

Originally Processed With FOIA(s):

S

FOIA Number:

S

FOIA MARKER

This is not a textual record. This is used as an administrative marker by the George Bush Presidential Library Staff.

Record Group/Collection: George H.W. Bush Presidential Records
Collection/Office of Origin: Speechwriting, White House Office of
Series: Speech File Backup Files
Subseries: Chron File, 1989-1993

OA/ID Number: 13758
Folder ID Number: 13758-010

Folder Title:
West Point Commencement 6/1/91 [OA 6033] [6]

Stack:	Row:	Section:	Shelf:	Position:
G	26	21	4	4

MONA CHAREN

The same week that featured Gen. Colin Powell throwing out the first baseball at a Yankee game — to universal acclaim — also featured, at Georgetown University Law School, a new skirmish in the simmering conflict over affirmative action.

Both deserve to be mentioned in the same breath because it is so painfully clear that what many blacks see when whites oppose affirmative action is recrudescence racism. They seem convinced that those who oppose affirmative action are the same people who opposed voting rights and equal education for blacks. They are sure they know the hidden motives behind opposition to quotas.

That is why it is so useful to look at the example of Colin Powell. White racism is easy to see. Perhaps white good will isn't so obvious. But it shines forth in the reception of Colin Powell.

Whites love Gen. Powell for some of the same reasons blacks do — because he is a successful military leader: bright, poised, commanding and engaging — a great American. Whites can laugh along when Gen. Powell relates that some journalists have taken to not mentioning the fact that he is black in their stories. "I think they think this is politeness," he explained in a recent speech. "But I tell them, 'Don't stop now. If I had shot someone, you'd mention my race.'"

Touche. Whites love Gen. Powell for another reason as well. They love him because he, like Gov. Douglas Wilder of Virginia, fulfills their need for black heroes. Whites want our society to be vindicated. They want to believe that the system is not rigged and that those who strive and struggle and work hard and play by the rules can succeed whatever their color or ethnic origin.

Gen. Powell, the black immigrants' child from the South Bronx who is now the highest-ranking military officer in the United States, is living proof of those maxims. He got there on merit. He is the embodiment of the American dream. And he believes that what worked for him — determination, hard work, guts — can work for others. That's what he told a group of black teen-agers on a return visit to his childhood home in New York.

Fade-out. New scene. At Georgetown University Law School, a third-year student contributed an article to the student newspaper decrying the differing admissions criteria for blacks and whites. Using information gained while he was employed at the admissions office, Timothy Maguire noted that "48 out of 81 black applicants had grade point averages below 3.0" while "less than

Merit, affirmative : Real winner is well-loved

20 percent of white applicants had similar grade point averages."

The Law School Admission Test (LSAT) is scored on a scale of 10 to 48. Mr. Maguire reported that among students accepted to Georgetown Law School, whites averaged 43, while blacks averaged 36.

Mr. Maguire, due to graduate in one month, is now in danger of being expelled from the law school. The campus has quite simply erupted since the publication of his article. The Black Law Students Association (BLSA) has demanded his expulsion and also that of the editor of the student newspaper who published the article. The law school dean told the New York Times that expulsion was "among the range of possibilities" being considered.

There are two charges against Mr. Maguire. The first is that he used confidential information in his article. Perhaps. But he told me that the admissions office never explained its policy on confidentiality to him when he worked there. Besides, that is clearly not the key issue. He named no names. And everyone knows that the question of confidentiality would never arise if those files revealed that blacks were being unjustly excluded from the law school.

The second charge is that this article "made disparaging remarks which have injured the BLSA community." Ah yes. So let's expel people who tell the truth. The truth hurts.

The BLSA is trying to suppress what everyone knows — that affirmative action means less-qualified black people are given preference over more-qualified white people. Unlike Colin Powell, that is the road of advancement they favor.

But when your policy cannot tolerate the intrusion of truth, doesn't that suggest that it has become corrupt?

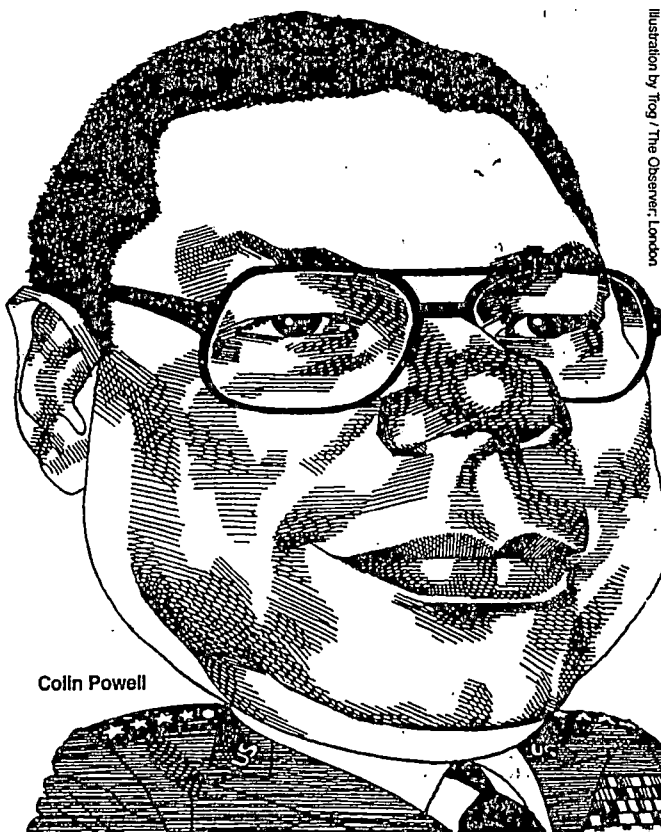


Illustration by Rog / The Observer, London

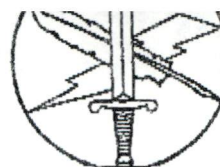
Mona Charen is a nationally syndicated columnist.

Photocopy-Preservation



Datafax Header Sheet

Media Inquiry



TO: <i>Jennifer Grossman</i>	Phone:	fax (202) 456-6218
FROM: Headquarters, Department of the Army Office of the Chief of Public Affairs Media Inquiry Branch, Room 2E641 Washington, DC 20310-1507		Phone: AV: (703) 697-7589 Coml: (703) 697-7589 FAX: (703) 697-2159
Subject: <i>Minorities in the Army</i>		Pages following 1
Comments: <i>You could also say:</i> - total minority members 1 in 5 to 4 in 10 - total minority officers .6 in 10 to 1.5 in 10 <i>Hope this helps.</i> <i>The data for the women is as of September 1975. Prior to then no record was kept by gender and race as a subcategory.</i>		
Sender: <i>Barbara A. Goodno</i> Barbara A. Goodno Captain, GS		Date: 1650 17 MAY 1991

91 MAY 17 4:54

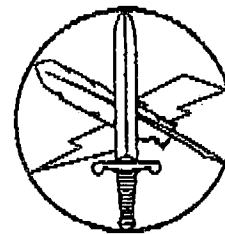
the
(1973) Eighteen years ago, the All-Volunteer (capitalized?) Army was formed. Since then, entrance standards have continued to rise. Since then, also, the total number of minority members in the Army have soared from less than 21 in 100, to today's 37 in 100. The number of minority officers has gone from 6 in 100 to 15 in 100. The percentage of minority enlisted Army personnel has gone from 24.6 % to 41.1 %. When you look at the figures for minority women, the progress is even more dramatic: 20.4 % of all female Army personnel in 1975 were minority members. Today, that percentage stands at 51.7. Minority female officers then made up 5.8 % of the female officer corps. Today, they make up 26 %. And minority female enlistees have gone from 22.7 % of all enlisted Army women, to 56 %.

21.9 minority 73 to 37.4 % total # members
6% in 73 to 15.4 % officers



Datafax Header Sheet

Media Inquiry



TO: <i>Jennifer Grossman</i>	Phone:	fax (202) 456-6218
FROM: Headquarters, Department of the Army Office of the Chief of Public Affairs Media Inquiry Branch, Room 2E641 Washington, DC 20310-1507		Phone: AV: (703) 697-7589 Com: (703) 697-7589 FAX: (703) 697-2159
Subject: <i>Women in the Military</i>		Pages following <i>15</i>
Comments: <i>As discussed. Supporting documentation provided.</i> <i>I'm still working on the historical data.</i>		
Sender: <i>Barbara A. Goodno</i> Barbara A. Goodno Captain, GS		Date: 7 MAY 1991

the
(1973) Eighteen years ago, the All-Volunteer (capitalized?) Army was formed. Since then, entrance standards have continued to rise. Since then, also, the total number of minority members in the Army have soared from less than 174,488 in 1973, to today's 273,454 in 1990. The number of minority officers has gone from 6,979 in 1973 to 16,887 in 1990. The percentage of minority enlisted Army personnel has gone from 24.6 % to 41.1 %. When you look at the figures for minority women, the progress is even more dramatic: % of all female Army personnel in were minority members. Today, that percentage stands at 51.7. Minority female officers then made up % of the female officer corps. Today, they make up 26 %. And minority female enlistees have gone from % of all enlisted Army women, to 56 %.

UNCLASSIFIED

SECTION 8: PART 1 - TOTAL ACTIVE ARMY

RACIAL STATISTICAL BY REDCAT AND GRADE

RCS: DCSPER-441

PCN: ZKI-041

QTR ENDING MAR 91

GRADE	WHITE NOT HISPANIC NO. %	BLACK NOT HISPANIC NO. %	HISPANIC NO. %	AMER INDIAN/ ALASKAN NATIVE NO. %	ASIAN/PACIFIC ISLANDER NO. %	OTHER UNKNOWN NO. %	TOTAL NO.	OPMD MANAGED NO. %	SPEC BR MANAGED NO. %
SG	374 91.89	27 6.63	2 0.49	0 0.00	3 0.74	1 0.25	407	383 94.10	24 5.90
CDL	4271 91.67	215 4.61	40 0.86	5 0.11	70 1.50	58 1.24	4659	2957 63.47	1702 36.53
LTC	9598 90.51	880 8.35	122 1.15	24 0.23	116 1.09	155 1.46	10604	7721 72.81	2883 27.19
MAJ	15138 85.54	1745 9.86	271 1.53	46 0.26	197 1.11	301 1.70	17698	12472 70.47	5226 29.53
CPT	26621 80.50	4553 13.77	613 1.85	62 0.19	318 0.96	901 2.73	33068	24978 75.54	8090 24.46
1LT	9603 80.13	1588 13.25	294 2.45	53 0.44	196 1.62	252 2.10	11904	10199 85.11	1705 14.89
2LT	8985 81.46	1308 11.86	290 2.63	59 0.55	256 2.14	172 1.56	11028	9727 88.20	1301 11.80
TOTAL	74508 83.39	10025 11.21	1632 1.82	229 0.26	1134 1.27	1840 2.06	89448	68437 76.51	21011 23.49
CW4	1953 91.05	116 5.46	27 1.27	2 0.09	9 0.42	36 1.70	2123		
CW3	3417 84.92	361 8.97	88 2.19	13 0.32	32 0.80	113 2.81	4024		
CW2	5136 81.02	735 11.59	169 2.67	9 0.14	80 1.26	210 3.31	6339		
CW1	2290 82.08	277 9.93	82 2.94	2 0.07	33 1.18	106 3.80	2790		
TOTAL	12776 83.63	1489 9.75	366 2.40	26 0.17	154 1.01	465 3.04	15276		
E9	2683 62.41	1200 30.01	152 3.54	17 0.40	83 1.93	74 1.72	4299		
E8	9539 65.65	3624 24.94	678 4.67	55 0.38	281 1.93	353 2.43	14530		
E7	30254 57.50	16654 31.65	3004 5.71	172 0.33	1060 2.01	1472 2.80	52616		
E6	42450 50.99	31241 37.53	5172 6.21	265 0.32	1462 1.73	2682 3.22	83252		
E5	68258 55.06	44295 35.73	5431 4.38	381 0.31	1649 1.33	3959 3.19	123973		
E4	108966 59.37	59156 32.23	7254 3.95	933 0.51	2245 1.22	4988 2.72	183542		
E3	56718 63.90	24408 27.50	3852 4.34	555 0.60	1102 1.24	2148 2.42	88761		
E2	34243 67.38	11978 23.57	2508 4.93	335 0.66	624 1.23	1136 2.24	50824		
E1	23097 68.94	7358 21.96	1683 5.02	234 0.70	509 1.52	621 1.85	33502		
TOTAL	376288 59.27	200004 31.48	29734 4.68	2975 0.46	8895 1.42	17433 2.74	635299		
TOTAL ARMY	463572 62.64	211510 28.58	31732 4.29	3180 0.43	10283 1.39	19738 2.67	740023		

NOTE: DUE TO ROUNDING, PERCENTAGE MAY NOT ADD TO 100%

1/ LESS THAN 0.05%

PAGE 31

UNCLASSIFIED

UNCLASSIFIED

SECTION 8: PART 2 - TOTAL WOMEN IN THE ACTIVE ARMY

RACIAL STATISTICAL BY REDCAT AND GRADE

RCS: DCSPER-441

PCN: ZKI-041

QTR ENDING MAR 91

GRADE	WHITE NOT HISPANIC NO. %	BLACK NOT HISPANIC NO. %	HISPANIC NO. %	AMER INDIAN/ ALASKAN NATIVE NO. %	ASIAN/PACIFIC ISLANDER NO. %	OTHER UNKNOWN NO. %	TOTAL NO.	OPMD MANAGED NO. %	SPEC BR MANAGED NO. %
BD	1 50.00	1 50.00	0 0.00	0 0.00	0 0.00	0 0.00	2	1 50.00	1 50.00
COL	114 78.08	12 8.22	1 0.68	0 0.00	11 7.53	8 5.48	146	17 11.64	129 88.36
LTC	644 85.19	70 9.26	7 0.93	1 0.13	17 2.25	17 2.25	756	166 21.96	590 78.04
MAJ	1583 80.52	270 13.73	26 1.32	9 0.46	33 1.68	45 2.29	1966	771 39.22	1195 60.78
CPT	3555 71.84	1133 22.74	110 2.21	7 0.14	55 1.10	128 2.47	4983	2660 53.38	2323 46.62
1LT	1565 71.14	476 21.44	47 2.14	12 0.55	44 2.00	56 2.55	2200	1261 57.32	939 42.68
2LT	1385 72.67	378 19.57	45 2.36	8 0.42	57 2.99	38 1.99	1906	1241 65.11	665 34.89
TOTAL	8847 73.98	2335 19.53	236 1.97	37 0.31	217 1.81	287 2.40	11959	6117 51.15	5842 48.85
CW4	6 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	6		
CW3	79 84.04	12 12.77	1 1.06	0 0.00	0 0.00	2 2.12	94		
CW2	184 67.40	70 25.64	10 3.67	1 0.37	8 1.10	5 1.83	273		
CW1	83 62.88	31 23.48	5 3.79	0 0.00	4 3.03	9 6.82	132		
TOTAL	352 69.70	113 22.38	16 3.17	1 0.20	7 1.39	16 3.17	505		
E9	43 62.32	21 38.43	5 4.35	0 0.00	1 1.45	1 1.45	69		
E8	273 66.19	125 30.47	20 4.96	2 0.44	9 2.05	10 2.20	437		
E7	1626 46.91	1593 45.96	111 3.20	9 0.26	50 1.44	77 2.22	3466		
E6	2758 34.65	4581 57.55	276 3.47	53 0.41	116 1.46	196 2.46	7960		
E5	5174 37.44	7607 55.03	398 2.88	61 0.44	162 1.17	420 3.04	13824		
E4	10309 42.38	13022 49.72	757 2.77	125 0.45	297 1.08	661 2.43	24181		
E3	5825 40.11	4568 33.75	579 4.25	93 0.69	124 0.91	256 1.89	10445		
E2	3453 55.84	2315 35.84	244 3.65	42 0.68	83 1.23	145 2.35	6181		
E1	2347 55.93	1584 34.78	215 4.72	44 0.97	62 1.00	82 1.80	4554		
TOTAL	31150 43.80	34316 48.25	2403 3.38	479 0.67	923 1.30	1848 2.60	71119		
TOTAL FEMALE	40349 48.27	36764 43.99	2655 3.18	517 0.62	1147 1.37	2151 2.57	83583		

 MALE 423223 91.39 174754 82.62 23077 91.63 2663 83.74 9136 88.05 17587 89.10 656440 80.71
 FEMALE 40349 8.70 36764 17.38 2655 8.37 517 16.26 1147 11.15 2151 10.90 83583 11.29

NOTE: DUE TO ROUNDING, PERCENTAGE MAY NOT ADD TO 100%

1/ LESS THAN 0.05%

PAGE 32

UNCLASSIFIED

Composition of Active Duty Forces for the Army

Appendix II contains data by race or national origin identification and by gender for active duty personnel in the Army. Tables II.1, II.3, and II.5 provide endstrength data for officers, for enlisted personnel, and for officers and enlisted personnel combined, respectively. Tables II.2, II.4, and II.6 show proportions based on the endstrength data provided. All proportions are percentages of total endstrength data provided.

Table II.1: Active Duty Army Officers (Fiscal Years 1971 Through 1990)

Fiscal year	Total number	Gender		Race or national origin identification			
		Women	Men	Black	Hispanic	Other	White
1990	104,836	12,411	92,425	11,496	1,962	3,429	87,949
1989	107,168	12,198	94,970	11,430	1,823	3,278	90,637
1988	107,242	11,742	95,500	11,188	1,647	3,119	91,288
1987	108,255	11,564	96,691	11,031	1,563	3,011	92,650
1986	110,194	11,270	98,924	11,004	1,484	2,915	94,791
1985	109,901	10,828	99,073	10,777	1,365	2,805	94,954
1984	108,144	10,232	97,912	10,138	1,331	3,186	93,489
1983	105,948	9,492	96,456	9,127	1,294	5,936	89,591
1982	103,386	9,037	94,349	8,694	1,262	4,292	89,138
1981	101,835	8,389	93,446	7,919	1,155	3,925	88,836
1980	98,660	7,610	91,050	7,045	1,023	4,528	86,061
1979	97,450	6,877	90,573	6,601	1,980	1,504	87,365
1978	97,583	6,282	91,301	6,222	1,861	1,348	88,152
1977	97,711	5,697	92,014	5,971	1,780	1,206	88,754
1976	98,276	5,146	93,130	5,187	1,593	1,016	90,480
1975	102,975	4,630	98,345	4,957	1,750	824	95,444
1974	105,998	4,375	101,623	4,760	1,790	593	98,855
1973	116,205	4,290	111,915	4,682	1,840	457	109,226
1972	121,280	4,425	116,855	4,788	1,936	497	114,059
1971	148,949	5,049	143,900	5,419	2,488	625	140,417

(continued)

Race or national origin identification by gender		Black		Hispanic		Other		White	
		Men	Women	Men	Women	Men	Women	Men	Women
Fiscal year	1990	2,411	9,085	246	1,716	524	2,905	9,230	78,719
	1989	2,331	9,099	217	1,606	471	2,807	9,179	81,458
	1988	2,176	9,012	182	1,465	441	2,678	8,943	82,345
	1987	2,100	8,931	185	1,378	399	2,612	8,880	83,770
	1986	2,010	8,994	174	1,310	391	2,524	8,695	86,096
	1985	1,915	8,862	151	1,214	376	2,429	8,386	86,568
	1984	1,788	8,350	131	1,200	428	2,758	7,885	85,604
	1983	1,553	7,574	121	1,173	762	5,174	7,056	82,535
	1982	1,408	7,286	111	1,151	627	3,665	6,891	82,247
	1981	1,156	6,763	96	1,059	530	3,395	6,607	82,229
	1980	886	6,159	72	951	613	3,915	6,039	80,025
	1979	718	5,883	155	1,825	199	1,305	5,805	81,560
	1978	546	5,676	112	1,749	143	1,205	5,481	82,671
	1977	478	5,493	105	1,675	106	1,100	5,008	83,746
	1976	270	4,917	78	1,515	63	963	4,745	86,735
	1975	228	4,729	91	1,659	31	793	4,280	91,164
	1974	183	4,577	84	1,706	29	664	4,079	94,776
	1973	158	4,524	80	1,760	18	439	4,034	105,192
	1972	168	4,620	78	1,858	23	474	4,156	109,903
	1971	192	5,227	98	2,390	26	599	4,733	135,684

**Appendix II
Composition of Active Duty Forces for
the Army**

Table II.2: Active Duty Army Officers, Percentages (Fiscal Years 1971 Through 1990)

Figures in percent

Fiscal year	Total number	Gender		Race or national origin identification			
		Women	Men	Black	Hispanic	Other	White
1990	104,836	11.8	88.2	11.0	1.9	3.3	83.9
1989	107,168	11.4	88.6	10.7	1.7	3.1	84.6
1988	107,242	10.9	89.1	10.4	1.5	2.9	85.1
1987	108,255	10.7	89.3	10.2	1.4	2.8	85.6
1986	110,194	10.2	89.8	10.0	1.3	2.6	86.0
1985	109,901	9.9	90.1	9.8	1.2	2.6	86.4
1984	108,144	9.5	90.5	9.4	1.2	2.9	86.4
1983	105,948	9.0	91.0	8.6	1.2	5.6	84.6
1982	103,386	8.7	91.3	8.4	1.2	4.2	86.2
1981	101,835	8.2	91.8	7.8	1.1	3.9	87.2
1980	98,660	7.7	92.3	7.1	1.0	4.6	87.2
1979	97,450	7.1	92.9	6.8	2.0	1.5	89.7
1978	97,583	6.4	93.6	6.4	1.9	1.4	90.3
1977	97,711	5.8	94.2	6.1	1.8	1.2	90.8
1976	98,276	5.2	94.8	5.3	1.6	1.0	92.1
1975	102,975	4.5	95.5	4.8	1.7	0.8	92.7
1974	105,998	4.1	95.9	4.5	1.7	0.6	93.3
1973	116,205	3.7	96.3	4.0	1.6	0.4	94.0
1972	121,280	3.6	96.4	3.9	1.6	0.4	94.0
1971	148,949	3.4	96.6	3.6	1.7	0.4	94.3

(continued)

**Appendix A
Composition of Active Duty Forces for
the Army**

Fiscal year	Race or national origin identification by gender									
	Black		Hispanic		Other		White			
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
1990	2.3	8.7	0.2	1.6	0.5	2.8	8.8	75.1		
1989	2.2	8.5	0.2	1.5	0.4	2.6	8.6	76.0		
1988	2.0	8.4	0.2	1.4	0.4	2.5	8.3	76.8		
1987	1.9	8.2	0.2	1.3	0.4	2.4	8.2	77.4		
1986	1.8	8.2	0.2	1.2	0.4	2.3	7.9	78.1		
1985	1.7	8.1	0.1	1.1	0.3	2.2	7.8	78.8		
1984	1.7	7.7	0.1	1.1	0.4	2.6	7.3	79.2		
1983	1.5	7.1	0.1	1.1	0.7	4.9	6.7	77.9		
1982	1.4	7.0	0.1	1.1	0.6	3.5	6.7	78.6		
1981	1.1	6.6	0.1	1.0	0.5	3.3	6.5	80.7		
1980	0.9	6.2	0.1	1.0	0.6	4.0	6.1	81.1		
1979	0.7	6.0	0.2	1.9	0.2	1.3	6.0	83.7		
1978	0.6	5.8	0.1	1.8	0.1	1.2	5.6	84.7		
1977	0.5	5.6	0.1	1.7	0.1	1.1	5.1	85.7		
1976	0.3	5.0	0.1	1.5	0.1	1.0	4.8	87.2		
1975	0.2	4.6	0.1	1.6	0.0	0.8	4.2	88.5		
1974	0.2	4.3	0.1	1.6	0.0	0.5	3.8	89.4		
1973	0.1	3.9	0.1	1.5	0.0	0.4	3.5	90.5		
1972	0.1	3.8	0.1	1.5	0.0	0.4	3.4	90.6		
1971	0.1	3.5	0.1	1.6	0.0	0.4	3.2	91.1		

Appendix II
Composition of Active Duty Forces for
the Army

Table II.3: Active Duty Army Enlisted Personnel (Fiscal Years 1971 Through 1990)

Fiscal year	Total number	Gender		Race or national origin identification			
		Women	Men	Black	Hispanic	Other	White
1990	623,509	70,741	552,768	200,140	27,546	28,881	366,942
1989	658,119	73,780	584,339	205,640	27,818	29,505	395,156
1988	660,226	71,519	588,707	200,891	27,247	28,268	403,820
1987	668,406	71,136	597,270	200,080	27,054	27,195	414,077
1986	667,402	69,750	597,652	197,647	26,523	26,478	416,754
1985	666,149	67,930	598,219	198,791	25,823	25,901	415,634
1984	667,584	66,664	600,920	203,487	26,704	24,808	412,585
1983	669,312	66,056	603,256	210,144	27,816	24,471	406,881
1982	672,498	64,261	608,237	219,969	30,012	25,356	397,161
1981	674,747	64,877	609,870	223,806	30,118	26,520	394,303
1980	673,716	61,349	612,367	221,431	29,553	27,304	395,428
1979	656,978	54,815	602,163	211,553	35,401	22,686	387,338
1978	669,334	50,288	619,046	195,443	36,473	20,290	417,128
1977	680,033	46,093	633,940	179,715	36,825	18,000	445,493
1976	680,007	44,460	635,547	164,999	37,472	14,929	462,607
1975	678,154	37,703	640,451	150,458	37,151	12,835	477,710
1974	674,346	26,320	648,026	143,449	36,893	10,847	483,157
1973	681,829	16,448	665,381	125,538	33,773	8,198	514,320
1972	686,649	12,345	674,304	116,798	35,252	7,524	527,075
1971	971,864	11,825	960,039	138,693	47,804	9,710	775,657

(continued)

**Appendix II
Composition of Active Duty Forces for
the Army**

Fiscal year	Race or national origin identification by gender									
	Black		Hispanic		Other		White			
	Women	Men	Women	Men	Women	Men	Women	Men		
1990	34,428	165,712	2,181	25,365	3,235	25,646	30,897	336,045		
1989	34,855	170,785	2,232	25,586	3,235	26,270	33,458	361,698		
1988	32,597	168,294	2,031	25,216	2,951	25,317	33,940	369,880		
1987	31,491	168,586	1,919	25,135	2,839	24,356	34,894	379,193		
1986	30,188	167,449	1,820	24,703	2,780	23,698	34,952	381,802		
1985	28,979	169,812	1,699	24,124	2,594	23,307	34,658	380,976		
1984	28,019	175,468	1,777	24,927	2,313	22,495	34,555	378,030		
1983	27,604	182,540	1,905	25,911	2,278	22,193	34,269	372,612		
1982	27,378	192,591	2,029	27,983	2,418	22,938	32,436	364,775		
1981	27,185	196,621	2,059	28,059	2,292	24,228	33,341	360,962		
1980	23,985	197,446	1,904	27,649	2,239	26,065	33,221	362,207		
1979	18,915	192,638	2,011	33,390	1,578	21,108	32,311	355,027		
1978	14,412	181,031	1,801	34,672	1,213	19,077	32,862	384,266		
1977	11,280	169,435	1,665	35,160	906	17,094	32,242	413,251		
1976	10,202	154,797	1,616	35,866	774	14,155	31,868	430,739		
1975	8,013	142,445	1,464	35,687	578	12,257	27,648	450,062		
1974	5,455	137,994	1,058	35,836	357	10,490	19,450	463,707		
1973	3,313	122,225	683	33,090	194	8,004	12,258	502,062		
1972	2,394	114,404	586	34,666	140	7,384	9,225	517,850		
1971	2,231	136,462	574	47,230	152	9,558	8,868	766,789		

Table II.4: Active Duty Army Enlisted Personnel, Percentages (Fiscal Years 1971 Through 1990)

Fiscal year	Total number	Gender		Race or national origin identification		
		Women	Men	Black	Hispanic	Other White
1990	623,509	11.3	88.7	32.1	4.4	4.6
1989	658,119	11.2	88.8	31.2	4.2	4.5
1988	660,226	10.8	89.2	30.4	4.1	4.3
1987	668,406	10.6	89.4	29.9	4.0	4.1
1986	667,402	10.5	89.5	29.6	4.0	4.0
1985	666,149	10.2	89.8	29.8	3.9	3.9
1984	667,584	10.0	90.0	30.5	4.0	3.7
1983	669,312	9.9	90.1	31.4	4.2	3.7
1982	672,498	9.6	90.4	32.7	4.5	3.8
1981	674,747	9.6	90.4	33.2	4.6	3.9
1980	673,716	9.1	90.9	32.9	4.4	4.1
1979	666,978	8.3	91.7	32.2	5.4	3.5
1978	669,334	7.5	92.5	29.2	6.4	3.0
1977	680,033	6.8	93.2	26.4	5.4	2.6
1976	680,007	6.5	93.5	24.3	5.5	2.2
1975	678,154	5.6	94.4	22.2	5.5	1.9
1974	674,346	3.9	96.1	21.3	5.5	1.6
1973	681,829	2.4	97.6	18.4	5.0	1.2
1972	686,649	1.8	98.2	17.0	5.1	1.1
1971	971,864	1.2	98.8	14.3	4.9	1.0

(continued)

Appendix II
Composition of Active Duty Forces for
the Army

Fiscal year	Race or national origin identification by gender									
	Black		Hispanic		Other		White			
	Women	Men	Women	Men	Women	Men	Women	Men	Women	
1990	5.5	26.6	0.3	4.1	0.5	4.1	5.0	53.9		
1989	5.3	26.0	0.3	3.9	0.5	4.0	5.1	55.0		
1988	4.9	25.5	0.3	3.8	0.4	3.8	5.1	56.0		
1987	4.7	25.2	0.3	3.8	0.4	3.6	5.2	56.7		
1986	4.5	25.1	0.3	3.7	0.4	3.6	5.2	57.2		
1985	4.4	25.5	0.3	3.6	0.4	3.5	5.2	57.2		
1984	4.2	26.3	0.3	3.7	0.3	3.4	5.2	56.6		
1983	4.1	27.3	0.3	3.9	0.3	3.3	5.1	56.7		
1982	4.1	28.6	0.3	4.2	0.4	3.4	4.8	54.2		
1981	4.0	29.1	0.3	4.2	0.3	3.6	4.9	53.5		
1980	3.6	29.3	0.3	4.1	0.3	3.7	4.8	53.8		
1979	2.9	28.3	0.3	5.1	0.2	3.2	4.9	54.0		
1978	2.2	27.0	0.3	5.2	0.2	2.9	4.9	57.4		
1977	1.7	24.8	0.2	5.2	0.1	2.5	4.7	60.8		
1976	1.5	22.8	0.2	5.3	0.1	2.1	4.7	63.3		
1975	1.2	21.0	0.2	5.3	0.1	1.8	4.1	66.4		
1974	0.8	20.5	0.2	5.3	0.1	1.6	2.9	68.8		
1973	0.5	17.9	0.1	4.9	0.0	1.2	1.8	73.6		
1972	0.3	16.7	0.1	5.0	0.0	1.1	1.3	75.4		
1971	0.2	14.0	0.1	4.9	0.0	1.0	0.9	78.9		

Table II.5: Active Duty Army Personnel (Fiscal Years 1971 Through 1990)

Fiscal year	Total number	Women	Men	Race or national origin identification
1990	728,345	83,152	645,193	211,636 Black 29,508 Hispanic 32,310 Other 454,891 White
1989	765,287	85,978	679,309	217,070 Black 29,641 Hispanic 32,783 Other 485,793 White
1988	767,468	83,261	684,207	212,079 Black 28,894 Hispanic 31,387 Other 495,108 White
1987	776,661	82,700	693,961	211,111 Black 28,617 Hispanic 30,206 Other 506,727 White
1986	777,596	81,020	696,576	208,651 Black 28,007 Hispanic 29,393 Other 511,545 White
1985	776,050	78,758	697,292	209,668 Black 27,188 Hispanic 28,601 Other 510,693 White
1984	775,728	76,896	698,832	213,625 Black 28,035 Hispanic 30,407 Other 506,074 White
1983	775,260	76,548	698,712	219,271 Black 29,110 Hispanic 30,407 Other 496,472 White
1982	776,981	79,698	706,606	228,608 Black 31,874 Hispanic 30,445 Other 483,139 White
1981	776,582	73,266	703,316	231,725 Black 31,273 Hispanic 30,445 Other 483,139 White
1980	772,376	68,959	703,417	228,476 Black 30,576 Hispanic 31,832 Other 481,492 White
1979	754,428	61,692	692,736	218,154 Black 37,381 Hispanic 24,190 Other 474,703 White
1978	766,917	56,570	710,347	201,665 Black 38,334 Hispanic 21,638 Other 506,280 White
1977	777,744	51,790	725,954	185,686 Black 38,605 Hispanic 19,206 Other 534,247 White
1976	778,283	49,606	728,677	170,186 Black 38,085 Hispanic 15,845 Other 553,087 White
1975	781,129	42,333	738,796	155,415 Black 38,901 Hispanic 13,659 Other 573,154 White
1974	780,344	30,696	749,649	148,209 Black 38,683 Hispanic 11,440 Other 582,012 White
1973	798,034	20,738	777,296	130,220 Black 35,613 Hispanic 8,655 Other 623,546 White
1972	807,929	16,770	791,159	121,586 Black 37,188 Hispanic 8,021 Other 641,134 White
1971	1,120,813	16,874	1,103,939	144,112 Black 50,292 Hispanic 10,335 Other 916,074 White

(continued)

Fiscal year	Race or national origin identification by gender			
	Black	Hispanic	Other	White
	Men	Women	Men	Women
1990	36,839	174,797	2,427	27,081
1989	37,186	179,884	2,449	27,192
1988	34,773	177,306	2,213	26,681
1987	33,594	177,517	2,104	26,513
1986	32,208	176,443	1,994	26,013
1985	30,894	178,674	1,850	25,338
1984	29,807	183,818	1,908	26,127
1983	29,157	190,114	2,026	27,084
1982	28,786	199,877	2,140	29,134
1981	28,341	203,384	2,155	29,118
1980	24,871	203,605	1,976	28,600
1979	19,633	198,521	2,166	35,215
1978	14,958	186,707	1,913	36,421
1977	11,758	173,928	1,770	36,835
1976	10,472	159,714	1,694	37,371
1975	8,241	147,174	1,555	37,346
1974	5,638	142,571	1,142	37,541
1973	3,471	126,749	763	34,850
1972	2,562	119,024	664	36,524
1971	2,423	141,689	672	49,620
				178
				10,157
				13,601
				902,473

Table II-6: Active Duty Army Personnel, Percentages (Fiscal Years 1971 Through 1990)

Figures in percent

Fiscal year	Total number	Gender	Race or national origin identification				
		Women	Men	Black	Hispanic	Other	White
1990	728,345	11.4	88.6	29.1	4.1	4.4	62.5
1989	765,287	11.2	88.8	28.4	3.9	4.3	63.5
1988	767,468	10.8	89.2	27.6	3.8	4.1	64.5
1987	776,661	10.6	89.4	27.2	3.7	3.9	65.2
1986	777,596	10.4	89.6	26.8	3.6	3.8	65.8
1985	776,050	10.1	89.9	27.0	3.5	3.7	65.8
1984	776,728	9.9	90.1	27.5	3.6	3.6	65.2
1983	775,260	9.7	90.3	28.3	3.8	3.9	64.0
1982	776,884	9.4	90.6	29.5	4.0	3.8	62.7
1981	776,582	9.4	90.6	29.8	4.0	3.9	62.2
1980	772,376	8.9	91.1	29.6	4.0	4.1	62.3
1979	764,428	8.2	91.8	28.9	5.0	3.2	62.9
1978	766,917	7.4	92.6	26.3	5.0	2.8	65.9
1977	777,744	6.7	93.3	23.9	5.0	2.5	68.7
1976	778,283	6.4	93.6	21.9	5.0	2.0	71.1
1975	781,129	5.4	94.6	19.9	5.0	1.7	73.4
1974	780,344	3.9	96.1	19.0	5.0	1.5	74.6
1973	798,034	2.6	97.4	16.3	4.5	1.1	78.1
1972	807,929	2.1	97.9	15.0	4.6	1.0	79.4
1971	1,120,813	1.5	98.5	12.9	4.5	0.9	81.7

(continued)

(continued)

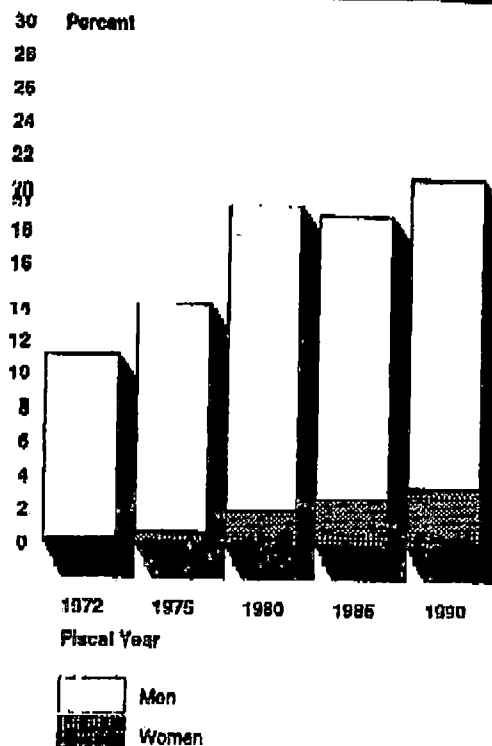
**Appendix II
Composition of Active Duty Forces for
the Army**

Fiscal year	Race or national origin identification by gender									
	Black		Hispanic		Other		White			
	Women	Men	Women	Men	Women	Men	Men	Women	Men	
1980	5.1	24.0	0.3	3.7	0.5	3.9	5.6	56.9		
1989	4.9	23.5	0.3	3.6	0.5	3.8	5.6	57.9		
1988	4.5	23.1	0.3	3.5	0.4	3.6	5.6	58.9		
1987	4.3	22.9	0.3	3.4	0.4	3.5	5.6	59.6		
1986	4.1	22.7	0.3	3.3	0.4	3.4	5.6	60.2		
1985	4.0	23.0	0.2	3.3	0.4	3.3	5.5	60.3		
1984	3.8	23.7	0.2	3.4	0.4	3.3	5.5	59.8		
1983	3.8	24.5	0.3	3.5	0.4	3.5	5.3	58.7		
1982	3.7	25.8	0.3	3.8	0.4	3.4	5.1	57.6		
1981	3.6	26.2	0.3	3.7	0.4	3.6	5.1	57.1		
1980	3.2	26.4	0.3	3.7	0.4	3.8	5.1	57.3		
1979	2.6	26.3	0.3	4.7	0.2	3.0	5.1	57.9		
1978	2.0	24.3	0.2	4.7	0.2	2.6	5.0	60.9		
1977	1.5	22.4	0.2	4.7	0.1	2.3	4.8	63.9		
1976	1.3	20.5	0.2	4.8	0.1	1.9	4.7	66.4		
1975	1.1	18.8	0.2	4.8	0.1	1.7	4.1	69.3		
1974	0.7	19.3	0.1	4.9	0.0	1.4	3.0	71.6		
1973	0.4	15.9	0.1	4.4	0.0	1.1	2.0	76.1		
1972	0.3	14.7	0.1	4.5	0.0	1.0	1.7	77.7		
1971	0.2	12.6	0.1	4.4	0.0	0.9	1.2	80.5		

Composition of the Services Combined by Gender (Fiscal Years 1972 to 1990)

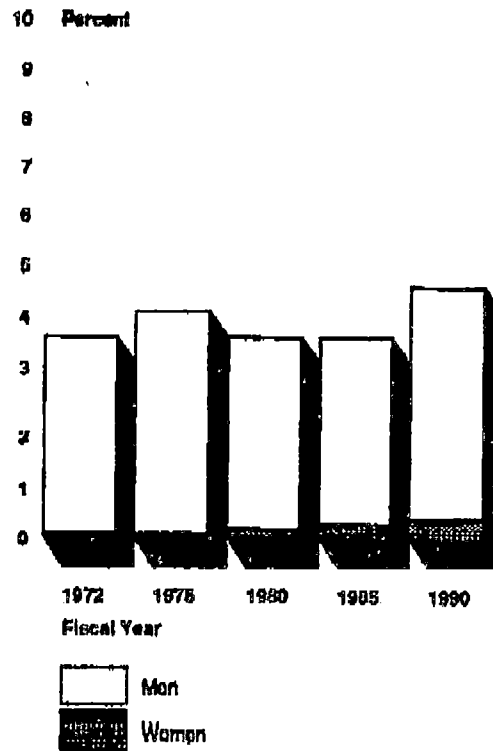
Appendix VI contains stacked bar charts showing service composition by gender and by race or national origin identification for the services combined.

Figure VI.1: Black Personnel by Gender for Services Combined



Note: Figures exclude black personnel of Hispanic origin.

Figure VI.2: Hispanic Personnel by
Gender for Services Combined



Yes, blacks are overrepresented in our services // and that's because the military of the United States is the greatest equal opportunity employer around. And it's because black Americans are distinguishing themselves as some of the finest fighting men and women this nation has ever seen. // The Army was the first major U.S. institution to be integrated. Today it stands as one of the most successful examples of integration and equal opportunity.

The Army chooses its warriors not by color but by competence, not by ethnicity but by integrity, not by creed but by courage. And when someone physically and mentally up to the job steps forward and says, "I want to serve," they don't check what color his skin is. // No, the Army does not recruit minorities. It recruits soldiers. //

When I see how this approach has helped turn our military into the most formidable force in the world, I am compelled to redouble our administration's efforts to extend equal opportunity to every American. We will tolerate no barriers, no bias, no inside tracks, and no two-tiered system. That's why it's essential that the Congress act on our civil rights bill. This package will attack bigotry and discrimination with a four-pronged approach.

First, this legislation will operate to obliterate consideration of factors such as race and sex from employment decisions. Second, it reflects fundamental principles of fairness that apply throughout our legal system. Third, it will strengthen deterrents against workplace harassment based on race, sex, religion, or disability -- and it will do it clearly and decisively -- without inviting the travesty of endless litigation. And finally, it will ensure that Congress lives by the same rules it prescribes for others. We must eliminate congressional exemption from Title VII of the Civil Rights Act of 1964, giving congressional employees the same fundamental protections that employees of the Executive Branch have enjoyed for years.

We must seek out strategies that transcend statistics. And we must not let a centuries old quest for universal rights find its end in a contentious special interest lobby. A true commitment to the freedom and equality that is the birthright of all Americans means a focus on expanding opportunity rather than merely redistributing rights.

That means educational choice -- parents sending their kids to the educational establishment of their choice, not the choice of the education establishment. It means tenant management and homeownership for the poor. It means enterprise zones -- because you can't pull yourself up by the bootstraps if you don't have any boots to pull. It means community opportunity areas -- shifting the power from the heavy hand of the state to the hands that run the home and raise the family. And it means tough anti-crime legislation -- because no American is free if he or she lives imprisoned by the fear of crime.

--focus on expanding opportunities rather than on redistributing rights.

--military has been in the forefront of the protection of civil rights -- not only by setting an example as the most successfully meritocratic system in our society -- but by fighting three wars to preserve our precious consensus on civil rights. The American Revolution, to establish the civil rights of the colonists; the Civil War, to extend those rights to all Americans; and World War II, to protect those rights against totalitarianism.

--200-year quest for universal rights reduced to the status of a special interest lobby.

--strategies that transcend statistics

--finally, focus on expanding opportunities rather than on redistributing rights ----> other empowerment initiatives.

--best civil rights remedy is economic growth.

--no one is free if he or she lives in fear of crime, when Americans are denied this right, the sense of community and trust deteriorate; the culture suffers --

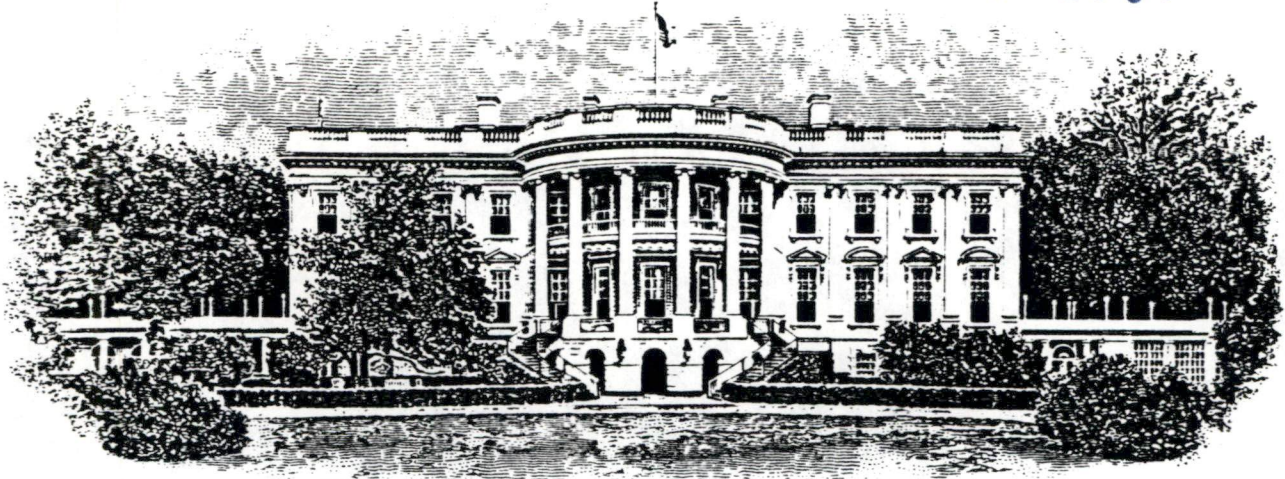
blacks are twice as likely to be the victims of robbery, vehicle theft and aggravated assault as whites. They are between six and seven times as likely to be the victim of a homicide, which is the leading cause of death among young black males.

We don't recruit minorities
we recruit soldiers
if a person is
physically &
mentally old
we take him!
we don't check
what color
his skin is

THE WHITE HOUSE

WASHINGTON

91 MAY 17 11:54



FACSIMILE TRANSMITTAL SHEET

DATE MAY 17

TO COL. HOOPER

FAX NUMBER 703 697 8299

OFFICE NUMBER 703 695 -1868 /2504

NUMBER OF PAGES INCLUDING COVER 2

DEPARTMENT OF COMMUNICATIONS

FROM JENNIFER GROSSMAN

COMMENTS FAX 202 456 6218

TEL 202 456 7750

Thank you for your cooperation

OFFICE NUMBER _____

_____ years ago, the All-Volunteer (capitalized?) Army was formed. Since then, entrance standards have continued to rise. Since then, also, the total number of minority members in the Army have soared from less than _____ in _____, to today's _____ in _____. The number of minority officers has gone from _____ in _____ to _____ in _____. The percentage of minority enlisted Army personnel has gone from _____% to _____. When you look at the figures for minority women, the progress is even more dramatic: _____% of all female Army personnel in _____ were minority members. Today, that percentage stands at _____. Minority female officers then made up _____% of the female officer corps. Today, they make up _____. And minority female enlistees have gone from _____% of all enlisted Army women, to _____%.

DISTRIBUTION OF ACTIVE DUTY FORCES
BY SERVICE, RANK, SEX AND ETHNIC GROUP
DEC 1990

DMDC-3035

OFFICER	TOTAL				TOTAL				TOTAL				TOTAL				TOTAL			
	BLACK	SPAN	OTHER	MINORITY	BLACK	SPAN	OTHER	MINORITY	BLACK	SPAN	OTHER	MINORITY	BLACK	SPAN	OTHER	MINORITY	BLACK	SPAN	OTHER	MINORITY
0-11	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-10	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
0-1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
UNK.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	275,138	19,017	5,702	32,939	12.0	33,441	12.0	4,465	13.4	727	2.2	1,752	4.0	4,544	19.6	6,544	19.6	1,752	4.0	19.6
MARRANT																				
M-4	2,979	189	46	295	9.9	8	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0
M-3	5,010	426	103	696	13.2	99	2.0	12	12.1	0	0.0	11	1.0	14	14.1	14	14.1	11	1.0	14.1
M-2	8,493	931	224	1,548	18.2	349	4.1	77	12.1	12	1.2	12	1.2	100	28.7	100	28.7	12	1.2	28.7
M-1	1,458	360	103	581	10.0	207	6.0	39	10.0	0	0.0	7	0.0	58	28.0	58	28.0	7	0.0	28.0
UNK.	0	0.0	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0
TOTAL	19,940	1,906	491	3,120	15.6	663	3.3	128	19.3	25	3.8	19	2.9	172	25.9	172	25.9	19	2.9	25.9
OFFICERS																				
TOTAL	295,078	20,923	6,193	36,059	12.2	34,104	11.6	4,593	13.5	762	2.2	1,771	4.0	4,716	19.7	6,716	19.7	1,771	4.0	19.7
ENLISTED																				
E-9	15,049	2,410	382	3,580	23.8	195	1.3	36	18.5	8	0.1	2	0.0	46	23.6	46	23.6	2	0.0	23.6
E-8	37,791	6,490	1,361	10,219	27.0	1,209	3.2	242	20.0	34	0.3	38	0.3	318	26.7	318	26.7	34	0.3	26.7
E-7	134,376	28,243	5,193	42,141	31.6	7,679	5.7	717	30.2	235	0.3	235	0.3	821	36.7	821	36.7	235	0.3	36.7
E-6	240,245	50,879	11,617	82,100	33.2	20,815	8.7	1,514	36.1	715	0.3	715	0.3	2,075	43.6	2,075	43.6	715	0.3	43.6
E-5	354,050	89,292	16,355	112,011	33.2	40,898	11.2	1,193	37.1	1,568	0.3	1,568	0.3	4,073	45.8	4,073	45.8	1,568	0.3	45.8
E-4	432,941	106,266	24,455	143,817	33.2	50,577	12.4	1,072	37.2	1,409	0.3	1,409	0.3	3,945	40.5	3,945	40.5	1,409	0.3	40.5
E-3	279,184	61,153	10,391	80,529	31.0	34,498	11.9	4,556	28.4	720	0.3	720	0.3	1,945	39.2	1,945	39.2	720	0.3	39.2
E-2	144,292	28,114	4,716	41,574	33.3	16,027	11.9	3,264	29.1	489	0.3	489	0.3	1,246	29.1	1,246	29.1	489	0.3	29.1
E-1	101,347	22,902	7,098	31,782	30.0	11,295	10.0	1,000	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0
UNK.	1	0	0	0	0.0	189,193	10.9	66,001	34.4	8,489	4.5	7,246	3.8	80,736	42.7	80,736	42.7	7,246	3.8	42.7
TOTAL	1,739,276	402,149	88,495	568,033	32.7	189,193	10.9	66,001	34.4	8,489	4.5	7,246	3.8	80,736	42.7	80,736	42.7	7,246	3.8	42.7
GRAND TOTAL	2,034,354	423,072	94,688	4,260,092	29.7	223,297	11.0	69,594	31.2	9,241	4.1	8,617	3.9	87,452	39.2	87,452	39.2	8,617	3.9	39.2

5 Pages
Grossman
Stanifler

DISTRIBUTION OF ACTIVE DUTY FORCES
BY SERVICE, RANK, SEX AND ETHNIC GROUP
DEC 1990

DMDC-3035

OFFICER	ARMY									
	TOTAL	BLACK	SPAN	OTHER	MINORITY	TOTAL	BLACK	SPAN	OTHER	MINORITY
0-11	0	0	0	0	0	0	0	0	0	0
0-10	13	1	0	0	1	0	0	0	0	0
0-9	13	5	0	0	5	0	0	0	0	0
0-8	143	15	1	2	16	0	0	0	0	0
0-7	209	15	1	2	18	0	0	0	0	0
0-6	4,514	206	35	112	353	13	9	1	13	9
0-5	10,414	566	119	241	926	280	17	27	106	106
0-4	17,160	1,666	259	482	2,407	1,098	22	106	44	44
0-3	32,707	4,638	592	1,199	6,329	4,888	19	47	106	106
0-2	12,466	1,649	293	502	2,402	1,891	19	47	106	106
0-1	11,152	1,304	293	428	2,025	1,891	19	47	106	106
UNK.	11,152	1,304	293	428	2,025	1,891	19	47	106	106
TOTAL	89,043	9,956	1,406	2,968	14,530	11,809	13	2,285	231	231
WARRANT										
W-4	2,082	113	24	24	161	4	0	0	0	0
W-3	3,975	356	86	115	557	65	1	1	1	1
W-2	6,375	740	174	267	1,181	278	4	8	8	8
W-1	2,816	284	84	96	468	138	0	0	0	0
UNK.	0	0	0	0	0	0	0	0	0	0
TOTAL	15,248	1,497	368	502	2,367	506	3	19	19	19
OFFICERS										
TOTAL	104,291	11,453	1,974	3,470	16,897	12,315	16	2,465	246	246
ENLISTED										
E-9	4,240	1,293	141	165	1,597	65	1	3	1	1
E-8	14,428	3,617	454	666	4,937	427	19	20	20	20
E-7	61,841	16,186	2,030	3,595	21,611	3,266	119	97	97	97
E-6	83,630	31,427	3,134	4,418	40,979	9,448	4	276	276	276
E-5	122,906	44,558	5,199	7,896	55,653	13,987	11	388	388	388
E-4	176,928	57,356	6,501	9,017	71,874	17,906	13	498	498	498
E-3	94,237	26,425	3,759	4,281	34,465	11,263	11	187	187	187
E-2	41,583	10,030	1,787	1,656	13,475	5,126	8	209	209	209
E-1	41,462	10,702	1,987	1,683	14,372	5,126	8	209	209	209
UNK.	1	0	0	0	0	0	0	0	0	0
TOTAL	631,276	201,592	27,994	42,377	258,963	71,366	34	2,226	226	226
GRAND TOTAL	735,567	213,045	29,968	46,847	275,860	83,681	48	2,472	247	247

DISTRIBUTION OF ACTIVE DUTY FORCES
BY SERVICE, RANK, SEX, AND ETHNIC GROUP
DEC 1990

DMDC-3035

OFFICER	TOTAL				TOTAL				TOTAL				TOTAL				TOTAL			
	BLACK	%	SPAN	%	OTHER	%	MINORITY	%	BLACK	%	SPAN	%	OTHER	%	MINORITY	%	BLACK	%	SPAN	%
U-11	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
U-10	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
U-9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
U-8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
U-7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
U-6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
U-5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
U-4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
U-3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
U-2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
U-1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
UNK.	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	69,098	2,713	1,645	2.4	1,937	2.8	6,295	9.1	7,745	11.2	187	2.4	259	3.3	1,044	13.5	598	7.7	187	2.4
MARRANT																				
M-4	661	53	15	2.3	32	4.8	100	15.1	2	0.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
M-3	726	45	16	2.2	47	6.5	108	14.9	8	1.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
M-2	1,391	120	22	1.6	116	8.3	258	18.5	37	2.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
M-1	24	1	0	0.0	0	0.0	1	4.2	16	6.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
UNK.	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	2,802	219	53	1.9	195	7.0	467	16.7	63	2.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
OFFICERS																				
TOTAL	71,900	2,932	1,698	2.4	2,132	3.0	6,762	9.4	7,868	10.9	487	2.4	260	3.3	1,051	13.5	604	7.7	487	2.4
ENLISTED																				
E-9	4,856	265	69	1.4	458	9.4	792	16.3	49	1.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E-8	10,492	610	320	2.1	1,302	12.4	2,112	20.3	308	2.9	5	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E-7	34,398	1,774	866	2.5	3,708	10.6	7,378	21.4	1,627	4.7	35	0.1	42	0.1	36	0.1	1,190	3.5	35	0.1
E-6	81,474	4,203	2,805	3.4	8,882	10.8	19,782	23.9	6,042	7.4	184	0.2	289	0.3	261	0.3	1,190	1.5	184	0.2
E-5	106,508	5,293	3,404	3.2	11,009	10.4	28,409	26.6	11,321	10.6	3,048	2.8	4,033	3.8	3,978	3.7	1,190	1.1	3,048	2.8
E-4	103,473	5,293	3,404	3.2	11,009	10.4	28,409	26.6	11,321	10.6	3,048	2.8	4,033	3.8	3,978	3.7	1,190	1.1	3,048	2.8
E-3	70,673	3,404	2,112	3.0	4,882	4.5	11,009	10.4	5,293	4.8	1,190	1.1	1,190	1.1	1,190	1.1	1,190	1.1	1,190	1.1
E-2	37,055	1,774	866	2.5	1,302	12.4	2,112	20.3	308	2.9	5	0.0	0	0.0	0	0.0	0	0.0	0	0.0
UNK.	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	502,140	26,511	13,766	5.3	30,844	6.1	79,267	15.8	49,162	9.8	13,271	2.7	3,583	0.7	1,630	3.3	18,484	3.7	3,583	0.7
GRAND																				
TOTAL	674,040	32,462	5,730	8.5	30,844	4.6	155,029	23.0	56,970	8.4	13,875	2.0	3,770	0.6	1,890	3.3	19,635	3.4	3,770	0.6

DISTRIBUTION OF ACTIVE DUTY FORCES
BY SERVICE, RANK, SEX, AND ETHNIC GROUP
DEC 1990

AIR FORCE

EMOC-3035

OFFICER	TOTAL	BLACK	SPAN	OTHER	MINORITY	TOTAL	BLACK	SPAN	OTHER	MINORITY
0-11	0	0	0	0	0	0	0	0	0	0
0-10	12	0	0	0	0	0	0	0	0	0
0-9	37	0	0	0	0	0	0	0	0	0
0-8	117	1	0	0	0	0	0	0	0	0
0-7	167	2	0	0	0	0	0	0	0	0
0-6	5,073	103	2	103	260	130	4	6	17	27
0-5	12,391	339	2	281	781	633	11	15	13	20
0-4	10,697	1,148	161	451	2,043	2,226	248	63	57	92
0-3	47,556	2,636	444	1,251	5,465	6,460	809	172	247	354
0-2	10,692	662	1,078	447	1,588	2,127	263	36	118	437
0-1	8,178	436	1,179	400	934	1,515	153	19	92	264
UNK.	0	0	0	0	0	0	0	0	0	0
TOTAL	99,120	5,627	2,017	2,934	10,478	13,297	1,535	301	566	2,402
WARRANT										
W-4	0	0	0	0	0	0	0	0	0	0
W-3	0	0	0	0	0	0	0	0	0	0
W-2	0	0	0	0	0	0	0	0	0	0
W-1	0	0	0	0	0	0	0	0	0	0
UNK.	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0
OFFICERS										
TOTAL	99,120	5,627	2,017	2,934	10,478	13,297	1,535	301	566	2,402
ENLISTED										
E-9	4,470	589	113	136	838	65	4	5	1	14
E-8	9,085	1,474	288	305	2,067	41	17	8	10	32
E-7	38,800	7,212	1,614	1,626	10,452	2,180	582	106	222	744
E-6	57,584	10,598	4,458	3,846	18,755	6,118	1,544	219	520	1,076
E-5	108,682	20,150	4,175	4,551	29,854	11,109	3,918	838	1,337	2,388
E-4	117,018	22,228	4,175	3,451	31,312	11,199	5,108	385	568	1,082
E-3	57,728	7,879	1,698	1,554	11,312	4,060	2,094	112	195	333
E-2	21,300	2,829	377	452	3,879	2,153	724	38	89	191
E-1	12,236	1,469	377	231	2,077	1,060	358	17	59	94
UNK.	0	0	0	0	0	0	0	0	0	0
TOTAL	427,703	74,888	16,320	14,190	105,398	60,044	14,409	2,034	1,986	4,429
GRAND TOTAL	526,823	80,415	18,337	17,124	115,876	73,341	15,944	2,335	2,552	6,831

FIGURES ON MINORITY REPRESENTATION IN THE ARMY

Eighteen years ago (1973), the All-Volunteer Army was formed. Since then, entrance standards have continued to rise. Since then, also, the total number of minority members in the Army have soared from less than 21% to 37%. The number of minority officers has gone from 6% to 15%. The percentage of minority enlisted Army personnel has gone from 26% to 41.1%. The figures for minority women in the military are even more striking: 20.4% of all female Army personnel in 1975 were minority members. Today that percentage stands at 51.7. Minority female officers once made up 5.8% of the female officer corps. Today, they make up 26%. And minority female enlistees have gone from 22.7% of all enlisted Army women, to 56%.

MINORITY PARTICIPATION IN THE MILITARY

In the army, minorities comprise 37.5% of all personnel (this percentage is at least 10 percent higher than the same figure for either Navy, Air Force, or Marines). Minorities contribute 16.2% of all officers and 41% of all enlisted men and women. When we focus specifically on women in the army, we move into minority majorities (go figure it out): minority women comprise 56.4% of all enlisted army women, and 51.9% of all female army personnel (they account for 25.8% of female officers).

MINORITY PARTICIPATION IN THE MILITARY

In the army, minorities comprise 37.5% of all personnel (this percentage is at least 10 percent higher than the same figure for either Navy, Air Force, or Marines). Minorities contribute 16.2% of all officers and 41% of all enlisted men and women. When we focus specifically on women in the army, we move into minority majorities (go figure it out): minority women comprise 56.4% of all enlisted army women, and 51.9% of all female army personnel (they account for 25.8% of female officers).

KEN ADELMAN

Military minority mobility

With the commencement of the Persian Gulf war came a cascade of criticism from black leaders like Jesse Jackson on how "our youth will burn first," and most.

Precisely the opposite happened. Minorities were actually under-represented in fatalities. The proportion of blacks, Hispanics and women killed was less, in each case, than its proportion deployed in the Gulf.

While the total number of Americans killed was, thankfully, slight — all told, 182 — some 78 percent of those were white. Blacks comprised nearly 25 percent of our troops in the Gulf, but endured 15 percent of the deaths (27 blacks died during the six-week campaign).

Similarly were Hispanics under-represented, as they made up 5 percent of the Gulf troops and suffered 4 percent of total U.S. deaths. And



Gen. Colin Powell

women, 6 percent of the deployed force, made up 3 percent of fatalities.

Hence, all that bellyaching by Jesse Jackson and like-minded black leaders — who seem to pine for a return to the 1968 civil rights campaigns — was misguided.

It was also harmful to their own cause, bad for overall race relations and unpatriotic.

Granted, the armed forces have almost twice the proportion of blacks as the population at large. Blacks make up 12.4 percent of our population and 21 percent of our troops.

But what's bad about that?

As President Bush said during the war, that overrepresentation is largely because "the military of the United States is the greatest equal opportunity employer around."

The Army was, after all, the first major U.S. institution to be integrated. Today, it may be the most

successful U.S. institution to be integrated. That we all witnessed in stirring scenes of black and white soldiers, who told television interviewers scouting for racial tensions that they considered one another "just family."

The prime problem lies not in the military sphere, but in the non-military sphere — in the society at large. Were Fortune 500 corporations to be open as wide and for as long to blacks as the military has been, the plight of black Americans would be eased today.

As Gen. Colin Powell, chairman of the Joint Chiefs, told me recently, the military has been a key vehicle for upward mobility. It "provides one heck of a social service to this country. We take in a couple of hundred thousand kids a year who hope to better themselves, to receive some education, to put money aside, to reap benefits so they can go to college."

Then, Gen. Powell went on, a few years later, "we discharge most of them back into American society. They are then much more responsible. They have a better sense of order in their lives, of self-discipline and self-appreciation. Generally, they make fine citizens back in civilian life."

Though thankfully still in uniform, Gen. Powell is a living example of such upward mobility. Born in Harlem and raised in the South Bronx to Jamaican immigrants, he joined ROTC while at City College of New York. "I don't know if I would have finished college had it not been for ROTC. I was there 4½ years as it was!"

He found the military reinforced traditional American values and instilled discipline and pride. There was a much-needed "sense of order the military brought to my life."

Gen. Powell, of course, became the first black chairman of the Joint Chiefs of Staff and the youngest, at 52. During the war, he became a veritable American hero, disproving by example the gripes some loud black leaders have voiced.

Even if one accepts their point that blacks are overrepresented in uniform — which one need not accept — what would they wish done about that?

Should we institute quotas on enlistments? With only 12.4 percent of our population, should blacks comprise only 12.4 percent of our troops? Should qualified blacks seeking to wear the American uniform be thus excluded, because of race?

The 1960s civil rights campaign was waged to prevent such racial discrimination. The 5,000 blacks who joined in the Revolutionary War and the 250,000 who battled in the Civil War were fighting for freedom. They were fighting against that type of exclusion.

Just as sad as the inflammatory rhetoric coming from some black leaders — who turned out to be dead wrong, anyway — was a statement made by Pentagon spokesman Jim Turner. When releasing fatality figures after the war, he quietly explained that this was the first time ever the government had reported on American soldiers killed in battle with a numerical breakdown by race and sex.

That, too, is a sad sign of the times.

ORRIN HATCH

Wrong . . .

American success in the Persian Gulf was achieved by a military in which equal opportunity is the governing principle. Americans of all racial and ethnic backgrounds are able to serve at all ranks in the military, based on merit and performance, not quotas.

Our courageous service men and women won on one front. They should not have to come home now only to find that they have to fight quotas.

They should not come home to find the courthouse door shut in the face of some Americans seeking a

The bill should be judged by its content, not by its title. Far from "restoring" prior law, it would rewrite the traditional, current legal standard of equal opportunity and overturn at least 20 Supreme Court decisions.

day in court to assert their civil rights claims.

And they certainly did not make such personal sacrifices only to find the ability of lawyers enhanced to drag out lawsuits and collect bigger fees in civil rights cases.

But this is precisely what the civil rights bill before Congress would achieve. No amount of repackaging this bill changes or repairs its flaws.

The bill should be judged by its content, not by its title. Far from "restoring" prior law, it would rewrite the traditional, current legal standard of equal opportunity and overturn at least 20 Supreme Court decisions.

There is unanimous support in Congress for the principle of equal opportunity for all Americans without regard to race, ethnicity, religion or gender.

The promise of the proposed civil rights bill, however, is equal outcomes for groups — quotas and reverse discrimination — not equal opportunity for all individuals. Hiring the most qualified person for a job will no longer be a successful response to a charge of discrimination.

Title VII has been interpreted to outlaw neutral employment policies, such as tests, that screen out a higher proportion of members of a minority group or women than other groups if the policies are not manifestly related to the employment in question or do not significantly serve a legitimate employer goal.

Sen. Orrin G. Hatch of Utah is ranking Republican on the Labor and Human Resources Committee.

Ken Adelman is a nationally syndicated columnist.