



# Army & Air National Guard Diversity and Inclusion

## Best Practices

**N.M.:** Implemented one-on-one counseling for women and minorities to address advancement. New Mexico's Pre-Command course now includes diversity training.

**S.D.:** Established partnerships with tribes to provide medical and engineering training. Hosted generational and women's symposiums to increase cultural awareness and competencies.

**Conn.:** Implemented attendance policy for fulltime workforce to attend special emphasis events. Recruiting and Retention performs a "Final Formation Survey," more detailed than the usual exit survey.

**Minn.:** Established metrics that enable them to forecasting the need for new strategies to recruit and develop diverse talent. Mentoring is primary effort with Minnesota's creative retention program.

**N.C.:** Improved exit surveys as they collect information from all types of separations. Targeted recruitment initiatives and incentives to allow R&R to meet end strength.

For more details on best practices or ideas from other states please contact the State Joint Diversity Executive Council representatives located at our GKO website:

<https://gkoportal.ng.mil/joint/J1/D08/SitePages/Home.aspx>

## When you call upon the National Guard, you call upon America



The National Guard Bureau defines diversity as creating a cultural climate that allows people to maximize their potential by capitalizing on the unique talents of each member of our force.

We view inclusion as an organizational strength based on our commitment to a positive work environment that promotes and respects our differences and similarities – both visible and invisible.

Our diversity is a reflection of more than 3,000 American communities where the men and women of the Guard live, work and serve.

Our diversity is the untapped power of non-traditional ideas gleaned from our members' learning and teaching styles. Our diversity is the sum total of our Soldiers and Airmen and civilians; their life experiences, cultural and language backgrounds and their individual unique talents. Our diversity multiplies our capabilities and enhances our readiness.

The establishment of Diversity Councils is recognition by the National Guard that we must commit to and capitalize on the power of broad perspectives, varying talents, and skill-sets to fully understand, anticipate and respond to rapidly changing domestic and international challenges.

On Feb 18 2010 the NGB established the Joint Diversity Executive Council (JDEC) composed of more than 30 members. The primary function of the JDEC is to provide timely feedback as well as advise the chief of the National Guard Bureau, the state TAGs and state leadership regarding impending and current issues, professional development opportunities, best practices as well as offer a forum for process review.

JDEC members developed the National Guard Diversity Strategic Plan to provide a roadmap to attain the highest state of military readiness with a more adaptable, culturally competent and innovative force. This plan is required by Public Law 112-239, the NDAA for FY13 (section 519) and outlines diversity and inclusion initiatives along with reporting requirements to the Military Leadership Development Commission.

The National Guard continues to be in America's vanguard as we support and defend our nation. We foster opportunities for all citizens based upon their talent and ability.

We must continue to develop adaptive leaders who can innovate, cooperate and appreciate new ways of executing our mission with state and international partners. By embracing diversity and a culture of inclusion, the Guard will thrive in an era of evolving global threats.

Our ability to leverage the wide experiences, diverse outlooks and perspectives in our ranks contributes to an even more dynamic and responsive National Guard.