



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JUL 24 2023

**MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS**

SUBJECT: Commemoration of the 75th Anniversary of Desegregation of the Federal Government and Armed Forces

On July 26, 1948, President Harry S. Truman issued Executive Order (EO) 9980, "Regulations Governing Fair Employment Practices Within the Federal Establishment," and EO 9981, "Establishing the President's Committee on Equality of Treatment and Opportunity in the Armed Services," which desegregated the Federal Government and Armed Forces.

These actions officially ended segregation of the Federal workforce and military, afforded eligible Americans equal opportunity to serve their country regardless of their race, and opened doors for individuals who were previously excluded or marginalized. Through the desegregation of the Armed Forces, the Department expanded its warfighting capabilities and opened doors for military pioneers such as Annie E. Graham, the first African-American female to serve in the United States Marine Corps in 1949.

Furthermore, these actions became pillars upon which to advance equality throughout the Federal Government and subsequently, the Nation. Only 16 years later, President Lyndon B. Johnson signed the historic Civil Rights Act of 1964. Although persons of color did not immediately obtain full access to all career opportunities in 1948, these landmark actions paved the way for greater equality in the Federal workplace and laid the foundation for future advancement in civil rights.

On July 26, the Department commemorates these monumental steps in desegregating our military and civilian workforces. We will build on this legacy of equal opportunity and continue to foster work environments where every individual is respected for their talents and mission contributions. For resources and information on the 75th Anniversary Commemoration of EOs 9980 and 9981, visit: <https://www.defenseculture.mil/Public-Affairs/75th-Anniversary/>.

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", is positioned above the printed name.

Gilbert R. Cisneros, Jr.