



MISSOURI NATIONAL GUARD  
JOINT FORCE HEADQUARTERS  
IKE SKELTON TRAINING SITE  
2302 MILITIA DRIVE  
JEFFERSON CITY, MISSOURI 65101-1203

MONG POLICY MEMO #11-03


NGMO-HRD-EO

24 February 2011

MEMORANDUM FOR Distribution A and D

SUBJECT: Diversity and Equal Opportunity

1. Reference NGR 600-21, Appendix E, Chapter 1-8 b (5), Equal Opportunity Program in the National Guard.
2. It is my intent that our National Guard membership and our full time work force reflect the cultural diversity of the communities we serve. Diversity commits to a policy of inclusiveness that strives to value and respect all Soldiers and Airmen and creates the competitive advantage every successful organization must have.
3. The State Diversity Council was organized in 2009 to assist in developing a more diverse force. The council is chaired by the Assistant Adjutant General – Army, Support and composed of representatives from each Senior Command and Air Wing. The council indentifies ways to develop a diversified force by engaging in community outreach, recruitment and retention, education and training, promotions, awards, mentoring, and organizational restructuring.
4. I expect commanders and all leaders to treat all persons fairly and equitably when considering recruitment, selections, training, promotions, and reassignments. An effective unit reflects a culturally diverse work force where all employees work together in an atmosphere of trust and respect.
5. Training on Equal Opportunity, cultural sensitivity and diversity makes clear the value of building a diverse organization, breaks down biases and stereotypes and increases respect for all people. Developing community partnerships in local diversity initiatives also supports my goal for community involvement and is encouraged.
6. This policy supersedes MONG Policy Memo #09-04 dated 27 April 2009 and will remain in effect until superseded.
7. Point of contact is the State Equal Employment Manager at (573) 638-9854.

  
STEPHEN J. DANNER  
Major General, MONG  
The Adjutant General