

# Blacks in the U.S. Army

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Then and Now

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U.S. ARMY

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# 1. Introduction

The history of Blacks serving in the United States Army is a long and proud one. In 1776, Congress passed legislation that allowed Black men to enlist in the Armed Services. In response to this Congressional Act, approximately 7,000 Black men joined the Army and defended America in the Revolutionary War. Then, in the late 1800's, six regiments consisting of Black Soldiers were established. These Soldiers became known as the "Buffalo Soldiers." Thirty-nine of the Buffalo Soldiers were awarded the highly prestigious Congressional Medal of Honor.

In 1948, President Truman signed Executive Order #9981 that officially ended segregation in the military, and declared "equality of treatment and opportunity for all persons in the Armed Services without regard to race, color, religion, or national origin." Since that time, the percentage of Blacks serving in the United States Military Services has increased significantly. As of FY09, Black Soldiers comprised approximately 20% of the active-duty Army, 13% of the Army National Guard, and 22% of the Army Reserve.

Although there are no recruitment goals for racial/ethnic groups, the Army has maintained a force representative of our Nation's diversity, reflecting a belief that all American citizens have equal obligation to provide for the national defense. With the end of the military draft and the beginning of the All Volunteer Force (AVF) in 1973, there was concern that social representation, especially with regard to race, would not be maintained.

That concern proved to be unfounded. The AVF, relying on youth values, competitive compensation policies, and recruitment strategies, not only continued to attract minorities, but also attracted youth from all areas of the United States and from all socio-economic backgrounds. The Army proved to be attractive to young people because it offered training, steady employment, competitive pay and benefits, and leadership opportunities that were not readily available in the private sector.

The Army continues to value diversity in its ranks and has been a leader in racial/ethnic diversity and equal opportunity for its Soldiers and their Families. The Army's leadership views diversity as a readiness issue and has long had policies and programs designed to ensure equal opportunity for those who serve. The Army has been aggressive in its efforts to attract, train, and promote qualified applicants. Its Equal Opportunity programs have been designed to maximize human potential and ensure fair treatment for all Soldiers by offering education and training programs, wide reaching and varied job experience, and overall career enhancing opportunities. The results of these efforts are clearly reflected in the composition of today's Army.

## 2. Black Military Population

### Black U.S. Population Compared to Blacks in the Army

Today, Blacks serve in the Army at a rate that is higher than their representation in the U.S. population. For example, as of FY09, the percentage of Black enlisted Soldiers in the active-duty Army was 21% compared to 17% of the U.S. population of 18-39 year old Blacks with high school diplomas. High representation of Blacks was also noted in the Officer ranks where 13% were Black compared to 9% of the U.S. population of 25-54 year old Blacks with college degrees.

#### COMPARISON OF U.S. ARMY AND U.S. POPULATION\*

	POPULATION ESTIMATE* OF 18-39 YR. OLDS W/ HSDG	ARMY ENLISTED	POPULATION ESTIMATE* OF 25-54 YR. OLDS W/ BA DEGREE	ARMY OFFICERS
White	58%	61%	74%	72%
Black	17%	21%	9%	13%
Hispanic	21%	12%	7%	6%
Other	4%	6%	10%	9%

\*Source: U.S. Census, 2008 Population Estimates

## Blacks in the U.S. Army | 2. Black Military Population

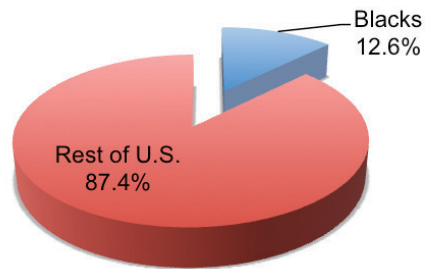
As previously noted, the Army has policies and programs that are designed to promote equal opportunity for those who serve, and the results of these policies are reflected in both the past and current racial/ethnic composition of the Army. The active participation of Blacks in the U.S. Army is even more impressive when all Components (active-duty Army, Army National Guard, and Army Reserve) and Army Civilians are compared to a similar segment of the U.S. population, again holding for age (18-55 year olds) and education (minimum of high school diploma), both of which are qualification requirements for entrance into the Army. The results of this analysis show that the percentage of Blacks in the "Total Army" in FY09 was 17.9% compared to 12.6% in the U.S. population.

### U.S. BLACK POPULATION AND "TOTAL" ARMY BLACK POPULATION\*\*

#### 2008 U.S. CENSUS PROJECTIONS

- U.S. population of 18-55 year olds with a minimum high school diploma = 135M
  - Black population of 18-55 year olds with minimum high school diploma = 16.9M
    - > 12.6% of 18-55 year olds with a minimum high school diploma in the U.S. are Black

#### U.S. Projected Population\* of 18-55 year olds w/HSDG

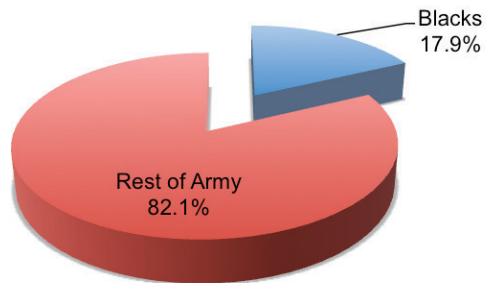


\* Source: US Census, 2008 Population Estimate.

#### FY09 ARMY POPULATION\*\*

- Army population = 1,358K
  - Approx 243K Blacks
    - > 17.9% of "Total" Army population are Black

#### FY09 "Total" Army Population\*\*

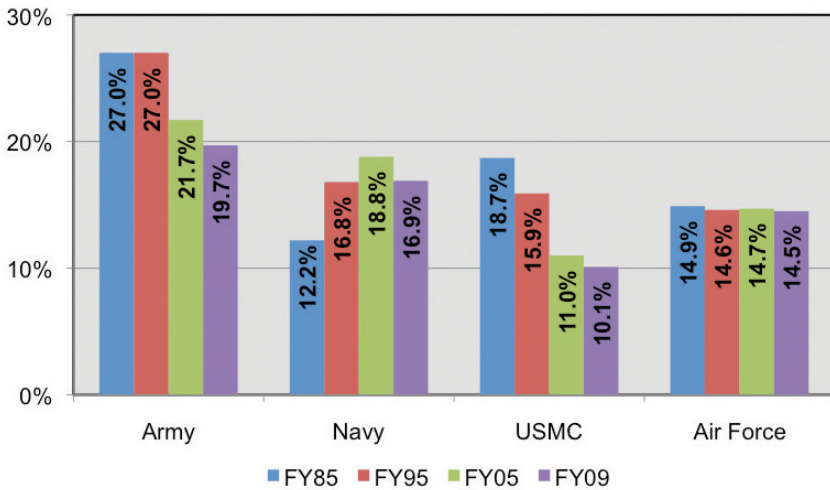


\*\* Includes Active-Duty Army, Army National Guard, Army reserve, and Army Civilians

# 3. Blacks in the Active-Duty Military

In comparison to other active-duty Services, the Army currently has, and has had for the past 20+ years, the highest percentage of Black Soldiers (ranging from 27% in FY85 to nearly 20% in FY09). The percentage of Black Sailors in the Navy has increased significantly over the past several years, from 12% in FY85 to nearly 17% in FY09; whereas, the percentage of Blacks in the Marine Corps significantly declined during this same time period (from nearly 19% in FY85 to today's representation of 10%). Little change, however, was noted for Black representation in the Air Force which held at approximately 15% over the past 20+ years.

**Blacks in the Active-Duty Military**

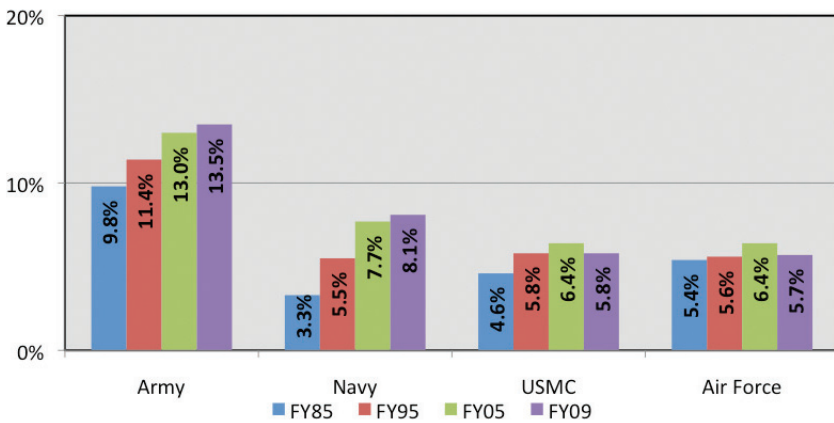


## Officer Population

The percentage of Black officers (Commissioned and Warrants ) in the active-duty Army over the past 20+ years far exceeds that of the other active-duty Services. In FY85, nearly 10% of Army officers were Black and this percentage increased to approximately

14% in FY09. Black officers representation in the Navy, although lower than the Army's representation, has increased significantly since FY85, growing from 3% to 8% in FY09. Black officer representation in the Air Force and the Marine Corps, on the other hand, has remained relatively steady over time (approximately 5% to 6%).

### Black Officers\* by Military Service



\* Officers = Commissioned Officers + Warrant Officers.

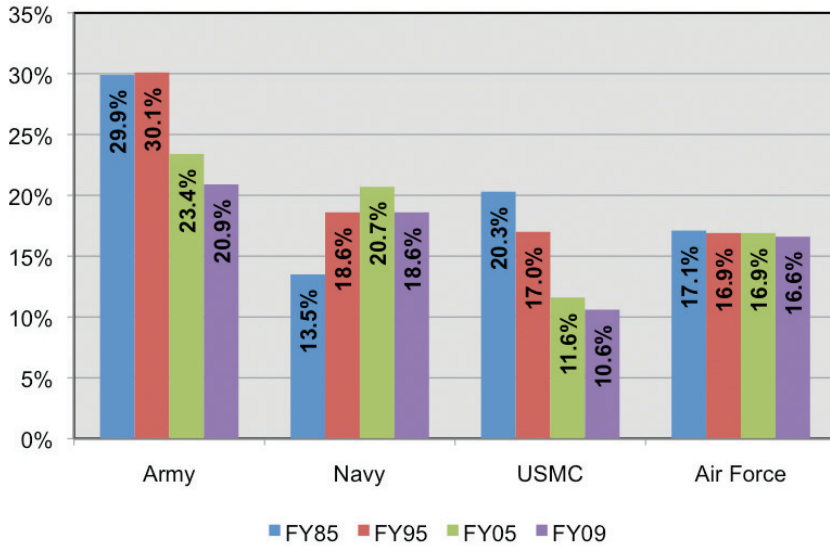
### Enlisted Population

In FY85 and FY95, Blacks were disproportionately represented in the enlisted ranks of the Army with approximately 30% of all enlisted Soldiers being Black. Today, that percentage is far lower (20.9%), but still greater than the percentage of comparable Blacks in the U.S. population (17%). The Navy and Marine Corps have had an inverse growth of Black enlisted over the past several years with the Navy increasing its representation from nearly 14%



in FY85 to approximately 19% in FY09, while the Marine Corps experienced a decline in representation from 20% in FY85 to today's representation of less than 11%. The Air Force, on the other hand, was virtually flat lined with regards to the percentage of Black enlisted Airmen (about 17%) since FY85.

### Black Enlisted by Military Service



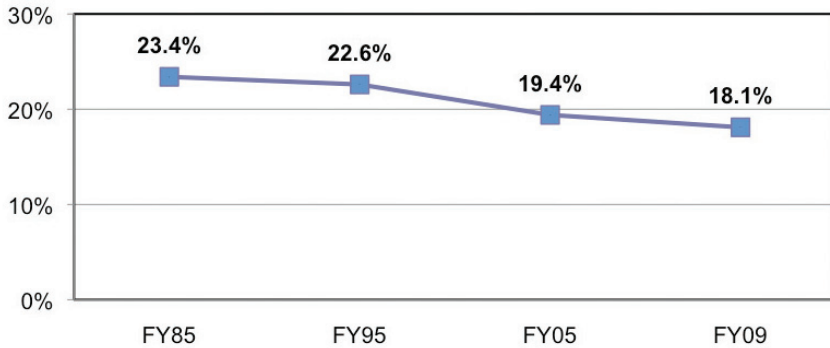
## 4. Blacks in the “Total” Army

In general, Black representation in the “Total” Army has declined over the past several years. In FY85, nearly one-quarter of the Army’s Soldiers were Black; whereas, in FY09 the representation of Blacks for all Components of the Army had declined to 18.1%. It should be noted, however, that in spite of this decline in representation, Blacks continue to be represented at higher rates in the Army than in the other military services. This decline also



occurred at the same time that the representation of Hispanics in the Army was increasing, and is indicative of the changes that have occurred in the racial/ethnic composition in the U.S. population.

### Blacks in the "Total" Army\*

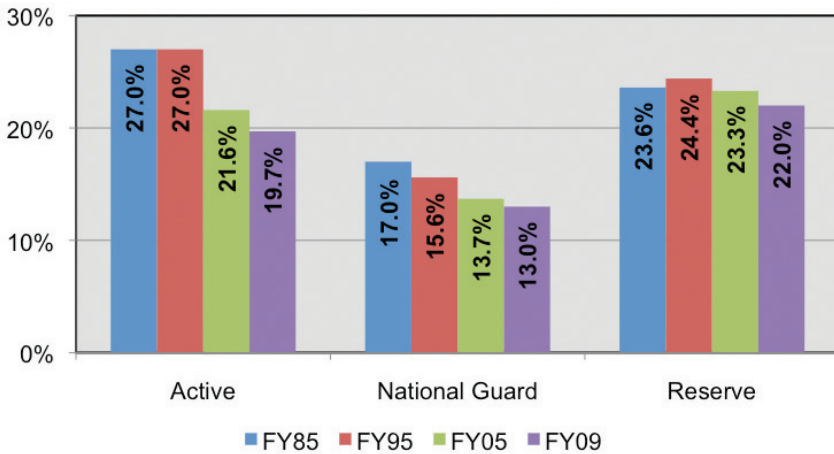


\*Total Army = Active Duty Army, Army National Guard, and Army Reserve.



For the three Components of the Army, the active-duty Army had the highest representation of Black Soldiers in FY85 (27%), whereas, the Army National Guard had the lowest (17%). Today, Blacks comprise not quite 20% of the active-duty Army and only 13% of the Army National Guard. Although the Army Reserve has experienced a slight decline in Black representation over the past 24 years, Blacks have continued to represent between 22%-24% of the Army Reserve, and as of FY09, the Reserve had the highest representation of Black Soldiers among its ranks.

### Blacks in the Army by Component



## 5. Blacks in the Active-Duty Army

### Propensity to Serve in the Army

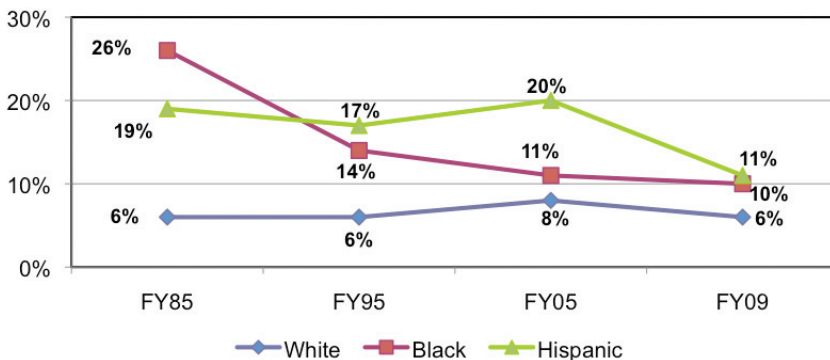
As the U.S. Army continues its war fighting efforts in Iraq and Afghanistan, the needs and the size of the Army continues to grow. Although the Army has met its accession goals over the past several years, recruiting qualified applicants has become

increasingly difficult. One contributing factor is the propensity of young people to enlist in the Army.

Since 1984, the Department of Defense has funded the Youth Attitude Tracking Survey (replaced in 2001 by the Joint Advertising, Market Research, and Studies (JAMRS) DoD Youth Poll) to monitor the interest and the propensity of young people to serve in the military. The Survey, conducted by the Defense Human Resources Activity (DHRA), is a telephone survey of a representative sample of U.S. youth, ages 16-24.

The results of these surveys clearly highlight differences in propensity over time, and especially during OIF and OEF. While it is true that Blacks traditionally had a high propensity to serve in the Army and indicated in DoD Surveys that they believe that the Army offered them unique training, education, and leadership experiences, it is also true that during time of conflict (i.e., Persian Gulf War and the current war in Iraq and Afghanistan), their propensity to serve declines dramatically.

### Youth Propensity to serve in the Army by Race/Ethnicity



As noted in the chart above on propensity among young people, the propensity of Black youth declined from a high of 26% in 1985 to a low of 10% in 2009. During this same time frame, the propensity of Hispanic youth decreased from 19% to 11%. Follow-on studies point to the role of influencers (i.e., political leaders, teachers, and parents) as a reason for decreased interest of Black youth in Army service. JAMRS surveys suggest that the decrease in support among Black influencers is more likely related to negative attitudes

about the role of the military in wars than specific beliefs about discrimination on the battlefield.<sup>1</sup>

## Enlisted Accessions

While recruiting young people for service in the Army continues to be a challenging task, the Army continues to be concerned with recruiting only qualified men and women who have the potential to succeed. It is interesting to note that over 70% of American's youth do not even qualify for military service. According to LTG Benjamin Freakley, head of the U.S. Army Accessions Command (AAC), many young people either fail to meet the physical standards of the Army or have behavioral/criminal problems or have never graduated from high school. Those who do qualify for service in the Army undergo careful and rigorous reviews prior to their basic training.

A recent study by the Heritage Foundation found that, contrary to public opinion, the majority of young people serving in the military do not come from lower income and/or disadvantages homes.



<sup>1</sup> Casualty figures for the Persian Gulf War and the War in Iraq and Afghanistan show that Blacks accounted for a significantly lower percentage of deaths than their corresponding representation in those wars. (Source: Statistical Information Analysis Division, DMDC)

Instead, most are from middle and upper class families and are more highly educated than their peers. This is not difficult to understand when placed in context. The national high school graduation rate is approximately 70%, whereas, the inner city rate is 50%. The national average for Blacks is about 58%.

The Army continues to place high importance on recruiting qualified applicants. The educational requirement for enlisting in the Army today continues to be a high school diploma, General Educational Development (GED) diploma, or other alternative credentials (e.g., home schooling).

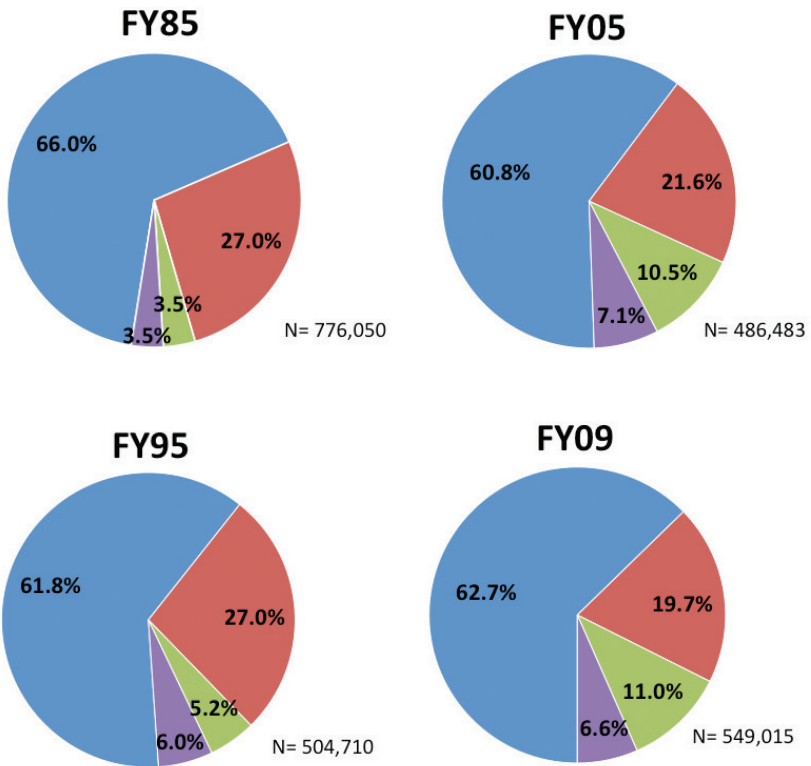
Although accession data maintained by the Army provides detailed information of the characteristics of new recruits, ethnicity was not tracked until 2001. Therefore, it is difficult to analyze trend data prior to that year. The FY01 to FY09 accession data for Black, non-Hispanic recruits, however, does show a significant decline from 22% in FY01 to 14% in FY05, and a slow, but steady increase in recent years. As of FY09, Black, non-Hispanic enlisted recruits were 17% of all non-prior service accessions, compared to 11% Hispanics.

During the recent decline in Black male accessions in the active-duty Army, there has been an increase in the enlistment of Black females. This is largely due to the fact that the educational qualifications of Black females have exceeded that of Black males in the past few years. It is also interesting to note that Black females have a greater retention rate in the enlisted ranks than any other racial/ethnic group.

The percentage of Black accessions during the Persian Gulf War (1991-1992) declined significantly (from 25% in FY90 to 20% during the war). Similar declines in Black accessions were also noted following the terrorist attacks of 9/11 (from 22% in FY01 to 14%-16% during OIF and OEF). The declining Black accessions during these times of conflict have resulted in a decline in the overall representation of Blacks in the Enlisted Corps of the Army, with Blacks now representing approximately 21% of all enlisted Soldiers in the active-duty Army compared to 30% in FY85 and FY95.

## Active-Duty Army by Race/Ethnicity

The representation of Blacks in the active-duty Army has declined since FY85 from a high of 27% to the current 19.7%. This decline occurred at the same time that the representation of Hispanics in the Army was significantly increasing, growing from 3.5% in FY85 to 11% in today's Army. Although this is not surprising, given the influx of Hispanics in the United States over the past several years, it is noteworthy that the decline in Black representation in the Army is far greater than that of Whites during the same time period and during a time when the United States population was shifting to a higher representation of minorities.



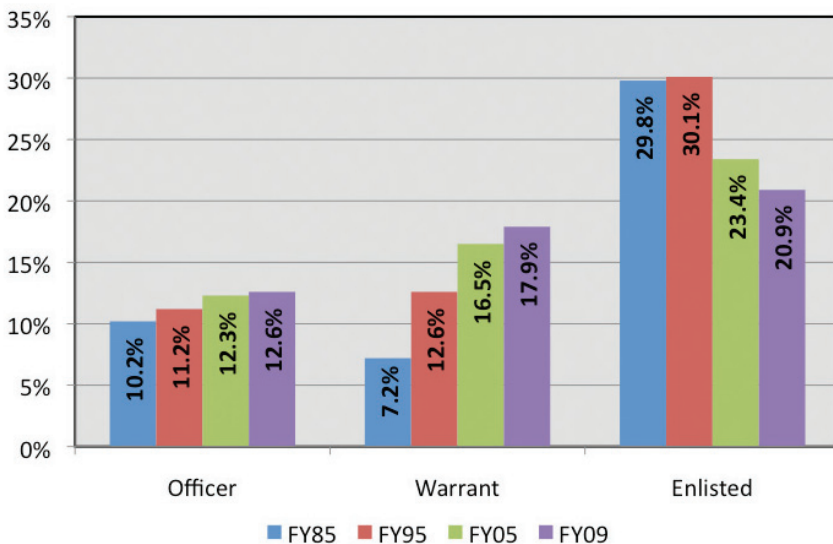
Source: DMDC 3035 EO Report

- White
- Black
- Hispanic
- Asian/Other

## Blacks in the Active-Duty Army by Rank

Many young college-educated men and women have joined the Army because of the career advancement and educational opportunities that are provided to those serving in uniform. The success of these incentives, such as the Montgomery GI Bill, is clearly demonstrated by the increase in percentages and steady growth of Black officers in the active-duty Army over the past several years. This increase has occurred during a period of time when the overall percentage of Blacks in the Army has decreased from 27% in FY85 to 20% in FY09.

### Blacks in the Active-Duty Army by Rank



The percentage of Black commissioned officers has increased slowly, but steadily between FY85 and FY09 (from 10.2% to 12.6%), while the percentage of Black warrant officers has more than doubled during the same time frame (from 7.2% in FY85 to 17.9% in FY09). The reverse pattern was true for Black enlisted Soldiers. Nearly 30% of all enlisted Soldiers in the active-duty Army in FY85 were Black, but that percentage decreased significantly over the past several years to 20.9% in FY09.



The representation of Black enlisted Soldiers in the Army from FY85 to FY95 was relatively stable, even though there was a significant decline in Black accessions during the Persian Gulf War (1991-1992). Similarly, following the terrorist attacks of 9/11 and the U.S.'s entry into the war in Iraq in 2002, accession rates among Black youth declined again. Consequently, from FY95 to the present, the representation of Black enlisted Soldiers has reflected the impact of these accession declines, decreasing from the FY95 rate of 30.1% to 20.9% in FY09.

## Blacks in the Active-Duty Army by Rank and Gender

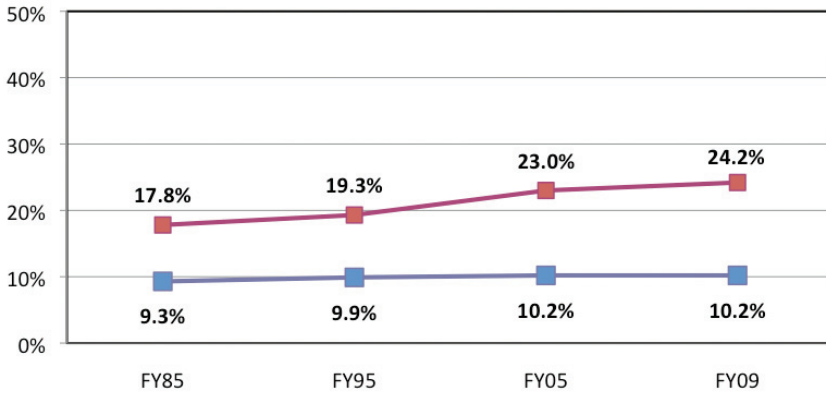
By gender, Black females were more highly represented in the active-duty Army than Black males. This higher representation of females was true for commissioned officers, warrant officers, and enlisted Soldiers. Although the percentage of Black warrant officers was low for both males and females in FY85, it nearly tripled for Black females and more than doubled for Black males by FY09.

The percentage of Black females also increased steadily, but moderately, in commissioned officer ranks, while Black males tended to remain steady at about 9%-10%. Since FY95, there has been a steady and significant decrease in the percentage of Black enlisted Soldiers for both males and females.

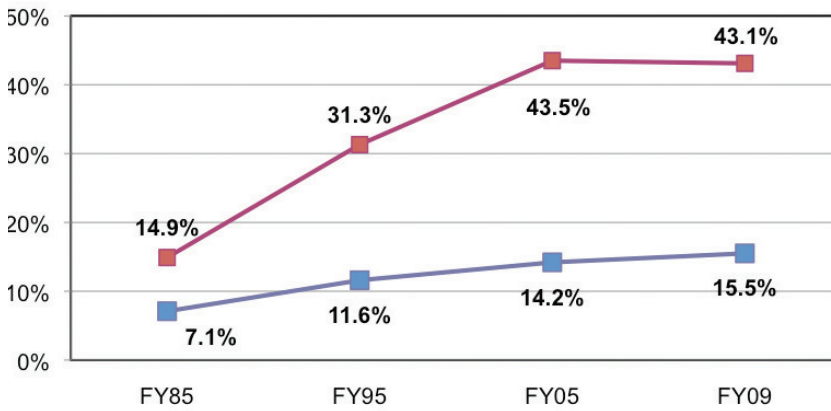


**BLACKS IN THE ACTIVE-DUTY ARMY BY RANK AND GENDER**

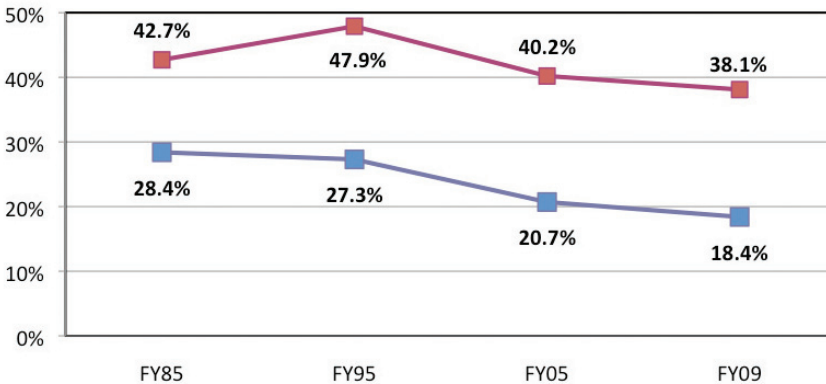
**Officers**



**Warrants**



**Enlisted**

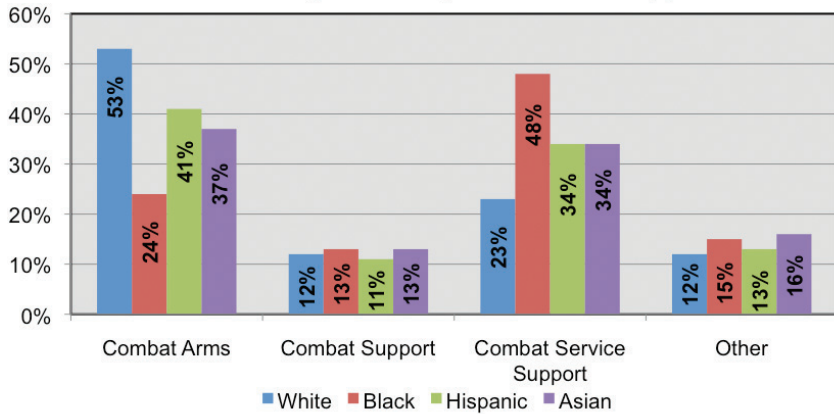


◆ Males    ■ Females

## Active-Duty Army by Branch<sup>2</sup>

Branching decisions, whether self-selected by the Soldier or determined by Army Leadership, have career/promotion implications for the Soldier. Often a Soldier will select a branch of the Army that he/she believes will provide a skill set that will transfer to civilian jobs even though it may afford him/her less opportunity for career advancement and promotions while in the Army. It is also true that in many cases, the Army makes the branch decision for the Soldier. In these cases, the decisions are based on the existing skill set of the Soldier and the needs of the Army.

**Active-Duty Army by Branch and Race/Ethnicity, FY09 (Enlisted Only)**



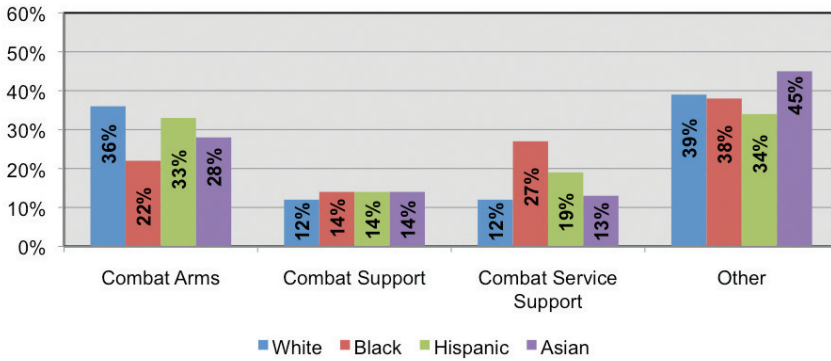
Nearly half (48%) of Black enlisted Soldiers were serving in Combat Service Support (Force Sustainment) jobs in FY09. White, Hispanic, and Asian enlisted Soldiers, on the other hand, were more likely to be serving in Combat Arms (Maneuver Fire & Effects) jobs. There was little difference by race/ethnicity for enlisted Soldier serving in Combat Support (Operations Support) jobs and “other” Army branches/divisions.

For commissioned officers, the branch distribution by race/ethnicity was similar to the enlisted Soldiers, except for the high percentage serving in “other” (i.e., health services, operations & plans, leader development) branches/divisions. For the three major branches of the Army, Black officers were less likely to be serving in Combat

<sup>2</sup> Recently the Branches of the Army have been changed such that Combat Arms (CA) is currently Maneuver Fires & Effects (MFE); Combat Support (CS) is now Operations Support (OS); and Combat Service Support (CSS) is Force Sustainment (FS).

Arms (22%) jobs and more likely to be in Combat Service Support (27%) jobs. White, Hispanic, and Asian officers were more likely to serve in Combat Arms jobs. Similar to the enlisted Soldiers, there was little difference by race/ethnicity of officers serving in Combat Support jobs.

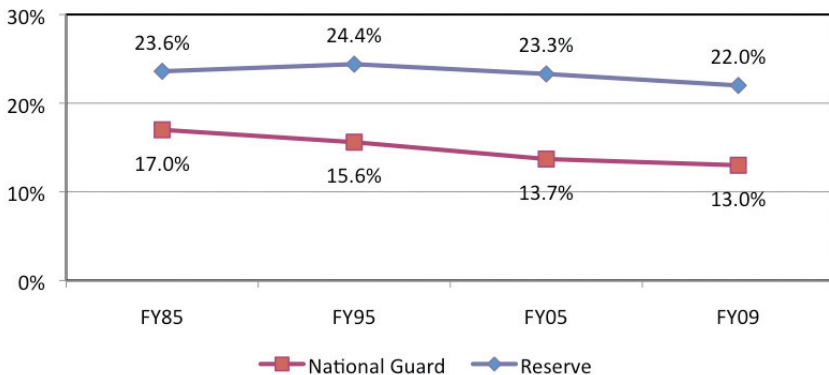
**Active-Duty Army by Branch and Race/Ethnicity, FY09 (Commissioned Officers Only)**



## 6. Army National Guard and Army Reserve

The Army National Guard and Army Reserve have served, and continue to serve, a vital role as part of the “Total” Army. This is especially true today when Soldiers in these Reserve Components have been called upon in large numbers to supplement the ranks and mission of the active-duty Army in Iraq and Afghanistan. Nearly a fourth of all Soldiers serving in the Army Reserve are Black, and this demographic has not changed much over the past 20+ years. The percentage of Black Soldiers serving in the Army National Guard, however, is far less and has been declining over the past several years (from 17% in FY85 to 13% in FY09).

**Blacks in Army National Guard & Army Reserve**



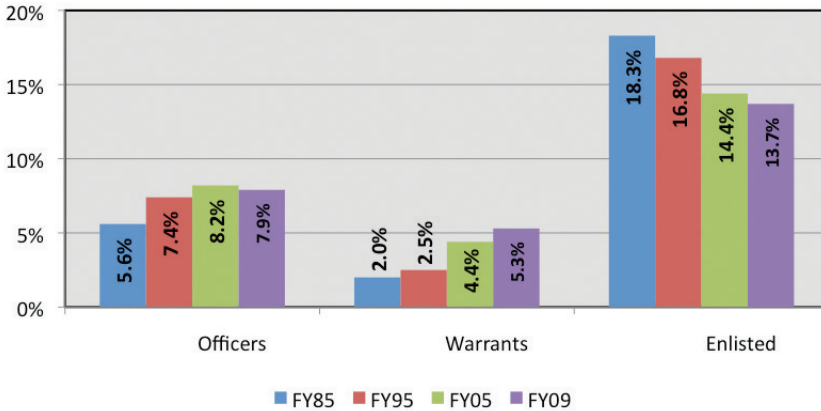
### Blacks in the Army National Guard

For the most part, the percentage of Black Soldiers in the Army National Guard has increased in the Officer ranks over the past several years (from 5.6% in FY85 to 7.9% in FY09 for Officers and 2.0% to 5.3% for



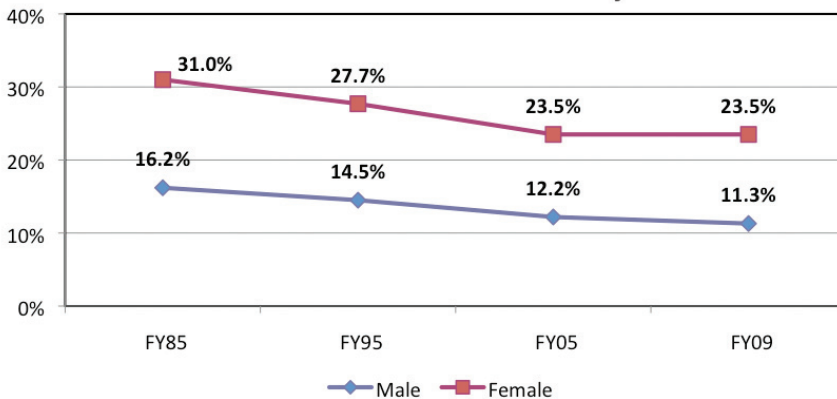
Warrants), while the percentage of Black enlisted Soldiers has steadily and significantly declined from 18.3% in FY85 to 13.7% in FY09. Overall, the National Guard has the lowest representation of Black Soldiers of the three Components of the Army.

### Blacks in the National Guard by Rank



By gender, Black women were more likely to serve in the Army National Guard than were Black males. Although the percentage of Black women serving in the National Guard has declined over the past several years, nearly one in four females in the National Guard in FY09 were Black. The percentage of Black males in the Army National Guard has slowly and steadily declined from 16.2% in FY85 to today's rate of 11.3%.

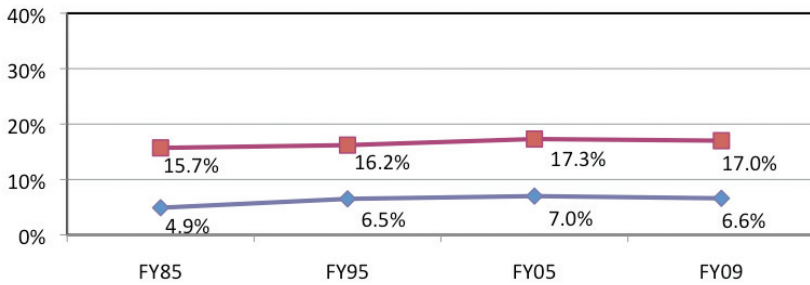
### Blacks in the National Guard by Gender



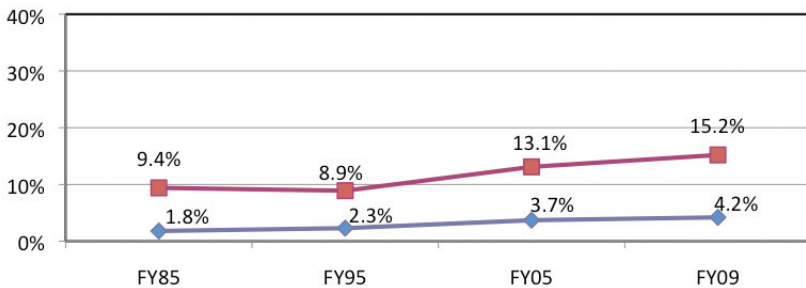
The higher representation of Black females occurred in all ranks of the National Guard. This higher representation of women was true for FY85 to FY09. As of FY09, Black females comprised 17 % of female officers, 15% of female warrants, and 24% of female enlisted compared to Black males, who accounted for only 7% of National Guard officers, 4% of warrants, and 12% of enlisted Soldiers in FY09.

**BLACKS IN NATIONAL GUARD BY RANK AND GENDER**

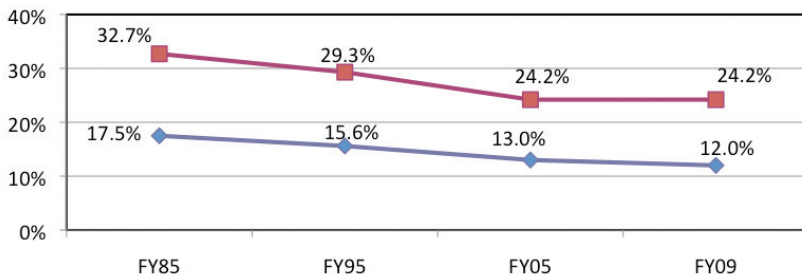
**Officers**



**Warrants**



**Enlisted**



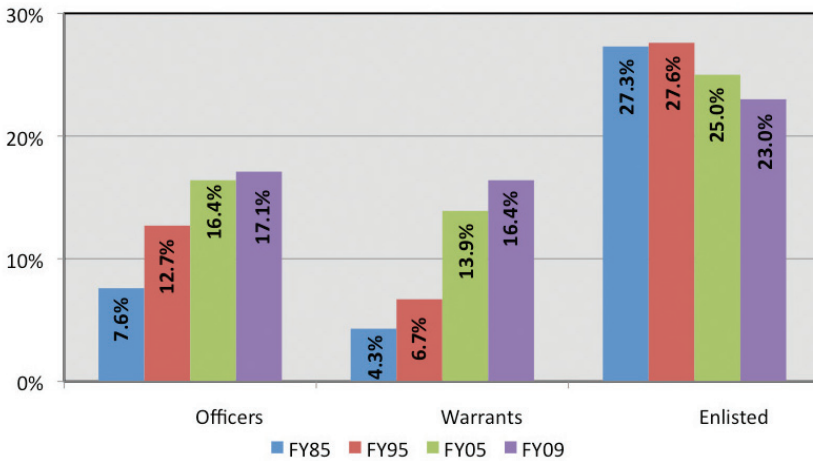
◆ Males    ■ Females

## Blacks in the Army Reserve

The percentage of Blacks serving in the Army Reserve has increased significantly over the years in both the Officer and Warrant ranks, increasing from 7.6% of Officers in FY85 to 17.1% in FY09 and from 4.3% of Warrants to 16.4% in FY09. However, the percentage Blacks in the enlisted ranks of the Army Reserve has decreased since FY95 to today's rate of 23%.

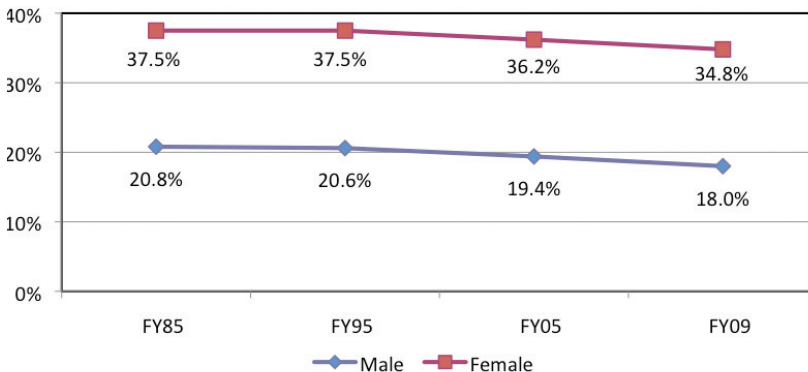


### Blacks in the Reserve by Rank



Just as it is for the Army National Guard, Black women are far more likely to serve in the Army Reserve than are Black males. There has been little change in the representation of both male and female Black Reservist since FY85, and the difference in the representation

### Blacks in the Army Reserve by Gender

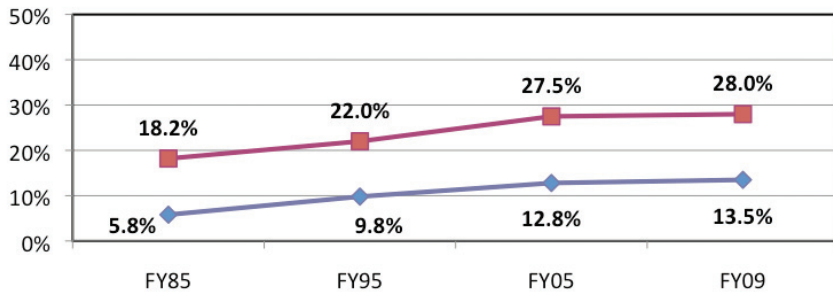


by gender has remained fairly stable over the years. More than a third of females in the Army Reserve are Black females and nearly 20% of the males are Black males.

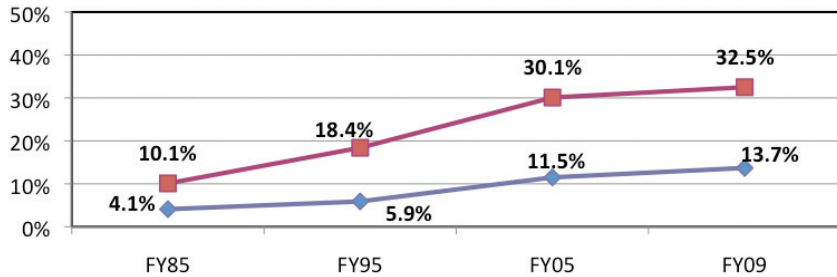
The Army Reserve has seen the most significant shift in Black representation for female Warrant and Commissioned Officers. Since FY85, the percentage of Blacks female Warrant Officers has

**BLACKS IN ARMY RESERVE BY RANK AND GENDER**

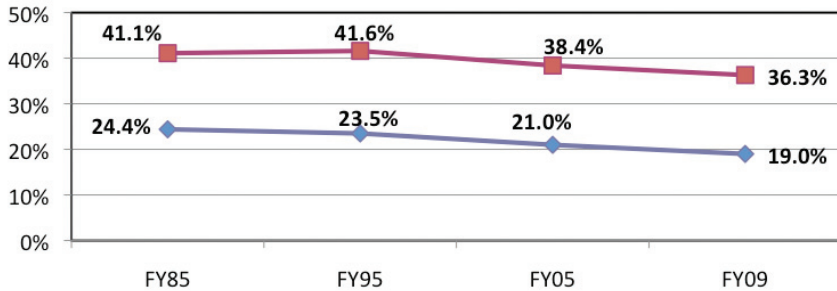
**Officers**



**Warrants**



**Enlisted**



◆ Males    ■ Females



more than tripled from 10.1% to 32.5% in FY09, and a significant increase was also noted for Commissioned Officers (18.2% in FY85 to 28% in FY09). Although the percentage of Black male Officers also increased during this same time period, the increase has not been nearly as dramatic as that of Black females. For the enlisted Soldiers, both Black females and Black males continue to be highly represented in the Reserve, but have declined slightly since FY95.

## 7. Marital Status

The Army is cognizant of the fact that the strength of the Army depends not only on the well being of the Soldier, but also on the well being of their families. This is especially true today when the family unit is often disrupted by deployments and the accompanying stress that comes with a Soldier at war. With this in mind, the Army has been and continues to be committed to providing both Soldiers and their families with a robust and supportive environment and a quality of life that is commensurate with their service to our Nation.

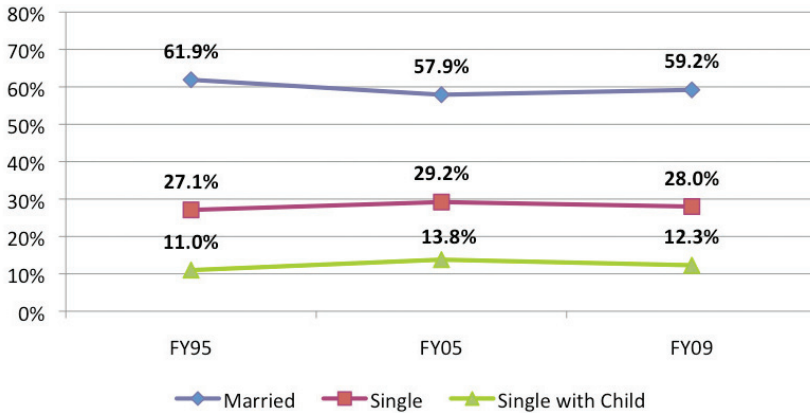
Since FY95<sup>3</sup>, there has been only a slight decrease in the percentage of Army Soldiers who are married, but the overall rate continues to be about 60% for active-duty Soldiers and 45% for the Army National Guard and the Army Reserve.

### Marital Status of Active-Duty Blacks

The percentage of married Black Soldiers in the active-duty Army has remained fairly stable over the past several years, ranging from nearly 62% in FY95 to 59% in FY09. The same held true for single Soldiers and single Soldiers with children. In FY09, 28% of the Black Soldiers in the active-duty Army were single and another 12% were single parents.

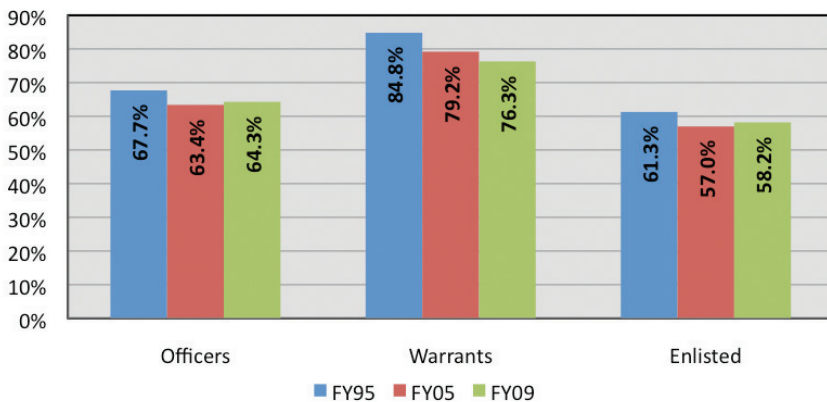
<sup>3</sup> Data on family statistics were less reliable in FY85, thus, the longitudinal analysis on marital status is restricted to FY95 to FY09 for purposes of this report.

## Marital Status of Active-Duty Black Soldiers



By rank, Black warrant officers were more likely to be married than were commissioned officers and enlisted Soldiers. However, these marital rates have decreased over the past several years. As of FY09, about three-fourth of Black warrant officers were married, compared to nearly two-thirds of commissioned officers and more than half of enlisted Soldiers.

## Married by Rank for Active-Duty Blacks



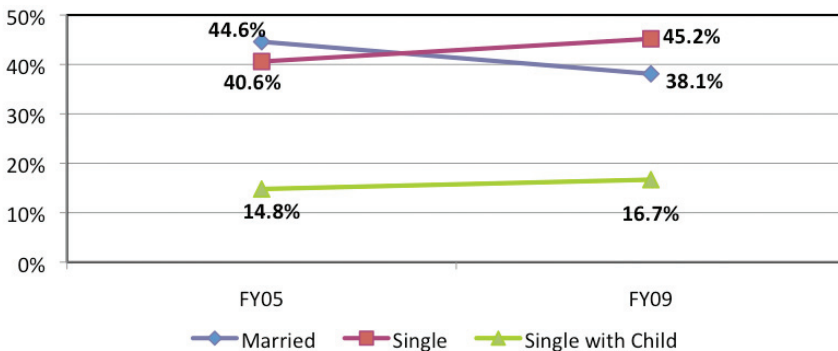


## Marital Status of Blacks in the National Guard

Prior to FY05, family data for the National Guard and the Army Reserve were not available; therefore, meaningful trend analysis is not possible. The following is based on family statistics provided by the Defense Manpower Data Center for FY05 and FY09 only.

The percentage of single Black parents and single Soldiers in the National Guard increased between FY05 and FY09, whereas the percentage of married Black Soldiers decreased.

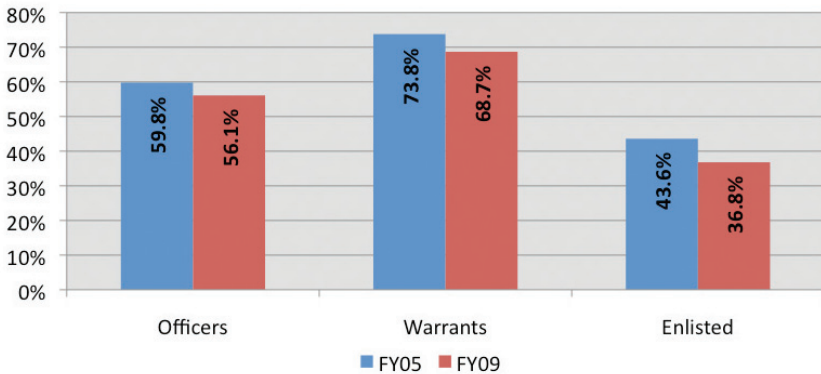
### Marital Status of Black National Guard Soldiers





By rank, all categories of Black Soldiers in the National Guard showed decreases in percentage of married Soldiers over the past 4 years. As of FY09, approximately 37% of enlisted Black Soldiers were married, as were 56% of commissioned officers and almost 69% of warrant officers.

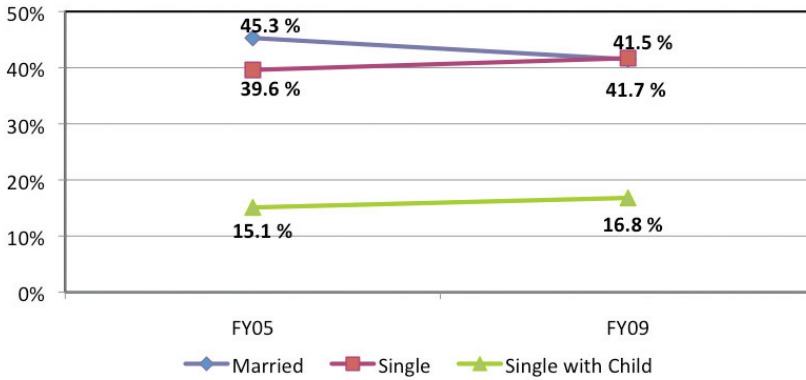
### Married by Rank for Blacks in the National Guard



## Marital Status of Blacks in the Army Reserve

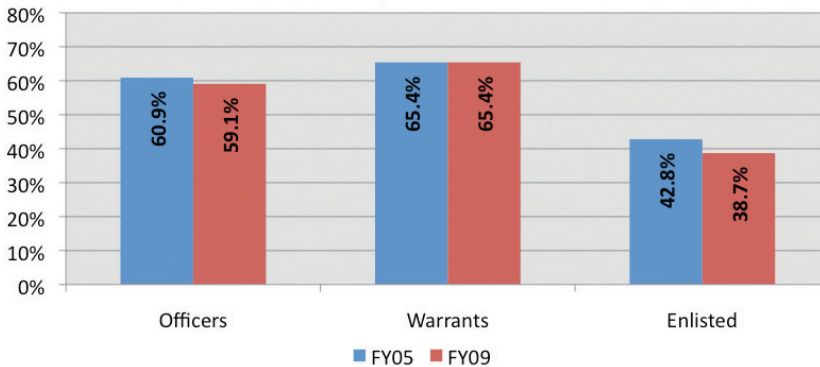
Similar to the marital status of Blacks in the Army National Guard, Blacks in the Army Reserve also had a lower rate of married Soldiers in FY09 than in FY05. Both the percentage of Black single and Black single parents increased slightly over the past 4 years.

### Marital Status of Black Army Reserve Soldiers



By rank, there was very little change in the marital status of Black commissioned officers and Black warrant officers in the Army Reserve. On the other hand, the percentage of married Black enlisted Soldiers declined from 43% in FY05 to 39% in FY09.

### Married by Rank for Blacks in the Army Reserve

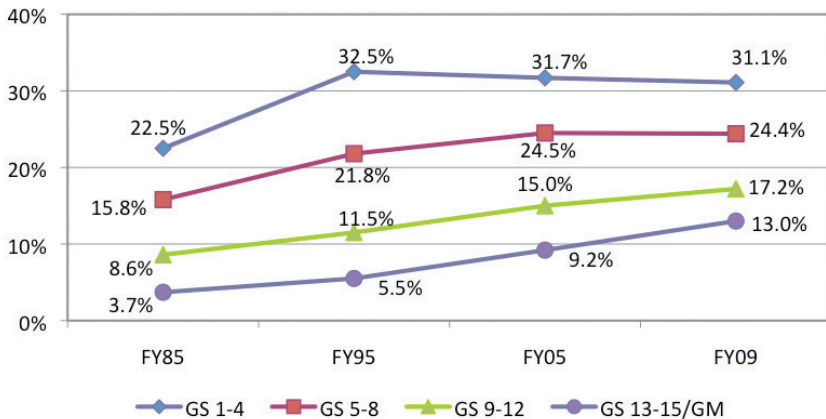


## 8. Black Army Civilians

Between FY85 to FY95, the percentage of Blacks in Army civilian jobs increased across all grade levels, but most significantly in GS 1-8 jobs. Since FY95, the percentage of Blacks in the senior level GS jobs continued to increase, but started to level off for the more junior GS jobs. This leveling out may be partially due to the fact that the overall Army civilian work force has decreased by approximately 30% since FY85.

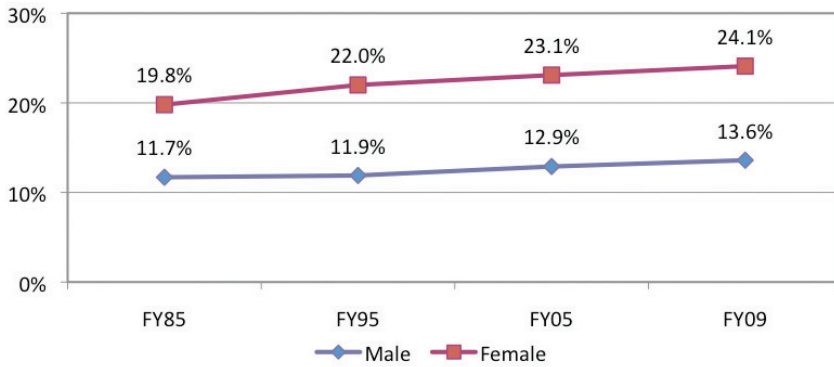
Although it is true that Blacks continue to be more highly represented in the lower GS level jobs, their representation in all GS jobs has increased over the past 24 years. In FY09, Black represented a third of all GS 1-4 jobs, a quarter of all GS 5-8 jobs, 17% of GS 9-12 jobs, and 13% of the senior grade jobs. The overall percentage of Blacks holding SES jobs in the Army has not changed over the past 20+ years. Today, roughly 4 % of all SES's in the Army are Black.

**Black Army Civilians by Rank**



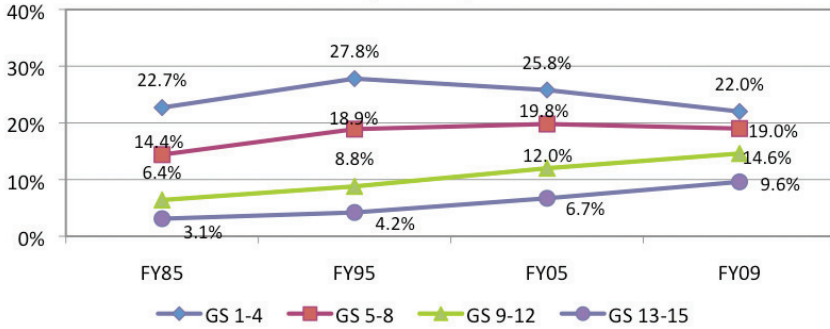
By gender, Black females were more likely to hold Army civilian jobs than their male counterparts. This has been true from FY85 to the present time. In FY85, Black females accounted for approximately 20% of all female Army civilians and this representation increased steadily over time. Today Black females account for almost one-fourth of all females in Army civilian jobs. Black males, on the other hand, have only slightly increased their percentage of the Army male civilian workforce over the past several years (from approximately 12% in FY85 to nearly 14% in FY09).

**Black Army Civilians by Gender**

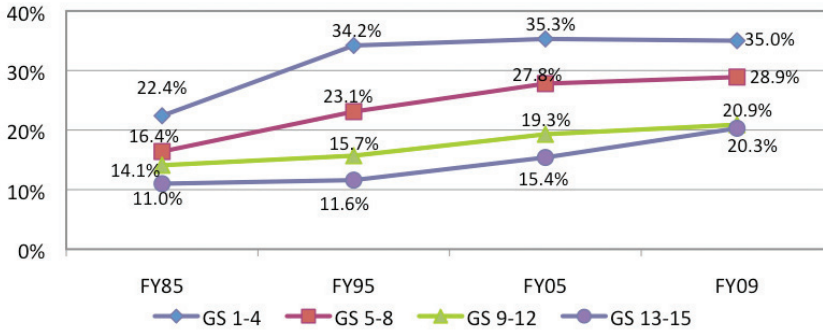


Since FY85, Black females have steadily and significantly increased their representation in all GS ranks, most noteworthy in the lower ranks of the GS system. Black males on the other hand, have increased their representation in the senior GS ranks, but decreased in GS 1-4 jobs.

### Black Army Civilians by Rank (Male)



### Black Army Civilians by Rank (Female)







***"I will always place the mission first. I will never quit.  
I am a guardian of freedom and the American  
way of life. I am an American Soldier."***

*(Excerpts from the U.S. Army Soldier's Creed)*

The Office of Army Demographics (OAD) was established in 1998 to ensure that human resource data and analyses are available to support decisions that impact Army personnel policies and programs.

The mission of the office is to provide Army-wide analytical and policy recommendations in support of senior-level decisions relative to readiness of the Force and human resources policies and programs that impact the Total Army.<sup>4</sup>

OAD produces comprehensive profiles, reports and analysis of the Army's Soldiers, families, civilians, veterans, and retirees. It ensures that the data and analyses are not only accurate and valid but consistent across the Army. The purpose of OAD reports is to keep the Deputy Chief of Staff, Army G-1 aware of demographically-related issues on recruitment, accessions, race-ethnicity, women in the Army, strength of the force, force compositions, Soldier distribution, and retention.



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<sup>4</sup> Total Army—Soldiers (Active-Duty, National Guard, Army Reserve), Civilians, Retirees, Veterans, and their Families.

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