

Hispanics in the Military

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Military Recruitment



The military has changed its recruiting methods, and has worked unyieldingly to earn its title as the “highest rated government agency in The United States” (Leal, D. L. 2005).

The military now depends very heavily on public opinion in order to efficiently recruit voluntary enlistees. This means that the number of enlistees can become very unstable very quickly if the public opinion of the military drops.

Another crucial factor of having to assemble such a large voluntary force is efficiently determining which groups to target and how to target them.

Race	Population Percent	2003 Recruit Percent	2003 Army Percent	Recruit/Population Ratio	Army/Population Ratio
American Indian/Alaska Native	0.78%	1.82%	1.19%	2.35	1.54
Asian	3.67%	1.23%	1.14%	0.34	0.31
Black	11.33%	14.99%	16.25%	1.32	1.44
Native Hawaiian/Pacific Islander	0.13%	0.42%	0.45%	3.30	3.53
White	77.44%	75.79%	78.50%	0.98	1.01
Combination of two or more races	1.93%	2.67%	2.46%	1.38	1.28
Other	4.73%	—	—	—	—
Declined to respond	—	3.08%	2.18%	—	—
Hispanic	12.11%	11.50%	10.74%	0.95	0.89
Not Hispanic	87.89%	84.64%	82.65%	0.96	0.94
Declined to respond	—	3.87%	6.61%	—	—

Source: Heritage Foundation calculations based on data from U.S. Department of Defense, Office of the Undersecretary of Defense, October 1998–September 1999 Non-Prior Service (NPS) Enlisted Accessions and January 2003–September 2003 NPS Enlisted Accessions, and U.S. Bureau of the Census, United States Census 2000, Summary File 1, at www.census.gov/Press-Release/www/2001/sunfile1.html (July 6, 2005).

“The Pentagon has established a more “subtle” approach to socializing young people, especially ... Latinos, and the poor, towards the military. Instead of relying on a military draft, the Pentagon has shifted to socializing young people through high school [military] programs, military academies, middle school programs like the Cadets, and the use of slick advertising and marketing strategies. Joining the military is now presented as an opportunity for poor and disenfranchised African American and Latino youth to train for a job, see the world, get money for college and, of course, to fight for freedom and democracy.” (Leal, D. L. (2005)



The No Child Left Behind act (NCLB) is a seemingly sole educational piece of legislation, but in reality has a buried provision “... promoting overt school militarization by increasing military recruiters’ access to school campuses and students for recruitment” (Furumoto, R. 2005).

The military focuses the No Child Left Behind act (NCLB) recruiting method on “...students of color in mostly poor and working-class schools where parents lack knowledge about military recruitment practices” (Furumoto, R. 2005).



“A word of advice. Kowalski. Avoid the reproduction rights obtainable from www.CartoonStock.com”

In a recent study, high school graduates have reported that military recruiters are a constant presence on campus during the lunch period, and have also reported coming in contact with these recruiters at least two to three times a week either physically or through phone calls (Furumoto, R. 2005).

In response to the methods utilized by the military, the Latino community has organized in order to fight against this overt militarization of their youths, launching “... a campaign to educate Latino parents and students about military recruitment in schools” (Lovato, R. (2005).



Military Rankings



At the end of September there were 109,487 Hispanics in the enlisted ranks. Hispanics made up 9.49% of the active duty enlisted force and made up 13.35% of the civilian labor (18-44 years old).

RACE/ETHNICITY	ARMY	NAVY	MARINE CORPS	AIR FORCE	TOTAL DoD	18-44 YEAR OLD CIVILIANS
a. Number						
White	219,610	188,915	102,236	203,466	714,227	60,390,091
Black	115,698	66,982	24,484	51,762	258,926	11,168,705
Hispanic	38,937	33,316	21,636	15,598	109,487	11,718,194
Other	26,058	28,922	6,334	9,426	70,740	4,475,010
TOTAL	400,303	318,135	154,690	280,252	1,153,380	87,751,999
b. Percent						

As shown in the table above, Hispanics representation amongst the armed services from a high of 13.99% (21,636 people) in the Marine Corp to a low of 5.57% (15,598 people) in the Air Force.

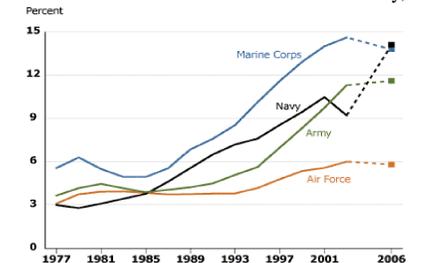
The armed forces each set criteria for enlistment that involves applicants’ educational attainment measured in two “tiers” and their scores on the standardized aptitude test.



The qualified workforce also excludes most Latinos who lack the immigration status. According to estimates by Jeffrey Passel, a demographer The Urban Institutes, about 60% of undocumented population has not completed high school. Passel estimates that in 2001 there were about 1.2 million Latinos with at least a high school degree or equivalent.

There are 11.7 million Latinos in the civilian workforce of military age ONLY 7.5 million have educational credentials that qualify them for they military services.

Hispanics Share in the Four Branches of the U.S Military, 1997-2006



Latinos' representation has been highest in the Marine Corps and lowest in the Air Force. In FY 2004, nearly 15 percent of U.S. Marine Corps enlisted personnel were Hispanic, compared with 6 percent of Air Force enlisted personnel. Latino representation in the Navy has been rising. By September 2006, they constituted 14 percent of Navy enlisted personnel, about the same as in the Marine Corps that year.

Total DoD	Pay Grades								
	01-03			04-06			07-010		
	number	% of group	% of grades	number	% of group	% of grades	number	% of group	% of grades
White	96,108	57.44%	80.98%	70,310	42.02%	86.52%	822	0.49%	93.09%
Black	10,700	64.01%	9.02%	5,967	35.70%	7.34%	42	0.25%	4.76%
Hispanic	5,351	69.40%	4.51%	2,342	30.38%	2.88%	12	0.16%	1.36%
Other	6,517	71.01%	5.49%	2,649	28.87%	3.26%	7	0.08%	0.79%
Total	118,676	59.07%	100.00%	81,268	40.45%	100.00%	883	0.44%	100.00%

- Hispanics are heavily concentrated in 01-03 ranking system. Some 69% of Hispanics officers are in the pay grade. Compared to Whites (57%) and Blacks (64%).
- Hispanics make up 5.49% of the officers in the junior rank.
- In the 07-10 section of the ranking system there are only 30% of Hispanics officers as compared Whites (42%) and Blacks (36%).
- Latinos make less than 3% of the officers in these ranks while Whites hold account more than 86%
- This is dominated by whites who hold 93% of the flag billets, compared to 1.36% of Hispanics.

In conclusion, based on the given information as a foundation the military is over recruiting the Hispanics minority group. They are being disproportionately targeted, because of their lack of education in unison with hasty recruitment methods, Latinos are also underrepresented in the higher ranking. Latino are fighting on the Frontlines in numbers disproportionate to their percentage of the population and are not given the proper opportunities for advancement.