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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 insure 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, promulgation, implementation and revision of these policies will be coordinated by the Director of Personnel and Administration, General Staff, U. S. Army.
3. Periodic Review of Utilization of Negro Manpower.
  - 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 reexamine and review 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 dated 26 February 1946 (The Gillem Board) is published for the information of all concerned in D. A. Pamphlet # \_\_\_\_\_ (to be supplied by T.A.G.).

4. Enlisted Personnel Processing. All enlisted personnel without regard to race or color will be accorded the same reception processing through appropriate installations to insure proper initial classification.
5. Army School Training. The Army school quotas for replacement stream personnel and request for and issuance 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 acquired skill may 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 promotions 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 improvement, extended active duty, active duty training, promotion and retention in the Army.
9. R. O. T. C. Students at Summer Training Camps. ROTC students attending summer training camps 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/D unit or overhead installation. Normally Negro enlisted personnel will be assigned either to Negro T/D and E units or to any T/D unit or overhead installation with appropriate MOS requirements. However, to fill vacancies requiring special skills, qualified Negro specialists may be assigned to appropriate white T/O&E units by order of major commanders.
11. Troop Basis. The troop basis 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/O&E Units. Grouping of Negro units with white units is accepted Army policy. Negro T/O&E 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 Manning for Negro T/O&E 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/O&E 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.

