

Colonel Ronald J. Scott, Jr., USAF, Retired  
20396 High Pines Dr.  
Monument, CO 80132

October 12, 2020

Dear Mr. Springs:

The following requests are made under the Freedom of Information Act.

Please find attached a copy of a MEMORANDUM FOR USAFA ALL dated 8 July 2020 from Lieutenant General Jay B. Silveria, then Superintendent of the United States Air Force Academy.

In the second paragraph of the first page of that document, Lt. General Silveria states that “[s]ystemic racism exists in our society, and our USAFA community is not immune;” “[i]dentity groups, whether based on race, ethnicity, age, gender, sexual orientation, religion, or disability have experienced less-than-equal treatment in our nation;” and “there is no place . . . for discrimination or racial bias of any kind at USAFA . . .”

The top paragraph on page two of the document states in part as follows:

USAFA/DS and USAFA/EO will co-chair an institutional assessment and review for biases within our policies, processes, practices, curriculum, and artifacts. The objective is to assess and capture racial disparities specific to African Americans and other identity groups in processes unique to USAFA. Results and recommendations will be provided to me NLT 18 September, and will be used to make tangible, lasting changes, and to inform future actions.

Please provide me a copy of all documents that show or evidence each of the following:

1. The existence, prevalence and nature of, and remedial actions taken regarding, “systemic racism,” “discrimination,” and “racial bias,” respectively and referenced above, at the Air Force Academy during the past five years;
2. The existence, prevalence and nature of, and remedial actions taken regarding, “less-than-equal treatment” “based on race or ethnicity,” referenced above, at the Air Force Academy during the past five years;
3. All data from multiple institutional assessments on which the Superintendent’s statement that there is “systemic racism” at the Air Force Academy is based;
4. The existence, prevalence and nature of, and remedial actions taken regarding, “racial disparities specific to African Americans and other identity groups in processes unique to USAFA,” referenced above;
5. The “results and recommendations . . . provided . . . NLT 18 September,” referenced above;
6. The nature and progress of the “tangible, lasting changes” referenced above; and
7. The “new institutional assessment chaired by USAFA/DS and USAFA/EO to review for biases in policies, processes, practices, curricula, and artifacts,” referenced above.

I request a waiver of any fees for this request. Disclosure of the requested information is in the public interest because it is likely to contribute significantly to public understanding of the operations and activities of government. However, if there is any anticipated cost, please provide an estimate prior to providing the requested records and please provide the methodology used to determine the anticipated fees.

Sincerely,

A handwritten signature in black ink, appearing to read "Ronald J. Scott, Jr."

Ronald J. Scott, Jr.  
Colonel, USAF, Retired  
USAFA Class of 1973



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS UNITED STATES AIR FORCE ACADEMY

Superintendent

08 JUL 2020

MEMORANDUM FOR USAFA ALL

FROM: USAFA/CC

SUBJECT: Actions to Improve Diversity and Inclusion at the United States Air Force Academy

1. Through the hard work and dedication of all who are here today and those who came before us, the United States Air Force Academy (USAFA) has established itself as a premier institution dedicated to producing leaders of character. Leaders who are committed to defend our country and its constitutional principles of equality, liberty, and justice for all. Recent events tragically remind us that racism and social injustice are threats that continue to afflict our nation and societies around the world.
2. Systemic racism exists in our society, and our USAFA community is not immune. Identity groups, whether based on race, ethnicity, age, gender, sexual orientation, religion, or disability have all experienced less-than-equal treatment in our nation. Discrimination of any kind will not be tolerated within our USAFA community. As leader-developers, there is no place in our words and actions for discrimination or racial bias of any kind at USAFA, or in our Air and Space Forces.
3. It is essential that we continually examine ourselves and our institution to ensure racism and injustice are not impacting our operations, culture, and climate. Additionally, we must ensure that our work to build future leaders strongly reinforces the principles that underpin our Leader of Character Framework — living honorably, lifting others, and elevating performance — in the context of equal opportunity, diversity and inclusion, and respect for others. As an organization that develops officers to lead a diverse force, we must instill these principles in those we teach and lead, who will ultimately shape the future culture of our military.
4. Now is the time for action. We will work both internally and with external partners to establish opportunities to discuss, develop and implement best practices and identify resources to promote racial understanding and diversity in the context of leadership.

To this end, I am directing the following actions:

- The establishment of a Critical Conversations Working Group (CCWG), led by the Center for Character Development (CCLD), to coordinate USAFA-wide efforts to continue critical conversations for cadets and permanent party. In addition, the CCWG will coordinate assessment efforts.

- USAFA/DS and USAFA/EO will co-chair an institutional assessment and review for biases within our policies, processes, practices, curriculum, and artifacts. The objective is to assess and capture racial disparities specific to African Americans and other identity groups in processes unique to USAFA. Results and recommendations will be provided to me NLT 18 September, and will be used to make tangible, lasting changes, and to inform future actions. The MES and Directorates are directed to provide data and support as required. This assessment will not duplicate SAF/IG efforts.
5. These are initial steps in an ongoing effort to make enduring change. We can and we will develop leaders of character who will serve our nation aligned with the values and ideals it stands for — liberty, justice, and equality. Now is the time to work toward positive progress together. If you have ideas you would like to share, please contact Lieutenant Colonel Dave Huston, [david.huston@usafa.edu](mailto:david.huston@usafa.edu).



JAY B. SILVERIA

Lieutenant General, USAF  
Superintendent