NEW YORK STATE | Military and Naval Affairs

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ANTHONY P. GERMAN
Major General
The Adjutant General

MNAG-TAG

1 JUN 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: New York National Guard Diversity Policy

1. This policy is effective immediately and applies to all Full-Time and Traditional New York Army and Air National Guard personnel.

2. The State of New York is comprised of a rich mixture of diverse people from all walks of life. We must work toward ensuring that this great diversity is reflected in our formations. A diverse force provides for more perspective, skills, and experiences, resulting in a more effective organization.

3. All Service Members will be given the opportunity to develop and advance to their fullest potential. All of us, regardless of rank, share the responsibility of ensuring equitable and merit-based job selections, mentoring, promotions, advancements, and awards.

4. Commanders and supervisors will not participate in or condone any activities or behavior that undermine human dignity and respect for others. Our dedication to diversity promotes the Army and Air Force values.

5. The foundation of a successful diversity program must include:

a. Recruiting members from diverse communities.

b. Retaining a diverse force through team building and mutual respect.

c. Providing informal and formal mentorship and training opportunities to all Soldiers/Airmen.

d. Proactively identifying and eliminating diversity barriers to readiness.

e. Supporting diversity initiatives and programs.

f. Creating an inclusive culture that accepts and values all members.

g. Staffing of authorized positions and resources to adequately carry out Equal Opportunity/Diversity programs.

h. Monitoring and assessing Equal Opportunity/Diversity programs and policies at all levels within your area of responsibility.

6. Questions regarding this policy may be directed to the State Equal Employment Manager, Capt Ashley N. FitzGibbon at (518) 786-4733.

7. This policy supersedes "New York National Guard Diversity Policy" memorandum, dated 21 May 2015.

ANTHONY P. GERMAN
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