DEPARTMENTS OF THE ARMY AND AIR FORCE
Illinois Army and Air National Guard
1301 North MacArthur Boulevard, Springfield, Illinois
62702-2399

DMAIL Policy/Procedure Memo 2003-07
(ILNG)

1 July 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy on Military Affirmative Action

1. Affirmative action is designed as a measurement tool for our Command to determine whether or not our system of providing various job opportunities is fair. Periodic studies are routinely conducted to determine whether or not all groups of people have equal access to job benefits such as recruiting, commissioning, on-the-job training, Air Force Specialty Code (AFSC) categories, Military Occupational Specialties (MOS) categories, promotions, awards, Active Guard Reserve (AGR) selection rates and retention. Likewise, we also research whether negative actions impact certain groups. For affirmative action purposes, protected groups are defined as women or members of the following minorities: Black, Hispanic, Asian/Pacific Islander, Native American/Alaskan Native. White males are included in the demographic studies to develop and maintain collaborative teams.

2. The Illinois National Guard will continue to actively pursue a progressive program for affirmative action to ensure equal opportunity is provided on the basis of individual qualifications.

3. This policy applies to, and must be an integral part of every aspect of personnel policies and practices. It is essential that enlisted women and minorities become aware of opportunities for commissioning. Continued emphasis on education, both technician and military, will materially aid us in ensuring that the "best qualified" potential officer candidates cultivate leadership abilities regardless of race, ethnic or gender characteristics. We must ensure all members have equal opportunity to sharpen these skills and demonstrate that they can lead in the non-commissioned officer and officer ranks.

4. As Adjutant General, I am committed to the principles of an effective affirmative action program. All National Guard members, especially commanders and NCOs, have a responsibility for progressive affirmative action in their positions. I direct all commanders to make every effort to achieve the goals and objectives of your local affirmative action plans.

5. If you have questions or concerns, please contact the State Equal Employment Manager at (217) 761-3518 or DSN: 555-3518.

6. This policy statement will be posted on all unit bulletin boards.

DMAIL Policy/Procedure Memo 2003-07
(ILNG)
SUBJECT: Policy on Military Affirmative Action

7. This policy supersedes DMAIL-HRO-EE memorandum, SUBJECT: Policy on Military Affirmative Action, dated 18 September 1999.

Randal E Thomas

RANDAL E. THOMAS
Brigadier General, ILARNG
The Adjutant General

DISTRIBUTION:
A & B