

ABRAHAM KAZEN, JR.
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Congress of the United States
House of Representatives
Washington, D.C. 20515

April 10, 1981

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MINES AND MINING
NATIONAL PARKS AND
INSULAR AFFAIRS

Dr. Hector P. Garcia
Founder
American GI Forum
1315 Bright Street
Corpus Christi, Texas 78045

Dear Doctor:

In reference to our previous correspondence, regarding your questions about the Air Force Promotion System and the manner in which it is applied, I have received the enclosed report from the Air Force, addressing your concerns.

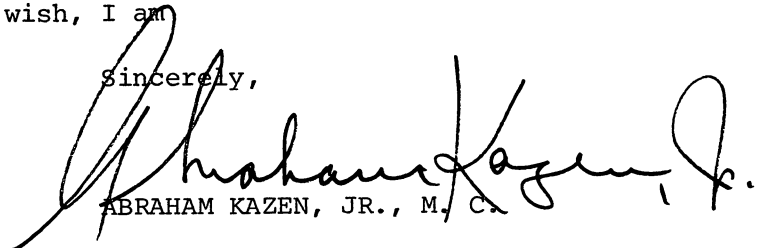
Paragraph three and four of the enclosed report explains the safeguards built into the Air Force's officer promotion system. I am informed that according to Air Force policy, the same board members may not serve on two consecutive boards to the same grade.

It is regretted that Major Rodriguez was not selected for promotion by this year's board, the results of which were released on March 25. I understand that the selection rate for Hispanic MSC officers was one of three or 33 percent.

I hope the information provided by the Air Force will be helpful in answering your questions. Be assured of my continued interest and of my desire to be of service in any way I can. Please do not hesitate to let me know whenever you feel I can be helpful.

With every good wish, I am

Sincerely,



ABRAHAM KAZEN, JR., M. C.

AK,Jr/dg

cc: Major Albert D. Rodriguez
Mr. Manuel Casanova



DEPARTMENT OF THE AIR FORCE

WASHINGTON, D.C. 20330

OFFICE OF THE SECRETARY

6 APR 1981

Honorable Abraham Kazen, Jr.
House of Representatives
Washington, D.C. 20515

Dear Mr. Kazen:

Thank you for your most recent inquiry in behalf of the American G.I. Forum of Texas regarding Major Albert D. Rodriguez' promotion to lieutenant colonel.

Our response of February 17, 1981, explained the highly competitive nature of the Air Force's "best qualified" promotion system, pointing out that not all officers qualified for and deserving of promotion will be selected for promotion due to congressionally-imposed grade ceilings. The G.I. Forum's follow-up letter stated that they did not question the "system", but that they did question "some of the people who apply the system unjustly to the detriment of the Hispanic officer and other minorities."

Among the safeguards built into the Air Force's officer promotion system is the requirement that board members score individual records independently of the other board members, without discussion. The aggregate of the independent scores then becomes the officer's total score which is used to align all officers in an order of merit sequence from highest to lowest score. Any significant spreads among individual scorers on the same record such as would occur if one or more members were overtly discriminating on the basis of anything other than the quality of the record are surfaced for resolution at that time. Another safeguard is the role filled by the selection board president who closely observes the records whose quality may be substantially higher or lower than the actual assigned score. These actions provide the necessary quality control to insure that every officer receives fair and impartial consideration as required by law.

As a further safeguard to insure equity to competing officers, Air Force policy requires that the same board members may not serve on two consecutive boards to the same grade. Therefore, the board members which considered and nonselected an officer to temporary lieutenant colonel in one year could not be members of the board which considered that officer the following year.

As a matter of information, a selection board comprised of totally different board members convened on February 2, 1981, to consider all officers eligible for promotion to temporary lieutenant colonel. The results of that board were released March 25. Major Rodriguez was considered and again nonselected by this year's board. The total selection rate for Medical Service Corps (MSC) officers was 23 of 69 or 33 percent. The selection rate for Hispanic MSC officers was one of three or 33 percent. The fact remains that many good, capable and deserving officers simply cannot be promoted within the quotas allotted.

The Air Force Equal Opportunity and Treatment program was established to help attract to the Defense service, people with ability, dedication, and capacity for growth, and to provide opportunity for everyone to rise to as high a level of responsibility as possible, dependent only upon individual talent and diligence. Affirmative Actions programs and other analytical tools at our disposal reflect that the Hispanic military population is making great strides, and in some areas, has exceeded the standard by which comparisons are made. Attached is a widely distributed package on Hispanic Air Force members, which point to successes that have been attained and problems that have yet to be resolved. Please be assured we have made no secret of this data.

We share the concern of the American G.I. Forum on the low rate of representation of Hispanic Air Force officers. Fiscal Year 1980 data reflects a total officer population of 97,649 of which 1,522 (1.6 percent) are Hispanic. To obtain a commission, Air Force officer accession standards require a college degree, minimum eligibility scores on the Air Force Officer's Qualification Test, meet medical/health requirements, and successful completion of a basic officer military training program.

As you are aware, competition for Hispanics with degrees among the military, municipal, state and federal government agencies, and civilian corporations is high. For several years the Air Force has sent representatives to the G.I. Forum National Convention who have encouraged that organization to establish a military services committee to work with each of the services to help identify qualified candidates for commissioning programs such as the Academies and Reserve Officers' Training Corps. The objective of the Air Force is not to exclude qualified Hispanics, but to find them. We would welcome any help toward this endeavor.

Similar information is being sent to several Members of Congress in response to their inquiries.

We appreciate your personal interest in Major Rodriguez and trust the foregoing information will be helpful to you.

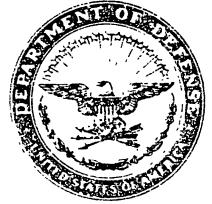
Sincerely,

A handwritten signature in black ink, appearing to read "Bob Marsh".

2 Attachments

ROBERT L. MARSH, LTCOL, USAF
Congressional Inquiry Division
Office of Legislative Liaison

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR FORCE MANPOWER AND PERSONNEL CENTER
RANDOLPH AIR FORCE BASE, TX 78148



REPLY TO
ATTN OF MPCX

8 AUG 1980

SUBJECT Swap Shop - Hispanic Heritage Week

TO	HQ AAC/DPZ	HQ AFSC/DPZ	HQ MAC/DPZ	HQ TAC/DPZ
	HQ ADTAC/DPZ	HQ ATC/DPZ	HQ PACAF/DPH	HQ USAFA/DPZ
	HQ AFLC/DPZ	HQ ESC/DPZ	HQ SAC/DPZ	HQ USAFE/DPZ
	HQ AFRES/DPZ			

1. By Presidential proclamation the seven days beginning 14 September 1980 have been designated Hispanic Heritage Week. Attached Swap Shop provides some background and general information, and demographic data about Hispanics in the Air Force.

2. The data is provided to support the Thirteenth Annual Observance of "National Hispanic Heritage Week." Information extracts can be used to prepare news stories and information bulletins. Preparing talking papers for speeches by base officials is another possible application. The data may also be useful for presentation or participation in seminars, HRE classroom settings, and forums where Hispanics are the topic of interest.

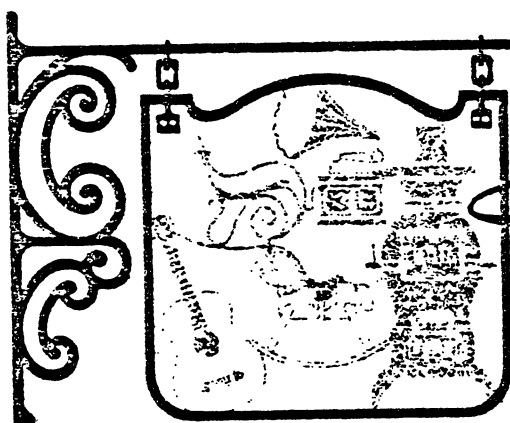
3. This Swap Shop was prepared by AFMPC/MPCX, so please address any questions you may have to SMSgt Gene Wills, AUTOVON 487-6184 or 5106.

FOR THE COMMANDER

Wm. R. Morales
WILLIAM R. MORALES, Lt Col, USAF
CH, Social Actions Mgt Div

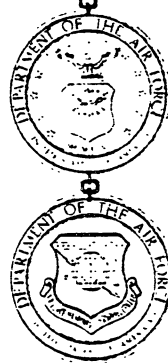
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Swap Shop

Cy to: HQ USAF/MPXHS
HQ USAF/MPKE
3290 TTG/TTZSR
ANGSC/MPH
AFISC/ICAP
AFMPMET/MEMHR
EOMI/DATB
HQ ATC/RSOO



Swapshop

SOCIAL ACTIONS PROGRAM MANAGEMENT
AFMPC/MPCXS, Randolph AFB, TX 78148



HISPANIC HERITAGE WEEK

By Presidential Proclamation, the seven days beginning 14 September through 20 September 1980 has been designated Hispanic Heritage Week. This year's celebration marks the thirteenth year that a week has been set aside to express gratitude and to give recognition to people of Hispanic origin. In recognition of Hispanic Americans, Congress passed a resolution in 1968, and the President subsequently issued a proclamation setting aside a special week to acknowledge their contributions.

As in the past, the Air Force encourages full participation and support of this important week. There is much for us to share and learn about Hispanic art, musical forms, and life style as well as the many individual contributions and sacrifices made by individual Hispanic Americans. The Hispanic culture is profound and provocative and it offers something for everyone.

DEPARTMENT OF DEFENSE (DoD) HUMAN GOALS

In September 1978, the Secretary of Defense and service secretaries re-issued the DoD Human Goals in English and for the first time, published the Goals in Spanish. The bilingual document is a cornerstone of equal opportunity in the DoD and reaffirms the principle of non-discrimination in DoD programs, policies, and practices.

The Air Force received its basic direction for the Equal Opportunity and Treatment Program from President Truman's 1948 Executive Order for desegregation of the Armed Forces. In 1963, a separate office concerned with equal opportunity and treatment of military personnel and their dependents was established at the USAF.

It is Air Force policy to conduct all its affairs without regard to race, color, religion, national origin, age, or sex. The Air Force has and will continue to be committed to human goals and the dignity of the individual.

While we are proud of our past accomplishments, we all should consider Hispanic heritage as an appropriate time to renew our commitment to full equality for all Air Force members by recognizing and providing opportunities to individuals to progress consistent with their abilities, ambitions, and personal expectations. It is an appropriate time for us to re-examine the DoD Human Goals and strive toward their attainment.

Presidential Documents

Title 3—

Proclamation 4776 of July 31, 1980

The President

National Hispanic Heritage Week

By the President of the United States of America

A Proclamation

Hispanic peoples have played a distinguished role in the history of our Nation. They founded settlements in Florida and Georgia half a century before the Pilgrims landed in Massachusetts, and were homesteading in New Mexico more than 150 years before the War of Independence. The names of scores of American cities and towns—such as Los Angeles, Albuquerque, San Antonio, and Saint Augustine—remind us that many of the explorers and settlers who opened our frontiers were of Hispanic origin.

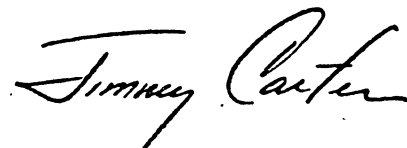
The Hispanic community has given us generals, admirals, philosophers, statesmen, musicians, athletes, and Nobel Prize-winning scientists. Hispanic Americans have contributed gallantly to the defense of our Nation, and many have received the highest decoration our country can bestow—the Congressional Medal of Honor.

Outstanding Hispanic men and women add daily to our Nation's accomplishments in science, technology, the arts, and politics. And Hispanic citizens contribute daily to the quality of our lives. Hispanics exhibit an eminent pride in our American heritage, a passionate love of family, a profound devotion to religion, and an energetic commitment to hard work.

As we enter the 1980s, it is fitting that we pause to recognize and celebrate our Hispanic heritage.

NOW, THEREFORE, I, JIMMY CARTER, President of the United States of America, do hereby proclaim the week beginning September 14, 1980, as National Hispanic Heritage Week. I call upon Federal, State, and local officials to observe this week with appropriate activities and to search out innovative ways for government to work in partnership with the Hispanic community. Hispanic immigrants were among the earliest and are now among the most recent to arrive in this haven of liberty and human rights, and I urge all Americans to reflect on the invaluable contribution they have made to the greatness, the diversity, and the strength of this Nation.

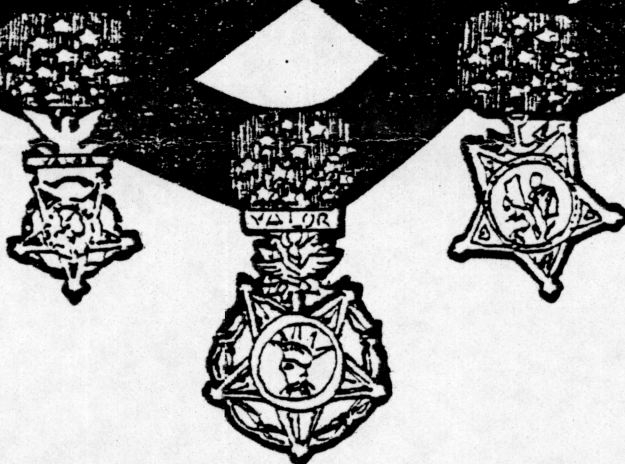
IN WITNESS WHEREOF, I have hereunto set my hand this thirty-first day of July, in the year of our Lord nineteen hundred and eighty, and of the Independence of the United States of America the two hundred and fifth.



CONGRESSIONAL MEDAL OF HONOR HISPANIC HALL OF FAME

HISPANIC-AMERICAN MEDAL OF HONOR RECIPIENTS

These are the names of individuals whose heroism, gallantry, and devotion to their country honors all Americans. Heroes whose origin is traceable to a Hispanic-American background and nationality, who have contributed their full measure to the life and history of the United States of America.



Sgt. Luciano Adams, USA
Pvt. Bruce Anderson, USA
Sgt. John P. Baca, USA
Ordinary Seaman Philip Bazaar, USN
Sgt. Jose Calugua, USA
Pfc. Mike Colaiillo, USA
Capt. Reginald B. Desiderio, USA
Spec. 4 Daniel Fernandez, USA
Pfc. Fernando L. Garcia, USMC
Sgt. Macario S. Garcia, USA
L/Cpl. Emilio A. De La Garza, Jr., USMC
Pfc. Edward Gomez, USMCR
Pfc. Harold Gonzales, USMCR
Pfc. David M. Gonzales, USA
Sgt. Alfredo Gonzalez, USMC
Sgt. Ambrosio S. Guillen, USMC
Cpl. Rodolfo P. Hernandez, USA
Pfc. Silvestre S. Herrera, USA
L/Cpl. Jose Francisco Jimenez, USMC

1st Lt. Baldomero Lopez, USMC
Sgt. Jose M. Lopez, USA
Pfc. Carlos James Lozada, USA
Cpl. Benito Martinez, USA
Pvt. Joe P. Martinez, USA
Pvt. Jose B. Nisperos, USA
Pfc. Eugene A. Obregon, USMC
Seaman John Ortega, USN
Pfc. Manuel Perez, Jr., USA
Pfc. Cleto Rodriguez, USA
Sgt. Joseph C. Rodriguez, USA
Capt. Euripides Rubio, USA
Pfc. Alejandro Renteria Ruiz, USA
Spec. 4 Hector Santiago-Colon, USA
Pvt. Francis Silva, USMC
FM2 Telesforo Trinidad, USN
Pfc. Jose F. Valdez, USA
Maj. M. Sando Vargaa, Jr., USMC
Sgt. Ymasai R. Villegas, USA

The Congressional Medal of Honor was first authorized in 1862 by Congress. In 1864, Seaman John Ortega became the first Hispanic-American to be awarded the nations' highest award for valor. Since the recognition of the first Hispanic-American many more Hispanic surnamed have received recognition for conspicuous gallantry in conflict with the enemy. The Hispanic serviceman has acquitted himself with extraordinary valor in each of our conflicts. During World War I, the distrust of Mexico, by the United States, made it difficult for the American soldier of Mexican descent. Despite this precarious situation, acts of extraordinary gallantry by Hispanics were recorded but none were awarded the Congressional Medal of Honor. The record, however, is replete with Hispanic bravery in World War II, and the Korean and Vietnam Wars. Thirty-eight strong, one by one, each, in the tradition of his ancestors, has risked his life beyond the call of duty — most made the ultimate sacrifice and gave their life. In appreciation for their unselfish heroism — their gallant acts resplendent before the world — we humbly pay tribute to each one and to all.

38 em
30 lines

DEMOGRAPHIC

As of 30 Jun 80

- Hispanic representation in the active Air Force is 18,891 (3.4%)
 - 1,500 (1.5%) officers
 - 17,391 (3.8%) enlisted
 - Ethnic affiliations are:

	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
--- Mexican American	552	10,317	10,869
--- Spanish Descent	411	2,984	3,395
--- Puerto Rican	467	3,676	4,143
--- Cuban	<u>70</u>	<u>414</u>	<u>484</u>
----- TOTAL HISPANICS	1,500	17,391	18,891

- Hispanics represent 5.2% of the U. S. population
 - the profile of the Air Force is not yet a mirror image of the U. S. in terms of Hispanic population
- In terms of population, the Air Force standard of equal representation applies
 - equal representation in the Air Force population means that the force should mirror the (qualified) resource from which it is shown
 - for officers, those in the 20 to 29 age group with college degrees
 - for enlisted personnel, those in the 17 to 21 age group with appropriate physical and mental qualifications

HISPANIC BY ETHNIC GROUP/GRADE

as of 30 Jun 80

<u>ETHNIC GROUP GRADE</u>	<u>MEXICAN AMERICAN</u>	<u>SPANISH DESCENT</u>	<u>PUERTO RICAN</u>	<u>CUBAN DESCENT</u>	<u>TOTAL HISPANIC (%)</u>	<u>TOTAL AF</u>
GEN	1	0	0	0	1 (0.3)	355
COL	11	13	10	2	36 (0.7)	5,361
LT COL	41	48	37	4	130 (1.0)	13,187
MAJ	93	68	54	8	223 (1.2)	18,577
CAPT	249	127	163	31	570 (1.6)	35,678
1LT	74	61	81	12	228 (2.3)	10,077
2LT	83	94	122	13	312 (2.6)	15,110
WO	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0 (0.0)</u>	<u>1</u>
SUB-TOTAL	552	411	467	70	1,500 (1.5)	98,346
CMSgt	58	25	12	1	96 (2.2)	4,403
SMSgt	164	49	49	3	265 (3.0)	8,850
MSgt	651	170	152	17	990 (3.0)	33,045
TSgt	1,124	279	276	30	1,709 (3.3)	51,720
SSgt	2,486	691	966	53	4,196 (4.2)	98,910
SGT/SRA	2,437	868	1,011	158	4,474 (4.2)	105,944
AlC	2,153	673	781	106	3,713 (3.9)	95,497
AMN	727	163	273	33	1,196 (3.7)	32,254
AB	<u>517</u>	<u>66</u>	<u>156</u>	<u>13</u>	<u>752 (3.0)</u>	<u>25,044</u>
SUB-TOTAL	10,317	2,984	3,676	414	17,391 (3.8)	455,667
TOTAL	10,869	3,395	4,143	484	18,891 (3.4)	554,013

TOTAL FORCE FIGURES

As of 30 Jun 80

OFFICER

	<u>WO</u>	<u>2LT</u>	<u>1LT</u>	<u>CAPT</u>	<u>MAJ</u>	<u>LTC</u>	<u>COL</u>	<u>GEN</u>	<u>TOTAL</u>
HISPANIC	0	312	228	570	223	130	36	1	1,500
HISPANIC PERCENT	0.0	2.6	2.3	1.6	1.2	1.0	0.7	0.3	1.5
TOTAL FORCE	1	15,110	10,077	35,678	18,577	13,187	5,361	355	98,346

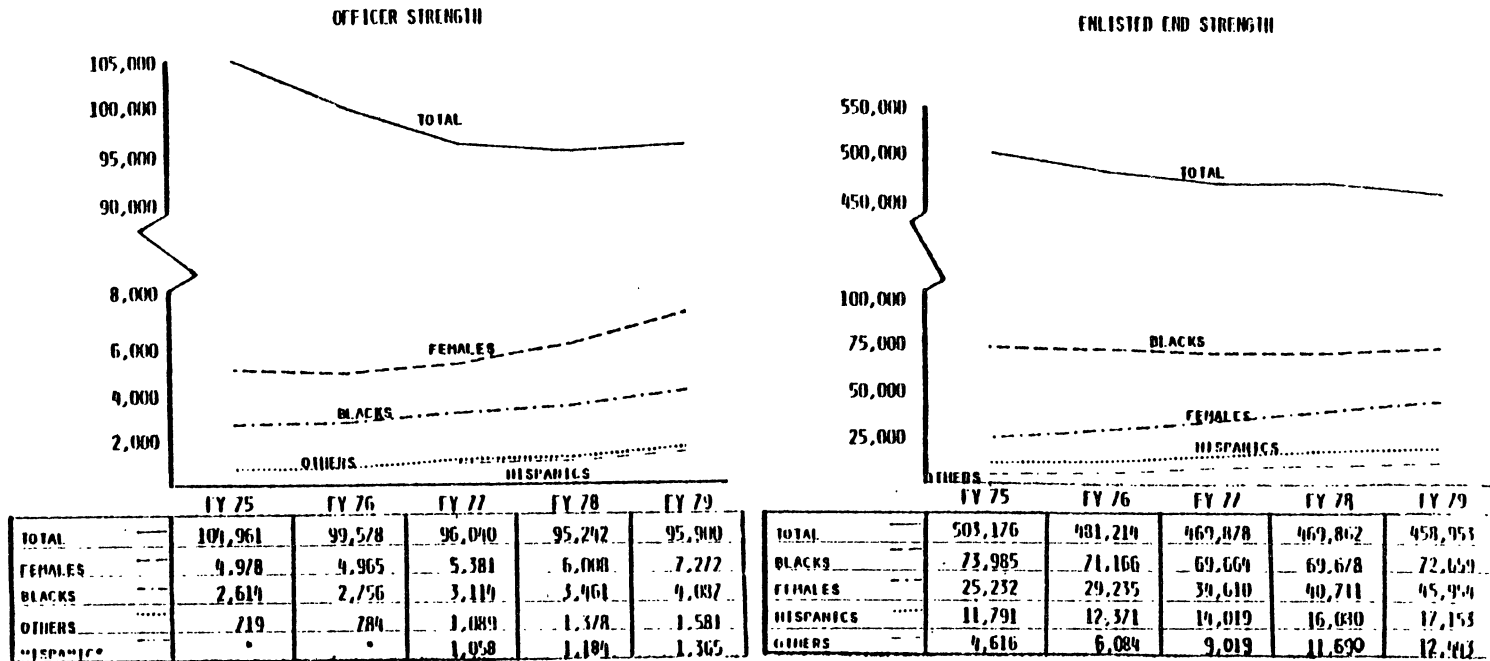
ENLISTED

	<u>CMS</u>	<u>SMS</u>	<u>MSG</u>	<u>TSG</u>	<u>SSG</u>	<u>SGT/SRA</u>	<u>AlC</u>	<u>AMN</u>	<u>AB</u>	<u>TOTAL</u>
HISPANIC	96	265	990	1,709	4,196	4,474	3,713	1,196	752	17,391
HISPANIC PERCENT	2.2	3.0	3.0	3.3	4.2	4.2	3.9	3.7	3.0	3.8
TOTAL FORCE	4,403	8,850	33,045	51,720	98,910	105,944	95,497	32,254	25,044	455,667

OFFICER AND ENLISTED COMBINED

	<u>OFFICER</u>	<u>ENLISTED</u>	<u>TOTAL</u>
HISPANIC	1,500	17,391	18,891
HISPANIC PERCENT	1.5	3.8	3.4
TOTAL FORCE	98,346	455,667	554,013

FY END STRENGTH



*DATA NOT AVAILABLE FOR FY 75 AND FY 76.

- Hispanic officer representation increased from 1.1% (1058) in FY 77 to 1.4% (1365) in FY 79

-- 1.5% (1,500) - as of 30 Jun 80

- Hispanic enlisted representation increased from 2.3% (11,791) in FY 75 to 3.7% (17,153) in FY 79

-- 3.8% (17,391) - as of 30 Jun 80

HISPANICS BY ETHNIC GROUP/SEX

(As of 30 Jun 80)

<u>ETHNIC GROUP/SEX</u>	<u>MALE</u>			<u>FEMALE</u>			<u>TOTAL</u>
	<u>OFFICER</u>	<u>AIRMEN</u>	<u>TOTAL</u>	<u>OFFICER</u>	<u>AIRMEN</u>	<u>TOTAL</u>	<u>MALE & FEMALE</u>
MEXICAN AMERICAN	505	9,365	9,870	47	952	999	10,869
SPANISH DESCENT	377	2,649	3,026	34	335	369	3,395
PUERTO RICAN	399	3,369	3,768	68	307	375	4,143
CUBAN DESCENT	<u>64</u>	<u>389</u>	<u>453</u>	<u>6</u>	<u>25</u>	<u>31</u>	<u>484</u>
TOTAL HISPANICS	1,345(1.5)	15,772(3.9)	17,117(3.5)	155(1.9)	1,619(3.2)	1,774(3.0)	18,891(3.4)
TOTAL AIR FORCE	90,244	404,864	495,108	8,102	50,803	58,905	554,013

	<u>TOTAL</u>	<u>% of TOTAL HISPANICS</u>
Mexican American	10,869	57.5%
Spanish Descent	3,395	18.0%
Puerto Rican	4,143	21.9%
Cuban Descent	<u>484</u>	<u>2.6%</u>
	18,891	100%

HISPANICS BY ETHNIC GROUP BY RACE

(As of 30 Jun 80)

OFFICERS

	<u>CAUCASIAN</u>	<u>BLACK</u>	<u>OTHER</u>	<u>TOTAL</u>
MEXICAN AMERICAN	491 (89.0)	3 (0.5)	58 (10.5)	552
SPANISH DESCENT	325 (79.1)	11 (2.7)	75 (18.2)	411
PUERTO RICAN	402 (86.1)	7 (1.5)	58 (12.4)	467
CUBAN	66 (94.3)	1 (1.4)	3 (4.3)	70
TOTAL	1,284 (85.6)	22 (1.5)	194 (12.9)	1,500

ENLISTED

MEXICAN AMERICAN	7,757 (75.2)	48 (10.5)	2,512 (24.3)	10,317
SPANISH DESCENT	2,089 (70.0)	213 (7.1)	682 (22.9)	2,984
PUERTO RICAN	2,433 (66.2)	150 (4.1)	1,093 (29.7)	3,676
CUBAN	311 (75.1)	41 (9.9)	62 (15.0)	414
TOTAL	12,590 (72.4)	452 (2.6)	4,349 (25.0)	17,391

OFFICER AND ENLISTED PERSONNEL COMBINED

MEXICAN AMERICAN	8,248 (75.9)	51 (0.5)	2,570 (23.6)	10,869
SPANISH DESCENT	2,414 (71.1)	224 (6.7)	757 (22.3)	3,395
PUERTO RICAN	2,835 (68.4)	157 (3.8)	1,151 (27.8)	4,143
CUBAN	377 (77.9)	42 (8.7)	65 (13.4)	484
TOTAL	13,874 (73.5)	474 (2.5)	4,543 (24.0)	18,891

OFFICER FORCE PROMOTION CATEGORY

As of 31 May 80

ETHNIC GROUPS	LINE	CHAP	DENTAL	JAG	MEDICAL	NURSE	MED SVC	BIOMED	N/A	UNKNOWN	TOTAL
Mexican American	464	4	4	2	6	4	5	7	0	5	541
Spanish Descent	328	2	6	6	39	13	3	14	0	4	415
Puerto Rican	326	2	11	6	60	26	4	17	0	6	458
Cuban	61	1	0	0	8	2	0	1	0	0	73
TOTAL HISPANICS	1,179	9	21	14	123	75	12	39	0	15	1,487
Chinese	105	1	9	2	36	8	2	4	0	3	170
Japanese	259	0	8	3	7	8	4	7	0	1	297
Korean	26	0	2	0	14	3	2	0	0	1	48
Asian American	273	2	9	1	35	18	6	14	0	5	363
Filipino	122	1	3	0	155	14	2	5	0	8	310
TOTAL ASIAN/ PACIFIC AMERICANS	785	4	31	6	247	51	16	30	0	18	1,188
American Indian	458	5	5	6	8	20	8	21	0	5	536
Eskimo	7	0	0	1	2	0	0	0	0	0	10
Aleut	5	0	0	0	0	0	2	0	0	0	7
Other	12,403	156	232	161	543	544	195	314	0	57	14,605
None	65,658	644	1141	923	2255	3056	928	1581	1	726	76,913
Unknown	1,030	22	63	42	94	266	13	101	1	1879	3,511
<u>RACIAL GROUPS</u>											
Caucasian	77,006	785	1416	1100	2759	3657	1097	1973	2	2354	92,149
Black	3,462	49	47	38	147	298	59	74	0	244	4,418
Other	1,057	6	30	15	366	57	18	39	0	102	1,690
<u>SEX</u>											
Women	3,743	8	48	50	223	3203	53	259	0	473	8,060
Men	77,782	832	1445	1103	3049	809	1121	1827	2	2227	90,197
TOTAL FORCE	81,525	840	1493	1153	3272	4012	1174	2086	2	2700	98,257

CAREER FIELD DISTRIBUTION

As of 31 Mar 80

- In career field distribution our equal representation standard applies
 - in career field distribution, equal representation means that the mix of the force should be reflected in individual career fields consistent with the qualifications of service members
 - it also means that the overall career field mix should be reflected in all levels of the career field, technical and nontechnical, supervisory and nonsupervisory, command and staff
- Minority airman retraining opportunities are monitored in our Affirmative Actions Plan
 - tracking is done to insure that minority and Hispanic airmen are afforded an opportunity to voluntarily retrain from skills with a high concentration of minorities to skills with a low concentration of minorities
- Over 60% of AF enlisted personnel are concentrated in ten career fields
 - 280,088 (61.2%) total AF
 - 10,985 (63.3%) Hispanics

CAREER FIELD DISTRIBUTION FOR TEN MOST POPULATED CAREER FIELDS

<u>AFSC</u>	<u>TITLE</u>	<u>*TOTAL AF (%)</u>	<u>**TOTAL HISPANICS (%)</u>
43XXX	Aircraft Maintenance	42,863 (9.4%)	1,643 (9.6%)
42XXX	Aircraft Systems Maintenance	38,805 (8.4%)	1,719 (9.9%)
81XXX	Security Police	34,748 (7.6%)	1,279 (7.4%)
70XXX	Administration	29,477 (6.4%)	1,608 (9.3%)
32XXX	Avionics Systems	26,676 (5.8%)	779 (4.5%)
30XXX	Communications Electronic Systems	26,613 (5.8%)	682 (3.9%)
64XXX	Supply	25,400 (5.6%)	1,234 (7.1%)
46XXX	Munitions Weapons Maintenance	20,222 (4.4%)	627 (3.6%)
90XXX	Medical	18,113 (4.0%)	850 (4.9%)
27XXX	Command Control Operations	17,171 (3.8%)	564 (3.3%)
	TOTAL	280,088 (61.2%)	10,985 (63.3%)

* Total AF population as of 31 Mar 80 - 457,391

** Total Hispanic population as of 31 Mar 80 - 17,345

HISPANICS REENLISTMENT RATES

- Hispanics first and second term airmen have consistently reenlisted at a rate higher than the total population

FIRST TERM

	<u>FY 76</u>		<u>FY 77</u>		<u>FY 78</u>		<u>FY 79</u>	
	<u>Elig</u>	<u>Reenl (%)</u>	<u>Elig</u>	<u>Reenl (%)</u>	<u>Elig</u>	<u>Reenl (%)</u>	<u>Elig</u>	<u>Reenl (%)</u>
Total AF	48,174	17,977(37.3)	38,929	15,167(39.0)	28,907	11,895(41.1)	41,892	15,918(38.0)
Hispanics	1,248	565(45.3)	1,495	600(40.1)	1,063	449(42.2)	1,436	573(39.9)

SECOND TERM

	<u>FY 76</u>		<u>FY 77</u>		<u>FY 78</u>		<u>FY 79</u>	
	<u>Elig</u>	<u>Reenl (%)</u>	<u>Elig</u>	<u>Reenl (%)</u>	<u>Elig</u>	<u>Reenl (%)</u>	<u>Elig</u>	<u>Reenl (%)</u>
Total AF	23,202	15,628(67.4)	17,074	11,766(68.9)	16,839	10,885(64.6)	13,852	8,328(60.1)
Hispanics	558	391(70.1)	569	424(74.5)	611	434(71.0)	515	313(60.8)

- So far in FY 80 (1st-half), the first-term reenlistment is higher than the AF average; however, the second-term rate is slightly lower than the AF rate

First-Term - FY 80 (1st-half)

	<u>Elig</u>	<u>Reenl (%)</u>
Total AF	20,475	7,726 (37.7)
Hispanics	748	296 (39.6)

Second-Term - FY 80 (1st-half)

	<u>Elig</u>	<u>Reenl (%)</u>
Total AF	7,685	4,808 (62.6)
Hispanics	295	182 (61.7)

RECRUITING/ADVERTISING/ACCESSIONS

- Air Force advertising dollars are limited in comparison to the other services and optimum results must be realized from money spent
- Air Force uses most cost-effective media possible in order to reach greater total of target audience
- Print, periodical, and audio-visual media designed to include ethnic representation
 - portray Blacks, whites, women, and Hispanics where appropriate
 - attempt to show Air Force members in believable, complimentary manner
 - use best available photographs that are technically correct
- AF has periodically placed national awareness ads in a number of Spanish language publications
 - De Las Americanas, La Luz, Selecciones Del Readers Digest, ABC
- Additionally, local "spot announcement" tapes have been prepared in the Spanish language
- Net result is increased awareness in Hispanic youth who have become aware of Air Force opportunities
 - Hispanics comprised 2.9% (1,954) of total FY 79 enlisted accessions
 - First-half FY 80, 955 Hispanics enlisted in the Air Force
 - represent 2.8% of first-half FY 80 accessions

ENLISTED ACCESSIONS

	<u>FY 75</u>	<u>FY 76</u>	<u>FY 77</u>	<u>FY 78</u>	<u>FY 79</u>	<u>FY 80 (1st-half)</u>
Total Air Force	75,569	72,942	72,510	68,025	66,616	34,246
Hispanic (%)	1,022(1.4%)	1,145(1.6%)	869(1.0%)	1,924(2.8%)	1,954(2.9%)	955(2.8%)

- Hispanics comprised 1.8% (188) of total FY 79 officer accessions and 0.7% (28) of first-half FY 80 officer accessions

- AFROTC

-- as of 30 April 1980, there were 826 Hispanics enrolled in the AFROTC program, including 189 Hispanic women, vice 917 last year which included 210 women

--- 81 of these students were AFROTC scholarship recipients, a 25 percent increase over last year

--- there are two AFROTC detachments at predominantly Hispanic schools (both at campuses of the University of Puerto Rico)

- USAFA

-- since 1959, 141 Hispanics have graduated from the Air Force Academy

--- 33 were among the class of 1980

-- currently, 216 Hispanics enrolled

--- 4.7% of total enrollment

-- the objective for class of 1985 is 4.0%

- OTS

-- in FY 79, 39 officers accessed through OTS