



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 2003-04
(ILNG)

1 July 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy on Diversity Initiatives (Military and Technician)

1. One of the most valuable assets in accomplishing our mission is the adjustment to the shift in our American culture. The soldiers, airmen and civilians who make up the Illinois National Guard represent and reflect the demographics of our country and state. All of us must ensure diversity within our units. All commanders, managers, and supervisors must strive to achieve and maintain an environment promoting equality and equity for all employees and Guard personnel.
2. As you are aware from the existing EO/EEO policy, discrimination based on race, color, religion, gender, national origin, and age is strictly prohibited. All Army and Air National Guard commanders, managers, and supervisors are responsible for and charged with reducing any existing underrepresentation of minorities and women. To this end we must embrace demographic and cultural shifts that inclusively empower all members of our National Guard. This will be accomplished by connecting Equal Opportunity with Diversity Initiatives for all employees to maximize their potential as Guard members, and applicants for employment and membership.
3. To accomplish this goal we must be trained on how to embrace the cultural shifts that affect our ability to recruit and retain a diverse work force. The Illinois National Guard Diversity Initiative Program by Dr. Samuel Betances, will be conducted by the trained diversity facilitators of our state. Each member of the National Guard (military and technician) is to receive this training.
4. Any questions or concerns may be directed to the State Equal Employment Manager/State Diversity Initiatives Coordinator at (217) 761-3518 or DSN: 555-3518.
5. This policy statement will be posted on all unit bulletin boards.

RANDAL E. THOMAS
Brigadier General, ILARNG
The Adjutant General

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