



DEPARTMENT OF THE AIR FORCE
47th OPERATIONS GROUP (AETC)

10 AUG 20

MEMORANDUM FOR RECORD

FROM: 47 STUS/CC & 47 STUS/DOT

SUBJECT: Documentation of Required Racial and Gender Minimums for SUPT Class 21-15

1. We have been verbally ordered through the chain of command by the 19AF/CC to purposefully restructure the students assigned to Specialized Undergraduate Pilot Training (SUPT) class 21-15 to meet specific racial and gender demographics. We understand the intent to be a replica of the percentages of racial distribution from the most current US Census. Currently, no other SUPT classes at Laughlin are to meet this quota, and all students who don't meet the required gender or race to be in SUPT class 21-15 will be moved to later classes.
2. [REDACTED] contacted the Laughlin AFB Equal Opportunity (EO) office on 6 Aug 2020 at 1516 to inquire on the legality of the order with regards to possible racial discrimination. He was told the act of restructuring a class based on race in itself was not illegal, however if a student later felt they were a victim of discrimination as a result of the class restructuring, a complaint may be filed using the appropriate channels. EO suggested a memo be written to document the phone call and situation in its entirety, in the event an investigation were initiated at a later date.
3. On 10 Aug 2020, once it became clear that the demographics of the current pool of students would prevent a demographic percentage that mirrors the US Census as a whole, the order was changed by verbal order of the 47 OG/CC to restructure the class with "anybody non-white." This is specific discrimination based on race and a violation of the Air Force Nondiscrimination Policy (AFPD36-27 1.1).
4. None of the parties signed below agree with the order from an ethical standpoint. Until SUPT class 21-15, class structures have been solely based on the student's time on station. This is a means to mitigate the underlying implication of altering the pacing of students careers against others in their year group. SUPT class structures have never been based on a minimum quota for student's race or gender, and the message this sends to students and future students is harmful.
5. Without further guidance proving it to be illegal, we will obey the lawful order given by the 19AF/CC. This memo stands as documentation of the event and our efforts to explore the legality of the restructuring of classes based on racial and gender demographics.

[REDACTED]
Date: 2020.08.10 17:27:42 -05'00'

[REDACTED]
Captain, USAF
47 STUS