



MISSOURI NATIONAL GUARD
JOINT FORCE HEADQUARTERS
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MONG POLICY MEMO #14-26

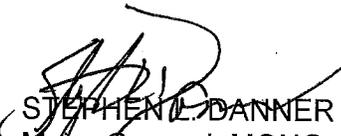
NGMO-HRD-EO

8 September 2014

MEMORANDUM FOR DISTRIBUTION A & D

SUBJECT: Diversity

1. Reference Executive Order 13583, Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce.
2. It is my intent our National Guard membership and our full-time workforce reflect the cultural diversity of the communities we serve. The Missouri National Guard is committed to a policy of inclusiveness striving to value and respect all Soldiers, Airmen, and civilians. Maximizing the diverse talents and perspectives of all personnel creates our competitive advantage.
3. An effective organization reflects a culturally diverse workforce where all employees work together in a trusting and respectful atmosphere. Leveraging diversity is a vital strategic effort and requires vision, action and courage at every level. In 2009, to assist in developing a more diverse force, the State Joint Diversity Council organized. The Council Chairman is the Assistant Adjutant General—Army, Support and composed of representatives from each Senior Command (Air and Army). The Council identifies ways to develop a diversified force by engaging in community outreach, recruitment and retention, education and training, promotions, awards, mentoring, and organizational restructuring.
4. Cultural sensitivity training and diversity educational activities promote building a more diverse organization, break down biases and stereotypes, heighten cultural awareness, and cultivate increased respect for all people. I highly encourage participation in these training opportunities. Additionally, taking part in local diversity initiatives will expand and strengthen community partnerships.
5. This policy supersedes MONG Policy Memo #11-03 dated 24 February 2011 and will remain in effect until superseded.
6. Point of contact is the State Equal Employment Manager at 573-638-9500, ext 39854.


STEPHEN L. DANNER
Major General, MONG
The Adjutant General