

THE WHITE HOUSE
WASHINGTON

For : THE PRESIDENT

Rose! -
File it in proper file
HSA



DAVID K. NILES

Harry! - Read this and
then take up with Johnson
Dave Niles HSA

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THE PRESIDENT'S COMMITTEE ON EQUALITY
OF TREATMENT AND OPPORTUNITY
IN THE ARMED SERVICES
WASHINGTON 25, D. C.

Charles Fahy, Chairman
A. J. Donahue
Lester B. Granger
Charles Luckman
Dwight Palmer
John H. Sengstacke
William E. Stevenson

OFFICE OF THE
EXECUTIVE SECRETARY

11 October
1949

MEMORANDUM FOR THE PRESIDENT



Attached is a brief Further Interim Report from your Committee regarding the recent Army announcement of its new racial program. Though the new program is a step forward, its effectiveness is seriously impaired by the failure to provide that, after the men have acquired their Military Occupational Specialties and have completed their school courses, they shall be assigned according to their qualifications and without regard to race or color. The Committee therefore has come to the conclusion, as a result of its studies, that the Army should supplement its new program to cover definitely this question of assignment. The adoption of the assignment policy which we have urged means the beginning of integration by a slow and practical process and provides for a better Army.

The question remains as to how the matter should now be handled. We suggest, for your consideration, the following:

1. That the President ask Secretary Johnson to straighten the matter out by a supplementary statement. This statement, the Committee believes, should have Committee approval

before issuance.

2. That the Committee release to the press a statement of its recommendations to the Army, in substance as set forth in the accompanying report.

3. That the Committee resume discussions with the Army.

If this course is adopted, however, the President may wish to advise the Secretary of Defense that the Committee's recommendations conform to the requirements of Executive Order 9981.



Charles Fahy

Charles Fahy
Chairman
For the Committee

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

11 October
1949

FURTHER INTERIM REPORT TO THE PRESIDENT

A further Interim Report is made to the President at this time because of the announcement September 30, 1949, of approval by Secretary of Defense Louis Johnson of a program proposed by the Department of the Army to give greater assurance of equality of treatment and opportunity to Army personnel. Approval had been previously given by the Secretary of Defense to policies of the Air Force (May 11, 1949) and the Navy (June 7, 1949), both of which services met standards of policy deemed satisfactory by the Committee. The policy of the Army remained a matter of active consideration and discussion between the Army and the Committee.

At a meeting of the Committee on October 5, 1949, we considered, among other matters, the announcement of September 30, 1949, regarding the Army program. We respectfully comment on that program as follows:

1. We approve the provisions which open Military Occupational Specialties (MOS) to qualified personnel without regard to race,

which abolish the present Negro quotas for selection to attend Army Schools and which require that such selection will be made from the best qualified personnel without regard to race or color. These provisions conform with recommendations made to the Army by the Committee. This policy must apply to all personnel, including personnel already assigned to units as well as new enlistments.

Furthermore, it is the Committee's intention that additional Negro units will not be formed in order to create spaces to absorb Negro personnel who receive schooling and acquire technical occupational specialties as a result of the Army's removing racial restrictions on MOS and service schools.

2. We also approve the statement of policy regarding promotions, providing for open competition on Army-wide examinations against a single standard and without regard to race or color. This conforms with present practice.



3. We also approve the provisions that ROTC students attending summer training camps as members of school units to which they are regularly assigned will be trained with those units without regard to race or color.

4. The benefit of the new policy of opening Military Occupational Specialties (MOS) to all personnel without regard to race or color and abolishing the present Negro quotas for Army Schools (Points 1 and 2 of the Army program) will be largely nullified by

the failure of the program to provide that personnel, to whom these opportunities will be accorded, will be assigned without regard to race or color. Unless assignments are so made, and are not restricted as at present to Negro and overhead units, the principle of equality of treatment and opportunity is not carried forward and the manpower of the Army is not utilized to best advantage. The Committee is convinced that this further logical step is required to effectuate the President's Executive Order 981 and the statement of the Secretary of Defense of April 6, 1949, in endorsement of the President's order. Furthermore, failure to do so would create a differential between the racial policies of the three services — a differential at variance with the President's expressed intention and the concept of a unified National Defense program.

5. There remains for further consideration the recommendation which the Committee has made to the Army for the abolition of the 10% racial quota. We will continue our discussions on this point with the determination to reach a satisfactory solution.

6. We note that in the announcement of September 30, 1949, Secretary Gray refers to a new reenlistment policy under which the Army limits reenlistments to those who during the first regular enlistment qualify for promotion to Private First Class, if unmarried, and to Corporal, if married, and that all personnel are eligible to



win these promotions. The Secretary states that this policy is expected to produce greater economy and efficiency by gradually eliminating those who fail to demonstrate the capacity to advance; and that its progressive application will assure continuing opportunities to highly-qualified individuals, both Negroes and others, to enlist. This policy is consistent with suggestions made by the Committee.



Charles Fahy

Charles Fahy
Chairman
For the Committee

The President this is the present status of the matter

DEPARTMENT OF DEFENSE
OFFICE OF PUBLIC INFORMATION
Washington 25, D.C.

NO. 64-50 *AV*

IMMEDIATE RELEASE JANUARY 16, 1950 RE 6700,Ext. 71252

ARMY REVISES POLICY GOVERNING
UTILIZATION OF NEGRO MANPOWER

The Department of the Army announced today the revision of Circular 124, dated April 27, 1946--"Utilization of Negro Manpower in the Post War Army."

Secretary of the Army Gordon Gray stated that this represents an additional step in the furtherance of the President's policy as specified in Executive Order 9981 of July 26, 1948, for the utilization of Negro manpower.

The text of the revision follows:

16 January 1950

SPECIAL REGULATIONS NO. 600-629-1

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. All manpower will be utilized to obtain maximum efficiency in the Army.

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.

c. The planning, promulgation, implementation, and revision of these policies will be coordinated by the Director of Personnel and Administration, General Staff, United States Army.

3. Periodic Review of Utilization of Negro Manpower. A board of senior Army officers will be convened from time to time to

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determine current progress under the policies and implementation prescribed herein and to reexamine and review the fundamental policies for the utilization of Negro manpower.

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. Army school quotas for replacement stream personnel, and requests 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 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 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. ROTC 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.

a. In furtherance of the policy of the President as expressed in Executive Order 9981, dated July 26, 1948, 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, it is the objective of the Department of the Army that Negro manpower possessing appropriate skills and qualifications will be utilized in accordance with such skills and qualifications, and will be assigned to any T/D

or T/O&E unit without regard to race or color.

b. In consonance with the foregoing, and as additional steps towards its attainment:

(1) The Department of the Army will publish periodically to major commanders a list of the critical specialties in which vacancies exist within the Army. The first such list is being published concurrently herewith in DA AGO letter dated 16 Jan 1950. Major commanders concerned will assign Negro personnel who possess any of such critical specialties to any T/D or T/O&E unit in their areas having such critical specialist vacancies, without regard to race or color.

(2) In addition to the provisions of sub-paragraph (1) above, to fill other vacancies requiring special skills, qualified Negro specialists may be assigned to any appropriate unit by order of the major commander concerned.

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