



MILITARY DEPARTMENT OF ARKANSAS
OFFICE OF THE ADJUTANT GENERAL
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MAJOR GENERAL
THE ADJUTANT GENERAL

NGAR-HRO-EEM

6 January 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: The Adjutant General's Policy 2014-01, Diversity

1. References:

- a. Executive Order 13583, Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce, 18 August 2011.
- b. DoD Directive 1020.02, Diversity Management and Equal Opportunity (EO) in the Department of Defense, 05 February 2009.
- c. Army Policy on Diversity, 01 April 2009.
- d. Air Force Policy Directive 36-70, Diversity, 13 October 2010.
- e. Memorandum, NGB-ZA, Subject: Policy on Diversity, 15 May 2011.

2. Diversity is a strategic imperative that I expect all leaders in our state to use in leveraging the unique qualities of all agency personnel. Since 2001, the Arkansas National Guard has evolved into an operational global force multiplier. We must recognize that our diverse cultures will contribute to the success in our efforts both at home and abroad. For us to maintain this strategic imperative, we must proactively explore and implement diversity of thought while shaping our workforce. The changing demographics of our state are already reflected in our organization and will demand a more inclusive approach to leadership.

3. Diversity includes differences in ethnicities, physical characteristics, cultures, languages, backgrounds, life styles, attributes, education, religious beliefs, and life experiences. People are different and there is no way, or reason, to make them fit into

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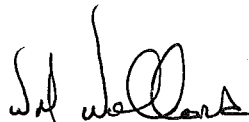
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a single mold. To successfully lead a diverse workforce, we must recognize individual differences and agree to respect and/or accept those differences while accomplishing the missions at home and abroad.

4. The Arkansas National Guard should be a reflection of our community. We should take every opportunity to capitalize on the diverse population provided by our community base.

5. The goal of the Arkansas National Guard is to create a workplace where all personnel, regardless of their diverse backgrounds, feel appreciated and get along with each other to maximize mission effectiveness. Our Air Force and Army core values align with the goals of diversity and inclusion. It is incumbent on all to ensure we are prepared to serve in a multicultural world. The future belongs to our new generation of Airmen, Soldiers and civilian employees. Our legacy is to entrust a great organization to them, free of barriers to ensure all members can be successful. Diversity is our strength.

6. The point of contact for this memorandum is CW2 Melissa LeCrone, State Equal Employment Manager at (501) 212-4231 or DSN 962-4231.



WILLIAM D. WOFFORD
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