

The background of the slide is a photograph of two soldiers in full combat gear, including helmets and tactical vests, holding rifles. They are positioned in a doorway, looking towards the right. The image is overlaid with a semi-transparent dark grey layer, and the text is in a bright yellow color.

Growing the Ranks of African-American Infantry and Armor Officers

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Agenda

- Key Demographics
- The Underrepresentation Problem
- Barriers to Accessions
- Survey and Case Study
- Recommendations
- Questions?





Key Demographics

- African-Americans comprise:
 - 13 percent of the Officer Corps
 - 21 percent of the Enlisted Ranks
 - 6 percent of Infantry Officers
 - 6 percent of Armor Officers
- Infantry and Armor produce:
 - 32 percent of the General Officers
 - 10 of the Army's 12 Four-Star Generals



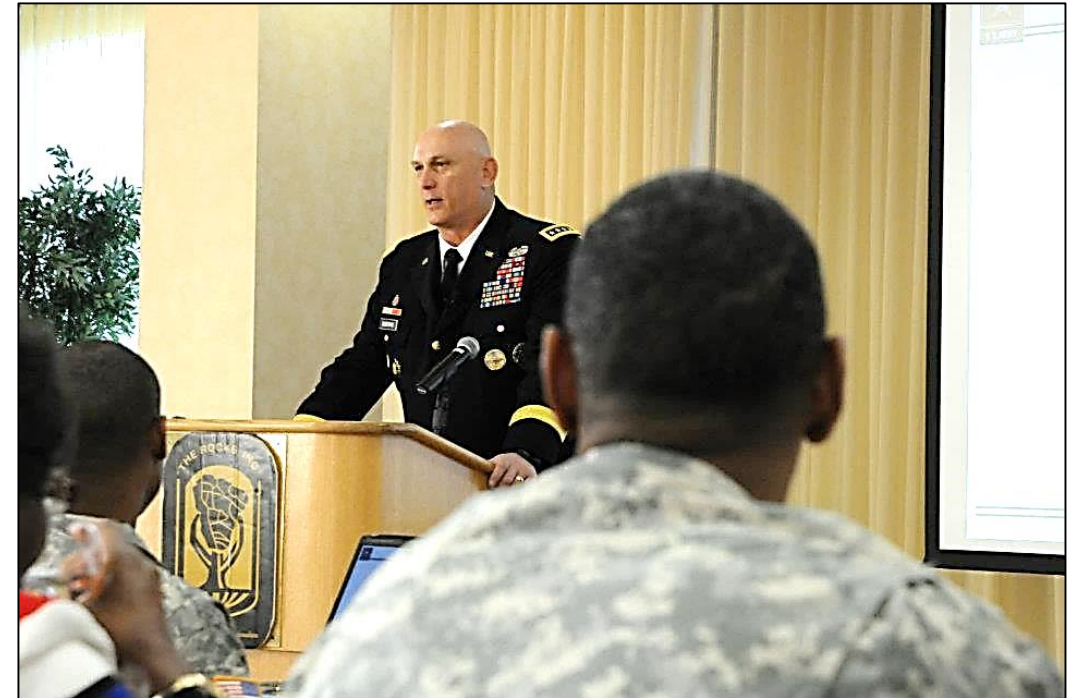
General Lloyd Austin and
Secretary of the Army John McHugh





The Underrepresentation Problem

- Leader Recognition:
 - United States Congress
 - Military Leadership Diversity Commission
 - Secretary & Chief of Staff of the Army Action Plan



General Odierno Addresses ROCS
30 March 2012





Barriers to Accessions

- Closed personnel system
- Preference for Non-combat Fields
- Highly Competitive Promotion & Selection System
- A “Bubble” in the System
- Lack of African-American Mentors



Major General Dana Pittard and
Lieutenant Colonel KC Clarke





Junior Officer Survey

- Infantry & Armor Officer Basic Course
- Influences of Branch Selection
- The Importance of Mentors
- Volunteers Only





West Point Case Study

- Importance of Mentors
- Impact on Branching Results
- Office of Economic Manpower & Analysis Survey



Major Tony Wrice with Class of 2012 Infantry Cadets





West Point Case Study

AA Mentor Year Assigned	Graduation Year	Junior Year	Sophomore Year	Freshman Year	AA USMA Armor	AA USMA Infantry
2	2009	2008	2007	2006	2	5
4	2010	2009	2008	2007	2	2
4	2011	2010	2009	2008	0	4
1	2012	2011	2010	2009	1	7
1	2013	2012	2011	2010	6	6





Recommendations

- Action Plan for Trends in Officer Talent Management
- Improve Strategic Communications
- Increase Accessions: ROTC, OCS and West Point
- Cross-Race Mentorship as a Bridge
- Infantry and Armor Assignments in ROTC Programs
- ROTC Program Visits
- Diversity Outreach in Cadet Command
- Infantry and Armor Assignments to West Point





Questions?