

MEMORANDUM FOR: Director, Office of Training and Education

FROM: Deputy Director of Central Intelligence



25X1

Hoping I had made my point by questioning the rationale for three of the training board selections, I left word to approve the package when it was resubmitted.

I'm afraid I found your 10 November memo less than reassuring. First of all, if our society had waited for Blacks, Women, other minorities or even the Irish for that matter to be "indeed accepted as equals in all aspects" before providing them any opportunities, we would still be in the dark ages! I expect the Training Board to select the strongest candidates possible for training opportunities. I believe they, in turn, will be able to profit from those experiences. If the negatives outweigh the positives in any of these training programs, maybe we should think twice about sending anyone, not just part of our employee population.

Second, if I am to approve the selections for senior schools and be provided the paperwork that led the Board to its decisions, that paperwork should answer and not raise questions about the strongest candidates having been forwarded.

Finally, I would hope the word is circulated enough next time to ensure that all employees receive appropriate consideration at the right time to avoid having last minute "supplemental" nominees that can't possibly be given a fair shot.



25X1

John N. McMahon

25X1

EYES ONLY

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: Chairman CofC
 CIA Training Selection Board 1026

EXTENSION NO. 25X1

DATE

TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. Executive Registry HQ 7E 12				
2.				
3. Deputy Director of Central Intelligence				
4.				
5.				
6.				
7. Chairman CofC 1026 CIA Training Selection Bd.				
8.				
9.				
10.				
11.				
12.				
13.				
14.				
15.				

EYES ONLY

10/87/83

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM: [redacted] Chairman
Training Selection Board

25X1

SUBJECT: 1984/85 Candidates Nominated for Attendance
at the Senior Officer Schools

John:

1. Attached for your reconsideration is the nominating package reflecting the selection of candidates for Senior Officer Schools during the 1984/85 academic year.

2. After being advised of your concern about certain of the candidates nominated by the Training Selection Board for next year's Senior Officer Schools, I reconvened the Board on 7 November 1983 to review both the candidates we had selected and the process we had used. The Board was unanimous in its belief that we had recommended sound candidates and had used a thorough and equitable process for the selections. You will note that among the list of candidates selected, there are women nominated for both the Foreign Service Institute's Executive Seminar and the National War College.

3. As I understand it, one area of particular concern relates to the selection of [redacted] to attend the College of Naval Command and Staff when this officer's record reveals that he has less Agency experience and seniority than certain of the women included in the supplemental nominations made to the Board. You may recall that the Agency sent [redacted] to the College of Naval Command and Staff for the 1981/82 academic year. Her experience at the College was thoroughly satisfactory in terms of the academic program but very unpleasant as it related to her full participation in the program and her social integration with her colleagues. The Navy obviously is trying to deal with the whole area of equal treatment of women, but [redacted] experience showed dramatically that much remains to be done. The Training Selection Board believes that no women should be nominated to this College until such time as women are indeed accepted as equals in all aspects of the program. The candidate nominated for the College

25X1

25X1

25X1

25X1