

# Arkansas Military History Journal

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**Taylor V. Jones**  
**The Untold History...Then & Now**

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**Cover Photograph:** *Photo from the obituary of SSG Correna Taylor, 1992.*

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## Message from the Editor

In this issue, MAJ Krystle F. Browning of the Arkansas National Guard investigates the groundbreaking discrimination case of *Taylor v. Jones*. Arkansas Guard member SSG Corenna Taylor, who was African American, brought a lawsuit against The Adjutant General of the Arkansas National Guard, MG James H. Jones, more than 45 years ago. MAJ Browning meticulously scoured the case to provide an in-depth analysis. Also in this edition, LTC Matthew Anderson returns with his featured artifact article. LTC Anderson looks at the history and evolution of the U. S. Browning Automatic Rifle, Caliber .30, Model of 1918 (BAR) that is display at the Arkansas National Guard Museum. As usual, Anderson gives us an interesting and thorough coverage of an ARNG Museum weapon. I hope you enjoy the latest issue of the *Arkansas Military History Journal*.

**Dr. Raymond Screws**  
Editor/Arkansas National Guard Museum Director  
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We would like to congratulate the 52rd Adjutant General of the Arkansas National Guard, Lt. Gen. Mark H. Berry on his retirement after 45 years of military service.

We also would like to welcome the 53rd Adjutant General MG Kendall W. Penn.

# ARKANSAS NATIONAL GUARD MUSEUM



***You are cordially invited to come  
Celebrate the 20th Anniversary  
of the Arkansas National Guard Museum.***

**Wednesday, September 11, 2019  
1330 to 1430**

***Cake and Punch will be served!***

On September 11, 1999, following a \$300k remodeling project, the Arkansas National Guard Museum opened as a professional museum at Lloyd England Hall and welcomed its first visitors.

Prior to the remodeling project, the building was used as an auditorium for promotion ceremonies and graduations. During this time the Arkansas National Guard Museum displayed weapons from the Yeater Collection in what is now the Pike Room.

By the mid-1990s Lloyd England Hall, which was built in 1932, needed many repairs and it was decided the building would be renovated and become the official museum for the Arkansas National Guard.

We are dedicated to telling the history of the Arkansas National Guard from the days of the militia through the current Global War on Terrorism. We also tell the history of the building of the camp during WWI and the reconstruction of the camp during the WWII years.

We have asked COL (Ret) Steve Rucker the museum's founding director along with former TAG MG (Ret) Don Morrow to come and share with us during this time of celebration.

## **Taylor v. Jones, The Untold History...Then & Now**

By Krystle F. Browning, Major  
Arkansas National Guard

The United States has a long and unfortunate history of racial discrimination in different aspects of life such as public accommodation, workplace, employment, and education among other things. SSG Corenna Taylor in the Taylor v. Jones case was yet another workplace discrimination case where SSG Taylor an African American woman was treated unfavorably because of her race. SSG Taylor had to work in uncomfortable and dangerous work environments for more than 5 years before she filed her lawsuit in 1974. SSG Taylor served as a brave advocate in this case, not only for self-interest, but taking a stance to protect the rights of African Americans in the Arkansas National Guard against workplace discrimination. SSG Taylor fought for racial justice through various measures. The measures that brought significant change were; 1) escalating her complaint outside of the organization and, 2) endorsing legal representation for corrective action. She stood steadfast in her principles of fairness and lived by her favorite quote “It doesn’t cost me anything to be kind” (SSG Corenna Taylor, 1992). She was a trailblazer, an extraordinary African American and a Soldier.

SSG Taylor grew up in North Little Rock, AR approximately nine miles from Camp Joseph T. Robinson. She joined the Arkansas Army National Guard, Company B (Med) (-), 39<sup>th</sup> Support Battalion in Lonoke, AR at the age of 24. She served in several 39<sup>th</sup> Support Battalion Detachments before transitioning to the 739<sup>th</sup> Ordnance Detachment in April of 1976. SSG Taylor held numerous military occupational specialties, General Clerk (71B), Post Clerk (71F), Card Punch Operator (74B) and Unit Clerk (75B) to name a few. She enlisted as Private (PV1/E-1) and with excellent performance she was promoted to the rank of Staff Sergeant (SSG/E6) in a 12 year timeframe. SSG Taylor was professional, competent, and consistently worked above her pay grade. She demonstrated high, ethical standards adroitly in the way she managed her career, and served as an example of the NCO creed. It was a teaching point for her NCO’s to emulate. Her story is one of persistence; a continued fight for balance of race and gender inequalities.

There are several discrimination cases over the course of 100 years in the United States. The Rosa Parks case, for example, was a key landmark case of Browder v. Gayle (1956). Rosa Park refused to give up her seat in the designated “colored” passenger section, spurred the Montgomery Bus Boycott, the largest and most successful mass protest against racial segregation in history. Many people wonder if the Rosa Parks case was premeditated. On December 1, 1955, after a long day’s work she was truly frustrated and decided not to comply with the bus driver’s demand for her to stand and give up her seat to a white passenger.

Rosa Park’s refusal was not due to physical exhaustion but because she was tired of giving in to unfair prejudicial practices of race and blatant demonstration of discriminatory actions. She made an historic stance to claim space for future generations of African Americans in the U.S. Rosa Park took her case of discrimination to court to challenge the abuse of power by authorities and Alabama’s segregation laws to seek justice for herself and to set precedence of correct and moral behaviors for the future. On December 20, 1956, when the federal ruling Browder v. Gayle took effect, and led to a United States Supreme Court decision that declared the Alabama and Montgomery laws that segregated buses were unconstitutional.

Similarly, the role of Daisy Bates in the story of the Little Rock Nine bears resemblance to that of Rosa Parks (Edelman, Luca, & Svirsky, 2017). In this case, the nine students were not just any random school students that were selected to integrate Central High. There was a great deal of work devoted to The Blossom Plan generated by Superintendent Virgil Blossom. The Blossom Plan was created to desegregate schools in Little Rock. The plan was finalized September of 1957, to integrate one school, Central High.

Eighty students expressed interest in attending Little Rock’s Central High and were interviewed by the Lit-

the Little Rock School Board. Eighty interested students quickly decreased to nine, and the Little Rock Nine fearlessly battled their way into Central High School. The nine students were admitted to Little Rock Central High under the protection of the 101st Airborne Division (and later the Arkansas National Guard), but they were still exposed to a year of physical and verbal abuse (being spat on and called names) by many of the white students. Their enrollment caused the Little Rock Crisis of 1957. On September 12, 1958, a unanimous Supreme Court declined a Little Rock School District request to delay desegregation mandated by the Court's *Brown v. Board* ruling by more than two years.

SSG Taylor's case emulates both the Rosa Parks's discrimination and the Little Rock Nine desegregation cases. These individuals played a critical role in shaping the State of Arkansas and the United States for years to come.

### **Arkansas Army National Guard "Then"**

On the 12<sup>th</sup> of March 1974, Corenna Taylor filed a lawsuit against her employer, the Arkansas Army National Guard for alleged discrimination in two segments: first, on behalf of African American members as well as employees and, secondly, on behalf of the African Americans eligible for high-ranking positions (Justia U.S. Law, 1980). SSG Taylor was an employee with the Arkansas National Guard for less than one year, a period between the 1<sup>st</sup> of March 1974 and the 2<sup>nd</sup> of October 1974 (Open Jurist, 1980). From the first day of her employment, SSG Taylor served as a recruiter until June 30, 1974. She was demoted from her position as a recruiter to a clerk in the mailroom, a position from which she resigned following futile attempts at receiving a promotion or transfer to another Unit (Justia U.S. Law, 1981).

Throughout the period of her employment, SSG Taylor was a member of the National Guard and had been drilling one weekend per month to include a two week training during summer. In the suit against her employer, SSG Taylor charged the Arkansas National Guard with two counts of discrimination, (1) under classification; and, (2) being underpaid during her employment as a mailroom clerk (Dillahunt, Chavis, Loewenburg, & De Mets, 2018). Moreover, she alleged that the company had subjected her to racial epithets and that her employer had denied her both transfer and promotion opportunities in spite of her repeated requests. SSG Taylor also sought for relief at a wide range, with affirmative efforts by the Arkansas National Guard to offer employment opportunities to African American Guard members as well as civilian employees being an inclusion (Williams, 1980).

On February 20<sup>th</sup> 1980, the proceedings of SSG Taylor's trial were presented before the Honorable Judge Richard Arnold (Justia U.S. Law, 1980). Upon conclusion of the trial, it was found that the defendant, James Jones - the Arkansas Army National Guard Adjutant General, intentionally discriminated against the plaintiff based on her race, violating Title VII of the Civil Rights Act of 1964, as well as 42 United States Code of 1983. The court also found that the unauthorized transfer of SSG Taylor from her previous position as a recruiter to the mailroom clerk was racially motivated. Moreover, the court found that the resignation by SSG Taylor from her position as a clerk in the mailroom was the result of coercion and racially motivated prejudice.

It is this author's option that Major General Jones failed to construct a safe environment conducive for all persons to work in unity. Furthermore, his lack of disciplinary actions toward any of SSG Taylor's supervisors and other perpetrators encouraged discriminatory behaviors throughout the organization. SSG Taylor's working environment had become extremely difficult for her to work free of worry. She was subjected to repeated and undue discriminatory gestures by fellow services members and leadership. As a result, the court ordered MG Jones to reinstate SSG Taylor with retroactive pay. He was also ordered to place her in her previous recruiter position or a comparable position. The court made an injunction barring the defendant from recruiting any new employees for vacant positions, but later modified it to permit Arkansas National Guard to fill such positions as long as half of the newly recruited were African Americans (Dillahunt, Chavis, Loewenburg, & De Mets, 2018).

Subsequently, the defendant, MG Jones, filed a motion calling for a new trial claiming that the recruiter position introduced into the case was an unfair surprise to him (Justia U.S. Law, 1981). The court granted the motion; however, the appeal addressed just two issues: whether the nonrenewal of SSG Taylor as a recruiter was within legal means and whether there was racial discrimination and the exact equitable relief that should be granted.

The new trial went before the United States Court of Appeals, Eighth Circuit. By the 8<sup>th</sup> of August 1980, the district court had not only entered its opinion but also the final judgment (Open Jurist, 1980). There were no disturbances of the earlier findings by the court that the plaintiff had suffered constructive discharge from her posi-

tion of recruiter to mailroom clerk owing to her race, violating Title VII of the 1964 Civil Rights Act (Justia U.S. Law, 1980). Moreover, the court reiterated the findings of deliberate discrimination by the defendant against the plaintiff based on the account of her race through failure to renew the appointment of SSG Taylor as a recruiter. In addition, the court found the basis of liability for the unlawful act was on 42 U.S.C. 1981 (Justia U.S. Law, 1981). However, there was dissolution of the injunction during litigation, as the court directed the defendant to recruit at least one African American Soldier for every two white employees up to the point where the population of African American employees would be 16% of the total force (Open Jurist, 1980).

MG Jones appealed the orders of the district court on the foundation that neither jurisdictional nor factual basis were present for the findings of the court on liability. Moreover, MG Jones appealed that the relief of the court according to the plaintiff was not proper (Justia U.S. Law, 1981). The United States Court of Appeals, Eighth Circuit, made an appeal in content that the plaintiff had no standing. The United States contended that the court denied the ARNG the adequate opportunity to defend its interests and that the sovereign immunity doctrine prevents the court-ordered reliefs. However, the arguments by the appellants had no merit as the judgment of the district court was affirmed safe for the award of the back pay (Open Jurist, 1980).

In an interview with Command Sergeant Major (Retired) Ira Blueford, when the court ordered the Arkansas Army National Guard to fill positions with African Americans to reach 16%, the organization failed to adhere completely to the order. The interviewee articulated, during the time period of 1975 the majority of African American personnel hired were in lower positions with limited career growth potential. For instance, a minimal number of African Americans were afforded supervisory positions. This action demonstrates there was little improvement on racial discrimination. The court order to improve racial diversity was seemingly ignored by the organization. However, by the time African Americans had a small population of senior officers and enlisted there were subtle challenges (Blueford, 22 March 2018).

This author interviewed Colonel (Retired) Nathaniel McGee on his experiences being one of the first African Americans hired into the Arkansas Guard. He expressed the racial turmoil and discrimination he experienced during his tenure. When he first joined the organization, he expressed how his commander conducted the Oath of Enlistment with a wall between them. His commander stated that he “did not want to see no Negroes joining his detachment.” COL (R) McGee further stated that he had to eat in a separate location from the white Soldiers.

Colonel (Retired) McGee articulated that he was not permitted to offer recommendations during staff meetings. He would have to share his recommendations with the Battalion Operations Officer. The staff officer would decide if the information would be shared in the staff meeting. COL (R) McGee expressed that respect alone is very important, not only personally, but also equally important in the workplace. It is in this aspect that most Americans have failed to ensure that racial discrimination ends. Some Caucasians believed they are superior as a race and could never treat other races with their due respect. This mentality is conducive to biased behaviors, racial inequality, and discriminatory practices.

### **Arkansas National Guard Personnel**

The Arkansas National Guard is comprised of both military and civilian personnel. The organization is led by The Adjutant General (TAG) who is an appointee of the Governor of the State of Arkansas. The TAG is responsible for the supervision appointment of all personnel enlisting into the National Guard. This responsibility extends into all categories of employment. The ARNG civilian personnel includes state employees as well as federal military technicians. The military technicians are required to be members of the ARNG and maintain credible attendance to the multiple unit training assemblies (MUTAs) and two-week annual training periods.

There are distinctive challenges for the organization in maintaining these categories of full-time employees. The majority of the organization’s full-time duty positions fall into the category of military technicians. At the time of the Taylor lawsuit, there were 986 technician positions in the organization. The greatest number of technician positions were either technical or specialized skilled positions assigned throughout the State.

The state employees, who totaled 115 in 1980, did not require enlistment into the National Guard. The state employment positions were created by the State of Arkansas and funded by both state and federal dollars. The majority of the state employees working with the National Guard were clerical workers or, in most cases, lower level administrative employees. The placement of the federal funds that is purposed for the payment of state employees came through the State Treasury and disbursement is according to the appropriations bills passed by the General Assembly of the State (Justia U.S. Law, 1981).

## **SSG Taylor's Claim**

Following the proceedings of the first trial, the district court found that the termination of the plaintiff from the recruiting position was influenced through racial bias. It held that her discharge as the mailroom clerk was under the same racial biases. The district court found that SSG Taylor was working as a mailroom clerk under the protection of Title VII, The Civil Rights Act of 1964. It was further held that the constructive discharge of the plaintiff from the mailroom violated the law.

Subsequently in the retrial, the court was of the conclusion that the tenure of the plaintiff as a recruiter was a full-time military duty (Arnold, 1980). Therefore, the intentional racial discrimination that SSG Taylor suffered while working in this capacity was actionable under the provisions of 42 U.S.C., 1981, Equal Rights Under the Law (Justia U.S. Law, 1980). During the first trial, the district court was under the impression that SSG Taylor was a federal employee, dual status technician, rather than an active military service member. However, the Title VII, Civil Rights Act of 1964, was applicable under either category of employment with the Arkansas National Guard.

It was clear from the evidence presented in the trial that SSG Taylor was neither a federal nor a state employee during her tenure as an Arkansas National Guard recruiter. She was both a military member and employee of the organization. It was determined that SSG Taylor had met all the requirements to maintain her job as a recruiter.

The Arkansas National Guard organization did not have adequate reason to discontinue her employment in the organization as a recruiter. SSG Taylor presented two claims of discrimination. One was their violation of her Fifth Amendment Rights of Due Process. The second, was the violation of the Civil Rights Act of 1964.

The court considered that if a private right of action was valid in addressing racial discrimination in the Fifth Amendment Rights clause, then SSG Taylor was entitled to relief under 42 U.S.C. 1981 for the intentional discrimination she suffered. Additionally, the court found it unnecessary to prove that her failure of re-appointment as a recruiter was due to intentional racial bias by the organization.

The profile of this case gained popularity as the momentum built. The plaintiff was fighting for justice, while the defendant was exerting every effort to block justice being served. There were many people who became involved in the case. One person of interest was Mr. Marcellus Person. He was a full-time employee of the organization, serving as a Military Technician (federal employee) and military service member. Mr. Person agreed to testify on behalf of SSG Taylor. He received many threats and there were attempts to prevent him from testifying in court. After failed attempts to bar him from testifying, he rendered his testimony in court. Following his willingness to testify, he received physical and verbal attacks.

## **Final Judgment**

After the hearing, the Court entered nine judgments. The court first ruled the defendant's failure to renew the appointment of the plaintiff as a recruiter was in direct violation of 42 U.S.C. of 1981. The court found that the plaintiff's constructive discharge from being a mailroom clerk was in violation of Title VII, The Civil Rights Act of the 1964. The court awarded the plaintiff the recovery of \$2,470.64 in retribution pay.

The defendant was ordered to pay all legal fees that totaled \$19,671.73. Attorney John Walker was the most notable and instrumental figure in the case. Being a renowned man of justice, especially when racial discrimination was rampant in the United States. Attorney Walker held that the defendant would accept responsibility if found guilty of racial discrimination against SSG Taylor.

The court also directed the defendant to reinstate SSG Taylor in her previous recruiter position or into a comparable federal job. The index of comparability would be based on factors such as pay, responsibility, benefit, and status (Justia U.S. Law, 1981). However, the injunction by the previous court suffered dissolution and the defendant was directed to hire at least one African American for every two white employees. This order was to be in place until the population of African American employees comprised 16% of the work force (Open Jurist, 1980).

The defendant would be expected to keep records of all its employees. Additionally, they were directed to maintain employee demographics that were subject to inspections by the plaintiff's lawyers. The court also ordered the defendant to provide demographic reports of all recruits. The duration of the report was to be provided until further notice from the court. However, the jurisdiction for the purpose of the enforcement of the judgment remained with the court (Justia U.S. Law, 1980).

The court denied the plaintiff punitive damages, prejudgment interests, the affirmative-action formulation plan, and the request to have a committee appointed to oversee compliance to the order. Similarly, the court denied the cessation of the funding by the federal government as per the provisions of Title VII of the 1964 Civil Rights Act (Justia U.S. Law, 1981). However, the court also made a judgment that the financial awards of the ruling would bear interest at 10% per year from the date of entry. There was no injunction against the intervenor, the United States; however, the claim against the Adjutant General held.

### **Arkansas National Guard “Now”**

Since 1984, service in the Arkansas National Guard has been a community-based and combat-proven force. The military force consists of Soldiers and Airmen (Arkansas National Guard Posture Statement, 2018). The organization’s total force is comprised of Active Guard Reserve (AGR), Dual Status and Non-Dual Status Federal Technicians, and State Employees. The Adjutant General (TAG) is the head of the organization. The TAG has a Command Group, as well as Directorates, who govern, develop, and oversee the organization’s daily affairs. As of 2018, the Command Group consists of nine Caucasian males. There are seven Directorate positions, two of the seven positions are held by female officers. The force structure today exceeds 8,600 Soldiers and Airmen. Working as a team, the men and women continue to achieve great accomplishments. The challenges of budgetary cuts and constraints, repeated deployments, and State emergencies continue to galvanize the force. Arkansas National Guard members are trained professionals.

Soldiers and Airmen are geographically located across the State of Arkansas and are well-equipped with skills suitable for war fighting, as well as responding to natural disasters. Among the 8,600 members assigned to the organization, over 6,700 are Army National Guard and over 1,800 are Air National Guard (Arkansas National Guard Posture Statement, 2018). The full-time workforce comprises of nearly 1140 Army and 765 Air National Guard members. Among the 6,758 members of the Army National Guard, 76.3% (5,158) are Caucasian while African Americans secure 21% (1,419) of the membership. The male population secures 84% (5,678) and female population secures 16% (1,080).

The Arkansas Army National Guard has made significant strides to ensure racial equality. However, racial discrimination has not completely ended, as much as it has been reduced. Putting it to an imminent end has remained a challenge. Inferences that can be derived by this behavior suggest that racial injustices will persist and pejorative dispositions towards minorities will remain in effect. The 13<sup>th</sup> Amendment of the U.S Constitution has declared that any form of social and racial injustice is prohibited and all races and classes of citizens should be treated equally under the law. These actions reflect a sense of division among the members in the organization when comradery should be the principle narrative.

While interviewing Colonel (Retired) Anita Deason, she reveals that she had to work harder, giving 110%, compared to her male counterparts. This had been a feeling for most African American women who worked in the Arkansas Army National Guard in the earlier years. However, according to COL (R) Deason, the organization changed for the better from her arrival to Camp Robinson in 1978 until her retirement in 2013. She states that there was positive transformation. Although positive change was displayed over a 35 year timeframe, the positive change has not produced a racially equal workforce (Deason, 23 March 2018).

Nonetheless, it is true to say that the case of Corenna Taylor against Jones was pivotal in starting the fight against racial discrimination against African Americans in the Arkansas Army National Guard. It has, over the years, produced positive results. Chief Warrant Officer 4 Celquetta D. Pride states that her experiences in the Guard were an eye opener for her. Before the Taylor v. Jones case, the African Americans experienced the cruelty of racial discrimination but most of them sat on their experiences, never complaining. However, with the win for Mrs. Taylor, the discrimination was publicly identified and deemed wrong. The way minorities were treated, while in the Guard, had been publicized on the national level (Pride, 20 March 2018).

African Americans have defended their right to serve equally in the National Guard. The Declaration of Independence declares that “All men are created equal.” Civil rights activists have labored and suffered to ensure that racial discrimination becomes a thing of the past. As a result, there are African Americans in virtually all positions, both high and low ranking. An African American Officer has served at the Generalship level; BG William Johnson was promoted a decade ago to Brigadier General and is the only Soldier to achieve that status in the Arkansas National Guard. The U.S. has undergone a significant era of transformation since the 60s and 70s to ensure that an African American could be President. However, it has not reached the full potential of a community free from racial biases and discrimination.

## Conclusion

SSG Corenna Taylor, in the case of Taylor v. Jones, was an activist for safeguarding the rights of African Americans against discrimination in workplaces. She did not pursue this case with self-interest to protect her job as a recruiter in Arkansas National Guard. During the trial, there were many African American employees who testified that they had suffered extreme racial inequality. They stated that there were several instances in which they were subjected to racial epithets, slurs, and jokes (Open Jurist, 1980). From the day of her employment, SSG Taylor served as a recruiter until June 30, 1974, when she was demoted from the position to work as a clerk in the mailroom. She resigned from the mail clerk position after several attempts to transfer or be promoted.

Throughout the period of her employment, SSG Taylor was a member of the National Guard and drilled one weekend per month to include two weeks annual training during the summer. The court reiterated the findings that there was deliberate discrimination by the defendant against the plaintiff on the basis of the account of her race through failure to renew the appointment of SSG Taylor as a recruiter. In addition, the court also found out that the basis of liability for the unlawful act was on 42 U.S.C. 1981 (Justia U.S. Law, 1981).

Moreover, the court found that the resignation by SSG Taylor from her position as a clerk in the mailroom was resultant from the coercion by the noxious and toxic racial environment in the workplace (Dillahunt, Chavis, Loewenburg, & De Mets, 2018). Therefore, the Corenna Taylor case is one of the lawsuits that have protected individuals in the U.S. against racial discrimination. In a sense, SSG Corenna Taylor has become a champion for racial equality in National Guard workplaces nationally. Her courage and tenacity were paramount in making this stand for justice.

## Appendix I

**Date:** March 17, 2018

**Name:** COL (R) Nathaniel McGee

**Joined:** 1971

**Status:** Federal Technician, Active Guard Reserve (AGR)

**Service Time:** Technician (35 years); AGR (4 years)

**Key Positions Held:**

**Highest Command Position:** RMTC Brigade Commander (06)

**Highest Directorate Position:** Deputy Chief of Staff Logistics (G4) (GS-14)

**Retirement Date:** June 2005

**Interviewer:** CPT Krystle F. Browning

**Interviewee:** COL (R) Nathaniel McGee

**Sir, you joined the Army in 1971, two years before SSG Corenna Taylor enlisted in the Arkansas Army National Guard. I've researched her story, tell me your story!**

**Q1. What were some of the challenges that you encountered being a member of the Arkansas Army National Guard? What was it like to be a minority male in the Arkansas Army National Guard?**

Joining the military was a challenge for me, back in the 70s you couldn't stop by a recruiter's station to express interest, someone had to vouch for you to enter. I was fortunate to have a prominent male from Crittenden County vouch for me and was able to get me a scheduled appointment with a unit in Brinkley, Arkansas. Back then, the units were picked for you. I was currently living in West Memphis and I was sent to a unit in Brinkley, Arkansas to take the ASVAB test. I had to travel from West Memphis to Brinkley to the unit a half dozen times before the Unit Administrator would see me, I would arrive to a locked building with a note on the door stating someone would return in 30 mins. I would sit outside in the parking lot for at least two hours for no one to show up. After several attempts, a Caucasian Colonel drove down to Brinkley while the staff was there and called for me to come interview and take the ASVAB. After I took the ASVAB, the Unit Administrator stated I only qualified for two jobs, cook or truck driver and they didn't have any trucks for me to drive. Nonetheless, I enlisted! The swearing in of my enlistment consisted of myself, the Unit Administrator, and the Detachment Commander. The Detachment Commander swore me in between two doors because he didn't want to see no Negros joining his detachment! Yep!

Now, after a very interesting enlistment, I'm serving as an enlisted Soldier! About three years later, around 1974 I enrolled in the Arkansas Military Academy (AMA). I attempted to join in 1973, but there was already one African American (AA) male enrolled in the program and the organization couldn't have two AA males in one AMA

class, I was told. Made it pass that hurdle and Commissioned in 1975 with the 2<sup>nd</sup> BN, DET 1, C Co, 39<sup>th</sup> IBCT. Six months after commissioning, I was transferred to 5<sup>th</sup> Battalion with a peer from AMA and he and the Battalion Commander assisted with securing me a full-time federal technician job. In this position, myself nor my peer were allowed to speak in staff meeting due to our ranks, the higher leaders stated we didn't know enough to speak. If there was anything to be said during the staff meetings, it would be written down and staffed by the Operations Officer (S3) before being presented for discussion. After about three years of this treatment, myself and the S3 became very good friends.

After being commissioned Infantry in May 1975 I transferred to the Field Artillery Battalion in West Memphis, AR and early in January 1976 I attended the Field Artillery Officer Basic Course (FAOBC) at Fort Sill, OK. However, after being hired as a Technician (Training Officer) in May of that year the Adjutant General called me into his office to explain to me that as the first African American (AA) to be hired as such I needed to understand that some whites might not accept as their supervisor. The General explained, "that I would be the first black officer supervising white Soldiers and if some of the Soldiers didn't respect me, don't get upset because this was new concept and this would be a learning curve for the environment." I was completely shocked to hear these words from the General, however, there was another LTC (would later become a General Officer) with different standards and spoke differently against the other General and made it very clear that I would be respected.

Much later in my tenure as I was progressing in rank (CPT) several different members of the Command Group approached me (1982 -83 timeframe) about coming to Camp Robinson and I shared with them my reluctance as it related to me coming as a General's Aide or to an EEO position. Basically, I would come only if there was a legitimate position that offered advancement potential! Consequently, it was mid 1986 before I accepted a position as the Assistant State Maintenance Manager (GS-12) and you wouldn't believe the entire time I'm in this position I never laid eyes on the Colonel serving as the State Maintenance Officer. January 1987, I'm promoted to Major and assigned as the STARC CDR (JFHQ) and around the same time, I'm promoted to the State Maintenance Officer (SMO) position, this position was a Directorate level position (initially a GM-13). I should add, as the SMO one of my first assignment was to write a proposal to establish a Combined State Maintenance Shop (CSMS) at Fort Chaffee and later a proposal for the State to take over total Operations of Fort Chaffee (very challenging and rewarding).

I remained the SMO for eight years and as new command groups came in new ideas came in as to how to deal with me and later manage me/control me. At various times I was confronted with statements such as "Being the only Black on Staff, people treat with kid gloves; you're a touch me not, people are afraid of you and won't tell you NO!" At times when I expressed concerns to the Chief of Staff or AG, I would be told that it was definitely not racism they were expressing; it was my youth and/or the fact that I was just a MAJ and later a LTC.

Finally, on the day of my pinning as Colonel I was confronted by another staff officer was told that I was definitely on the fast track because at 45 years of age, I was the youngest Colonel in the Guard. By this time I had endured enough so I asked him what had he done that I hadn't done? By this time I was a College graduate, had completed the Non-Commissioned Officer Academy, Field Artillery Officer Basic and Advances Courses, Communications Security Training, Operations, Training & Readiness Training, Administrative Officer School, Military Intelligence Officer Advance Course, Signal Officer Advance Course, Ordnance Officer Advance Course, Garrison Commander's Course, Senior Officer Logistics Advance Course, Command and General Staff Course, ½ of the Army War College at Carlisle Barracks and was named the Class Leader and had completed a whole host of Professional Leadership Development Courses – on the TDA side I had been a Detachment Commander, Battery Commander, STARC Commander, Battalion Commander and Commander of the Regional Maneuver Training Center and just what the hell ELSE did he want from me or wanted me to do?

Shortly after being promoted I learn through a friend that I was the only Black 06 in the then 5<sup>th</sup> Army Area which was comprised of seven States (Arkansas, Kansas, Missouri, New Mexico, Texas, Louisiana, Oklahoma). Around that same time National Guard Bureau (NGB) had mandated that each State must assign at least one minority 06 to any official Officer promotion Board. For over five years I travelled to each of those State to chair or co-chair their Board annually. Then, I got a call saying I had been assigned to the National Promotion Board in St. Louis, MO for each Major to Lieutenant Colonel Board there. This was an amazing and rewarding assigned at least month a year for almost 10-years.

**Q2. I researched that in 1982, the year SSG Taylor won her discrimination lawsuit the court ordered the Arkansas National Guard to hire one black for every two whites, until the blacks comprised 16% of the work force.**

**From your perspective, was there a diverse military during your tenure and did the AR ARNG adhere to this court order?**

The organization wasn't diverse at all back in the 70s when I joined! I recall being assigned to a committee while serving in the 39<sup>th</sup> Brigade (BDE) and on numerous occasions I would recommend hiring strategies to the Brigade Commander (BDE CDR) on how to adhere to the court order. Blacks predominately live in Northeastern Arkansas along the Mississippi river and Delta with Pulaski County and Fort Smith being the exceptions. The State would announce Black Hire Only positions in those areas to adhere to the court order (one Black for three Whites) only after getting quotas of whites. Most Units only had three full-time positions. The leadership would verbally secure the first two positions with Caucasian Soldiers and scream that they didn't have any qualified blacks to fill the third position. Then the staff would complain about the vacancies and being short staff when in essence the leadership was hurting themselves because they didn't want to hire any blacks. On several occasions, I would recommend to the BDE CDR, to announce minority hire ONLY positions in the areas identified first to develop a pool of qualified Blacks that could go to those area less populated by Blacks. However, I was told that was pre-selection and not a good idea. I would try and explain to the BDE CMDR that in certain areas you really needed to hire Blacks as Unit Administrators to show the Community you respected the Community well to put a Black in charge (well respected member of the Community/A Center of Influence). That idea was rejected because "he would probably fill the Unit up with Blacks." I actually contacted different State Agencies to get data to show how Blacks only made up less than 13% of the overall population and there was nothing to be fearful about. Did the BDE CDR accept my recommendations, *NO!* Leadership would select all whites for the Unit Administrator and Supply Sergeant Positions, and hire minorities in the Armor Position if the leadership felt like it. I made suggestions such as hire people with a Career Progression Plan in place so they could see opportunities for them to train for better positions, how to get College credits and even possibly attend AMA and become Commissioned Officers – I was told those types of ideas was setting the Guard up for potential lawsuits when those plans weren't successful. One of the things I grasped from that experience was that in certain folk minds, when you actually help a minority become successful, you're actually taking something away from someone else. And if people refused to see things in a Win-Win-Win perspective it would take too long to change years of negative indoctrinations.

**Q3. As I researched this case, respect was a key element that was missing. Respect alone is very important, personally and equally important in the workplace. SSG Taylor endured a great deal of hardships and a tremendous amount of pressure during the years as she awaited the closure of her case.**

**Did you feel respected as a male and minority officer?**

As a male and minority officer, I was determined to conduct and carry myself in a manner to be recognized because earlier the leadership attempted to ignore me. If you tried to talk to the Caucasian Leadership they would not acknowledge you and walk away. Even in a staff meeting, I could make a suggestion with never a comment, and then the second or third person would speak and would say the exact same thing I had said earlier and it would be greatest idea since sliced bread. I remember specifically getting another staff officer to brief a proposal I had written. The Command Group completely endorsed it and implemented it and several months later the Chief of Staff commented on how well it was working and whoever that Junior Officer was that actually wrote the plan should be brought in and be publically recognized. The Senior Staff officer pointed out that I was the author.... Nothing else was ever said. As a minority you always had to work harder to prove yourself in all environments. I had been on staff at least three years before another staff officer would dare to say, "I agree with MAJ McGee or that MAJ McGee has a good idea. For the most part I didn't exist! I remember asking the Chief of Staff about attending a New Manager Seminar put on by the Office of Personnel Management. Because I was only a Major he was reluctant because a Lieutenant Colonel had been sent earlier and he had a very difficult time completing the Course. When I returned as the Honor Graduate of the Course, it took almost three months (June – when most Units and Staff were at Summer Camps) to be publically presented the plaque. My wife and I always made it a point to participate in all of the social events to show we could function in the workplace and socially. One of my goals was to get as many minorities involved in order to be seen and recognized but overall my goal was to improve the overall posture of Army National Guard both in the State and Nationally.

Later, there was another Black officer assigned as the JAG and he I would laugh about on some drill weekend if he wanted to have an extended lunch I would go up on the hill and just walk about with my back mostly to people and we would laugh because they never missed him even to receptions at the Pike House and only one of would attend and people would swear they saw both of us. By the way, we looked nothing alike! I knew the Guard was better than what was being portrayed by many of the staff. There were excellent men and women out there in field

units who deserved better and expected better. When I enrolled in the Arkansas Military Academy (AMA) there were 75 officers that I trained with and I made it a point to know everyone in the class in order for us to progress together. I also made myself reputable by becoming qualified in several branches and becoming very proficient in each field, making myself very marketable which led to my overall success within the organization. One of my most embarrassing experiences was at a Hotel downtown right after I had been promoted to Field Grade (Mess Dress Whites Uniform) during State National Guard Officer Association Conference. I had pulled under the canopy, walked around to open the door for my wife when this letter came up and grabbed my hand to hand me her keys and said, “get mine next, boy.” That only hurt for a minute, but among my so called peers.... And I don’t mean this harshly but I’ve never depended upon someone else to define me or even really needed their approval – I’ve always known who I was, what I was about! To be underestimated, marginalized and undervalued only makes me stronger ever today!

**Q4. SSG Taylor fought six long years, she filed her discrimination lawsuit in 1976. Approximately a year after she filed the complaint she was discharged from the AR ARNG in June of 1977. In 1982 she won her case and was reinstated within the R&R Section as a Computer Technician. In 1987, SSG Taylor received an Honorable Discharge and numerous awards. Five years after SSG Taylor’s discharge, she passed away in 1992.**

**How did her case help you and do you feel you made an impact during your tenure?**

More times than not, I felt that I made great impact during my tenure. SSG Taylor opened the door for many and one of my top three goals was to have the ability to recruit and bring onboard the best qualified, black and white Soldiers in the military, to include full-time opportunities. The decision to push through my critical times, changed the dynamics of people’s lives for the better.

I remember working on the development of the Yearly Training Plan (YTP) for the organization, and I recommended that we needed to add Affirmative Action Goals and Lines of Efforts and make expectations known across the organizations. The response from one of the Caucasian staff members was, “McGee we heard you the first three times and we’re not adding anything in the YTP about Affirmative Action Goals.”

For the first 25 years of my career, all of the things that were bad within the Command Group, I thought stemmed from a lack of accurate information, knowledge and/or they were not informed on the decisions being made within the organization on the various levels. I was clearly making excuses for leadership! My last 10 years serving in the AR ARNG, I realized there was no lack thereof, the racial disparities and unjust behaviors where all intentional. Many leaders in the key leadership positions weren’t capable of living up to the position, where the proof was in the pudding. The leadership intentionally held information from minorities about PME because this was an avenue for minorities to expand their horizons to gain experience and exposure for progression. Over the years, I was the first black to hold key leadership positions. For some reason, I thought that my knowledge base, work ethic, and dedication would open the door for other minority opportunities. Black officers only got command positions by the skin of their teeth, it was hard! Sad truth is.....this is how the leadership wanted the organization to operate. I was one of the first Battalion Commanders and at one time there were at least five of us in Command at the same time. At least four of those five made Colonel. Around the time I made Colonel there were at least eight Lieutenant Colonels and about ten Majors with a whole host of Captains. Since that time there has been one Colonel promoted to Brigadier General, none to Major General. But what is worse, there might be two Colonels, maybe three Lieutenant Colonels and maybe two Majors. Remember, it took 25-years to grow me from E-1 to Colonel! How does the Guard future look, not just for minority officers but its existence, where is the vision?

**The Taylor vs Jones case was a knock down drag out for the organization, but also necessary in order to bring critical issues to light for resolution. Her case definitely shaped the organization!**

**Q5. Overall, based on your experience, how did the organization shape you into the person you are today? How were you overall affected by the organization?**

Working for the AR ARNG ultimately made me a stronger person. When the leadership said that I couldn’t, I worked harder and pushed myself to prove that I could. The AR ARNG didn’t shape me, I would like to believe that I shaped the organization in many ways. When the leadership realized they couldn’t run over me, the leadership made a wise decision to accept me.

## Appendix II

**Date:** March 17, 2018

**Name:** COL (R) Anita E. Deason (Maiden name was Herron – Previous married name was Long)

**Joined:** 1979

**Status:** State Employee, Active Guard Reserve (AGR)

**Service Time:** State (1 year, 7 months); AGR (28 years); M-Day (5 years)

**Key Positions Held:**

**Highest Command Position:** 871<sup>st</sup> Troop Command Battalion Commander

**Highest Staff Position:** Director of Human Resources, Arkansas Army & Air National Guard

**Retirement Date:** March 2013

**Interviewer:** CPT Krystle F. Browning

**Interviewee:** COL (R) Anita Deason

**Ma'am, you joined the Army in 1979, six years after SSG Corenna Taylor enlisted in the Arkansas Army National Guard. I've researched her story, tell me your story!**

**Q1. What were some of the challenges that you encountered being a member of the Arkansas Army National Guard? What was it like to be a female in the Arkansas Army National Guard?**

"Lots of things were a challenge!" I started working for the Arkansas Army National Guard, as a state employee, two months after graduating from high school. I was 17 years old, full of dreams, and very naïve. I thought my small hometown was behind the times, but I found the environment at Camp Robinson to be even less progressive. There were many friendly and helpful people, but the overall feeling seemed to be about "knowing your place or staying in your place".

After working around members of the Guard for over a year, I found that I enjoyed hearing about their drill weekends, schools, training, etc. and, I liked their camaraderie, their much larger paychecks, and they were working on their careers, and I was not. When I first began considering joining the Guard, I turned to a Chief Warrant Officer 4, who worked in the office. He was one of the older people in the office and sort of like a father-figure. He was hardworking, extremely knowledgeable, and was well respected. I asked him what he thought about me joining the Guard, and he replied, "If you were my daughter, I would not only tell you No, I'd tell you Hell No!" He also proceeded to tell me the only "types" of women that get in the military.... I was stunned and incredibly disappointed at his response. I had thought he would be excited for me and possibly provide some guidance. That experience was a very rude awakening.

**Q2. I researched that in 1982, the year SSG Taylor won her discrimination lawsuit the court ordered the Arkansas National Guard to hire one black for every two whites, until the blacks comprised 16% of the work force.**

**From your perspective, was there a diverse military during your tenure and did the AR ARNG adhere to this court order?**

At the office and in the first couple of units I served in, there was a mix of men and women, but not much racial diversity at all. I worked for the Director of Personnel and Administration (DPA), now known as Deputy Chief of Staff for Personnel (DCSPER). The Recruiting Office was also within DPA. One day, I overheard a phone conversation, a couple of desks away from mine. It was one of the key leaders in recruiting speaking to a field recruiter. The conversation went something like, "If *they* want to get in, you tell them you've met your quota." I couldn't believe what I was hearing and disappointed to find out that was a practice of deterring minorities from joining the Guard.

Later, I worked at the Technician Personnel Office, now known as the Human Resources Office. The Arkansas National Guard's effort to comply with the court order was to advertise every third job opening as Black Hire Only. Since these positions did not allow for the consideration of any other race applying for the positions, many felt that Black Hire Only was reverse discrimination.

It is my understanding the Guard continued the Black Hire Only practice for full-time positions, until reaching parity with the percentage of African Americans that were members of the Arkansas National Guard. To maintain parity, the Guard had to develop and execute an Affirmative Action Plan.

**Q3. As I researched this case, respect was a key element that was missing. Respect alone is very important, personally and equally important in the workplace. SSG Taylor endured a great deal of hardships and a tremendous amount of pressure during the years as she awaited the closure of her case.**

**Did you feel respected as a minority officer and female?**

Overall, yes; however, being the first female or one of the first females in any job, can be challenging for all concerned. I felt like I had to work harder, give 110%, compared to my male counterparts. I think many females feel (or felt) that way. But from 1978, when I first arrived at Camp Robinson, to 2013 when I retired, there was definitely a positive transformation.

I have had female Service Members to tell me that I was hard on them, and looking back, I probably was, especially when they were not meeting the standards. But, it was intended to be tough love for them and not against them. I am so thankful to the female Service Members that served before me and cut a path for me to follow.

**Q4. SSG Taylor fought six long years, she filed her discrimination lawsuit in 1976. Approximately a year after she filed the complaint she was discharged from the AR ARNG in June of 1977. In 1982 she won her case and was reinstated within the R&R Section as a Computer Technician. In 1987, SSG Taylor received an Honorable Discharge and numerous awards. Five years after SSG Taylor's discharge, she passed away in 1992.**

**How did her case help you and do you feel you made an impact during your tenure?**

I think her case helped create opportunities for minorities and females, long before it would have taken place otherwise. Equality will (or should) continue to be part of the development and shaping of the workforce.

Yes, I feel I made an impact during my tenure. Time and effort was given into mentoring and developing others; improving policies and procedures; and making improvements in the facilities/motor pools, etc., at locations I was assigned. I had to realize that some of the impact wouldn't come to fruition for many years to come.

Although I progressed in my career, and made positive strides for the organization; at times, I hurt myself along the way by trying too hard or being too passionate for change. I occasionally went against the status quo; I spoke up when expected to remain silent, and I didn't fit into any cliques, so there were times, it was quite lonely. For those individuals that have taken much greater action to create significant and long-lasting change, I can only imagine the loneliness or stress they felt in their efforts.

**Q5. Overall, based on your experience, how did the organization shape you into the person you are today? How were you overall affected by the organization?**

With any organization and during any career, there are going to be challenging times. Overall, I am blessed to have worked with giants! These people signed a contract, took an oath, and made great sacrifices in support of their state and nation. They have the heart of a servant! These are the people and the experiences that have shaped me.

Without a doubt, I miss the people....and the mission. Everything we do in the military is bigger than us. When you think about it, most everything we do is in support of others; whether it is developing our Service Members when conducting training; responding to a natural disaster; or answering the call of our nation. Being in the Guard, means being a part of something greater than yourself.

## **Appendix III**

**Date:** March 23, 2018

**Name:** CW5 (R) Pamela Huff

**Joined:** October 1975

**Status:** M-Day; Federal Technician

**Service Time:** M-Day (8 years); Federal Technician (34 years); Total Years (42 years)

**Key Positions Held:**

**Military:** Human Resource Personnel Technician

**Federal Technician:** Supervisory Auditor Internal Review

**Retirement Date:** June 2017  
**Interviewer:** CPT Krystle F. Browning  
**Interviewee:** CW5 (R) Pamela Huff

**Ma'am, you joined the Army in 1975, two years after SSG Corenna Taylor enlisted in the Arkansas Army National Guard. I've researched her story, tell me your story!**

**Q1. What were some of the challenges that you encountered being a member of the Arkansas Army National Guard? What was it like to be a female in the Arkansas Army National Guard?**

When I first joined the military, I came in the 204<sup>th</sup> Dental Detachment. I didn't have any challenges in the 204<sup>th</sup> Det. However, I was introduced to discrimination in the Guard when I transitioned outside of the 204<sup>th</sup> for progression to the 39<sup>th</sup> IBCT. I experienced some challenges within the 39<sup>th</sup> IBCT but, some of the challenges weren't per say the unit, it was me adjusting to the IBCT field environment. I didn't encounter any discrimination issues personally, however, I saw several discrimination issues during my tenure in the 39<sup>th</sup>. In 1983, I began my full-time federal employment at Camp Joseph T. Robinson (CJTR) due to a class action lawsuit. The job announcement for the position that I was hired into was a black hire only position located at the Combined Support Maintenance Services (CSMS) on CJTR. The job position was a Clerk Typist, GS-4 and although this was a very low paying job, I was overjoyed by the opportunity of having a full time job with the military. You wouldn't believe that I was the only female at CSMS, which at that time a male environment with only one bathroom. I must say, my counterparts at CSMS treated me with respect. When I think about the things I did encounter during my military career, I still wonder was it my ethnicity, my rank, my authority or all of the above that people had an issue with. I had no issues progressing through the ranks on the military side. However, as I progressed in rank and became a CW5, I was advised to apply for the State Command Chief Warrant Officer position which is a full-time position for the AR ARNG. Ironically, after competing three times for the State Command Chief position and being qualified, I was yet again not selected and was told that I was not a good fit. During the final time I applied for this position, an unprecedented situation occurred. I was interviewed not once, but three times for the same position with three different panels. The two GOs remained the same throughout the interview cycles, but additional staff were added. WOW!

**Q2. I researched that in 1982, the year SSG Taylor won her discrimination lawsuit the court ordered the Arkansas National Guard to hire one black for every two whites, until the blacks comprised 16% of the work force.**

**From your perspective, was there a diverse military during your tenure and did the AR ARNG adhere to this court order?**

Yes and No, the court order stated that the AR ARNG was to hire one black for every two whites and they did just that! The order was too vague, it should have specified upward progression throughout the organization at all levels, but it was not specific. The leadership hired blacks, but in the absolute lowest positions. The positions had no upward mobility and there was no diversity in key leadership positions.

**Q3. As I researched this case, respect was a key element that was missing. Respect alone is very important, personally and equally important in the workplace. SSG Taylor endured a great deal of hardships and a tremendous amount of pressure during the years as she awaited the closure of her case.**

**Did you feel respected as a minority officer and female?**

Yes and No. I was the first black female NCO Instructor and I was the first black female GS-11. I earned my respect by effectively performing my job duties at all levels. As I stated before, I was employed by the military at CJTR due to a discrimination lawsuit so I didn't blatantly experience any personal disrespect.

**Q4. SSG Taylor fought six long years, she filed her discrimination lawsuit in 1976. Approximately a year after she filed the complaint she was discharged from the AR ARNG in June of 1977. In 1982 she won her case and was reinstated within the R&R Section as a Computer Technician. In 1987, SSG Taylor received an Honorable Discharge and numerous awards. Five years after SSG Taylor's discharge, she passed away in 1992.**

**How did her case help you and do you feel you made an impact during your tenure?**

SSG Taylor's case opened my eyes to the fact that we live in a white male culture and changes must take place.

Positive change must start from the top leadership, the command and directorates. Then the second order of affect should be ensuring that positive change permeates down to the lowest level. The change must also include a diverse culture with inclusion of all ethnicities and gender. A culture shift must take place in order for the dynamics to change. It is pointless to have a diversity committee/council if the committee is not diverse and effective. In addition, the diversity committee should be accountable to management, and management should be accountable for ensuring the action and change takes place within the organization.

**The Taylor vs Jones case was a knock down drag out for the organization, but also necessary in order to bring critical issues to light for resolution. Her case definitely shaped the organization!**

**Q5. Overall, based on your experience, how did the organization shape you into the person you are today? How were you overall affected by the organization?**

I'm a resilient person, blessed and highly favored and because of this I have no regrets from my experiences with in the AR ARNG. However, I would have preferred to witness a more diverse and progressive military environment. As I neared my retirement, it's unfortunate that I began to see a backwards shift and a decline in minority and leadership positions. In 2017, there were less than 10 AGR minorities in leadership. In 2017, there were less than 10 Technician minorities in leadership. Of course, I retired as the first black female CW5. Sadly stated, if there is no change in the current leadership culture this will remain the status quo.

## Appendix IV

**Date:** March 20, 2018

**Name:** CW4 Celquetta D. Pride

**Joined:** 1979 (Active); 1982 (Arkansas National Guard)

**Status:** Active Duty, Federal Technician, Active Guard Reserve

**Service Time:** Active (3 years); Federal Technician (20 years); Active Guard Reserve (20 years)

**Key Positions Held:**

**Highest Federal Technician:** Tools and Parts Attendance Supervisor

**Highest Active Guard Reserve:** Property Book Officer (PBO) (First African American AGR and PBO for the AR ARNG)

**Retirement Date:** May 2019

**Interviewer:** CPT Krystle F. Browning

**Interviewee:** CW4 Celquetta D. Pride

**Ma'am you, joined the Army in 1982, nine years after SSG Corenna Taylor enlisted in the Arkansas Army National Guard. I've researched her story, tell me your story!**

**Q1. What were some of the challenges that you encountered being a member of the Arkansas Army National Guard? What was it like to be a female in the Arkansas Army National Guard?**

Times were very difficult for African Americans (AA), specifically of the female gender. I was 23 years young when I transitioned to the AR ARNG and trying to operate in an older, male dominant environment was a challenge in itself. I personally experienced racial tension, biased opinions from Caucasian and a small demographic of Black men. The environment was very chauvinistic. As a young female Soldier, I received very little support from my chain of command, they were very undermining and very intimidating. As I progressed in rank and position, expectations and goals as a supervisor were difficult attain. As an AA supervisor, the Caucasian supervisors displayed superiority, they would attempt to tell me who to hire when positions became available in my section. However, I would hire the best qualified person for the position, not the color of their skin. Transitioning from the Active Duty (AD) environment was very challenging, on AD your main focus was doing your job to the best of your abilities. The AR ARNG had different systems in place which made it a very difficult to be an effective person or Soldier. On numerous occasions due to short staff, I would arrive to work at 0300 to catch up and stay afloat of daily task. I must say, the challenges I faced only forced me to stand firm and work harder; my dedication and work ethic led me through those very difficult times.

**Q2. I researched that in 1982, the year SSG Taylor won her discrimination lawsuit the court ordered the Arkansas National Guard to hire one black for every two whites, until the blacks comprised 16% of the work force.**

**From your perspective, was there a diverse military during your tenure and did the AR ARNG adhere to this court order?**

In my opinion, *NO* there was not a diverse military! The Military, Federal Technician nor AGR population was diverse. I transitioned from AD in 1982 and began my career as a GS-4. My technician position was not advertised as a Black Hire Only position, there was very little competition to attain a GS-4 position at that time. As I started my new career, I was very apprehensive, but the two Colonels who hired me were very great supervisors. Their actions displayed fairness, respect, and support. I genuinely feel they hired me based on being the best qualified and not my ethnicity or race.

Yes, the organization adhered to the court order by bringing African Americans onboard in the lowest positions with minimal progression to attain key leadership positions.

Bottom Line Up Front (BLUF)! The Taylor vs Jones case was the baseline necessary change. We must remember, everyone that has come before us, has made a sacrifice. There is no such thing as a small, medium or large sacrifice. The sacrifice that SSG Taylor made to stand, endure and fight through a six year long lawsuit was for the Soldiers and Americans coming after her and the *fight is not over*.

**Q3. As I researched this case, respect was a key element that was missing. Respect alone is very important, personally and equally important in the workplace. SSG Taylor endured a great deal of hardships and a tremendous amount of pressure during the years as she awaited the closure of her case.**

**Did you feel respected as a female and minority officer?**

Yes, however, being young and the first minority to hold various position gaining respect was a challenge. I became a Warrant Officer in 2002, over the years progression has been made but very little. The favoritism, chauvinistic behavior, the racial disparities are still present in our organization only camouflaged differently. I had to work very hard, harder than many others to gain respect over the years. That's why mentorship is very important, not only is it important but the type of leader/Soldier mentoring you is equally important. When mentors groom mentees, that person is shaping that mentee by their standards and beliefs. That has been the issue for our organization over the years, the cycle hasn't been broken. I truly believe leaders within our organization don't consider the organization first when they're making decisions. Until we figure out Soldier care is imperative, we will continue to operate in a reactive state.

**Q4. SSG Taylor fought six long years, she filed her discrimination lawsuit in 1976. Approximately a year after she filed the complaint she was discharged from the AR ARNG in June of 1977. In 1982 she won her case and was reinstated within the R&R Section as a Computer Technician. In 1987, SSG Taylor received an Honorable Discharge and numerous awards. Five years after SSG Taylor's discharge, she passed away in 1992.**

**How did her case help you and do you feel you made an impact during your tenure?**

Within my circle of influence, impact has been made over the years. As a 920A-Property Accounting Warrant Officer, I've had the opportunity to meet numerous people who aided in my growth. The Taylor vs Jones case helped me to understand and accept the environment we operate in, then and now. It all goes back to our leaders, the people we have in the positions are the people who shape the organization. I pride myself on being a solid leader who mentored many, at one point I was mentoring over 20 Soldiers, black and white. I had a very simple process, right after formation, I would ask five questions, 1) How are you; 2) How is your family; 3) Do you have a job; 4) Status on education; 5) What can I do to assist. Mentorship is key and it has extend pass your circle and throughout the organization. In due course, these are the Soldiers you're taking to the battlefield!

**The Taylor vs Jones case was a knock down drag out for the organization, but also necessary in order to bring critical issues to light for resolution. Her case definitely shaped the organization!**

**Q5. Overall, based on your experience, how did the organization shape you into the person you are today? How were you overall affected by the organization?**

Overall, my experiences over my career were eye-openers for me. When I started, I wasn't aware there was a color barrier. I joined under the impression that I was a Soldier joining a team, I never thought that I would feel like a Soldier of one. After leaving Active Duty, reality set in and I realized that I'm wasn't identified as a Soldier, but truly identified as a black, female then a Soldier. I had to accept reality that I wasn't the same as everyone and I was treated differently, and sometimes being treated less than a Soldier. I was struggling to survive in a world that

I didn't belong in, so I heard. My struggle was real, but by the grace of God and my mentors I was able to successfully push through 40 years of service, a great life, two degrees, and two retirements.

Nevertheless, if I had to do it all over again, I would! I've been exposed to a lot, good and bad. The organization shaped me in a way that forced me to accept who I was and that I didn't have to conform to who people wanted me to be. No one ever broke my spirit, the struggle leveraged growth. Have I endured some weak moments? Yes. Have I been pushed to the limits? Yes. But the key is embracing every moment, being proficient in your craft, exceeding the standards, being responsible, working hard, being fair, setting clear policies, holding everyone accountable and being the voice for the voiceless.

## Appendix V

**Date:** March 22, 2018

**Name:** CSM (R) Ira Blueford

**Joined:** August 1975

**Status:** Technician, Active Duty (AD)

**Service Time:** Total Technician (41 years 4 months) (39 Technician; AD 2 years)

**Key Positions Held:**

**Federal Technician:** WS11 Aircraft Mechanic Supervisor

**Military:** Command Sergeant Major

**Retirement Date:** November 2014

**Interviewer:** CPT Krystle F. Browning

**Interviewee:** CSM (R) Ira Blueford

**CSM, you joined the Army in 1975, two years after SSG Corenna Taylor enlisted in the Arkansas Army National Guard. I've researched her story, tell me your story!**

**Q1. What are some of the challenges that you encountered being a member of the Arkansas Army National Guard? What was it like to be an African American male in the Arkansas Army National Guard?**

I joined the AR ARNG in 1975 and I was assigned to a unit in Warren, AR. The first thing I remember is the EO Representative trying to conduct EO Training and all of the whites would immediately walk out of the room without receiving the EO Training. In Warren, I worked in the maintenance shop, I worked with the Shop Foreman he was a MSG, a really good guy, and his experience was profound. This specific MSG was again a really good person and he even hired the very first black Soldier to work in the maintenance shop. I was allowed to display my experience gained from Active Duty (AD) throughout my daily operations. My knowledge base gained from AD combined with my M-Day experience, opened the door for greater opportunity. Shortly thereafter, my MSG articulated that a job was coming open at the new Aviation Company and I should consider applying. I will never forget when the job announcement was advertised, my MSG with the assistance from a Chief Warrant Officer 2 assisted, recommended me for the position and mailed the packet to the appropriate channels for consideration. Two weeks later, I received a phone call for an interview. I was interviewed by a Chief Warrant Officer 2 and he hired me as the Aircraft Refueler. The Chief Warrant Officer 2 asked me during the interview panel, "What are your goals?" I stated, "My goal is to sit in your seat and hold your job one day!" The Chief Warrant Officer 2 asked me one last question, "SPC Blueford, will you get a haircut?" I stated, "Yes!" I was hired on full-time, Feb 8, 1976 in a 76W-Petroleum Specialist position and placed in a 67N-Aircraft Service Supervisory slot. This 67N slot was an E6 slot which, managed the Petroleum, Oil and Lubricants Section, an all-white section. Of course, there was friction and Soldiers didn't want to take orders from me. So, I would have frequent "come to Jesus talks" with my section until we understood rank structure, duties, and responsibilities. Fast forwarding, I'm now a qualified 67N and promoted to the rank of Sergeant/E5. When the time came for me to compete and board for Staff Sergeant/E6, this marks the beginning of my challenging times within the organization. After asking my Readiness NCO (RNCO) on numerous occasions when the Staff Sergeant/E6 board would be held, he stated to me the board would convene in November of that year. To my disbelief, I opened my 201 File and the board had convened in May and I had missed the opportunity to compete. I was furious when I found out the RNCO lied to me and I immediately requested to meet with the Company Commander (CO CDR). The CDR agreed to meet with me immediately to address my concern. The meeting began and I state to him, "ever since I came onboard I've done everything you all have asked of me. Why is it, when something is due to me, I'm being lied to?" The CDR immediately states, "I have a Sergeant/E5 Crew Chief position, let me show you how much money you can make in this posi-

tion.” I stated, I don’t want the Crew Chief position and the following week I was promoted to Staff Sergeant/E6. Years later the challenges continue, the unit has now gained four Sergeant First Class/E7 slots. I’m once again overlooked as the number four Soldier on Order of Merit List (OML) and the unit attempts to promote the number five Soldier on the OML. I had to make contact with Personnel Office after the OML was published to ensure there were no discrepancies with the order. The Personnel Officer validated the OML was accurate and as the number four person on the OML the promotion would go to me. The Personnel Officer stated I would have to sign a 4100 turning down the promotion in order for the number five Soldier to receive the promotion. After weeks of back and forth, I’m now promoted to Sergeant First Class/E7. Years later the challenges continue, I’m now number one on the Master Sergeant/E8 list. Every other Master Sergeant/E8 was assigned to a First Sergeant/1SG position but, SFC Blueford. Another call was made to the Personnel Officer, which resulted in me being moved into a First Sergeant/1SG position. I now hold a 1SG position and it’s time for me to complete my next level of Primary Military Education (PME), Sergeant Majors Academy (SMA). Due to the lack of respect for minorities at that time, the Battalion Sergeant Major and Battalion Operations Sergeant received new guidance in regards to SMA, but failed to inform myself and another minority 1SG. We literally had two days to generate documents for the SMA in order to overnight the packets to NGB in order to be considered for the SMA. I explained this story in detail in order for you to picture the challenges we encountered. I had to fight for every position I attained and I experienced the same challenges progressing on the technician side. African American’s (AA) had to react to everything going on during these times due to the lack of information being held away from the AA population.

**Q2. I researched that in 1982, the year SSG Taylor won her discrimination lawsuit the court ordered the Arkansas National Guard to hire one black for every two whites, until the blacks comprised 16% of the work force.**

**From your perspective, was there a diverse military during your tenure and did the AR ARNG adhere to this court order?**

The organization adhered to the order to a certain degree. The positions were filled with blacks, but filled at the lowest level. The order didn’t state where to place the 16% so there were no blacks in supervisory positions. By this time the small African American population were so determined to attain full-time employment, even if we were away at schools we would complete the applications before we left leaving the position number blank. We would have a battle buddy fill in the position number and turn in the pre-filled packet to ensure we at least applied for positions. In Aviation specifically, there was no diversity in the Pilot Program and they had no desire to recruit minorities. Civilians coming off of active duty and students from college were showing interest in becoming a pilot, and they too were getting the run around and never made it to Aviation Battalion or Brigade.

**Q3. As I researched this case, respect was a key element that was missing. Respect alone is very important, personally and equally important in the workplace. SSG Taylor endured a great deal of hardships and a tremendous amount of pressure during the years as she awaited the closure of her case.**

**Did you feel respected as a male minority Senior NCO?**

Yes. I was respected. However, I had to earn and demand respect after the fact, after the one-on-one conversations. Once they realize that you’re not a push over, you were respected and all news travels fast! As a Senior NCO and Leader, on numerous occasions I would have to continue working up my chain of command to receive resolve on numerous issues. As a male and a minority Senior NCO, one thing I had on my side was having the ability to get along with Soldiers, NCOs, Leaders and Officers. My job history, work ethic, and respect for Soldiers followed me throughout my military career.

**Q4. SSG Taylor fought six long years, she filed her discrimination lawsuit in 1976. Approximately a year after she filed the complaint she was discharged from the AR ARNG in June of 1977. In 1982 she won her case and was reinstated within the R&R Section as a Computer Technician. In 1987, SSG Taylor received an Honorable Discharge and numerous awards. Five years after SSG Taylor’s discharge, she passed away in 1992.**

**How did her case help you and do you feel you made an impact during your tenure?**

Yes, I feel I made tremendous impact during my tenure and mentorship was paramount! I mentored many, up and down the chain and across the organization as a whole. I wanted smart people around me so, I provided Soldiers with the tools needed for success. It’s a win-win situation when everyone is progressing. Soldier care is how you

earn the respect of Soldiers. I also served on numerous boards which allowed me to learn and pay the information forward to my peers and Soldiers. But, most importantly serving on boards allowed me the opportunity to ensure the criteria was adhered to and processes were completed correctly and fair for all within the organization.

**The Taylor vs Jones case was a knock down drag out for the organization, but also necessary in order to bring critical issues to light for resolution. Her case definitely shaped the organization!**

**Q5. Overall, based on your experience, how did the organization shape you into the person you are today? How were you overall affected by the organization?**

Overall, I had a great career, blessed to have served in positions as the 1SG and CSM; having CDRs who allowed me to do my job. I only had one CDR as CSM throughout my career that didn't understand the role of a CSM. After a having a conversation with the SEL, this issue was immediately addressed. I had to earn and demand my respect, everyone knew I had the trust of the Soldiers. I learned how to stand up for myself, mentored Soldiers and I never thought twice about the color of their skin. Why? Because we were in the "US" Army, the United States Army together and everything we were to accomplish would be accomplished easier together as a team. It didn't matter if I liked the Soldier, it was about establishing and adhering to fair rules and regulation and taking care of Soldiers. As the CSM, I was charged with writing and dictating polices, enforcing regulations and the keeper of the uniform, that's a CSM's job and I enjoyed being a Senior NCO every day. I honestly defined my career at SFC, but when I made SFC so fast, I knew that I could go further. I promised God that if I progressed, I would serve the uniform and rank in the correct manner. I learned early in my career that God was in control of my career, not the human hand. God always set me up for success and every job that the military asked of me was the job that was just right for me. I had to work hard to keep my rank and I wasn't going to let anyone take it away from me.

## Appendix VI

**IN MEMORY  
OF  
CORRENA TAYLOR  
1945-1992**

BY Sherrie Simmons

Staff Sergeant Correna Taylor was the first black female Recruiter and the third female to join the Arkansas Army National Guard.

SSG Taylor was born in Searcy, Arkansas. She enlisted in the Arkansas Army National Guard in 1973.


In 1974, SSG Taylor was transferred from a recruiting job to a mail clerk and was later forced to quit her job because of her race. She filed a discrimination lawsuit in 1976 against the Arkansas Army National Guard. In June of 1977, approximately a year after she filed the complaint, she was discharged from the Arkansas Army National Guard and terminated from the mail room state position that she held.

SSG Taylor endured a great deal of hardships and a tremendous amount of pressure during the years of waiting for the outcome of the lawsuit. In 1982, she won her case and was reinstated with the Recruiting and Retention Section as a Computer Technician.

The court ordered the Arkansas National Guard to hire one black for every two whites, until blacks comprised 16% of the work force.

In 1987, SSG Taylor received an Honorable Discharge from the Arkansas Army National Guard. She also received a host of other awards, and decorations throughout her military career and from the community.

SSG Taylor always had a positive attitude and a kind heart to everyone. Her favorite saying was "it doesn't cost me anything to be kind." She was truly a pioneer, and outstanding Black American and a Soldier.

A black and white portrait of Staff Sergeant Correna Taylor. She is a Black woman with short, dark, curly hair, looking directly at the camera with a neutral expression. She is wearing a dark military uniform jacket over a light-colored collared shirt. The name "TAYLOR" is visible on a name tag on her left chest. The background is slightly out of focus, showing what appears to be a building or structure.

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# Featured Artifact: The U. S. Browning Automatic Rifle, Caliber .30, Model of 1918

By LTC Matthew W. Anderson



With the introduction of the heavy machine gun in the Great War, armies could no longer execute 19<sup>th</sup> century doctrine of maneuvering large infantry and cavalry formations against enemy defensive positions without a few well-placed machine guns with interlocking fire delivering devastating results. The front lines soon devolved into static trench warfare, new technologies and tactics would need to be developed in order to overcome the stalemate. One of the technologies being developed on both sides was a light machine gun which would provide troops the ability to deliver a comparable rate and concentration of fire in the assault. The Germans developed the MG 08/15, which was a more portable version of their MG 08 heavy water cooled machine gun. The British adopted the Lewis Mark I Light Machine Gun, which used an innovative air cooled sleeve, while the French adopted the Model 1915 Chauchat that was the lightest but least dependable.

With the U.S. entry into the Great War on April 6, 1917, the US Army had only 1,305 machine guns on hand, none of which were considered acceptable for use overseas. America needed time to build and equip an army. While many of the arms to be used had been tested in the field during the Mexican War, a light machine gun had yet been adopted for regular service. In order to expedite the deployment of the American Expeditionary Force (AEF), the U.S. opted to initially utilize the light machine gun of the allied units that American forces would be operating with in sector. As a result two US divisions were issued Lewis Mark I LMGs in .303 while others would be issued the Model 1915 Chauchat in 8 mm Lebel. The American Expeditionary Force was supplied 15,998 Model 1915 Chauchats in 8 mm Lebel. These were provided as a payment for debts France owed the U.S. Continuous maintenance and cleaning were necessary to keep them in good working order. The AEF requested that the gun then be redesigned to accept the U.S. Caliber 30.06 Springfield cartridge with a redesigned box magazine. This would solve the logistics problem with ammunition and some of the mechanical problems with the gun. It was designated the Model 1918 .30 Caliber Chauchat. By the end of the war, 18,004 were produced but the re-engineering had not taken into consideration all of the changes necessary to accept and function reliably with the new cartridge. Most of these would never see service in the AEF after issues were discovered. The Chauchat gained a bad reputation among American troops based mainly on this second design.

Early in 1917, the U.S. War Department put out a call for a rifle that could provide automatic fire with the following criteria:

“[T]o equip all infantrymen with a portable, shoulder-fired rifle firing the standard full-power .30-06 military rifle cartridge and capable of delivering semi- and full-automatic modes of high firepower. A skirmish line of troops, each man armed with a machine rifle, would advance on enemy territory employing ... ‘walking fire,’ as developed by the French Army.

“Initially each weapon was to be fired semi-automatically, forcing the enemy to keep their heads down. If return fire was received, or during the actual closing with the enemy in the final phase of the assault, the selectors on the rifles were to be switched to full-automatic, allowing the skirmish line to deliver massive bursts of assault for a



On February 27, 1917, the already renowned firearms designer John Moses Browning demonstrated a prototype of his new automatic machine rifle to a number of officers and experts. Impressed with its performance, ordnance trials were conducted on May 1, 1917. The board's final report stated:

"This gun gave a remarkable performance for one of its type, it resembles an ordinary shoulder rifle and was designed by its inventor with a view to be used as a semi-automatic rifle, to be used automatically up to about 200 shots in an emergency without injury to the gun.

"In many of the essential features such as reliability of function, durability, lightness and handiness, the Browning appears to be superior to the rather crude Chauchat, and to the Hotchkiss light rifle, which was exhibited but not entered in the tests . . . .

"The Board, therefore, recommends that prompt consideration be given to this subject and that arrangements be made without delay for the procurement of at least 10,000 Browning light rifles."

Colt Patent Firearms Company, who had previously obtained rights to the design, was awarded an initial contract on July 16, 1917, to produce 12,000 "Browning Machine Rifles." The name was soon changed to "Browning Automatic Rifle" with the designation Model of 1918 BAR. This was to avoid confusion with another Browning design, The Model of 1917 Browning Machine Gun BMG, which was a water-cooled heavy machine gun.

Although Colt had the rights to the BAR, they were already fully engaged in meeting other contract requirements for the M1917 BMG and the M1911. Colt's solution was to build another factory. However, the Ordnance Department determined that it would cause unnecessary delays. Through negotiations, the Ordnance Department was able to acquire the rights to the BAR for the duration of the war and contract with other firearms manufacturers to meet the demand.

The Ordnance Department went to Winchester Repeating Arms Company and to Marlin-Rockwell Corporation and awarded them each a contract. The prototype BAR had been manufactured by hand and no engineering drawings were developed. Edwin Pugsley of Winchester contacted Colt to obtain the drawings to find that none were available. Further, Colt only allowed the prototype be borrowed for the weekend. Mr. Pugsley describes what happened:

"The BAR was a totally new concept and we at Winchester were properly awed . . . . I got Colt on the phone and borrowed the only sample from noon on Saturday (September 15) to 8 a.m. Monday (September 17). I was at the Colt plant that Saturday noon and got the rifle. I had everybody in the Engineering Department, who could possibly be needed, awaiting my arrival with the gun. I took the gun apart and explained how it worked. After this the components were spread around to the group and plans began to develop . . . ."

Winchester shared its engineering drawings and helped Marlin-Rockwell Corp. get its production running.

Winchester began production in December 1917, Marlin-Rockwell in January 1918 and Colt in February 1918. Winchester turned out the first BARs in March 1918, and by June 1918, had produced 4,000 BARs. Marlin-Rockwell and Colt both began their deliveries in June 1918. By the end of July 1918 Winchester had delivered 9,700, Marlin-Rockwell – 5,650 and Colt – 1,650. The BAR began to arrive in France in the summer of 1918. The first demonstration in the AEF was performed by Lt. Val Browning, son of the inventor. After familiarization and training the M1918 began to see limited front line service.

All U.S. Divisions departing the United States after July 1, 1918, were issued the M1918 BAR. However, at General Pershing's directive most of these divisions were ordered to turn in their BARs once overseas and were issued M1918 Chauchats. This order was in effect until September permitting four divisions to retain their BARs. General Pershing felt that the BAR was so superior that he feared the Germans might capture the BAR from in-

experienced US troops and be able to reverse engineer the arms in time to limit the advantage they bring to the battlefield. In short, he wanted to hold them back until he had sufficient numbers in theater to provide and overwhelming advantage at a critical time. At the time the order was given the war was expected to continue into 1919. For the Soldiers who had already grown accustomed to the quality and reliability of the BAR, the Chauchat was worthless and frequently referred to as "The damned and jammed."

Four of twelve divisions that were shipped overseas with the BAR were permitted to keep them. Only about 3,060 BARs were used in front line service among the four divisions. In WWI a US Division was approximately 27,000 men. This roughly comes to one BAR per 36 men or one per platoon. Sergeant J. W. Oppitz, Private J.G. Rhodes and Private J. N. Wright of E Company, 313<sup>th</sup> Infantry, 79<sup>th</sup> Division were the first to use the BAR in combat on 22 September 1918, in the Meuse-Argonne Offensive near Avocourt, France.

In the fall of 1918 the three manufacturers had contracts to produce 288,174 M1918 BARs. With the Armistice signed and put into effect on 11 November 1918, 52,238 BARs had been delivered. Winchester delivered 26,000, Marlin-Rockwell – 16,000, and Colt – 9,000 of these 48,082 had arrived overseas. Contracts were immediately reduced to 186,000. Later this number was further reduced to 102,174. At its height, 3,878 BARs were produced weekly at a cost of about \$215 per weapon with accessories.



The Model 1918 BAR weighed 16 lbs. It was gas operated, open bolt fed from a 20 round detachable box magazine and could fire either semi-automatically or full-automatic at a rate of approximately 550 rounds per minute.

In June 1938, the M1918 BAR was upgraded with several features for its continued service in the US Armed Forces. Designated the M1918A2 changes included adding a flip up butt plate which would allow the stock to rest on the shoulder in the prone position, a monopod stock rest attachment to allow the stock to rest on the ground at a height for a soldier to position in the defense aimed at a position in low visibility/night conditions, stock was changed from wood to bakelite, the front and rear sights and guard upgraded, fore stock shortened and lightened, magazine guide improvements, changed semiauto fire to slow fire at 330 rounds per minute, and the addition of a bipod. The changes resulted in a weight increase to 20 lbs. M1918 BARs produced in WWI could be upgraded to the M1918A2 standard.

With America's entry in WWII, production of the M1918A2 BAR was in demand. The New England Small Arms Corporation received the first contract and had intended to use the WWI tools that had been in storage at Springfield Armory and Rock Island Arsenal. However, once the tools were set up, it was discovered that 90% of the tools were unusable and would require some level of repair. Further, some tools were so outdated in manufacturing processes that new more efficient tools would need to be developed before production could begin. As a result, the first M1918A2 BARs were not delivered until January 1943. In August 1942, the Ordnance Department now wanted 100,000 produced at a rate of 5,000 to 8,000 a month. One company would no longer be able to meet the demands so International Business Machines (IBM) was awarded contracts to begin production as well. By July 1943, the two manufacturers were meeting the demand. The last M1918A2 BARs was delivered in July 1945, for a total of 188,380 (20,017 were produced by IBM and 168,363 were manufactured by New England Arms) during WWII.

The BAR continued to perform exceptionally well in WWII. Instead of one per platoon as seen in WWI, they were issued one per squad. Reports from the front praised the dependability of the BAR and frequently recommended that there be two per (12 man) squad. Although the changes made to the BAR were intended to improve its use, Soldiers in the field often discarded the monopod and bipod to lighten the weapon and to keep these items from getting caught on brush.



Following are two BAR men who received the Medal of Honor:

Sergeant Charles "Commando" Kelly, Company L, 3d Battalion, 143d Infantry, 36th Infantry Division

CITATION: The President of the United States of America, in the name of Congress, takes pleasure in presenting the Medal of Honor to Corporal Charles E. Kelly, United States Army, for conspicuous gallantry and intrepidity at risk of life above and beyond the call of duty while serving with Company L, 3d Battalion, 143d Infantry Regiment, 36th Infantry Division. On 13 September 1943, near Altavilla, Italy, Corporal Kelly voluntarily joined a patrol which located and neutral-

ized enemy machinegun positions. After this hazardous duty he volunteered to establish contact with a battalion of U.S. infantry which was believed to be located on Hill 315, a mile distant. He traveled over a route commanded by enemy observation and under sniper, mortar, and artillery fire; and later he returned with the correct information that the enemy occupied Hill 315 in organized positions. Immediately thereafter Corporal Kelly, again a volunteer patrol member, assisted materially in the destruction of two enemy machinegun nests under conditions requiring great skill and courage. Having effectively fired his weapon until all the ammunition was exhausted, he secured permission to obtain more at an ammunition dump. Arriving at the dump, which was located near a storehouse on the extreme flank of his regiment's position, Corporal Kelly found that the Germans were attacking ferociously at this point. He obtained his ammunition and was given the mission of protecting the rear of the storehouse. He held his position throughout the night. The following morning the enemy attack was resumed. Corporal Kelly took a position at an open window of the storehouse. One machine gunner had been killed at this position and several other soldiers wounded. Corporal Kelly delivered continuous aimed and effective fire upon the enemy with his automatic rifle until the weapon locked from overheating. Finding another automatic rifle, he again directed effective fire upon the enemy until this weapon also locked. At this critical point, with the enemy threatening to overrun the position, Corporal Kelly picked up 60-mm. mortar shells, pulled the safety pins, and used the shells as grenades, killing at least five of the enemy. When it became imperative that the house be evacuated, Corporal Kelly, despite his sergeant's injunctions, volunteered to hold the position until the remainder of the detachment could withdraw. As the detachment moved out, Corporal Kelly was observed deliberately loading and firing a rocket launcher from the window. He was successful in covering the withdrawal of the unit, and later in joining his own organization. Corporal Kelly's fighting determination and intrepidity in battle exemplify the highest traditions of the U.S. Armed Forces.

### **Private Joe Martinez, Company K, 3<sup>rd</sup> Battalion, 32<sup>nd</sup> Infantry, 7<sup>th</sup> Infantry Division**

Citation: For conspicuous gallantry and intrepidity above and beyond the call of duty in action with the enemy. Over a period of several days, repeated efforts to drive the enemy from a key defensive position high in the snow-covered precipitous mountains between East Arm Holtz Bay and Chichagof Harbor had failed. On 26 May 1943, troop dispositions were readjusted and a trial coordinated attack on this position by a reinforced battalion was launched. Initially successful, the attack hesitated. In the face of severe hostile machinegun, rifle, and mortar fire, Pvt. Martinez, an automatic rifleman, rose to his feet and resumed his advance. Occasionally he stopped to urge his comrades on. His example inspired others to follow. After a most difficult climb, Pvt. Martinez eliminated resistance from part of the enemy position by BAR fire and hand grenades, thus assisting the advance of other attacking elements. This success only partially completed the action. The main Holtz-Chichagof Pass rose about 150 feet higher, flanked by steep rocky ridges and reached by a snow-filled defile. Passage was barred by enemy fire from either flank and from tiers of snow trenches in front. Despite these obstacles, and knowing of their existence, Pvt. Martinez again led the troops on and up, personally silencing several trenches with BAR fire and ultimately reaching the pass itself. Here, just below the knifelike rim of the pass, Pvt. Martinez encountered a final

enemy-occupied trench and as he was engaged in firing into it he was mortally wounded. The pass, however, was taken, and its capture was an important preliminary to the end of organized hostile resistance on the island.

The BAR continued service in the Korean War and new contracts were awarded to the Royal Typewriter Company. Royal typewriter produced 61,000 M1918A2 BARs. In 1957, it was officially superseded by the M60 machine gun, but a few BARs did see limited service in Vietnam.

The M1918A2 Browning Automatic Rifle that is on display in the museum is serial number 520189 manufactured by New England Arms Corporation and delivered in September 1943.



M1918A2 BAR missing flash suppressor, front sight hood and bipod. The T4 handle was not initially issued with the rifle but was later adopted on 21 December 1944, and could be retro fitted. Originally issued with a leather sling, canvas slings were provided as replacements.



Left side of receiver shows the take down pins and the charging handle. The select fire lever has three positions F, A, S, F – is full automatic at a rate of 550 rounds per minute, A – formerly on the M1918 was semiautomatic fire but on the M1918A2 it became the slow automatic fire at 330 rounds per minute and with proper trigger control could still be fired semiauto. The S – is the safe position. Note that there is a button between the A and S that must be pushed to place the weapon on safe. This prevents the Soldier in battle from accidentally putting it on safe in the heat of battle. You do not have to push the button to go from safe to Automatic fire. The wings on the forward part of the trigger aid in guiding the magazine in and keeping it properly seated. The magazine release is inside on the front wall of the trigger guard.



This shows that bakelite stock and the shoulder rest in the open position. Note the notch in the bottom to the left of the sling swivel, this is the attachment point for the monopod that was discontinued early in the war. It was found not to be needed.



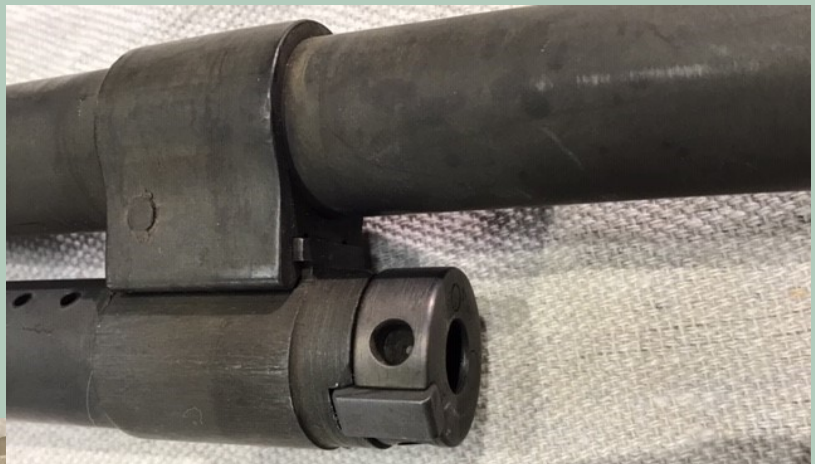


This photo shows another change that was made on the M1918A2. The stock was canted 5 degrees to the right and the left top of the stock was shallowed out to better aid the right handed firer to get behind his sights.

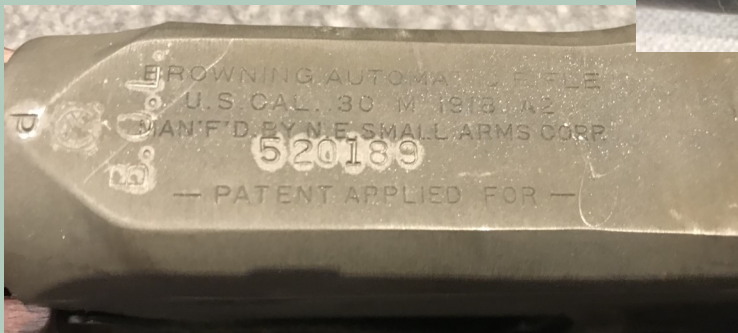


This is the last version of the sight, which is engineered the same as an M1919A4. The M1918 originally in the same manner as the M1917 rifle.

The gas tube allows for pressure adjustment as necessary depending on changing conditions. Extreme temperatures, fouling and other reasons may require a Soldier to make adjustments in combat to ensure continued proper cycling until the cleaning or other adjustments could be made.



Top of receiver shows that it was manufactured by New England Small Arms Corporation. Also seen is the Ordnance acceptance stamp with initials.



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