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Governor

STATE OF NEVADA OFFICE OF THE MILITARY

Office of the Adjutant General
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WILLIAM R. BURKS
Brigadier General
The Adjutant General

29 June 2011

MEMORANDUM FOR ALL MEMBERS OF THE NEVADA NATIONAL GUARD

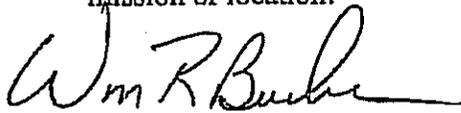
FROM: NVMD

SUBJECT: The Adjutant General Policy on Diversity

1. For the Nevada National Guard (NVNG) to meet the challenges of fulfilling our federal mission with ongoing deployments along with achieving our state mission we must embrace the strengths of our Soldiers and Airmen. As we celebrate our 150th anniversary and take into account our rich history and standards for excellence we recognize that diversity is critical for successful operations internationally and in the communities we serve. Our ability to act quickly and effectively fulfill our mission is dependent upon the contributions of all Nevada Guard Soldiers, Airmen, and Civilians. To ensure the maximum contribution of ALL our personnel, it is the primary responsibility for all of us, in spite of rank or pay grade to focus on the strengths and positive characteristics of those on our team.
2. Diversity and inclusion are more than awareness and appreciation. In the Nevada National Guard diversity is a force multiplier centered on performance. To create an inclusive climate we must make certain that everyone has the same opportunities to move up the ranks. To attract, recruit, develop, mentor, and retain talent, we must integrate the attributes of all into the work environment so all personnel can reach their fullest potential while working toward mission accomplishment.
3. While Diversity is generally defined as differences in characteristics, background, attributes and experiences, as leaders in our organization, we will expand that definition to include the creation of a base culture and policy that reflects:
 - a. A relentless push to greatness through continued learning.
 - b. Absolute respect for all people, ranks, functions and positions.
 - c. Affords equal opportunity for advancement and opportunity to all.
 - d. An environment of fairness and trust that ensures that each person is given the opportunity to reach his or her full potential.
 - e. An interdependent mindset where collaboration is how we operate.
 - f. Embraces different thoughts, ideas, and perspectives.
 - g. Inclusion and engagement that capitalizes on the talents of all.

- h. Lasers focus on the mission to be accomplished.
- i. Moral courage to speak up and stand up against improper behavior.
- j. Opportunity for all to reach his or her full potential.

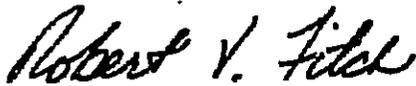
4. As the men and women of the Nevada National Guard can be called on at any time to serve both domestically and abroad, it is incumbent on all members to ensure we are equipped with the necessary skills that are needed to succeed and advance in such environments. Preparation for those missions start in our day-to-day interactions with one another, how we work together and resolve conflicts. When we get it right in garrison, we are positioned to deliver on our promise when we are called to serve no matter the mission or location!



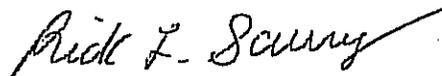
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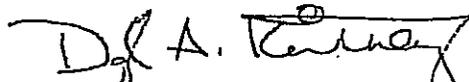
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