



# Improving Diversity in our Corps

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**General James F. Amos**  
**Commandant of the Marine Corps**



# Here's what I want to talk about

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- *Montford Point Marines – where we're headed*
- *The Corps' commitment to diversity*
- *Where we are today – realities and a report card*
- *Where we are headed – a holistic approach*



# Montford Point Marines – our legacy!

- *25 June 1941, President Roosevelt issued Executive Order No 8802 that initiated the end of discrimination in the Armed Forces*
- *In 1942, the first African-American recruits began to train at Montford Point - Camp Lejeune, North Carolina*
- *Between 1942 and 1949, approximately 20,000 African American Marines received basic training at Montford Point*



# Anchoring Montford Point Marines into Our Rich Marine History

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- *Congressional Gold Medal – working with Congress!*
- *MPMs will be Guests of Honor at Marine Barracks Evening Parade 26 August*
- *CMC Reading List will include the best books on MPMs*
- *Lesson plans that “tell the history” of our MPMs are being written at TECOM for inclusion in our resident/nonresident PME classes*
- *Boot Camp, SOI, OCS and TBS will have classes – crucibles will include a station on MPMs*
- *National Museum of the MC will tell the story so all visitors will know*
- *Marine Corps Video on Montford Point Marines*



# Our Commitment

- *USMC is committed to attracting, mentoring and retaining the most talented men and women who bring a diversity of background culture and skill in service to the Nation... 'Commandant's Planning Guidance'*
- *Diversity efforts are structured with understanding that the objective is not merely to strive for representational parity with the "Face of the Nation" but to leverage capability of our Corps and to ensure a connectedness with the American people.*
- ***The Marine Corps has established minority officer recruiting as a top priority in our recruiting efforts...***



# Where we are Today...

- *5.6% of our Active Duty Officer Corps is African American... 1,230 of 22,155*
- *10.7% of our Active Duty Enlisted Ranks are African American... 19,176 of 178,295*
- *Overall, ~10% of the Corps is African American - compared to the "Face of the Nation" at 12% African American...but the reality is...*
  - *There are unique qualifications for military service and low propensity of American youth to join the military*



# Officer Qualification Realities

- *Only 25% of Americans aged 17-24 are eligible for military service (includes all races/ethnicities)*
- *In 2010, 61.4% of African American high school graduates enrolled in college*
- *African American student college graduation rate remains at about 46%*
- *African American male college students make up ~5.5% of eligible Marine officer candidates; females make up a slightly larger population*



# Marine Corps Diversity Report Card

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- *In 2010, 3.5% of Officer Accessions (60 of 1703) were African American*
- *In 2011, MCRC assesses that we will achieve the qualified population = 5% for African American officers*
- *We are currently at 4.1% (on track for 5%, best accessions in 6 years)*

*“We continue to improve...”*





# Where we are Headed – Holistic Approach

## ➤ CMC PIng Guidance - *“Improve Diversity...”*

- *“Lets quit admiring the problem and get after it!”...CMC 35*
- *Recruiting (MCRC Campaign Diversity Plan)*
- *More minority OSOs - 7 African American, 7 Hispanic, 1 Native America*
- *Marine Week - multi-cultural/diversity aspects*
- *Key Leader Workshops - influencers*
- *Weekend ‘USMC Leadership Course’ - for college students – complete in Atlanta, St Louis...perfecting this opportunity now*



## Where we are Headed – Holistic Approach

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- *Relationships w/ Service Orgs (VSOs, ANSO, NNOA)*
- *SAT/ACT Mail Outs – generated 18 minority selections*
- *Relationships with minority youth and collegiate level programs (e.g. Fraternities and Sororities, CIAA, etc.)*
- *Markedly increase our use of Frederick Branch NROTC Scholarships*
- *MENTOR...MENTOR...MENTOR!!!!!!!!!!!!!!*



# We Need Your Help...

- *Disseminate Marine Corps message to communities that we embrace diversity*
- *Continue positive influence of potential young men and women for service...the Corps has much to offer young college graduates*
- *Help us understand the unique in-roads to best reach, mentor and guide minorities*



# We Need Your Help...

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- *Help mentor African American junior officers*
- *Work with Congress to appoint African Americans to USNA*
- *Frederick Branch Scholarship; we have only filled 26 of 340 in the past 5 yrs (we have 56 available each year at our HBCU colleges/univ) – We need to get the word out*
- *Strategic communication outreach effort to key influencers and affinity groups*



**Questions?**