

# 75<sup>th</sup> ANNIVERSARY *Commemoration*



## DESEGREGATION OF THE FEDERAL WORKFORCE AND ARMED FORCES

Executive Orders 9980 and 9981



### PROGRAM GUIDE

JULY 26, 2023  
PENTAGON COURTYARD



# The Honorable Lloyd J. Austin III

## Secretary of Defense

Lloyd James Austin III was sworn in as the 28th Secretary of Defense on January 22, 2021. Mr. Austin is the principal assistant to the President in all matters relating to the Department of Defense and serves on the National Security Council.

Mr. Austin was born in Mobile, Alabama, and raised in Thomasville, Georgia. He graduated from the United States Military Academy with a Bachelor of Science degree and a commission in the Infantry. He holds a Master of Arts degree in counselor education from Auburn University, and a Master of Business Management from Webster University. He is a graduate of the Infantry Officer Basic and Advanced courses, the Army Command and General Staff College, and the Army War College.

His 41-year career in the Army included command at the corps, division, battalion, and brigade levels. Mr. Austin was awarded the Silver Star for his leadership of the Army's 3rd Infantry Division during the invasion of Iraq in 2003. Seven years later, he would assume the duties of Commanding General of United States Forces – Iraq, overseeing all combat operations in the country.

After a tour as the Army's Vice Chief of Staff, Mr. Austin concluded his uniformed service as the Commander of U.S. Central Command, responsible for all military operations in the Middle East and Afghanistan. In this assignment, he led U.S. and coalition efforts to battle ISIS in Iraq and Syria. He retired from the Army in April, 2016.



# AGENDA

## ARRIVAL OF OFFICIAL PARTY

## PRESENTATION OF THE COLORS

Military District of Washington Joint Honor Guard

## NATIONAL ANTHEM

Staff Sergeant Jocelyn T. Pride, USA  
US Army Band Vocalist

## INVOCATION

Reverend Dianna Pohlman Bell

## OPENING REMARKS

The Honorable Gilbert R. Cisneros, Jr.  
Under Secretary of Defense for Personnel and Readiness

## ARMED FORCES TRIBUTE

Major Brooke Cobbin, USAF  
Chief Strategic Outreach and Engagement, Office of Diversity, Equity, and Inclusion, Secretary of the Air Force

## REMARKS

Dr. Terri A. Dickerson, SES, USCG  
Director, Civil Rights Division

Brigadier General Gail E. Crawford, USAF  
Director, Military Justice and Discipline, Air Force Judge Advocate General's Corps

SMA Michael A. Grinston, USA  
Sergeant Major of the Army

General Charles "CQ" Brown, Jr., USAF  
Chief of Staff of the U.S. Air Force

## READING OF SECRETARY OF DEFENSE STATEMENT

Major Weston Clarke, USA

## CLOSING REMARKS

The Honorable Kathleen H. Hicks  
Deputy Secretary of Defense

## MUSICAL PERFORMANCE

## DEPARTURE OF OFFICIAL PARTY

# The Honorable Kathleen H. Hicks

## Deputy Secretary of Defense

The Honorable Kathleen H. Hicks serves as the 35th Deputy Secretary of Defense; she was sworn into that office on Feb. 9, 2021.

Prior to becoming Deputy Secretary, Dr. Hicks held the position of senior vice president, Henry A. Kissinger Chair, and Director of the International Security Program at the Center for Strategic and International Studies. From 2009 to 2013, she served as a senior civilian official in the Department of Defense. Confirmed by the United States Senate in 2012 as principal deputy undersecretary of defense for policy, she was responsible for advising the secretary of defense on global and regional defense policy and strategy. She also served as deputy undersecretary of defense for strategy, plans, and forces, leading the development of the 2012 Defense Strategic Guidance and the 2010 Quadrennial Defense Review and crafting guidance for future force capabilities, overseas military posture, and contingency and theater campaign plans.

Prior to becoming the DUSD for SPF, from 2006 to 2009 Deputy Secretary Hicks was a senior fellow at the Center for Strategic and International Studies. Deputy Secretary Hicks launched her career as a civil servant in the Office of the Secretary of Defense, serving from 1993 to 2006 in a variety of capacities and rising from Presidential Management Intern to the Senior Executive Service.

She holds a Ph.D. in political science from the Massachusetts Institute of Technology, an M.A. from the University of Maryland's School of Public Affairs, and an A.B. magna cum laude and Phi Beta Kappa from Mount Holyoke College.



# The Honorable Gilbert R. Cisneros, Jr.

## Under Secretary of Defense for Personnel and Readiness

Mr. Gilbert Cisneros was sworn in as the Under Secretary of Defense for Personnel and Readiness on August 24, 2021. As the Under Secretary, Mr. Cisneros serves as the principal staff assistant and advisor to the Secretary of Defense for force readiness; force management; health affairs; National Guard and Reserve component affairs; education and training; and military and civilian personnel requirements and management, including equal opportunity, morale, welfare, recreation, and quality of life matters. On April 4, 2022, the Secretary of Defense appointed Mr. Cisneros as the Chief Diversity and Inclusion Officer (CDIO) to further advance the Department's goals of ensuring the workforce is representative and inclusive.

Born and raised, in Southern California, Gilbert enlisted in the United States Navy in 1989 after graduating from high school. After completing the Broadened Opportunity for Officer Selection and higher education with scholarships and college access programs. In 2015, he founded The Cisneros Hispanic Leadership Institute at his alma mater, The George Washington University, which provides scholarships for Latino students and is becoming a leading institute for policy issues that affect the Latino community.

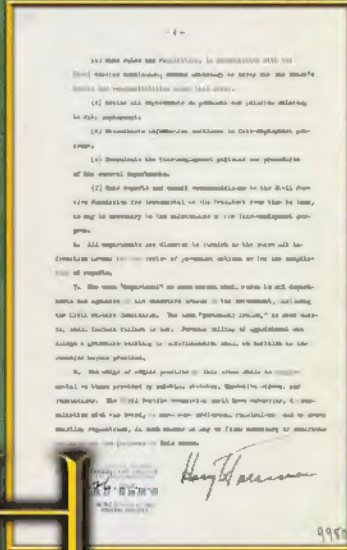
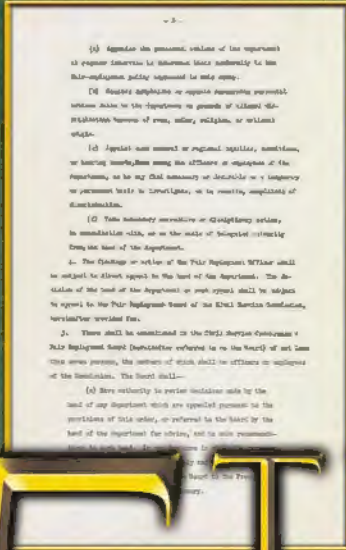
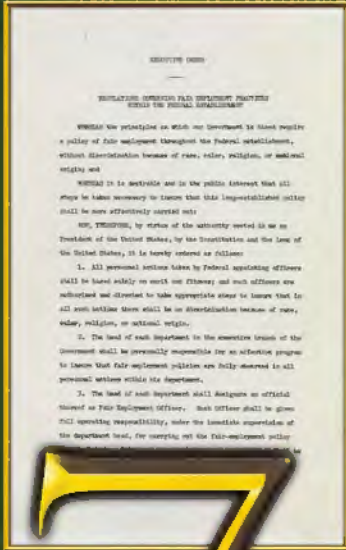
In 2018, the voters of California's 39th Congressional District elected Gilbert to the U.S. House of Representatives. A strong advocate for Service members and Veterans, Gilbert served on both the Armed Services and Veterans' Affairs Committees. He championed language in the National Defense Authorization Act to foster greater diversity in our military officer corps, while also supporting military families on issues of housing, child abuse, and exceptional family members. As the co-founder of the Military Transition Assistance Pathway (MTAP) Caucus he supported and advocated on behalf of military service members returning to civilian life. He particularly focused on the issues of mental health and suicide amongst both our veterans and service members.

Gilbert has received numerous awards for his military service, philanthropic work, and as a member of Congress. The United States Navy Memorial recognized him for his years of service to our country, as did the Navy Supply Corps Foundation. He is also a member of The George Washington University's Monumental Alumni.

Gilbert received a B.A. in Political Science from George Washington University, an M.B.A. from Regis University, and a Master's Degree in Urban Education Policy from Brown University.



# EXECUTIVE ORDER 9980



# 75TH ANNIVERSARY

July 26, 1948 - July 26, 2023

## DESEGREGATION OF THE FEDERAL WORKFORCE

## REGULATIONS GOVERNING FAIR EMPLOYMENT PRACTICES WITHIN THE FEDERAL ESTABLISHMENT

WHEREAS the principles on which our Government is based require a policy of fair employment throughout the Federal establishment, without discrimination because of race, color, religion, national origin; and

WHEREAS it is desirable and in the public interest that all steps be taken necessary to insure that this long-established policy shall be more effectively carried out.



# EXECUTIVE ORDER 9981

EXECUTIVE ORDER  
ESTABLISHING THE PRESIDENT'S COMMITTEE ON  
EQUALITY OF TREATMENT AND OPPORTUNITY IN  
THE ARMED SERVICES  
WHEREAS it is essential that there be maintained in the  
armed services of the United States the highest standards of  
equality of treatment and opportunity for  
the defense:



# 75TH

# ANNIVERSARY

July 26, 1948 - July 26, 2023

# DESEGREGATION OF THE ARMED FORCES

THE WHITE HOUSE,  
July 26, 1948

A handwritten signature in cursive, which appears to be "Harry Truman", written in dark ink.



# General Charles “CQ” Brown, Jr.



Gen. Charles Q. Brown, Jr. is the Chief of Staff of the Air Force. As Chief, he serves as the senior uniformed Air Force officer responsible for the organization, training and equipping of 689,000 active-duty, Guard, Reserve and civilian forces serving in the United States and overseas. As a member of the Joint Chiefs of Staff, the general and other service chiefs function as military advisers to the Secretary of Defense, National Security Council and the President.

Gen. Brown was commissioned in 1984 as a distinguished graduate of the ROTC program at Texas Tech University. He has served in a variety of positions at the squadron and wing levels, including an assignment to the U.S. Air Force Weapons School as an F-16 Fighting Falcon Instructor. His notable staff tours include Aide- de-Camp to the Chief of Staff of the Air Force; Director, Secretary of the Air Force and Chief of Staff Executive Action Group; and Deputy Commander, U.S. Central Command. He also served as a National Defense Fellow at the Institute for Defense Analyses, Alexandria, Virginia.

Gen. Brown has commanded a fighter squadron, the U.S. Air Force Weapons School, two fighter wings and U.S. Air Forces Central Command. Prior to serving as the Air Force Chief of Staff, Gen. Brown was the commander of Pacific Air Forces, Air Component Commander for U.S. Indo-Pacific Command.

Gen. Brown is a command pilot with more than 3,000 flying hours, including 130 combat hours.

# Sergeant Major of the Army Michael A. Grinston



Sgt. Maj. of the Army Michael A. Grinston was sworn in as the 16th Sergeant Major of the Army on Aug. 9, 2019. Grinston has held every enlisted leadership position in artillery, ranging from cannon crewmember to command sergeant major.

As the sergeant major of the Army, Grinston is the Army chief of staff's personal adviser on matters affecting the enlisted force. He devotes the majority of his time traveling throughout the Army to observe training and interact with Soldiers and their Families. He sits on a variety of councils and boards that make decisions affecting enlisted Soldiers and their Families and routinely invited to testify

before Congress. Grinston is the public face of the U.S. Army's Noncommissioned Officer Corps, representing the NCO Corps to the American people in the media and through business and community engagements.

Grinston is a native of Jasper, Alabama, and enlisted in the Army in October 1987. He attended Basic Training and Advanced Individual Training as an artilleryman at Fort Sill, Oklahoma. Grinston's deployments include Operations Desert Storm and Desert Shield, Iraqi Freedom, New Dawn, Inherent Resolve, Enduring Freedom, and Kosovo. As the 1st Infantry Division command sergeant major, Grinston served as the senior enlisted leader for the Army's first deployment of a division headquarters in support of Operation Inherent Resolve. He also served as the I Corps command sergeant major, and as the command sergeant major for U.S. Army Forces Command.

Grinston's military education includes all levels of the Noncommissioned Officer Education System. He is a graduate of Ranger School, Airborne School, Drill Sergeant School, Air Assault School, How the Army Runs Course, the Equal Opportunity Leaders Course and the Keystone Course. Grinston holds a Bachelors of Arts in Business Administration from the University of Maryland University College.

His awards and decorations include the Army Distinguished Service Medal, Defense Superior Service Medal, Legion of Merit (2nd award), Bronze Star Medal with Valor (2nd award), the Bronze Star medal (3rd award). He has earned the Ranger tab, Master Parachutist badge, Air Assault badge, Drill Sergeant Identification badge, and the Combat Action Badge. Grinston is married and has two children.



# Brigadier General Gail E. Crawford



Brig. Gen. Gail E. Crawford is the Director of Military Justice and Discipline, Air Force Judge Advocate General's Corps, Department of the Air Force, Joint Base Andrews, Maryland. In this capacity, Brig. Gen. Crawford supervises the administration of military justice throughout the Air Force and the Space Force, including 450 personnel at 79 locations worldwide engaged in development and review of military justice policy and legislation; prosecution, defense, and victims' representation at the trial and appellate levels; clemency and parole; and representation of Airmen in the disability evaluation system.

Brig. Gen. Crawford received a direct appointment as an Air Force judge advocate in January 1997, after serving eight years active duty enlisted. She has deployed in support of operations Iraqi Freedom and Enduring Freedom.

She has served as a civil litigation attorney, a defense counsel, and a staff judge advocate at the wing, center and major command levels. Brig. Gen. Crawford is admitted to practice law before the Supreme Court of Florida, the United States Court of Appeals for the Armed Forces, and the United States Supreme Court.

# Dr. Terri A. Dickerson



Dr. Terri A. Dickerson a member of the government's Senior Executive Service since 2000, joined the Coast Guard in 2006 as Civil Rights Director, a position in which she ensures equality of opportunity, and leads equity programs for a 58,000-member workforce. Prior to this position, she was Assistant Staff Director at the U.S. Commission on Civil Rights. She led teams investigating and producing reports to Congress and the American public on issues across the civil rights sphere including voting, equality in education, access to health care, and equal employment. She also was Associate Administrator for the U.S. Small Business Administration where she worked on minority enterprise development.

Dr. Dickerson began her career in the private, non-profit sector, eventually becoming Executive Director of American Women in Radio and Television. Before that, she served as diversity director for a newspaper trade association and its foundation.

Dr. Dickerson has written articles for industry and national publications including *The Washington Post*, *USA-TODAY*, and *The Ladies' Home Journal*. Her book on diversity training (1993) was a bestseller for its publisher. She has been responsible for researching and publishing reports that bear the U.S. Government seal. She has testified before the U.S. Congress, House Sub-Committee on Coast Guard and Maritime Transportation. She was named a Presidential Meritorious Executive in 2008, which honors the top 5% of senior Federal employees for "sustained extraordinary accomplishment." In 2014, she received the Benjamin Hooks Distinguished Service Award from the NAACP for forming, implementing, and facilitating policy which promotes fairness and equity.

Dr. Dickerson serves in governance roles including membership on the: Board of Advisors, Defense Equal Opportunity Management Institute; Security Appeals Board, Department of Homeland Security; Institutional Review Board, U.S. Coast Guard. She served on the Coast Guard Academy Board of Trustees; she also taught *Negotiation and Conflict Management* at the Academy. She is an Adjunct Professor at George Mason University's Carter School for Peace and Conflict Resolution, one of the nation's few schools dedicated to social justice and peace. A native of New Orleans, Louisiana, she is among students who were the first to integrate the New Orleans Catholic school system.

# DISTINGUISHED GUESTS

## Montford Point Marines



Ambassador  
Theodore R. Britton



PFC Claude Leapole David



Mr. Ivor Griffin



Mr. Eugene Groves

## Tuskegee Airmen



Lieutenant Colonel  
Shelton Ivan Ware



Mr. William T. Fautroy Jr.

## Chaplain



Reverend Dianna Pohlman Bell

# SPECIAL RECOGNITION

**6888<sup>th</sup> Central Postal Directory  
Battalion**

**Golden 13**

**92<sup>nd</sup> Infantry Division**

**93<sup>rd</sup> Infantry Division**

**2<sup>nd</sup> Cavalry Division**

**Barrage Balloon Unit**

**Anti-Aircraft Artillery Unit**

**Infantry Units**

**Cavalry/Armor Units**

**Field Artillery Units**

**Tank Destroyer Units**

**332<sup>nd</sup> Fighter Group/Tuskegee**

**Airmen**

**477<sup>th</sup> Bombardment Group**

**USS Mason**

**USS PC-1264**

**Naval Ordnance Battalions**

**34<sup>th</sup> Naval Construction Battalion**

**80<sup>th</sup> Naval Construction Battalion**

**15<sup>th</sup> USN Special Construction  
Battalions**

**36<sup>th</sup> Colored Regiment**

**370<sup>th</sup> Infantry - The Black Devils**

**369<sup>th</sup> Infantry - Hell Fighters from  
Harlem**

**100<sup>th</sup> Infantry Battalion**

**United States Colored Troops**

**1<sup>st</sup> Rhode Island Regiment**

**51<sup>st</sup> Defense Battalion**

**52<sup>nd</sup> Defense Battalion**

**16<sup>th</sup> Marine Field Depot**

**17<sup>th</sup> Special Seabee Unit**

# Thank You

## TO THE DEPARTMENT OF DEFENSE COMPONENT WORKING GROUP PARTICIPANTS

Office of the Secretary of Defense  
United States Army  
United States Marine Corps  
United States Navy  
United States Air Force  
United States Space Force  
United States Coast Guard  
National Guard Bureau  
DoD Component Agencies  
Office for Diversity, Equity, and Inclusion  
Diversity Management Operations Center  
Defense Equal Opportunity Management Institute



### *Value of Service*

*"There shall be equality of  
treatment and opportunity for all  
persons in the armed services  
without regard to race, color,  
religion or national origin."*

President Harry S. Truman, July 26, 1948

