

# Black Employment Program

## Objectives

To strive toward achieving a civilian work force in which Blacks are employed at all levels, in all occupations, and in all segments of the organization commensurate with their representation in the relevant Civilian Labor Force (CLF).

## Initiatives

- Create partnerships with Historical Black Colleges/Universities.
- Participate in Community Outreach Programs.
- Encourage the utilization of Student Temporary/Permanent Employment Program.
- Ensure career advancement, development and enhancement of opportunity for Black employees in senior level positions.

## Legal Authorities

DoD Directive 1440.1, Dated May 21, 1987 authorized the establishment of Special Emphasis Programs (FWP, HEP, and HIP) as well as, at the discretion of responsible officials, SEPs for the Black Employment Program (BEP), Asian Pacific American Employment Program (APAEP), and the American Indian/Alaskan Native Employment Program (AIANEP). DoD Directive 1440.1, change Number 2, dated March 11, 1991 **Mandated** establishment of the BEP, APAEP and AIANEP.

Department of the Army established Mandatory BEP in February 1988.