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July 14, 1949

Mr. Charles Fahy  
1625 K Street, N. W.  
Washington, D. C.

Dear Mr. Fahy:

In keeping with our conversation, you will find my  
suggestions attached hereto.

Kind personal regards.

Sincerely yours,

John H. Sengstacke  
Publisher and Editor



enclosure

THE PRESIDENT'S COMMITTEE ON EQUALITY  
OF TREATMENT AND OPPORTUNITY  
IN THE ARMED SERVICES

July 14, 1949

MEMORANDUM FOR: THE SECRETARY OF THE ARMY

SUBJECT: Army Outline Plan of July 6, 1949 for Utilization of Negro  
Manpower to Provide Further Equality of Opportunity

1. In the President's Executive Order #9981, in which he ordered that "There shall be equality of treatment and opportunity for all persons in the armed services without regard to race, color, religion or national origin", and that "this policy be put into effect as rapidly as possible, having due regard to the time required to effect any necessary changes without impairing efficiency and morale", this advisory Committee was created to examine rules, procedures and practices "with a view of carrying out the policy of this order".

2. Upon examination of the proposal of any armed service for effectuating the President's order it is the duty of this Committee to advise whether or not, in its judgment, the proposal fulfills the following requirements:

- (a) It must assure to all persons in the service that equality of treatment and opportunity comes from a disregarding of the race, color, religion or national origin of those persons.
- (b) It must propose to accomplish as rapidly as possible the changes it suggests.
- (c) The rapidity with which the changes are to be made must be tempered only to the degree to which the maintenance of efficiency and morale requires.

3. It is the conclusion of this Committee that in order to fulfill these requirements the program of any armed service must provide for the following:

- (a) The recruitment of all persons into that service must be without regard for any system or quota based upon race, color, religion or national origin.
- (b) The classification and assignment of all persons in training divisions must be without regard for any system or quota based upon race, color, religion or national origin.
- (c) The detachment from training divisions and major commands and the admission of all qualified persons to all service schools and courses must be without regard for any system or quota based upon race, color, religion or national origin.



- (d) The assignment and utilization of all persons in the duties of which they are capable in the units in which the performance of those duties is needed must be without regard for any system of designation or quota based upon race, color, religion or national origin.
- (e) The abolition of all existing units of all sizes and on all levels made up more or less exclusively of persons of one race, color or religion, and to which persons have been and will continue to be assigned by virtue of a regard for the race, color or religion of those persons.
- (f) The program must provide for rapid and time saving changes from the conditions which warranted the President's Order, having due regard to the time required to effect those changes without impairing efficiency and morale.

4. After examining the subject proposal, the Committee has concluded and herein advises that the proposal fails to comply with The President's Order for the following reasons:

- (a) Its unqualified proposal to retain the system of segregated racial units contemplates the continuance rather than the elimination of unequal treatment of persons because of race.
- (b) Its proposed quota of a 10% ratio of Negroes to whites regards rather than disregards race in extending equal opportunities to all persons in the activities of the service.
- (c) The abolition of quotas to major commands for school selection is profligated by the retention of quotas in assignment to units, and thereby intensifies rather than eliminates unequal treatment and opportunities.
- (d) The proposed improvement of present numerical utilization of Negroes in MOS of each field is dissipated by the restricted utilization of the individual to the opportunities offered on a fixed basis to persons only of his race.
- (e) A program that offers at most that after six years the service shall have shown some increased use only within segregated Negro units of Negroes in certain exceptional occupational fields, neither proposes the changes contemplated by the President's Order nor bears any reasonable relationship to the time contemplated in that Order for its accomplishment.
- (f) The increased utilization of Negroes in overhead installation positions on duty interspersal basis with whites is discriminatory against Negroes, because it is designed to prevent utilization of trained Negroes who are in excess of the complements in Negro units, in other than Negro units.
- (g) Administering a career guidance program without regard to race within a system that bottlenecks utilization of trained Negroes because the places for them are ear-marked as Negro positions will demoralize and frustrate trainees and itself violate the concern that morale be not impaired.

- (h) Gaging the enlistment program of Negroes within a range of a schedule of ear-marked Negro positions is unequal treatment and unequal opportunity and violative of the Order that race be not regarded.
- (i) The referral of the policies and program to a board of senior Army officers for re-examination and review does not take into consideration the fact that the President has laid down the major policy to be followed, and disregards his charge that changes be made as rapidly as possible.
- (j) The retention both of the segregated unit system and the 10% ratio dissipates efficient utilization of available manpower and strength, in the light of substantial evidence that segregated units concentrate inefficiencies and prevent the utilization of capabilities where they are most needed, and that racial quotas rather than qualification quotas hold no reasonable relationship to efficient utilization of available strength.
- (k) The proposal dissents materially from those of other services which, in the Committee's judgment, attempt more directly to comply with the President's Order and, in the light of the present effort toward unification, entails collateral difficulties.

5. It is this Committee's best judgment that the subject proposal fails to meet in any reasonable manner the spirit and letter of the President's Order.



July 14, 1949