



DEPARTMENT OF THE ARMY  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT GORDON  
FORT GORDON, GEORGIA 30905-5730

REPLY TO  
ATTENTION OF:

February 10, 2016

Administrative Services Division

Judicial Watch  
Attn: William Marshall  
425 Third Street, SW  
Suite 800  
Washington, DC 20024

Dear Mr. Marshall,

This letter is in response to your Freedom of Information Act (FOIA) request, Directorate of Human Resources, Administrative Services Branch's control number #15-0176.

The Fort Gordon 35<sup>th</sup> Signal Brigade reviewed your request for any and all materials used in an Equal Opportunity briefing provided on April 2, 2015, to the 67<sup>th</sup> Signal Battalion at Fort Gordon, Georgia, which included a discussion of "white privilege," including but not limited to, handouts, PowerPoint presentations, audio/video tapes, course syllabi, and any recordings of the presentation itself. In response to your request, the 35<sup>th</sup> Signal Brigade provide the enclosed PowerPoint slides that are releasable.

Inasmuch as this completes our work, we are closing your FOIA case number #15-0176 in this office. If you have any questions, the POC for this action is Ms. Deborah A. Woods, Installation FOIA Officer at 706-791-2004, fax: 706-791-6915 or email: [deborah.a.woods.civ@mail.mil](mailto:deborah.a.woods.civ@mail.mil).

Sincerely,

Deborah A. Woods  
Chief, Administrative Services  
Freedom of Information Act Officer

Enclosure

15-0176

**FREEDOM OF INFORMATION/PRIVACY ACT REQUEST REFERRAL**

<b>1. TO</b>	<input checked="" type="checkbox"/>	A. Directorate of Human Resources, ATTN: IMSE-GOR-HR (FOIA Officer) 411 36th Street, Building 36302, Fort Gordon, GA 30905-5000
	<input type="checkbox"/>	B.
	<input type="checkbox"/>	C.
	<input type="checkbox"/>	D.
	<input type="checkbox"/>	E.
	<input type="checkbox"/>	F.
	<input type="checkbox"/>	G.
	<input type="checkbox"/>	H.

<b>2. FROM</b> DA FOIA/PA Office 7701 Telegraph Road, Suite 144 Alexandria, VA 22315-3905	<b>3. ACTION OFFICER'S NAME &amp; TELEPHONE NO.</b>  Barbara Garriss (703) 428-6498	<b>4. DATE</b>  18 May 2015
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**5. SUBJECT: Please see attached FOIA request.**

<b>6. REQUEST</b>	<input checked="" type="checkbox"/>	A. FREEDOM OF INFORMATION ACT/MARSHALL, William F.	<b>7. CONTROL NO.</b> FOIA 15-1023
	<input type="checkbox"/>	B. PRIVACY ACT/	PA
	<input type="checkbox"/>	C. RESEARCH/	RES
<b>8. ACTION</b>	<input checked="" type="checkbox"/>	D. Enclosed request was forwarded to you for review and response back to the requester. This request should be forwarded by your office to any other appropriate or subordinate agency you may determine to have cognizance over the information.	
	<input type="checkbox"/>	E. Request this office is furnished a copy of action taken (Responsive letter only).	
	<input checked="" type="checkbox"/>	F. Requester has been advised of this referral.	
	<input checked="" type="checkbox"/>	G. Provide a proper "no records" response, with appeal rights, if after conducting a reasonable search, you fail to locate any documents responsive to this request.	

**REMARKS: \* Please respond back to the requester.**

////// Signed//////  
**BARBARA GARRIS**  
 Program Analyst  
 U.S. Army Freedom of  
 Information Act Office

Encl (s)  
 as



**Judicial  
Watch**  
*Because no one  
is above the law!*

Obtained via FOIA by Judicial Watch, Inc.

FP-15-018715  
FA-15-1023

May 6, 2015

**VIA CERTIFIED MAIL**

U.S. Army Freedom of Information Office  
Casey Building, Suite 150  
ATTN: AAHS-RDF  
7701 Telegraph Road  
Alexandria, VA 22315-3905

**Re: Freedom of Information Act Request**

Dear Freedom of Information Officer:

Pursuant to the Freedom of Information Act (FOIA), 5 U.S.C. § 552, Judicial Watch, Inc. hereby requests that the Department of the Army produce the following records within twenty (20) business days:

**Any and all materials used in an Equal Opportunity briefing provided on April 2, 2015 to the 67<sup>th</sup> Signal Battalion at Fort Gordon, Georgia, which included a discussion of "white privilege," including but not limited to, hand-outs, PowerPoint presentations, audio/video tapes, course syllabi, and any recordings of the presentation itself.<sup>1</sup>**

We call your attention to President Obama's January 21, 2009 Memorandum concerning the Freedom of Information Act, in which he states:

All agencies should adopt a presumption in favor of disclosure, in order to renew their commitment to the principles embodied in FOIA...The presumption of disclosure should be applied to all decisions involving FOIA.<sup>2</sup>

The memo further provides that "The Freedom of Information Act should be administered with a clear presumption: In the case of doubt, openness prevails."

Nevertheless, if any responsive record or portion thereof is claimed to be exempt from production under FOIA, please provide sufficient identifying information with

<sup>1</sup> An April 5, 2015 *Gateway Pundit* article discussing the briefing is enclosed for your convenience.

<sup>2</sup> Freedom of Information Act. Pres. Mem. of January 21, 2009, 74 Fed. Reg. 4683.



May 6, 2015

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respect to each allegedly exempt record or portion thereof to allow us to assess the propriety of the claimed exemption. *Vaughn v. Rosen*, 484 F.2d 820 (D.C. Cir. 1973), *cert. denied*, 415 U.S. 977 (1974). In addition, any reasonably segregable portion of a responsive record must be provided, after redaction of any allegedly exempt material. 5 U.S.C. § 552(b).

For purposes of this request, the term "record" shall mean: (1) any written, printed, or typed material of any kind, including without limitation all correspondence, memoranda, notes, messages, letters, cards, facsimiles, papers, forms, telephone messages, diaries, schedules, calendars, chronological data, minutes, books, reports, charts, lists, ledgers, invoices, worksheets, receipts, returns, computer printouts, printed matter, prospectuses, statements, checks, statistics, surveys, affidavits, contracts, agreements, transcripts, magazine or newspaper articles, or press releases; (2) any electronically, magnetically, or mechanically stored material of any kind, including without limitation all electronic mail or e-mail; (3) any audio, aural, visual, or video records, recordings, or representations of any kind; (4) any graphic materials and data compilations from which information can be obtained; and (5) any materials using other means of preserving thought or expression.

Judicial Watch also hereby requests a waiver of both search and duplication fees pursuant to 5 U.S.C. §§ 552(a)(4)(A)(ii)(II) and (a)(4)(A)(iii). Judicial Watch is entitled to a waiver of search fees under 5 U.S.C. § 552(a)(4)(A)(ii)(II) because it is a member of the news media. *Cf. National Security Archive v. Department of Defense*, 880 F.2d 1381, 1387 (D.C. Cir. 1989)(defining news media within FOIA context). Judicial Watch has also been recognized as a member of the news media in other FOIA litigation. *See, e.g., Judicial Watch, Inc. v. U.S. Department of Justice*, 133 F. Supp.2d 52 (D.D.C. 2000); and, *Judicial Watch, Inc. v. Department of Defense*, 2006 U.S. Dist. LEXIS 44003, \*1 (D.D.C. June 28, 2006). Judicial Watch regularly obtains information about the operations and activities of government through FOIA and other means, uses its editorial skills to turn this information into distinct works, and publishes and disseminates these works to the public. It intends to do likewise with the records it receives in response to this request.

Judicial Watch also is entitled to a complete waiver of both search fees and duplication fees pursuant to 5 U.S.C. § 552(a)(4)(A)(iii). Under this provision, records:

shall be furnished without any charge or at a charge reduced below the fees established under clause (ii) if disclosure of the information is in the public interest because it is likely to contribute significantly to public understanding of the operations or activities of government and is not primarily in the commercial interest of the requester.

5 U.S.C. § 552(a)(4)(A)(iii).



Department of the Army FOIA Request

Obtained via FOIA by Judicial Watch, Inc.

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In addition, if records are not produced within twenty (20) business days, Judicial Watch is entitled to a complete waiver of search and duplication fees under Section 6(b) of the OPEN Government Act of 2007, which amended FOIA at 5 U.S.C. § (a)(4)(A)(viii).

Judicial Watch is a 501(c)(3), not-for-profit, educational organization, and, by definition, it has no commercial purpose. Judicial Watch exists to educate the public about the operations and activities of government, as well as to increase public understanding about the importance of ethics and the rule of law in government. The particular records requested herein are sought as part of Judicial Watch's ongoing efforts to document the operations and activities of the federal government and to educate the public about these operations and activities. Once Judicial Watch obtains the requested records, it intends to analyze them and disseminate the results of its analysis, as well as the records themselves, as a special written report. Judicial Watch will also educate the public via radio programs, Judicial Watch's website, and/or newsletter, among other outlets. It also will make the records available to other members of the media or researchers upon request. Judicial Watch has a proven ability to disseminate information obtained through FOIA to the public, as demonstrated by its long-standing and continuing public outreach efforts.

Given these circumstances, Judicial Watch is entitled to a public interest fee waiver of both search costs and duplication costs. Nonetheless, in the event our request for a waiver of search and/or duplication costs is denied, Judicial Watch is willing to pay up to \$350.00 in search and/or duplication costs. Judicial Watch requests that it be contacted before any such costs are incurred, in order to prioritize search and duplication efforts.

In an effort to facilitate record production within the statutory time limit, Judicial Watch is willing to accept documents in electronic format (e.g. e-mail, .pdfs). When necessary, Judicial Watch will also accept the "rolling production" of documents.

If you do not understand this request or any portion thereof, or if you feel you require clarification of this request or any portion thereof, please contact us immediately at 202-646-5170 or [bmarshall@judicialwatch.org](mailto:bmarshall@judicialwatch.org). We look forward to receiving the requested documents and a waiver of both search and duplication costs within twenty (20) business days. Thank you for your cooperation.

Sincerely,



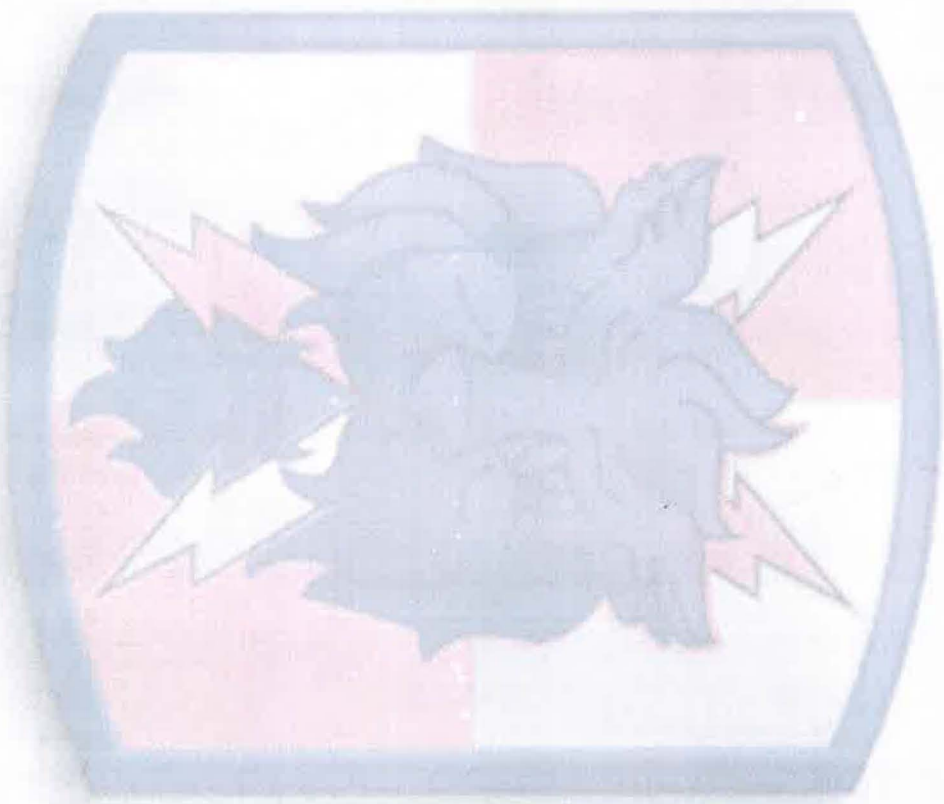
William F. Marshall  
Judicial Watch

Enclosures



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# POWER AND PRIVILEGE



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**3<sup>rd</sup> QTR, FY12**  
**EO Training**







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# Overview

- Power
- Privilege
- Diversity
- Trouble
- Social Construct
- The Barrier
- Reclaiming



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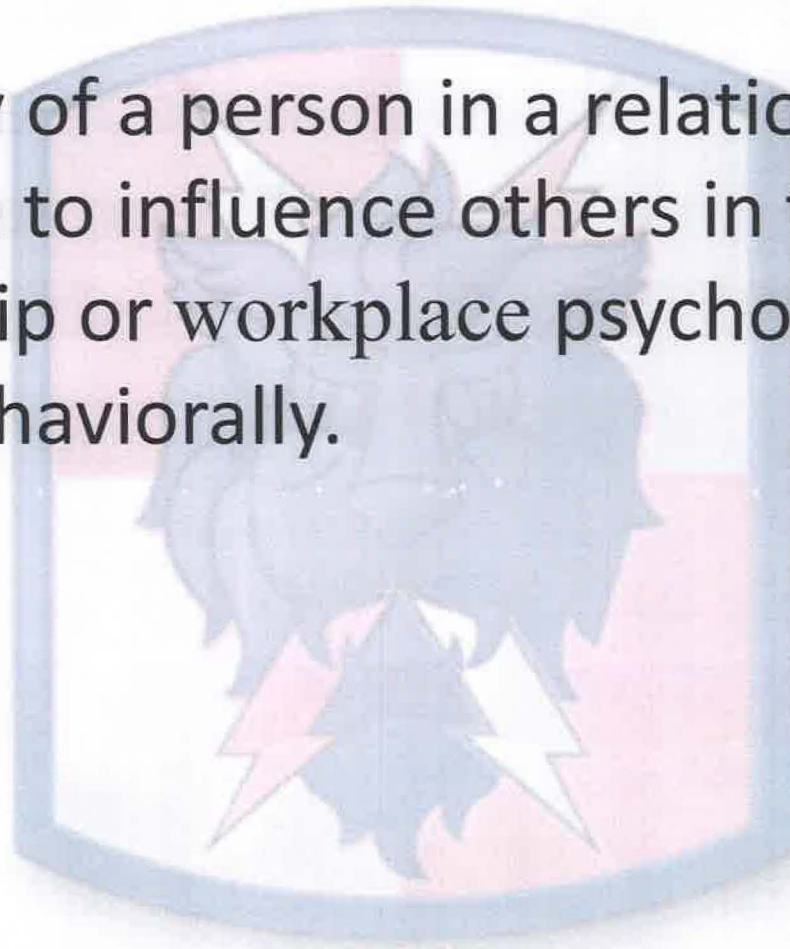


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# Power

The ability of a person in a relationship or workplace to influence others in the relationship or workplace psychologically and/or behaviorally.



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# Related Causes of

## Power Behavior

- Group Size
- Social Distance
- Competition
- Power Threat



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# Power Supporting Facts

- Superior – Subordinate Relationships
- Those in power define the norms
- It is part of society and cultures
- Power enables privileges



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# What is Privilege?

- Privilege exists when one group has something of value that is denied to others simply because of the groups they belong to, rather than because of anything they've done or failed to do.
- Privilege has become one of those loaded words we need to reclaim so that we can use it to name and illuminate the truth



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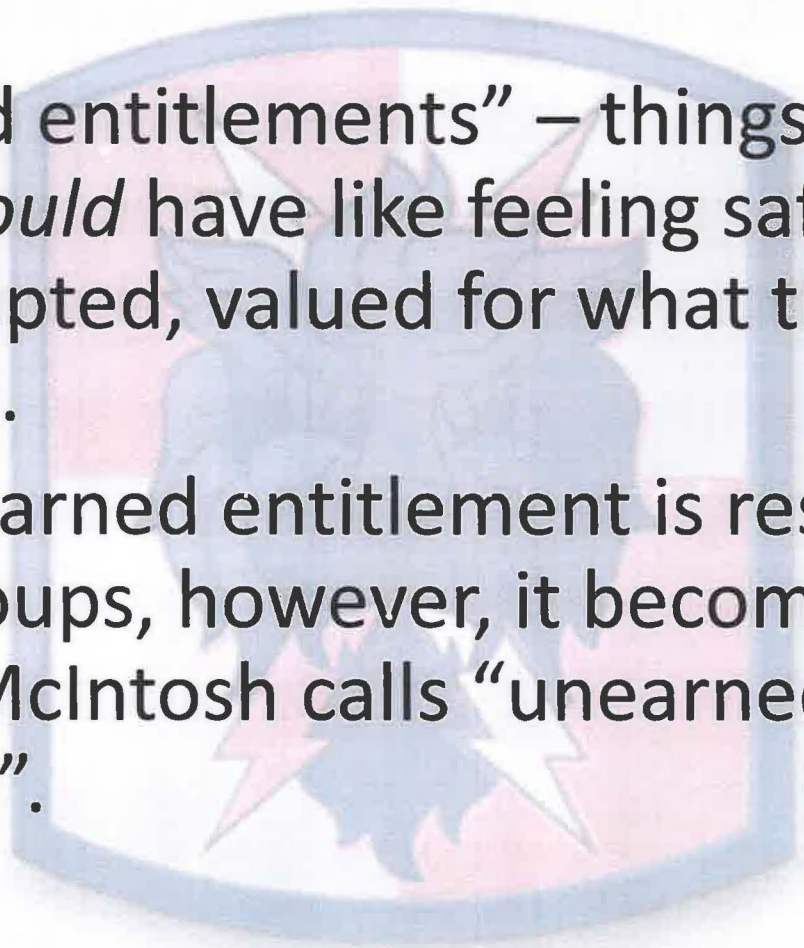


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# Two Types of Privilege

- “Unearned entitlements” – things that all people *should* have like feeling safe in public, being accepted, valued for what they can contribute.
- When unearned entitlement is restricted to certain groups, however, it becomes a form of privilege McIntosh calls “unearned advantage”.



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# What Privilege Looks Like in Everyday Life

- Privilege grants the cultural authority to make judgments about others and to have those judgments stick. It allows people to define reality and have prevailing definitions of reality fit their experience.
- Privilege means being able to decide who gets taken seriously, receives attention, etc.



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# “The luxury of obliviousness”

- Awareness requires effort and commitment.
- Being able to command the attention of lower-status individuals without having to give it in return is a key aspect of privilege.
- Race privilege gives whites little reason to pay a lot of attention to African Americans or to how white privilege affects them. “To be white in American means not having to think about it”



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# Privilege

- Is always at someone else's expense and always exacts a cost.
- Everything that's done to receive or maintain it, however passive and unconscious – results in suffering and deprivation for someone.
- Our society attaches privilege to being white and male and heterosexual regardless of your social class.



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# The Flip Side of Privilege

- Social forces tend to “press” upon people and hold them down, hem them in and block their pursuit of a good life.
- Belonging to a privileged category that has an oppressive relationship with another isn’t the same as being an oppressive person who behaves in oppressive ways.



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# The Diversity Wheel

- The trouble around diversity, then, isn't just that people differ from one another. The trouble is produced by a world organized in ways that encourage people to use difference to include or exclude, reward or punish, credit or discredit, elevate or oppress, value or devalue, leave alone or harass.



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# We can't talk about it if we can't use the words

- Privilege, racism, sexism, anti-Semitism, heterosexism, classism, dominance, subordination, oppression and patriarchy & all the isms
- Naming something draws attention to it & makes you more likely to notice it as something significant.



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# We're in Trouble

- Imagine a school or a workplace where all kinds of people feel comfortable showing up. valued, accepted, supported, appreciated, respected belonging. Something very powerful keeps this from us.
- The truth of this powerful forces is everywhere, but we don't know how to talk about it and so we act as though it doesn't exist



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# What is the trouble we're in?

- The trouble we're in privileges some groups at the expense of others.
- It creates a yawning divide in levels of income, wealth, dignity, safety, health and quality of life.
- It promotes fear, suspicion, discrimination, harassment, and violence.

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# The Social Construct

- Most of what we experience as “real” is a cultural creation.
- It is made up, even though we don’t experience it that way.
- Consider the “black woman” in Africa who has not experienced white racism and does not identify herself as a “black woman”. African, a woman, but not black.



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# Social Construct continued

- She only became “black” when she came to the U.S. where privilege is organized according to race, where she is assigned to a social category that bears that name and she is treated differently as a result.
- Baldwin: Race and all its categories have no significance outside of systems of privilege and oppression, “it is a social construction of reality”



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# What is the most powerful barrier to change?

- The trouble we're in can't be solved unless the "privileged" make the problem of privilege *their* problem and do something about it.
- The fact that it's so easy for me and other people in dominant groups not to do this is the single most powerful barrier to change.
- Understanding how to bring dominant groups into the conversation is the challenge.



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# Reclaiming the words

- *Racist* isn't another word for "bad white people"
- *Patriarchy* isn't another nasty code of "men"
- *Oppression and dominance* name social realities that we can participate in without being oppressive or dominating *people*.
- *Feminism* isn't an ideology organized around being lesbian or hating men.



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# The Bottom Line

- A trouble we can't talk about is one we can't do anything about.
- We have to reclaim these lost and discredited words so that we can use them to name and make sense of the truth of what's going on.
- Reclaiming these words begins with seeing that they rarely mean what most people think they mean.



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# Summary

- Power
- Privilege
- Diversity
- Trouble
- Social Construct
- The Barrier
- Reclaiming



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# Check on Learning

- Does Power and Privilege exist more today than it did 50 years ago....
- Has the American society made progress regarding diversity, power and privileged...
- Has it become more relative towards wealth...
- Is privilege a “white only” thing...
- Can power and privilege be used for good or is it just a good thing to have.....



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# Equal Opportunity Is Everyone's Business

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