



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
U.S. ARMY SPACE AND MISSILE DEFENSE COMMAND/
ARMY FORCES STRATEGIC COMMAND
POST OFFICE BOX 1500
HUNTSVILLE, ALABAMA 35807-3801

SMDC-EE Policy No. 690-7*

01 JUL 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy on Minority College Relations Program (MCRP)

1. Purpose. This policy establishes procedures for establishing and maintaining an MCRP per Headquarters, Department of the Army (HQDA) requirements/guidance.
2. Authority. Presidential Executive Orders (EO) 13532, 13555, 13171, 13592, 13583 and HQDA Policy Memorandum, EEO Agency's Policy on Minority College Relations, 21 May 99.
3. Definition. The MCRP refers to the following educational institutions: Historically Black Colleges and Universities (HBCU's), Hispanic Servicing Institutions (HIS's) and other Minority Institutions (MI's), e.g., Tribal Colleges and Universities.
4. Per HQDA Office of Equal Employment Opportunity (EEO) and Civil Rights, the command will establish and resource an MCRP to address employment opportunities, contracting, resource exchange and college relations. To accomplish this effort, our EEO Office will establish and maintain an MCRP Committee to develop and maintain liaison with HBCUs/HISs/MIs. The committee will include, but not limited to, the EEO officer, legal counsel, small and disadvantaged business official, G-1 staff, senior level management official and managers/supervisors. The committee will identify HBCUs/HISs/MIs with whom mutual beneficial opportunities can be developed such as: research and development projects, grants, employment programs, and business and industry clusters, etc.
5. The MCRP is a major component of the Army's EEO Program. Implementation of this policy enhances our EEO Program efforts. It provides our command the opportunity to recruit highly qualified employees and have a visible, proactive presence on college campuses. I wholeheartedly support this program and expect our major subordinate elements and all other offices to give it their utmost attention. Our EEO office will provide information and technical assistance to all participating elements/offices.

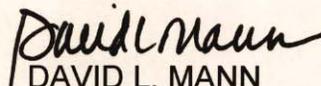
*This policy statement supersedes SMDC-EE Policy No. 690-7, 12 Nov 11.

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6. This policy is posted on the SharePoint website as required reading for all supervisors and managers.

"SECURE THE HIGH GROUND"


DAVID L. MANN
Lieutenant General, USA
Commanding

DISTRIBUTION:

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