

APPENDIX A
AFFIRMATIVE ACTION PROGRAMS IN THE U.S. MILITARY

Federal Agency	Program	Description	Authorization	Impact to Date
Department of Defense	Aggressive Recruitment Goals	Sets goals for officer accessions.	DOD Directive 1350.3 (Aug. 18, 1995)	See below.
Department of Army	Aggressive recruitment and race-conscious admissions policy	<p>U.S. Military Academy has developed goals for each class for desired percentages of scholars, leaders, athletes, women, blacks, Hispanics and other minorities.</p> <p>West Point's Superintendent sets yearly targets for minority admissions.</p> <p>The Academy's specific percentage goals for minorities are based upon their representation in the national population and in the national pool of college bound people and their representation in the Army.</p> <p>Minorities are consistently offered admission to West Point at higher rates than whites despite lower academic predictor scores and lower academic, physical education, and military grades.</p>	<p>DOD Directive 1350.2 §4.4 (Aug. 18, 1995)</p> <p>DA Pamphlet 600-26, Army Affirmative Action Plan §2-3 (May 23, 1990)</p>	<p>In 1968 there were 30 African-Americans cadets at West Point; by 1971 there were almost 100.</p> <p>In 1993, minorities made up 16.5% of cadets; the class of 2005 has 100 African-American cadets (8%) and 70 Hispanic cadets (6%). Today there are more than 300 African-American cadets and 150 Hispanic cadets.</p>

Department of Navy	Aggressive recruitment and limited race-conscious admissions policy	<p>Starting with the USNA class of 1994, they set a goal to commission at least 7% black Navy officers annually and four percent Hispanic.</p> <p>The Academy uses the “Chief of Naval Operations goals” as a basis for establishing targets for class composition to the Academy. Its targets for blacks are 7% and 4% for Hispanics which are the same for the fleet. The academy accepts a greater percentage of women and minorities to allow for attrition and still achieve its goals for diversity.</p>	<p>DOD Directive 1350.2 §4.4 (Aug. 18, 1995)</p> <p>Navy Affirmative Action Plan (1991) in OPNAV Instruction 5354.31 (Aug. 29, 1991)</p> <p>SECNAVINST 1531.2A, USNA Curriculum and Admissions Policy, (Feb. 2, 1996)</p>	<p>A higher percentage of minorities who did qualify were admitted to the Academy than their white counterparts and the average success predictor scores were significantly higher for whites than for minorities. Because of lower qualification rates of minorities, the Academy makes offers of appointment to the majority of qualified minorities to achieve the Chief of Naval Operations commissions goals for minorities.</p>
Coast Guard	Minority Introduction to Engineering Program	A free week-long program for minority students interested in engineering and otherwise eligible for the Academy.	DOD Directive 1350.2 §4.4 (Aug. 18, 1995)	Minorities represent 18% of the Academy’s class of 2004.
Coast Guard	College Student Pre-Commissioning Initiative	Provides training, tuition and stipends to college students enrolled in historically African-American colleges and universities, Hispanic Association of Colleges and Universities schools and other approved institutions. The program is designed to increase minority junior officers in the Guard.	DOD Directive 1350.2 §4.4 (Aug. 18, 1995)	As of March 2002, minority officers constituted 13.7% of the Coast Guard officer corps.

Air Force		Policy Directive: the Air Force will develop affirmative action programs which represent minorities, women and persons with disabilities at all grade levels, in every employment category and in every major organizational element.	DOD Directive 1350.2 §4.4 (Aug. 18, 1995) Air Force Policy Directive 36-2 ¶ 2 (Oct. 1, 1996) Air Force Instruction 36.2706 §1.1 (Dec. 1, 1996)	
Air Force	Air Force Academy Admissions Policies	The Academy compiles a list of candidates who meet minimum admission standards and then determines which eligible candidates will receive an offer. The Academy takes some limited account of race. The admission score for minority students is roughly 3000 points and for white students it is roughly 3200 points.	U.S. GAO, GAO/NSIAD – 93-244, Air Force Academy, Gender and Racial Disparities (Sept. 1993)	The Air Force GAO Report (Sept. 1993) states that “on average, minorities had comparable physical fitness scores but lower academic admissions scores.” From 1991-1995, 18% of minority applicants were deemed qualified for admission, compared with 28% of white applicants; but 76% of qualified minority candidates received offers, compared with 51% of white applicants. For 2000, 18% of enrolled students were members of a minority group.
Service Academy Preparatory Schools	Race-conscious admissions policy	Army preparatory school: sets specific numeric goals. Both the Navy and Air Force preparatory schools enroll about 40% minority students.	Each Preparatory School is tasked to meet its service’s minority goals for admissions to the	The Military Academy Preparatory School accounts for 20-40% of African-American students and 20-30% of Hispanic students at West Point and these students are highly successful after admission.

		<p>The Air Force preparatory school is roughly 40% minority and is providing 30-50% of minority students at the Academy.</p> <p>Coast Guard sends students to Navy's preparatory school to "expand the pool of minorities applying to the Coast Guard Academy."</p>	<p>Academies. As a result, the Prep Schools' recruiting programs and strategies are overtly race conscious.</p>	<p>About one-third of minority midshipmen came from the Naval Academy Preparatory School. Almost all Coast Guard students at the Navy's preparatory school are minorities.</p> <p>Fully one-third of minority cadets at the Air Force Academy attend its preparatory school.</p> <p>Coast Guard prep school's admission program has improved the Coast Guard Academy's minority profile.</p>
<p>ROTC Scholarships</p>	<p>Aggressive race-conscious admissions program</p>	<p>Targeted Recruitment: Junior ROTC purposefully targets inner city high schools and provides a program to address the special needs of this population as a way to increase the pool of minority officer candidates.</p> <p>Scholarships: Candidate must be admitted to the hosting college or university so the pool of minority candidates is limited to the number of candidates admitted. In addition, the military services issue regulations that determine the number of scholarships allotted to each school. ROTC makes substantial numbers of scholarships available at historically African-American colleges and</p>	<p>Each service's ROTC program is tasked to meet its service's minority goals for commissioning officers. As a result, the ROTC's recruiting programs and strategies are overtly race conscious.</p>	<p>The Air Force "Gold Bar" program uses newly commissioned, minority ROTC graduates full-time in an effort to recruit minorities for its ROTC.</p> <p>The Navy ROTC tripled the number of African-Americans applying for scholarship after the Secretary of the Navy set specific goals for minority officer accession in 1993.</p> <p>Allocation of scholarships to Historically Black and Hispanic Colleges ensures more minority college students receive ROTC scholarships.</p>

		universities and institutions with high Hispanic enrollment.		
--	--	--	--	--

Sources: Affirmative Action Review: Report to the President, 1995, available at <http://clinton2.nara.gov/WH/EOP/OP/html/aa/aa-index.html>; DOD Directive 1350.3 (Aug. 18, 1995); DOD Directive 1350.2 §4.4 (Aug. 18, 1995); DA Pamphlet 600-26, Army Affirmative Action Plan §2-3 (May 23, 1990); Navy Affirmative Action Plan (1991) in OPNAV Instruction 5354.31 (Aug. 29, 1991); SECNAVINST 1531.2A, USNA Curriculum and Admissions Policy (Feb. 2, 1996); Air Force Policy Directive 36-2 ¶ 2 (Oct. 1, 1996); Air Force Instruction 36.2706 §1.1 (Dec. 1, 1996); U.S. GAO, GAO/NSIAD – 93-244, Air Force Academy, Gender and Racial Disparities (Sept. 1993); other sources on file with the Citizens’ Commission on Civil Rights.