26 November 1949

UTILIZATION OF NEGRO MANPOWER IN THE ARMY

1. Policy. The policy of the Department of the Army is that there shall be equality of treatment and opportunity for all persons in the Army without regard to race, color, religion, or national origin. Negro manpower will be utilized on the broadest possible professional scale to obtain maximum efficient employment.

2. Responsibility.

a. Commanders of all echelons of the Army will ensure that all personnel under their command are thoroughly oriented in the necessity for the unreserved acceptance of the provisions of these policies.

b. Commanders of organizations or installations containing Negro personnel will be responsible for the execution of these policies. Maximum latitude is authorized in the solution of purely local problems.

c. The planning, presentation, implementation and revision of these policies will be coordinated by the Director of Personnel and Administration, General Staff, U.S. Army.


a. A Board of Senior Army Officers will be convened from time to time to determine current progress under the policies and implementation prescribed herein and to recommend and revise the fundamental policies for the utilization of Negro manpower.

b. The approved report of a Board of Officers on Utilization of Negro Manpower in the Postwar Army (The Gillen Board) is published for the information of all concerned in D. A. Pamphlet # (to be supplied by T.A.O.).
4. Enlisted Personnel Promotion. All enlisted personnel without regard to race or color will be accorded the same recruitment process through appropriate installations to assure proper initial classification.

5. Army School Training. The Army school quotas for replacement stress personnel and request for assignee of school quotas for assigned enlisted personnel will make no reference to race or color. Selection of personnel to attend Army schools will be made from qualified personnel without regard to race or color. Graduates of Army schools will be used in positions where their school aptitude will be utilized in accord with Personnel Management regulations equally applicable to all enlisted personnel.

6. Eligibility for Military Occupational Specialties. Military occupational specialties will be open to qualified enlisted personnel without regard to race or color. Utilization of Negro personnel in Military Occupational Specialties will be in accord with Personnel Management regulations equally applicable to all enlisted personnel.

7. Enlisted Promotions. The promotion system of the enlisted career guidance program will be administered on an equal merit basis so that all recruitments will be obtained by open competition on examinations uniform throughout the Army against a single standard without regard to race or color.

8. Officer Personnel Management
   a. Officers will be procured for the Regular Army and for the Officers Reserve Corps under current procurement regulations without regard to race or color.
   b. All officers regardless of race or color will be afforded equal opportunities for advancement, professional development, and service in active duty, active duty trainer, promotion and retention in the Army.

9. N.O.G. Students at Summer Training Camp. ROTC students attending summer training camp as members of school units to which they are regularly assigned will remain together and be trained together without regard to race or color.
10. Utilization and Assignment. Negro manpower possessing appropriate skills and qualifications may be utilized in any T/O unit or overhead installation. Normally Negro enlisted personnel will be assigned either to Negro T/O and R units or to any T/O unit or overhead installation with appropriate NUS requirements. However, to fill vacancies requiring special skills, qualified Negro specialists may be assigned to appropriate white T/OES units by order of major commanders.

11. Troop Ratio. The troop ratio of the Army will include Negro troops approximately in the one to ten ratio of the Negro civilian population to the total population of the nation.

12. Negro T/OES Units. Grouping of Negro units with white units in accepted Army policy. Negro T/OES units thus grouped may be regiments or groups, battalions or squadrons, companies, troops, or batteries, and will conform in general to other similar units of the Army.

13. Officer Naming for Negro T/OES Units. White officers assigned to Negro organizations will be replaced by Negro officers qualified for such assignment as such Negro officers become available.

14. Selection of Installations for the Assignment of Negro Units. To the extent military considerations permit, Negro T/OES units will be stationed in localities and communities where attitudes are most favorable and in such strengths as will not cause an undue burden to local civilian facilities.