



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
1411 JEFFERSON DAVIS HIGHWAY  
ARLINGTON, VA 22202-3231

NGB-EO (600-21a)

18 January 2000

MEMORANDUM FOR THE ADJUTANTS GENERAL OF ALL STATES, PUERTO RICO, THE U.S. VIRGIN ISLANDS, GUAM, AND THE THE COMMANDING GENERAL OF THE DISTRICT OF COLUMBIA

SUBJECT: All States (Log Number I00-0010) "Consideration of Others" Program

1. Last year, the Army National Guard adopted and started implementing the "Consideration of Others" Program. "Consideration of Others" is a mandatory program for all Army Commanders. "Consideration of Others" is a command program that increases every soldier's awareness of human relations issues and commitment to professionalism towards others. As described in the Army's Human Relations Action Plan, human relations is defined as treating others with dignity and respect, incorporating their individual talents to the success of the team. Commanders in all Army components are required to implement "Consideration of Others" training down to detachment, platoon, and squad level. The "Consideration of Others" Program provides us a mechanism to ensure that the human dimension of warfare is not forgotten in our quest for combat readiness.
2. Your state HR/EO and Equal Opportunity Advisors (EOA) are the "focal point" for the program. Commanders have the option to select others to facilitate the training who have the ability to remain objective and impartial when discussing contentious issues and who have good facilitation skills. In the near future, NGB-EO will coordinate a "Consideration of Others" train the trainer workshop. An All States letter will provide the particulars of the train the trainer workshop. Further, NGB-EO will incorporate the "Consideration of Others" program in the next revision of NGR (AR) 600-21. Lastly, a training package of dilemma discussion scenarios is being developed for use in the "Consideration of Others" program. Once the dilemma-training package is produced, the scenarios may be used in conjunction with issues of local, regional, or national importance.
3. I encourage you to embrace this program, set clear goals and objectives for this program and ensure your guidance is known throughout the command. Proper utilization of the EO staff in conjunction with "Consideration of Others" will have a positive impact on the human relations' climate in your organization.

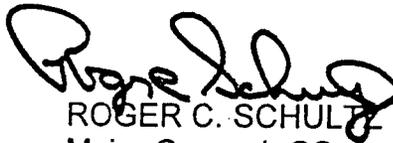
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4. This memorandum expires one year from the above date unless sooner rescinded or superseded.

5. Point of contact regarding this action is CPT Thomas Languirand, 703-607-0778 or DSN 327-0778.

FOR THE CHIEF, NATIONAL GUARD BUREAU:



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