NATIONAL GUARD BUREAU
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NGB-ZA

28 FEB 2011

MEMORANDUM FOR All members of the National Guard

SUBJECT: Policy on Diversity

1. The success of the National Guard federal, state, and community missions are directly associated to the contributions of the men and women who have volunteered to join our force. Our community basing architecture is fundamental to this success, because it affords the diverse opinions, abilities, beliefs, ideologies, and experiences of our greater American society. The training our members conduct during unit training assemblies does not solely prepare them; it is the melding of those individuals into the organization that diversifies the team.

2. The rapidly changing demographics of our nation already are reflected in our forces and will demand a more inclusive approach to leadership and followership. Our community basing provides a diverse force, but does not guarantee that our organization capitalizes on the opportunity that diversity provides.

3. Diversity includes differences in characteristics, background, attributes, and experiences. However, further expansion is essential to create a culture that fosters:

a. Absolute respect for all people no matter their rank, function, or position.

b. Inclusion, engagement, and management of talents to capitalize the potential power.

c. Diversity in thoughts, ideas, and perspectives to promote moral courage and trust.

d. Confidence in equal opportunity for all.

e. An interdependent mindset where collaboration is the standard.

4. It is incumbent on all members to ensure we are prepared to serve in a multicultural world. The National Guard of the future belongs to our new generation of Airmen and Soldiers. Our legacy is to entrust a great organization to them – free of barriers so that all members can be successful.

5. The NGB points of contacts are Col Ondra Berry, Ondra.berry@ang.af.mil and Mrs. Phyllis Brantley, DSN 327-0782, (703)607-0782, or Phyllis.brantley@us.army.mil.

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