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DEPARTMENT OF THE ARMY
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PERSONNEL—GENERAL
RACE RELATIONS EDUCATION FOR THE ARMY

Effective 1 February 1974

This regulation implements DODD 1322.11 concerning the establishment of a comprehensive educational program in race relations for all members of the military services and provides guidance for developing race relations training programs and related activities within the Army. If supplements are issued, Army Staff agencies and major commands will furnish one copy of each to HQDA (DAPE-MPT); other commands will furnish one copy of each to the next higher headquarters.

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Section I. GENERAL

1. Purpose and scope. This regulation establishes policies and procedures and designates responsibilities for developing an active race relations educational program for all Army personnel. The provisions of this regulation apply to all members and units of the Active Army, Army National Guard, and the US Army Reserve.

2. Objective of race relations education. The objective of the Army race relations education program is to maintain the highest degree of organizational and combat readiness by fostering harmonious relations among all military personnel under Army control.

3. Explanation of terms. *a. Affirmative actions plan.* A plan for identifying and correcting in-

equities in a unit caused by or related to race, religion, creed, or national origin.

b. Personal (individual) racism. The acting out of prejudices by individuals against other individuals or groups along racial lines.

c. Institutional (functional) racism. The policies or actions of an institution which have racially differential effects not otherwise justifiable.

d. Race. Categories into which persons are divided by American society, based on physical criteria.

e. Ethnic group. A group of people distinguished from the general population, based on actual or perceived cultural criteria (language, life style, religion, mores, and national origin).

*This regulation supersedes DA message 101911Z, Jan 73 (U), subject: Concept of DA Race Relations Education Program.

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f. Minority group. Any group distinguished from the general population and treated less favorably within the society because of race, religion, ethnic origin, or sex.

4. Policy. *a.* Commanders will be alert to the continuing need for promoting racial harmony through education and other related activities. Their active involvement in an effective race relations program is the key to its success.

b. The emphasis of the race relations program will be on the development of the team work and comradeship that builds pride in the unit.

c. Education in race relations will be carried out through formal training in Army training centers, Army service schools, USAR schools, and individual units; through special training of Army leaders and managers; and through specific efforts to stimulate interracial communication in units.

d. Instruction will focus on the history, background, life style, contributions, and interactions among ethnic and racial groups.

5. Elements of the Army race relations program. *a.*

Individual training. Formal race relations instruction in basic combat training and professional development courses taught in Army service schools and USAR schools.

b. Unit training. A comprehensive racial awareness program of activities designed to stimulate interracial communications and to promote racial harmony in units. The program includes race relations seminars (see IV) and all organized unit activities directed toward improving interracial communications.

c. Special training for leaders and managers. Formal instruction in race relations conducted in Army colleges and in special courses. This training will insure that Army managers are aware of the extent and causes of racial tensions and of the programs and management techniques available to reduce racial tension.

6. Responsibilities. *a.* The Deputy Chief of Staff for Personnel, Department of the Army—

(1) Formulates overall Army policy governing the development and administration of race relations education for Army personnel on active duty.

(2) Establishes selection criteria for nominees to attend the Defense Race Relations Institute (DRRI) at Patrick Air Force Base, Florida.

(3) Plans, establishes, and administers special race relations orientation courses.

(4) Serves with the Assistant Secretary of Army (Manpower and Reserve Affairs) on the Defense Race Relations Education Board established by the Department of Defense (DODD 322.11).

b. Chief, Office of Reserve Components—

(1) Formulates policy governing the development and administration of race relations education for personnel in the Reserve components and oversees its performance.

(2) Monitors the selection of Reserve component personnel to attend the DRRI.

(3) Provides information on Reserve component personnel selected to attend the DRRI to Commander, US Army Military Personnel Center.

c. Commanding General, US Army Military Personnel Center—

(1) Approves nomination of Army personnel selected to attend the DRRI.

(2) Manages the Army's DRRI student quotas.

(3) Manages personnel with MOS OOU/2350 to insure that their special qualifications are beneficially used.

d. Commanding General, US Army Training and Doctrine Command—

(1) Designates the appropriate agency under his command as the proponent for race relations instruction.

(2) Insures that the appropriate agency establishes liaison with and receives educational guidelines and materials from the DRRI.

(3) Develops the doctrine and associated training materials dealing with all facets of race relations education in the Army.

(4) Solicits and programs CONUS training requirements for the unit discussion leader courses at the US Army Infantry School, Fort Benning, Georgia.

(5) Solicits and programs all training requirements for special courses at the US Army Institute of Administration (USAIA), Fort Benjamin Harrison, Indiana.

Section II. INSTRUCTOR AND STAFF TRAINING

7. Race relations instructors. *a.* There will be a race relations instructor team, consisting of a DRRI-trained officer and enlisted member—one from the majority group, the other from a minority group, for every unit of brigade or comparable size and for Army training centers, Service schools, and Reserve schools. DRRI-trained instructors in units will operate on a full-time basis at brigade or comparable level to assist in the unit commander's race relations program.

b. Individuals will be nominated by their respective commanders to attend the DRRI. Enlisted personnel graduating from the DRRI are awarded the Special Qualification Identifier (SQI) "Q." For officer personnel, the course title and date of graduation from DRRI will be entered under item 16 of DA Form 66 (Officer Qualification Record).

8. Unit discussion leaders. *a.* There will be an Army school-trained race relations discussion leader team, consisting of an officer and enlisted member, for every unit of battalion or equivalent size. The team will operate on an additional duty (part-time) basis.

b. CONUS unit discussion leaders will receive a basic orientation course on race relations at the US Army Infantry School. Unit discussion leaders in oversea commands will be trained in comparable command schools approved by a major oversea commander.

c. Enlisted graduates of the US Army Infantry

School course and approved unit discussion leader courses will be awarded SQI "B." For officers, the course title and date the course was completed will be entered under item 16 of DA Form 66. Personnel graduating from unit discussion leader courses established prior to publication of this regulation may be awarded SQI "B" (enlisted members) or have this information recorded on DA Form 66 (officers), provided commanders verify that the courses are comparable to the US Army Infantry School course.

9. Staff training. The Army's objective is to have formal school-trained race relations/equal opportunity (RR/EO) personnel for all authorized RR/EO staff positions. RR/EO staff personnel will be trained in special courses at the USAIA and DRRI.

a. Enlisted graduates of the USAIA course will be awarded Military Occupational Specialty (MOS) OOU, Race Relations/Equal Opportunity Specialist (AR 611-201). Officer graduates of the USAIA course may be awarded MOS 2350, Race Relations/Equal Opportunity Officer (AR 611-101).

b. Enlisted and officer graduates of the DRRI may be awarded MOS OOU and MOS 2350 by HQDA only, provided they meet requisite qualifications for award of the MOS, are serving in authorized RR/EO positions, and are otherwise qualified for the MOS based on job experience or other formal school training.

Section III. INDIVIDUAL TRAINING

10. Racial awareness for soldiers. This is entry level training. All basic trainees will receive instruction on the Army's race relations/equal opportunity programs in an effort to counter racial tension.

11. Racial awareness for leaders. This level of race relations training will be provided for junior and middle grade officers and NCO's to reinforce entry level training. This training is concentrated on leadership responsibilities and techniques of dealing with racial tension and will be presented

as part of the normal Service school and professional development courses.

12. Racial awareness for managers. This level of formal race relations instruction will be provided for senior officers and NCO's to enable them to become aware of racial problems and to provide them the basis to deal with the problems. Instruction will be presented at the senior Service schools and in special general officer orientation programs.

Section IV. UNIT TRAINING

13. Racial awareness program. All Army units through company level will develop a comprehensive formal racial awareness program to stimulate interracial communication and promote racial harmony in units. The program will include mandatory race relations seminars (para 14) and all organized unit activities directed toward improving interracial communication.

14. Race relations seminars. Seminars will be the cornerstone of the racial awareness program and will be conducted in every unit on a continuing basis.

a. The course outline shown in table 1 will be used as a guide for conducting seminars. Major commanders, National Guard and USAR commanders in general officer positions, and local installation commanders are authorized to modify and update this outline.

b. Seminars will be scheduled by unit commanders not less frequently than once monthly and will be conducted during prime training time. Seminars will be scheduled to cover the subjects shown in table 1. Subjects need not be scheduled consecutively; however, seminars must be conducted continually throughout the year to insure that racial harmony is promoted in the unit. Follow-on seminars for subjects other than those listed in the course outline will be conducted to raise the level of the unit's interest, understanding, and sensitivity.

c. The seminars should be presented in group of platoon size, except that introductory sessions may be conducted in larger groups. The unit chain of command will lead the seminars, technically assisted by graduates of the DRRI and/or graduates of major command-sponsored unit race relations discussion leader courses.

d. Since seminars will be conducted during prime training time, attendance by every unit member is expected. Active participation by members of the unit chain of command in the seminars is imperative if the racial awareness program is to be beneficial in maintaining the organizational and combat readiness of the unit.

15. Other unit activities. Other racial awareness program activities should deal with subjects of current interest and importance, and need not repeat information taught in the seminars. These activities may include establishment of cultural awareness groups, appropriate observance of events of special calendar significance, and encouragement to display various racial and cross-cultural exhibits in libraries, clubs, and units.

16. Availability of course materials. Instructional and educational materials to support the racial awareness program are available through normal distribution channels. The acquisition and use of commercially produced audio-visual materials will be in accordance with paragraph 3-23, AR 108-5.

Table 1. SEMINAR COURSE OUTLINE FOR UNIT RACIAL AWARENESS PROGRAM

Block	Session	Subject
I. Introduction	A.....	Introduction to Racial Awareness Program
	B.....	Department of Defense, Army, and Unit Race Relations/Equal Opportunity Policies
		(1) <i>Purpose.</i> To inform all members of the unit of the unit's Racial Awareness Program activities and to insure that all personnel understand the race relations/equal opportunity policies of DOD, DA, and the unit.
		(2) <i>Scope.</i> The entire scope of the race relations/equal opportunity policies and procedures of the Department of Defense should be covered, but the emphasis should be on the specific activities of the unit that are directed toward the promotion of racial harmony and the insurance of equal opportunity for all personnel. The principles governing the Army RR/EO program should also be covered in this block of instruction.
II. Personal Racism	A.....	Introduction to the Concept of Personal Racism
	B.....	Prejudice
	C.....	Overcoming Prejudice in the Unit
	D.....	Eliminating Minority and Majority Stereotypes
		(1) <i>Purpose.</i> To provide an understanding of the phenomena of personal racism, prejudice, and stereotypes and to promote positive and productive behavior in unit members to eliminate the detrimental effects of these phenomena in the unit.
		(2) <i>Scope.</i> Includes the distinction between personal (individual) racism and institutional (functional) racism; treats the theory of prejudice and emphasizes measures to counter it in the unit. Discusses the fallacies of minority and majority stereotypes and promotes cross-racial discussion and understanding in the unit.

Block	Session	Subject
III. Interracial and Interethnic Communication	A.....	Establishing Interracial and Interethnic Communication in the Unit
	B.....	Feelings of Minorities
	C.....	Feelings of Majorities
		(1) <i>Purpose.</i> To establish and encourage communication and understanding among members of the unit of the feelings and perceptions of both the minority and majority members.
		(2) <i>Scope.</i> Aims directly at establishing cross-racial and cross-ethnic communication among unit members. Encourages an understanding among all unit members of the background, culture, and feelings of other unit members. Explains the function of the chain of command in opening lines of communication within the unit and among unit members and the surrounding military and civilian communities.
IV. Minorities in American Life	A.....	Participation of Minorities in Contemporary American Life
	B.....	Understanding Minorities' Life Styles
	C.....	Understanding Majorities' Life Styles
	D.....	Insuring the Proper Utilization of Minorities in the Unit
		(1) <i>Purpose.</i> To promote an understanding of American life as a multi-racial, multi-ethnic experience; to emphasize contributions of minorities to our society; and to insure that all unit members understand the guarantee of equal opportunity for minority members of the unit.
		(2) <i>Scope.</i> Includes an examination of the history, life styles, and values of racial and ethnic minority groups in the Army, such as the black, Indian, Chicano, Puerto Rican, Asian-American, and poor white of Appalachia, and how they have been accepted or rejected by the majority within the Army. Examines majority (white) life styles and how minority cultures and the modern legal doctrines and social concepts toward minority groups affect the majority group. Aims directly at establishing an understanding of the different life styles of various members of the unit, how each majority or minority member contributes to the effectiveness of the unit, and the causes and effects of "white backlash."



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Block
V. Institutional Racism

- | Session | Subject |
|---------|--|
| A..... | Introduction to the Concept of Institutional Racism |
| B..... | Preventing Institutional Racism in the Unit |
| | (1) <i>Purpose.</i> To promote an understanding of the phenomenon of institutional racism and how it serves to keep minorities suppressed and subordinated, and to promote positive actions by unit members to prevent the development of institutional racism within the unit. |
| | (2) <i>Scope.</i> Includes the distinction between institutional (functional) racism and personal (individual) racism; examines policies and procedures which are examples of institutional racism; shows how institutional racism has been and can be combated effectively within the unit. |

VI. Racial and Ethnic Awareness

- | | |
|--------|--|
| A..... | Racial and Ethnic Issues Facing the Nation and the Unit |
| B..... | The Unit Affirmative Actions Plan |
| C..... | Combating Discrimination |
| | (1) <i>Purpose.</i> To provide an awareness of discriminatory practices and causes which may create racial or ethnic disharmony or unrest in the unit, the Army or local community; to promote an understanding of why and how newly assigned minority personnel are expressing their discontent; and to explain positive actions being taken by the unit to combat discrimination and promote equal opportunity for all unit members. |
| | (2) <i>Scope.</i> Includes an examination of the racial issues facing the Nation and the unit plus the basic causes of racial unrest and violence in the Nation. Includes a review and explanation of the unit's affirmative actions plan and measures taken within the unit to eliminate discrimination and promote racial harmony. |

The proponent agency of this regulation is the Office of the Deputy Chief of Staff for Personnel. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications) direct to HQDA (DAPE-MPT), WASH DC 20310.

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