

May 4 1949

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

For five months the President's Committee on Equality of Treatment and Opportunity in the Armed Services, as directed by the President in Executive Order 9981, has examined into those "rules, procedures and practices" of the three services which promote or impede the achievement of equal treatment and opportunity for all men in the nation's military forces. The Committee has conferred with the three service secretaries and with general staff officers of each service. In addition the Committee has held hearings for civilian organizations and individuals that wished to present their views on the subject of equal treatment and opportunity in the armed services.

The Committee has kept constantly in mind the fact that the objective of Executive Order 9981 is inextricably bound up with the need of the armed services to use their available manpower with maximum efficiency.



The outstanding lesson of World War II was the discovery that as war becomes increasingly technical, it makes greater, rather than less, demand upon the nation's manpower. And this demand is not merely for greater numbers of men, but for men with an ever wider range of ability and skill.

All military planning and practice must now be based on the maximum efficient use of manpower. The nation cannot afford the luxury of employing its military personnel below their full capacities.

The Committee believes the nation's manpower cannot be used with maximum efficiency unless the armed services offer to all men in uniform equal opportunity to discover and exploit their capabilities.

Recognizing the interdependence of the objectives of equal opportunity and military efficiency, the President's Committee makes the following initial recommendations for the three services.

THE ARMY



I. CLASSIFICATION -- MILITARY OCCUPATIONAL SPECIALTIES

Every man processed at a training division, whether with or without prior service, shall receive his recommended military occupational specialties (MOS) solely and strictly on the basis of classification procedures, without regard to requirements of racial units.

All military occupational specialties will be open to qualified military personnel.

Purpose and Justification. At the present time all MOS are theoretically open to all qualified personnel. Actually, however, there are many MOS which are in effect closed to Negroes because Negro Table of Organization and Equipment units and Table of Distribution units do not carry those particular MOS. The above recommendations are designed to make all MOS open to all qualified men regardless of race. It is not the intention of the Committee that merely token representation shall be given qualified Negroes in those MOS for which there is no provision in Negro T/O & E or T/D units. To assign token representation of Negroes in those MOS where they are not now found would be to evade the intent of the Committee, which is that all men be assigned MOS for which they are qualified or in which they show aptitude.

## II. ASSIGNMENT TO ARMY SCHOOLS FROM TRAINING DIVISIONS

The present racial quotas for students sent to Army Schools from training divisions (the so-called replacement stream students) shall be abolished. Recruits shall be assigned to schools from the training divisions solely on the basis of qualification or aptitude without regard to possible utilization in racial units.

Purpose and Justification. At the present time there are no racial qualifications for attendance at any of the Army School courses open to recruits upon completion of basic training. However, the Department of the Army sets racial quotas for all courses. These quotas are defended on the ground that the Army cannot school Negroes, even when qualified, beyond the requirements of Negro units and racially mixed overhead installations for such specialists. Since Negro units do not require all specialties, and since the use of Negroes in overhead installations depends upon local commanders, the Army's present policy actually denies to qualified Negroes the opportunity to attend many courses. For example, of the 106 Army School courses open to recruits from training divisions in the quarter beginning April 4, only 21, or 19.8% were open to Negroes. The rest had no Negro quotas.



It is the intent of the recommendation in Section II that on completion of basic training qualified men shall be assigned to the Army School courses without regard to race and without regard to possible utilization in racial units.

### III. ASSIGNMENT AND UTILIZATION OF REPLACEMENT STREAM STUDENTS

All recruits, upon the completion of their courses in Army Schools, shall be assigned to units and utilized by local commanders without regard to race and without regard to vacancies in racial units.

Purpose and Justification. At the present time the local commander has the authority to use a man in a duty MOS that is different from his assigned MOS. The local commander also has the authority to readjust or redesignate MOS. The Committee is conscious that flexibility in administration and command requires that a commander have this authority. At the same time it is essential that commanders use men assigned to them with regard to their primary and secondary MOS. All students from Army Schools should be utilized with the fullest regard for their qualifications and without regard to race or vacancies in racial units.



### IV. ASSIGNMENT TO ARMY SCHOOLS OF DETACHED SERVICE STUDENTS

All men presently assigned to units who qualify for Army School courses will be detached from service in the unit and sent to school without regard to race. A commander will not set up racial quotas for detached service students for units within his command.

Purpose and Justification. Theoretically all courses in Army Schools for students from established units are open to qualified personnel regardless of race. Since commanders are unlikely to recommend Negroes for schools beyond the need for such Negro specialists in racial units or in

mixed overhead installations, qualified Negroes may not have an equal opportunity for places in many Army courses. All men shall be detached from their units for attendance at Army Schools solely on the basis of qualifications without regard to race or possible utilization in racial units upon their return from school.

V. ASSIGNMENT AND UTILIZATION OF DETACHED SERVICE STUDENTS AFTER COMPLETION OF COURSES

All detached service students, upon completion of their courses, shall be assigned and utilized without regard to race and without regard to vacancies in racial units.

Purpose and Justification. See Section III above.



VI. RECLASSIFICATION OF NEGROES ASSIGNED TO UNITS

All Negroes, currently assigned to units, who possess the minimum GCT qualification for Army Schools and who wish to attend an Army School will be reclassified; and those who are qualified in their primary or secondary MOS will be sent to an appropriate school within 18 months.

Purpose and Justification. Those Negroes, assigned to units, who want and have not been able to go to school shall have the opportunity to do so, in order that potential skills shall not be lost to the Army.

## VII. ABOLITION OF THE NEGRO QUOTAS PROVIDED IN CIRCULAR 124

All three services shall accept recruits, whether from Selective Service or by volunteer enlistment, with the same range in intelligence scores. Coincidentally with the execution of this enlistment policy, the Army will rescind Paragraph 1 of WD Circular 124, which establishes a troop basis for the Army at a ratio of 9 whites to 1 Negro.

Purpose and Justification. The quota system does not implement, but goes far to defeat, the Army's declared policy in Circular 124. That policy is to use Negroes "on a broader professional scale" in order "to effect the maximum efficient utilization" of Negro manpower. If, however, a large part of the quota is taken up by what General Gillem termed "the professional Negro private," then opportunity for an Army career may be denied better qualified Negroes, and the Army itself will suffer thereby. For example, Negro enlistments in April were shut off altogether because the quota was full.

However, the Army has justice on its side when it complains that the higher enlistment score required by the Navy and Air Force results in the Army's getting more than its share of men in Class IV and V. The Army has indicated it would be willing to abolish the Negro quota if entry intelligence scores for the three services were equalized. The Committee has concluded that the entry intelligence score for the three services should be the same. This does not mean that qualifications required for the highly skilled positions in any of the services should be lowered.



## THE NAVY

## 1. RECRUITMENT FOR GENERAL RATINGS

The recruiting branch of the Navy should undertake a recruiting program designed to inform Negroes of the opportunities open to them in the general ratings, and to persuade them that Negroes are welcome in the Navy. To this end some Negro commissioned officers and petty officers should be brought back to active service from the Reserve in order to help with the recruiting program.

Purpose and Justification. The Committee is persuaded that the Navy's racial policy as expressed in writing is sound. But the Committee finds it difficult to understand why a policy which is so progressive on its face has attracted only between one and two percent of Negroes into general ratings. The Committee can only conclude that the slow Negro enlistment rate in the Navy stems from the Negro's memory of the Navy as a white man's service in which the Negro was welcome only as a messman. It is the Committee's conviction that this memory can be erased only by a vigorous recruiting program.



## II. THE NAVAL RESERVE OFFICERS TRAINING PROGRAM

The Naval recruiting branch should put forth efforts to attract qualified Negro students into its NROTC program.

Purpose and Justification. Although the Navy's Holloway Plan is one of the most attractive plans ever devised for subsidizing the college edu-

cation of exceptional students, there are presently only seven Negroes who are NROTC students. Apparently the exceptional Negro high school student either does not know that the Holloway Plan is open to him, or knowing it, doubts whether after completing his NROTC course, he will really be welcomed as a Naval officer and be used as a line officer afloat. These doubts the Navy must dispel by a positive educational campaign among Negro high school students, especially in northern and western states.

### III. CHIEF STEWARDS

Chief Stewards shall have all the perquisites and the rating of a chief petty officer.

Purpose and Justification. The fact that a chief steward does not enjoy the rating of a chief petty officer has done much to cast doubt among Negroes on the Navy's professed policy. There is no reason why, with adequate training, a chief steward should not be a chief petty officer.

### IV. THE CUT-OFF SCORE FOR NAVY ENLISTMENT



The cut-off, or entry, score for Navy, Army and Air Force shall be maintained at the same level.

Purpose and Justification. At present the Navy requires for enlistment an equivalent of GCT score 90, contending that the Navy is such a



technical service that it cannot use men, except in the steward's branch, with a lower intelligence rating. The Committee is unable to accept this argument. If the Navy insists that it cannot efficiently conduct its operations under any other system, then, we believe, an independent firm of job analysts should be engaged to analyze all positions in general ratings in order to determine which functions can be performed by men with an intelligence score between the Navy's and the Army's cut-off points. As already stated, the Committee does not intend by this recommendation that any one of the services should lower the qualifications for its highly skilled positions.

THE AIR FORCE



The Air Force has announced, and the Secretary of Defense has approved, a new policy governing the utilization of Negro manpower.

The Air Force program, which becomes effective immediately and will be completed by December 31, 1949, provides for the assignment and utilization of Negro personnel on the basis of individual ability. All Negroes presently in the Air Force will be screened and reclassified, prior to possible reassignment or further schooling. The Negro 332nd Fighter Wing will be deactivated and its personnel redistributed in white units or assigned to school for further training. While some units will continue to be Negro, not all Negroes will be assigned to Negro units.

The Committee would prefer to await the test of this policy in action before making any recommendations for the Air Force, with one exception.

## I. THE CUT-OFF SCORE FOR AIR FORCE ENLISTMENT

The cut-off score for Air Force, Navy and Army enlistment shall be the same.

Purpose and Justification. The fact that the Air Force has used, apparently efficiently, thousands of men with GCT scores below 90 leads the Committee to doubt whether the present differential in the Army and Air Force cut-off scores for enlistment is justified. We repeat that the equalization of cut-off scores is not intended to affect qualifications for the highly skilled positions in any service.

