



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

12 Nov 11

SMDC-EE Policy No. 690-7\*

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 Order (EO) 12928, and EO 13125, as amended and HQDA Policy Memorandum, 21 May 1999.
3. Definition. The MCRP refers to the following educational institutions: Historically Black Colleges and Universities (HBCUs), Hispanic Servicing Institutions (HSIs) and other Minority Institutions (MIs), 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/HSIs/MIs. The committee will include, but not limited to, the EEO Officer, Legal Counsel, Small and Disadvantaged Business Official, Personnel official, Senior Level Management official and managers/supervisors. The committee will identify HBCUs/HSIs/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.

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\*This policy statement supersedes SMDC-EE Policy No. 690-7, 8 Feb 07

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

"SECURE THE HIGH GROUND"



RICHARD P. FORMICA  
Lieutenant General, USA  
Commanding

DISTRIBUTION:

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