

# Defense Advisory Committee on Diversity and Inclusion

## Articles of Interest

October 2022

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### Racial/Ethnic Diversity

**1. Our Armed Forces Strength Depends on Diversity**

<https://defense360.csis.org/our-armed-forces-strength-depends-on-diversity/>  
4/26/2022 — By Stevan Molinar, Defense 360

Diverse teams are smarter, and there exists a plethora of scientific research detailing the benefits of diversity in problem-solving. However, our U.S. military officer corps remains the least diverse group in our armed forces. According to 2018 Pentagon data, just 10 percent of the officer corps was Black and 8.6 percent was Hispanic with that disparity widening as rank increases. This inhibits our warfighting capabilities and capacity to tackle the complex problems facing our nation in the 21st century.

**1. The Pentagon set 18 diversity goals in 2011. It's fulfilled 6 of them.**

<https://www.militarytimes.com/news/2022/10/05/the-pentagon-set-18-diversity-goals-in-2011-its-fulfilled-6-of-them>

10/5/2022 – (Military Times) Back in 2011, the Defense Department's issued a report with 18 recommendations for how the military could improve diversity, equity and inclusion across the services, with a five-year Department of Defense Diversity and Inclusion Strategic Plan.

**2. Biden security plan calls for diverse military, more nuclear spending**

<https://www.militarytimes.com/news/pentagon-congress/2022/10/12/biden-security-plan-calls-for-diverse-military-more-nuclear-spending>

10/12/2022 (Military Times) The White House released its long-awaited National Security Strategy on Wednesday, outlining plans for strengthening alliances worldwide while maintaining a strong American military “by promoting diversity and inclusion.”

**3. Air Force needs to cultivate more Hispanic officers, SECAF and report say**

<https://www.airandspaceforces.com/air-force-needs-to-cultivate-more-hispanic-officers-secaf-and-report-say>

10/14/2022 - (Air and Space Forces Magazine) The Department of the Air Force needs to do a better job of identifying, recruiting, and mentoring Hispanic officers—especially at its very highest ranks, according to a new report and Air Force Secretary Frank Kendall.

**4. Investigation finds allegedly racist texts to Black airman were fake**

<https://www.airforcetimes.com/news/your-air-force/2022/10/18/investigation-finds-allegedly-racist-texts-to-black-airman-were-fake>

10/18/2022 (Air Force Times) An airman is facing discipline after Air Force officials found that text messages appearing to show job discrimination against a Black airman were fake.

**5. Fort Leavenworth to have first Black commanding general**

<https://www.stripes.com/branches/army/2022-10-04/fort-leavenworth-change-command-7572479.html>

10/4/2022 – (Stripes) Fort Leavenworth and the U.S. Army Combined Arms Center will be under the leadership of Lt. Gen. Milford Beagle Jr., marking the first time a Black commanding general has overseen the post, according to a news release Monday.

**6. Military leaders: Affirmative action is a national security imperative**

<https://thehill.com/opinion/national-security/3699673-military-leaders-affirmative-action-is-a-national-security-imperative>

10/23/2022 - (The Hill) Of the many issues raised by the contentious affirmative action cases that will be heard by the Supreme Court on Oct. 31, national security would not seem to be among them. Yet that is precisely what a distinguished group of former military leaders argue in an extraordinary friend-of-the-court brief supporting the affirmative action programs of Harvard and the University of North Carolina.

**7. The US Army is struggling to find the recruits its needs to win the fight over the future**

<https://www.cnn.com/2022/10/26/us-army-struggles-to-find-recruits-its-needs-to-win-fight-of-future.html>

10/26/2022 - (CNBC) U.S. Secretary of the Army Christine Wormuth said at the CNBC Work Summit on Wednesday that it's become harder for the military to compete for recruits.

**8. Mural dedicated to Tuskegee Airmen legend unveiled at Boston Airport**

<https://www.military.com/daily-news/2022/10/04/mural-dedicated-tuskegee-airmen-legend-unveiled-boston-airport.html>

10/4/2022 – (Military.com) Everyone passing through the USO office at Logan Airport will now be greeted by the face and story of the 95-year-old World War II Tuskegee Airman legend Enoch O'Dell “Woody” Woodhouse II.

## **Racial/Ethnic Inclusion**

**1. Evaluation of the DoD’s Implementation of the Military Leadership Diversity Commission’s (MLDC) (2011 Report Recommendations and the DoD Diversity and Inclusion Strategic Plan for 2012 to 2017 (DODIG-2022-144)**

<https://www.dodig.mil/Reports/Audits-and-Evaluations/Article/3178584/evaluation-of-the-dods-implementation-of-the-military-leadership-diversity-comm/>

10/4/2022 by the Department of Defense Inspector General

We found that the DoD and the Services implemented 6 of the 18 recommendations identified in the 2011 MLDC report. We also found that the Office of the Under Secretary of Defense for Personnel and Readiness (OUSDP&R) and the Service-level diversity and inclusion offices took some actions but did not fully implement the remaining 12 recommendations. We also found that the DoD and the Services have not fully addressed the three goals identified in the 2012-2017 Diversity and Inclusion Strategic Plan. While we found that each of the Service-level diversity and inclusion offices made changes to policies and practices, the three goals outlined in the strategic plan have not been fully addressed. This occurred because the DoD did not establish policies, programs, or data requirements or provide oversight for tracking the goals and did not hold the ODEI and the Service-level diversity and inclusion offices accountable for implementing

the three goals. As a result of not fully addressing the Strategic Plan's three goals, the DoD may not be meeting the intent of the Strategic Plan, which is to encourage commitment and incorporate diversity and inclusion initiatives unique to each Service.

**2. Rooney Rule NFL Black Coaches**

<https://www.washingtonpost.com/sports/interactive/2022/rooney-rule-nfl-black-coaches/>

10/4/2022 by Gus Garcia-Roberts, The Washington Post

The rule required teams to interview at least one minority candidate for every head coach opening. Billed as brilliant in its simplicity, it quickly became popular with corporate America, a trend that culminated shortly after Floyd's death. But even as the Rooney Rule was endorsed by some of the most powerful entities in the country, from President Barack Obama to the nation's biggest banks to the New York Police Department, the NFL appeared to be coming to terms with an uncomfortable reality. The Rooney Rule had failed.

**3. Code Talker's granddaughter honors his legacy at Marine Corps marathon**

<https://www.abc15.com/news/local-news/code-talkers-granddaughter-honors-his-legacy-at-marine-corps-marathon>

10/23/2022 - (ABC 15 Arizona) Dawn Manuelito is readying her body, and mind Sunday prepping for a mission to honor not only her Native American heritage but a family legacy of courage.

**4. Austin approves plan to drop Confederate references from DoD property**

<https://www.militarytimes.com/news/your-military/2022/10/06/austin-approves-plan-to-drop-confederate-references-from-dod-property>

10/06/2022 - (Military Times) The services are about to get underway on a plan to rename nine Army posts, two Navy ships and remove or modify a host of monuments and tributes to the Confederacy, per recommendations from an independent commission approved Thursday by Defense Secretary Lloyd Austin.

**5. Coast Guard Academy settles suit over policy banning parents**

<https://www.navytimes.com/news/your-navy/2022/10/07/coast-guard-academy-settles-suit-over-policy-banning-parents>

10/07/2022 - (The Associated Press) A Coast Guard Academy cadet who was expelled for becoming a father will get his degree as part of a legal settlement, his attorneys said Thursday.

**6. The finalists for Fort Gordon's new name and their amazing stories**

<https://www.washingtonpost.com/national-security/2022/10/07/fort-gordon-renaming-finalists>

10/07/2022 - (Washington Post) Dwight D. Eisenhower, a celebrated general who led the Allies' defeat of Nazi Germany before serving two terms as president, was the commission's selection.

**7. How Black troops lost out in bid to sever Army post's Confederate ties**

<https://www.washingtonpost.com/national-security/2022/10/07/fort-gordon-confederate-eisenhower-augusta-national>

10/07/2022 - (Washington Post) In the effort to rename Fort Gordon, leaders in Augusta, Ga., declined an opportunity to elevate a person of color. They picked Dwight Eisenhower instead.

**8. Now is the time to rename the carrier John C Stennis**

<https://www.navytimes.com/opinion/commentary/2022/10/11/now-is-the-time-to-rename-the-carrier-john-c-stennis>

10/11/2022 - (Navy Times) The USS John C. Stennis honors a noted racist, the author argues. It is time for the Navy and Congress to rename it and send a message of inclusion.

**9. New monument honors service of Black Americans in 12 US wars**

<https://www.stripes.com/veterans/2022-10-06/monument-honors-black-american-veterans-7600951.html>

10/06/2022 (Stripes.com) Ronal Bassham wishes he could look back fondly on his 22-year Air Force career as a ground crewman. “I’m proud of my service, but I am not proud of the way I was treated,” said Bassham, a Black Korean War veteran from Niagara, N.Y., who also served in Vietnam and received a Bronze Star medal.

**10. DAF’s new civilian career roadmaps aim for more diverse, functionally proficient leaders**

<https://www.airandspaceforces.com/dafs-new-civilian-career-roadmaps-aim-for-more-diverse-functionally-proficient-leaders>

10/13/2022 - (Air and Space Forces Magazine) The Department of the Air Force hopes to improve both diversity and retention within its 170,000-member civilian workforce by introducing a pair of career roadmaps—one of them tailored to developing “functional leaders” for the first time.

## **Military Equal Opportunity**

**1. If Supreme Court ends affirmative action, how will the military adapt?**

<https://www.militarytimes.com/news/your-military/2022/10/26/if-supreme-court-ends-affirmative-action-how-will-the-military-adapt>

10/26/2022 - (Military Times) The officer corps already is markedly less racially diverse than the enlisted troops. And that gap may widen, defenders of affirmative action warn

**2. Three Marine Recruits Make Emergency Appeal in Court to Keep Beards at Boot Camp**

<https://www.military.com/daily-news/2022/10/11/three-marine-recruits-make-emergency-appeal-court-keep-beards-boot-camp.html>

10/11/2022 – (Military.com) Three Sikh recruits fought for an emergency appeal in federal court on Tuesday, citing their religious beliefs in hopes of being able to attend Marine Corps Basic Training without having to shave their beards or forgo their traditional turbans during boot camp.

**3. Federal home loan program is still failing Native American veterans after 30 years**

<https://www.npr.org/2022/08/25/1119164311/federal-home-loan-program-is-still-failing-native-american-veterans-after-30-yea>

8/25/2022 - (NPR) The GI bill has near-mythic significance in American history — generations of veterans got an education and an easy home loan, the sort of thing that pulls families up into the middle class. That benefit has never really been available, though, to one group of Americans who serve in the military in very high numbers — Native Americans living on tribal land.

4. **Does the Army ask soldiers to do too many surveys? Maybe, expert says**  
<https://www.armytimes.com/news/your-army/2022/10/11/does-the-army-ask-soldiers-to-do-too-many-surveys-maybe-expert-says>  
10/11/2022 - (Army Times) One key idea floating around the 2022 Association of the U.S. Army conference this year is the service's across-the-board need to collect, analyze and take action on massive amounts of data, which lies at the core of its new "information advantage doctrine."
5. **Fewer Black vets got advanced COVID treatments at VA hospitals during pandemic, study finds**  
<https://www.military.com/daily-news/2022/10/25/fewer-black-vets-got-advanced-covid-treatments-va-hospitals-during-pandemic-study-finds>  
10/25/2022 - (Military.com) White veterans received advanced therapies for COVID-19 at higher rates than Black veterans in Department of Veterans Affairs hospitals throughout the pandemic, according to researchers.
6. **Pentagon report reveals widespread racial discrimination, harassment**  
<https://thehill.com/changing-america/respect/equality/535477-pentagon-report-reveals-widespread-racial-discrimination/>  
01/21/2021 by Anagha Srikanth, TheHill.com  
Nearly a third of Black U.S. military service members reported experiencing racial discrimination, harassment or both during the 12-month period tracked in the survey, but many did not report it due to "high levels of dissatisfaction with the complaint process." Reuters released its investigation on Jan. 14. The numbers back up a special report by Reuters last September that chronicled military service members' experiences and fear of retaliation for reporting discrimination.
7. **Some military families of color report racial issues affecting career decisions, new poll finds**  
<https://www.militarytimes.com/pay-benefits/2022/02/06/some-military-families-of-color-report-racial-issues-affecting-career-decisions-new-poll-finds/>  
2/6/2022 By Karen Jowers, Military Times  
The overwhelming majority of active duty service members of color report having positive military experiences — but they and family members also report discrimination, racial slurs, racial profiling and safety concerns, according to the results of a survey just released by Blue Star Families. Some of these families are making career decisions — such as whether to stay in the military or turn down orders to a new duty station — based on concerns related to their race/ethnicity.

## **DoD Leadership in the News**

1. **Ash Carter, former defense secretary who opened combat jobs to women in the military, dies**  
<https://www.stripes.com/theaters/us/2022-10-25/ash-carter-defense-chief-dies-68-7807380.html>  
10/25/2022 – (Stripes.com) Ash Carter, the 25th secretary of defense who led the U.S. military for the final two years of President Barack Obama's administration and who was responsible for

some of the armed forces' most consequential social changes in recent history, died late Monday.  
He was 68.