MEMORANDUM FOR THE CHAIRMAN, PERSONNEL POLICY BOARD, OFFICE OF
THE SECRETARY OF DEFENSE

April 30, 1949

Reference is made to the recent memorandum from the Secretary of
Defense which directs each Department of the National Military
Establishment to examine current personnel policies to determine
what forward steps can and should be made in the light of the
policy enunciated therein and in view of Executive Order 9981.

The Department of the Air Force has completed such a study and
has determined certain supplemental policies to meet the specific
needs of the Air Force.

In implementation, it is planned that the all-Negro 332d Fighter
Group at Lockbourne will be inactivated and the personnel redistri-
buted throughout the Air Force world-wide.

Concurrently, qualified Negro personnel in other Air Force units
will be afforded the opportunity to attend service schools or
transfer to traditionally white units in accordance with the re-
quirements of the Air Force and the qualifications of the individ-
uals.

It is contemplated that, for the present, certain Negro service
type units will continue to exist since they are efficiently per-
forming a necessary Air Force function. Individuals in those units,
however, may qualify for assignment to any Air Force activity, and
may attend technical or other service schools which will enhance
their qualifications without regard to the previous limitations im-
posed by Negro units and Negro vacancies.

With the adoption of this policy, the principle of Negro quotas to
maintain Negro unit status, of necessity, be discarded because racial
quotas are not consistent with free competition on the basis of
merit and ability.

Drafts of proposed Air Force directives have previously been fur-
nished to the Faby Committee and to the Chairman of the Personnel
Policy Board, Office of the Secretary of Defense. Upon the advice
of the Chairman of the Personnel Policy Board, para. 10(a) of the
confidential letter to the Commanding General, Major Commands
(Subject: Implementation of Air Force Letter 25--)

The paragraph of this letter states that "If they are in key positions and are required for the successful functioning of the unit, they will be considered and handled in exactly the same manner as other-than-Negro personal in similar circumstances."

Drafts of proposed Air Force policy statement and implementing directives are attached.

W. Stuart Symington

2 Items:
1. Draft of AFL 25--
2. Draft Letter to Major Commands
   "Implementation of AFL 25--"