

STARRS

 **CALVERT
TASK GROUP**



**MACARTHUR SOCIETY
OF WEST POINT GRADUATES**



POSITION PAPER

TO RESTORE

PURPOSE, UNITY & TRUST

IN THE US MILITARY

**VETERANS ORGANIZATIONS
WORKING TOGETHER
TO RESTORE PURPOSE, UNITY & TRUST
IN THE US MILITARY**



Stand Together Against Racism and Radicalism in the Services (STARRS) is concerned about the divisive racist and radical CRT/DEI ideology infiltrating the military and service academies and seeks to expose, stand up against, and eliminate it in order to keep our country safe.

Col. Ron Scott, PhD, USAF ret, USAFA '73

PRESIDENT

719-482-5997 | mission@starrs.us

STARRS.US



**MACARTHUR SOCIETY
OF WEST POINT GRADUATES**

To preserve, defend, and advocate for
West Point's history, purpose, and
principles of Duty, Honor, Country.

Col. Bill Prince, USA ret, USMA '70

PRESIDENT

321-514-7177

mission@macarthursociety.org

MacArthurSociety.org



Support and defend the
Constitution of the United States,
the Navy and Marine Corps
and the U.S. Naval Academy

Capt. Tom Burbage, USN ret, USNA '69

PRESIDENT

404-583-2664

honor@calverttaskgroup.org

CalvertTaskGroup.org

POSITION PAPER

The Defense Advisory Committee on Diversity and Inclusion (DACODAI)

PROBLEM:

DACODAI (now DAC-DI) is an advisory body to promote discrimination to achieve equity.

FACTS:

- DACODAI's lineage: The Congressional Black Caucus, without debate, chartered the Military Leadership Diversity Commission (MLDC) in the FY 2009 National Defense Authorization Act (NDAA), chaired by General (USAF, Retired) Lester Lyles. See <https://www.af.mil/About-Us/Biographies/Display/Article/106412/general-lester-l-lyles/>
- In its March 2011 final report, the MLDC concluded (see https://diversity.defense.gov/Portals/51/Documents/Special%20Feature/MLDC_Final_Report.pdf):

“Diversity management calls for creating a culture of inclusion . . . Creating this culture will involve changing the way in which people relate to one another within a single unit, within a particular military branch, and throughout the DoD.

In particular, although good diversity management rests on a foundation of fair treatment, ***it is not about treating everyone the same.***

This can be a difficult concept to grasp, especially for leaders who grew up with the EO-inspired mandate to be both color and gender blind.

Blindness to difference, however, can lead to a culture of assimilation in which differences are suppressed rather than leveraged.”

NOTE: The above quote explicitly argues FOR discrimination and AGAINST assimilation. Assimilation is critical to forming a united, cohesive unit. The importance of assimilation is explicit in our national motto: E Pluribus Unum. Assimilation should be the goal in the military because it is what works because it is unifying. There is nothing wrong with “assimilation” and no evidence or even stated rationale to support the claims that “assimilation” is bad and “leveraging differences” is good. Differences based on race cannot be leveraged.

- Having successfully instantiated DEI within the Department of Defense (DoD), the President issued Executive Order 12583 in August 2011, establishing diversity and inclusion staff/programs throughout the federal government.

NOTE: The word instantiate means “to represent an abstraction by a concrete instance. The abstraction in this case is the notion of systemic racism advanced by Critical Race Theory. The Diversity, Equity, and Inclusion (DEI) praxis is the concrete instance that presumably remedies systemic racism.

- To further institutionalize DEI within the DoD, the Secretary of Defense established the DACODAI on September 14, 2021, again chaired by General Lyles. See <https://www.defense.gov/News/Releases/Release/Article/3169272/dod-announces-new-defense-advisory-committee-on-diversity-and-inclusion/>

- *General Lyles*: “This year marks a historic event as the first committee to provide the Secretary of Defense with advice and recommendations to improve racial/ethnic diversity, inclusion, and equal opportunity as a force multiplier in the military. I look forward to working with my fellow committee members to help the Defense Department so that our national security is strengthened by the full participation of a diverse and inclusive environment [*sic*] with service members of every background.”
- The real charter of DACODAI is to “TRANSFORM” the U.S. military, in its own words akin to the transformation achieved by the Goldwater-Nichols Act of 1986. The intent is explicitly made known on p. vii of the March 2011 MLDC final report: “This report recommends aggressive integration of D&I into Military Department culture to build upon decades of progress and transform DoD for today’s Service members and for generations to come.”
- DACODAI strives to advance more women and minorities into all ranks—not just flag officer ranks as our paper suggests. Moreover, it wants the officer corps writ large to mirror the gender and racial representation in the enlisted ranks—where, for example, black men comprise 16.94%, of active-duty personnel and black women 28.92%. Since the most recent military statistics are from 2019, these percentages are likely much higher now. In 2022, 14.4% of the US population—47.9 million people—identified as black. Interestingly, this is a 32% increase from 2000, when 36.2 million Americans identified as black. So DACODAI doesn’t want the officer ranks to represent society, but rather, the much higher percentage of the enlisted ranks.
- DACODAI (DAC-DI) deliberately discriminates based on the false premise that black enlisted might refuse orders from white officers and “proportionate representation” is, therefore “a strategic imperative.”

DISCUSSION:

This deliberate effort to transform military culture is based on the false premise of systemic racism necessitating accommodation instead of assimilation of differences. Yet, DACODAI efforts demean assimilation in favor of discrimination and subcultural differences. None of this works toward unity, cohesiveness, and *esprit de corps* critical to military readiness.

RECOMMENDATIONS:

- Eliminate CRT/DEI personnel and programs in DOD.
- End funding for DACODAI; and
- Hold accountable those who advance discrimination instead of assimilation.

POC:

Dr. Ronald J. Scott, Jr., Ph.D.
 Colonel, USAF, Retired
 President & CEO, STARRS
 mission@starrs.us
 719-482-5997



Col. Ron Scott, PhD, USAF ret, USAFA '73

PRESIDENT

mission@starrs.us | 719-482-5997

STARRS.US



MACARTHUR SOCIETY
OF WEST POINT GRADUATES

Col. Bill Prince, USA ret, USMA '70

PRESIDENT

mission@macarthursociety.org | 321-514-7177

MacArthurSociety.org



Capt. Tom Burbage, USN ret, USNA '69

PRESIDENT

honor@calverttaskgroup.org | 404-583-2664

CalvertTaskGroup.org