MARCH 18, 1949

EXECUTIVE OFFICE OF THE PRESIDENT
THE WHITE HOUSE
WASHINGTON, D.C.

TO: H.W. KENNEDY
FROM: E.W. KENNEDY

CONFIRMATION

Subject: Recommendation of Executive Order on Equal Opportunity in Military and Civilian Employment

MARCH 18, 1949

GENERAL

1. IS THE PLAN THAT THE ELIMINATION OF SEGREGATION UNITS WOULD BENEFIT THE SERVICE PERSONNEL, THE ONLY REASON FOR INSISTING UPON A SLOW CHANGES OF POLICY OR NO CHANGES AT ALL?

2. THE COMMITTEE IS CONSIDERED WITH MORE THAN THE EXTENSION OF EQUALITY OF TREATMENT AND OPPORTUNITY TO MILITARY PERSONNEL; IT IS CONSIDERED ALSO WITH THE ELIMINATION OF OTHER PREJUDICES BASED ON RACE, RELIGION OR NATIONAL ORIGIN. TO WHAT EXTENT WOULD YOU SUGGEST THAT EQUALITY OF TREATMENT AND OPPORTUNITY IS NOT BEING EXTENDED TO JAPANESE, MEXICAN, JEWISH AND CATHOLIC?

3. IT IS INCREASED THAT A GRADUAL PROCESS IN WHICH THERE IS PROGRESS IS ALL IMPORTANT IS THE PRACTICAL APPROACH TO THE PROBLEMS UNDER WHICH THE COMMITTEE IS CONSIDERED. WHAT SUGGESTIONS THE COMMITTEE CAN SUGGEST AS TO WHAT YOU THINK THE PROGRAM FOR GRADUAL CHANGE SHOULD CONTAIN, AND WHAT RELATIVE PERIOD OF TIME THE CHANGE CAN BE MEASURED?

4. IT IS INCREASED THAT NOT LAW OR PLAY THE SITUATION CAN NOT BE CORRECTED. WE INSIST THAT IT IS ESSENTIAL NECESSARY TO ABANDON A CHANGE IN CERTAIN ATTITUDES, ESPECIALLY IN THE MILITARY, AND THAT WAITING FOR THAT CHANGE WILL ALLOWS THOSE ATTITUDES TO GROW AND BECOME STANDARDS. WOULD YOU SUGGEST THAT A PRACTICAL PROGRAM OF CAREFUL PLANNING COULD OR COULD NOT BE EFFECTED IN A RELATIVELY PERIOD OF TIME, SAY THREE TO FIVE YEARS?

ARMY (OFFICERS)

1. HAS ANY SPECIAL EFFORT BEEN MADE TO INCREASE THE NUMBER OF EbECOMIC OFFICER TRAINERS SINCE THE OLLIEN REPORT?

2. TO WHAT DEGREE HAVE YOU ACCOMPLISHED AN ELIMINATION OF SEGREGATION IN OFFICER AND NONCOMMISSIONED RANKS?

3. TO WHAT EXTENT AND WITH WHAT SPEED COULD EDUCATIONAL HIERARCHIES OFFICER, IF RE-EVALUATED ON HIERARCHIES TO NONCOMMISSIONED, BE TRAINED AND ADJUSTED TO EHANCE HIERARCHIES THAT OF CAPTAIN?
4. HAVE YOU HAD ANY EXPERIENCE WITH RESPECT TO UNIFORMED PERSONNEL SERVING OVER UNITS WHICH PREVIOUSLY WERE MADE UP OF VOLUNTEER UNIFORMED PERSONNEL? IF SO, HAVE THESE BEEN ANY COMPLAINTS? (UNIFORMED)

5. HAS THE ARMY ANY COMPANIES IN WHICH THERE IS INTEGRATION DOWN TO THE PLATOON LEVEL? WHAT IS THE RECORD OF THE PERFORMANCE OF THESE COMPANIES?

6. IF YOU WERE CALLED UPON TO SET UNDER WAY A PROGRAM OF EXPERIMENTATION IN INTEGRATION, WOULD YOU SUGGEST THAT IT BE DEVELOPED FROM VOLUNTEER PERSONNEL OR THAT IT BE APPLIED WITH THE UNIFORMED UNITS AS WELL AS THE UNIFORMED UNITS ALREADY IN THE SERVICE? WHAT WOULD YOU SUGGEST THAT THE INTEGRATION BE STARTED ON THE HIGHEST LEVEL OR AT THE LETTER LEVEL (AND HAVE YOU BEEN WORKING WITH THE MEN FIRST)?

7. (THE HYPOTHETICAL MAY BE THIS COMMITTEE DUNES WORKING IDEA OF NEW SYSTEMS TOMORROW MAY BE)

8. (SUGGESTIONS TO HAVE A TRAINING INSTALLATION MADE UP OF THE COMPANY, ONE OF WHICH IS COMPOSED ENTIRELY OF YOUNG, OFFICERS AND NONCOMBATANTS)


10. WOULD YOU SUGGEST THAT THERE BE A SLOW SHIFTS OF PERSONNEL BETWEEN THE COMPANIES AS THEY ARE TO BE EMPLOYED, OR THAT THE COMPANY BE OVER-COMMAND COMPANY?

11. WOULD YOU SUGGEST THAT THE ALTERNATIVE BE TO LEAVE THE PLATOONS UP TO THE COMBAT COMMAND WITH THE STAFF AND ADJUTANT'S OFFICE?

12. IT IS BEEN PROPOSED TO SEGREGATE THE OFFICERS OF INTEGRATION IN THE ARMY SERVICE OR SERVICE OF OLD TRADITIONS AND NOT UPON EXPERIENCED OFFICERS AND PERSONNELMEMBERS OF THE ARMY COMMAND ITSELF. IS THIS TRUE? AND DO YOU ANTICIPATE THAT THIS COMMITTEE WILL HAVE DIFFICULTY DECIDING WHAT THEIR TRADITIONS ARE?

AIR FORCE

13. I UNDERSTAND THAT AFRICA THE AIR FORCE'S SEGREGATION FROM THE ARMY, ITS PROGRAM HAS FOLLOWED THE CENTRAL REPORT. HOW FAR HAS THE AIR FORCE FOLLOWED OUT THE CILLER REPORT?
2. "Would it be reasonable for the Air Force to say that as far as it is concerned the Glenn report is behind times, and that in the Air Force training and assignment of men without regard to race can more quickly be accomplished than in the ground army? For example, in the Air Force, you are dealing with numbers calling individuals, both white and Negroes, than in the ground army.

3. In the last few years a great number of Negro youth have gone in for civilian training in radio, radar, television and communications. Has the Air Force felt their inroads in potential Negro personnel?

NAVY

1. The Navy's record as to Negro officers has been far worse than that of the Army. What if anything has been done in the way of a special drive or program to increase Negro Naval officers personnel?

2. What has been done toward training Negroes for Navy pilots?

3. Has any special recruiting campaign, either through the regular recruiting machinery or through specially assigned recruiting officers to locate and bring into the Navy any of the many young Negro men who are quite capable of the most important officers training assignments?

4. (It has been said that it is best and most democratic to stress the requirements on the most capable American citizen that the Navy can get regardless of their color. This is splendid for the "from bench on" program, where all other factors are equalized, but it is not sufficient in curing a deficiency in the present status which is the result of a hundred years of discrimination.)

Does the Secretary realize the dual aspect of the problem of eliminating discrimination and segregation? That of completing fairness in all future dealings, and that of reducing the present differential presently existing. Has the service been concerned with tackling the problem from both of these angles?

5. The Navy has special recruiting personnel and annually go into trade and professional schools (including law schools for example) for the purpose of introducing Negro students and encouraging them to enlist in the Navy as officers. Have any of these efforts been instigated to pay particular attention to outstanding Negro students, or give special attention to the desires of the Navy to increase its Negro officer personnel?

6. It is understood that still, more than 3/4ths of the enlisted Navy personnel are yet in the military branch. Has any program been started to retrain or re-adjust any of these men?

MARINES

1. Has the policy of not enlisting Negroes in the regular marines been changed since the end of the war?
2. Within the last two years, what progress has been made toward using recruits in other than the second branch of the service?

3. Has there been any information to the platoon units of the Marines, as apart from any information of using platoon units in their Marine companies?

4. How many recruits are officers in the Marine? What is being done to reinforce this situation?

(endorse)

Will see you Monday morning 9:00 A.M.

Sincerely:
John H. Henshaw
Publisher and Editor