to increase the number of Hispanic candidates in the selection pool for the Senior Executive Service;

(d) promote participation of Hispanic employees in management, leadership, and career development programs;

(e) ensure that performance plans for senior executives, managers, and supervisors include specific language related to significant accomplishments on diversity recruitment and career development and that accountability is predicated on those plans;

(f) establish appropriate agency advisory councils that include Hispanic Employment Program Managers;

(g) implement the goals of the Government-wide Hispanic Employment Initiatives issued by the Office of Personnel Management (OPM) in September 1997 (Nine-Point Plan), and the Report to the President's