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April 30, 1949

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

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 Wing at Lockbourne will be inactivated and the personnel redistributed 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 requirements of the Air Force and the qualifications of the individuals.

It is contemplated that, for the present, certain Negro service type units will continue to exist since they are efficiently performing a necessary Air Force function. Individuals in these 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 imposed by Negro units and Negro vacancies.

With the adoption of this policy, the principle of Negro quotas to maintain Negro units must, 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 furnished to the Fahy 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, par. 4c(4) of the



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confidential letter to the Commanding General, Major Commands (Subject: Implementation of Air Force Letter 35--) has been revised with regard to key personnel in Negro units. This subparagraph now 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 personnel in similar circumstances."

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

W. Stuart Symington

2 Encls:

- 1 Draft of AFL 35--
- 2 Draft Letter to Major Commands
"Implementation of AFL 35--"

