



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCE HEADQUARTERS - NEW YORK
330 OLD NISKAYUNA ROAD
LATHAM, NY 12110-3514

MNAG-TAG

17 MAY 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: New York National Guard Diversity Goals

1. Diversity of people, thought, and cultural experiences make an organization adaptable, flexible, enduring, and ultimately more successful. Striving for a diverse organization is a key strategic objective for the New York National Guard.

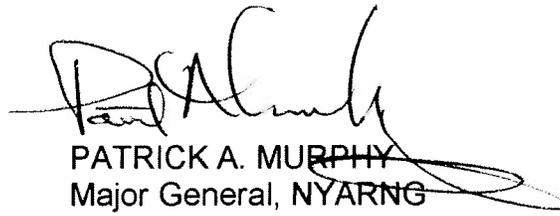
2. Our overarching goals are:

a. Further recruitment efforts which promote a diverse organization complimentary to our greater community.

b. Promote command involvement in equal opportunity and diversity through awareness programs, training, and effective mentorship. Commanders can further reach these goals by assigning Equal Opportunity Advisors (EOA) and Equal Opportunity Leaders (EOL) in their units IAW NGR 600-21.

c. Encourage participation in special emphasis programs such as the Federal Women's, People with Disabilities, Asian American and Pacific Islander, African American Employment, Native American and Hispanic programs.

3. Our Diversity Officer and State Equal Employment Manager is CW2 Heather Langley. I encourage each organization to incorporate our goals into your programs. CW2 Langley is available to assist in this effort and can be reached at (518) 786-4733 or DSN 489-4733.


PATRICK A. MURPHY
Major General, NYARNG
The Adjutant General

DISTRIBUTION:

AA, BA, BR, C, F1-F8, D, E