



NEVADA AIR GUARD RECEIVES NNBCAS HALL OF FAME AWARD

- TSGT EMERSON MARCUS, JFHQ PUBLIC AFFAIRS



The Nevada Air National Guard received the Northern Nevada Black Cultural Awareness Society's Hall of Fame Award on Jan. 18 during the society's 28th annual Dr. Martin Luther King Jr. Birthday Celebration.

"I don't know what to say," said a surprised Brig. Gen. Bill Burks, Nevada's Adjutant General.

Burks was guest of honor for the dinner, but was not informed on the Hall of Fame Award until the moment of its announcement.

This is the 26th year the Nevada Air National Guard has partnered with NNBCAS on its annual essay-writing contest. This year's contest included four categories: Elementary School; Middle School; High School and college. The essay topic was, "Pursuing the Dream in 2016: Why it is important for you to pursue the dream of Dr. King in 2016."

The Nevada Air National Guard awarded scholarship funds. During the dinner program, Burks presented awards to essay winners.

They were:

- Isaiah Wallace, Fourth Grade, Alice Smith Elementary School
- Ashira Carolina Estrada, Sixth Grade, Depoali Middle School
- Alexis Reel, Senior, Reed High School
- KaPreace Young, Senior, University of Nevada, Reno

Afterward, NNBCAS President Marsha Dupree presented Burks with the Hall of Fame Award.

"The Nevada Air National Guard has been a proud partner of the Northern Nevada Black Cultural Awareness Society for 26 years," Dupree said. "This partnership started with some innovative minds to promote unity, Diversity, and collaboration. The results of the partnership created the essay contest along with the Washoe County School District to elementary, middle and high school students.

She added: "The Nevada Air National Guard believes diversity and inclusion are more than awareness and appreciation. In the Nevada National Guard diversity is a force multiplier centered on performance." 

Upcoming Special Emphasis Observances

African American / Black History Month (1-29 February)
Woman's History Month (1-31 March)
Sexual Assault Awareness Month (1-30 April)
Holocaust Days of Remembrance (1-8 May)
Asian American & Pacific Islander Heritage Month (1-31 May)
Lesbian Gay Bisexual Transgender Pride Month (1-30 June)

Individual Highlights

In this Issue

Something To Be Proud Of Nevada Guard's Progress COL D. Rodger Waters NVARNG Chief of Staff Page 2
Adopt The "Growth Mindset" Col Glen A. Martel NVANG Director of Staff Page 3
National Guard Bureau Excellence In Diversity Award 2015 Page 4

SOMETHING TO BE PROUD OF—NEVADA GUARD’S PROGRESS

- COL D. RODGER WATERS, NVARNG CHIEF OF STAFF



In 2014, the Census Bureau predicted the U.S. would become a multicultural majority by 2043. However, Ethnifacts, a consumer-focused population research institute, recently announced the "tipping point" has already occurred. According to their research, the U.S. is presently 49% multicultural. Including intermarriage of people with different races and ethnicities into classic demographic analysis, Ethnifacts researchers used their Inter-ethnic Proximity Index (IPI) to measure ongoing cultural diversity shifts. From that analysis, the IPI found Nevada is now a multicultural majority at 64.5%.

Cultural diversity can be seen as sociological, requiring a blending of various cultures. However, even with several years of strategic prioritization within the Nevada National Guard, diversity and inclusion remain concepts variously interpreted. As I recently discovered during an annual briefing, they can be taken to mean having a mix of different ethnicities, religions, races, and even of genders, ages or sexual orientation.

Attempting to standardize our collective understanding, A Leader’s Guide to Diversity: The Decade of Diversity defines diversity as, “a cultural climate which allows people to maximize their potential by embracing and promoting each other’s holistic characteristics.” It further defines inclusion as, “organizational strength when all people foster a positive work environment that promotes and respects our differences and similarities-both seen and unseen.”

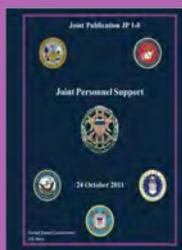
Organizational diversity and inclusion are not achieved merely through the acceptance or fostering of coexisting ethnicities, nationalities, races or genders. Such acceptance is a start, but not the culmination of the desired effect — enhanced operational capability and better decision making. True diversity and inclusion require not only physical co-presence and acceptance, but also positive, open interaction and mutual enrichment to achieve successful organizational priorities, objectives and activities.

Ideally, organizational diversity and inclusion within a multicultural society would be a mere fact rather than an explicit policy, reflecting impartial practices of hiring and promotion...a meritocracy where the best people and ideas win. Any organization that wants to build and foster diversity and inclusion as well as encourage leadership would benefit from a meritocratic approach. In this instance organizational diversity and inclusion are not so much "a good thing" as the "natural thing".

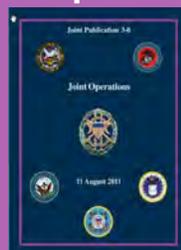
The Nevada National Guard should be proud of the progress we have made and our organizational commitment to diversity and inclusion. We must also recognize that there is more work to be done and together we will continue to strive to attain excellence. 

“Diversity is the one true thing we all have in common.” ~Unknown Author

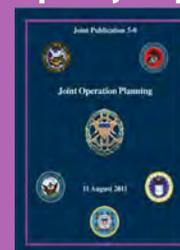
RECOMMENDED READING—http://www.dtic.mil/doctrine/new_pubs/jointpub.htm



JP 1-0
Joint Personnel
Support



JP 3-0
Joint Operations



JP 5-0
Joint Operation
Planning

ADOPT THE “GROWTH MINDSET”

- COL GLEN A. MARTEL, NVANG DIRECTOR OF STAFF

Being open to learning can have profound impacts on an individual’s life, relationships and career. Differing opinions and competing viewpoints are critical to driving innovation. If an organization, in this case the Nevada National Guard, does not fully engage the weapon of diversity it’s future is limited as it cannot survive in an ever changing environment.

I learned about the benefits of what I call “diversity of thought” while I was a project manager for mixed use development projects. With golf courses, commercial properties, residential units, environmental concerns and time and budget constraints competing for time and attention, it was critical that I had a team with diverse experiences united in a drive for success. Only solutions developed with feedback and discussion allowed us to reach the goals of the community, permitting agencies and the owners.

Individuals with a “fixed mindset” believe that behaviors are set in stone and cannot be developed further while a “growth mindset” holds that behaviors can be improved through effort and experience. The idea of a “growth mindset” is built on courage, you need to be open to learning, identifying possibilities, and taking risk, knowing full well that sometimes things don’t work out as planned.

When we operate with a “growth mindset” we recognize that there is always room for improvement. No one can fully grasp all the intricacies of cultural competency. Only with curiosity can we seek to understand ourselves, understand our fellow guardsmen, develop cross cultural understandings and work towards empowering inclusion.

Empowering individuals to act will increase positive momentum in an organization. Leaders must ensure guardsmen understand it is ok to learn from one another, make decisions at their level and constantly be on the outlook for new opportunities to expedite, improve or simplify. In the end it is about learning and identifying what needs to change and applying their knowledge to enhance the organization.

It is essential that leaders understand when they empower individuals mistakes will happen. Rather than react negatively, which will discourage further improvement, leaders must reinforce the understanding that success only comes with missteps. These temporary failures are only opportunities to learn.

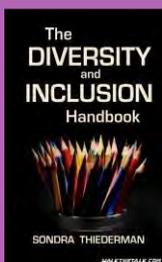
Towards this end leaders must; stir the pot, diverse viewpoints create new ideas; anticipate, diversity powers innovation; nurture, expect to find talent in unlikely locations; get the mindset, focus on transformational leadership.

The Nevada National Guard must adopt the “growth mindset” to remain relevant in today’s dynamic mission, fiscal and threat environment. Only with the “growth mindset” can diversity and inclusion grow from a conversation and training topic to lived values. 

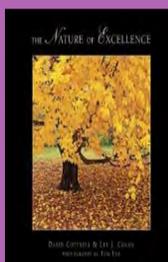


“Education is the most powerful weapon which you can use to change the world.” ~Nelson Mandela

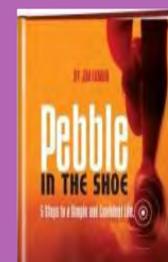
RECOMMENDED READING—<http://www.walkthetalk.com>



The Diversity and Inclusion Handbook
by Sondra Thiederman



The Nature of Excellence
by David Cottrell & Lee J. Colan



The Pebble In The Shoe
5 Steps To A Simple And Confident Life
by Jim Fannin

NGB EXCELLENCE IN DIVERSITY AWARD 2015



The National Guard Bureau (NGB) solicits nominations from each state for outstanding National Guard individuals and organizations that significantly contribute to Diversity and Inclusion (D&I) initiatives, institute best practices, set measurable milestones and attain identified goals. NGB Excellence In Diversity (EID) Awards are presented in 5 categories which include Joint State/Territory, Army Unit, Army Individual, Air Unit and Air Individual. Overall EID program goals are to; **1)** Enhance organizational D&I in all States/Territories by developing a workforce that reflects the communities it serves and creates an inclusive environment that values and empowers all, **2)** Ensure that leaders at all levels champion D&I program priorities and understand specifically what is required to achieve success, **3)** Develop and increase Diversity partnerships, both external and internal to the National Guard in order to share best practices and synchronize efforts and **4)** Develop, mentor and retain top talent reflective of the communities the National Guard serves and ensure Soldiers, Airmen, and civilians continue to learn about potential opportunities to advance along a path that leads to the highest positions in the organization.

This year marks the first year for the NVNG to submit applications for the NGB EID Awards and nominations were forwarded for all 5 categories: **Joint State/Territory** – The State of Nevada showcased the continued efforts of both the ARNG and ANG towards a more Diverse and Inclusive force. The Diversity Day event, various recruiting efforts and community partnering activities were among the several examples of the ever expanding organizational D&I efforts. **Army Unit** – Recruiting & Retention (R&R) Battalion centered on it’s mission to “Recruit the very best men and women from the State’s diverse population, assist commanders in retaining high quality Soldiers and train/prepare new recruits for successful integration into NVARNG Units.” They continue to place women in key developmental positions which has led to the promotion of women to senior ranks and the recruitment of more women into the Guard. **Army Individual** – SSG Michelle Ochoa from the R&R Battalion is a true “champion of diversity.” She delivers high quality instruction to students of all ages within the Clark County School district and aggressively develops critical relationships/partnerships within the Las Vegas community to spread the organizational message and further diverse recruiting efforts. **Air Unit** – The 152nd Airlift Wing (AW) has continues to educate local business and community leaders on the many capabilities and opportunities the NVANG has to offer. Additionally they have partnered with local school districts, law enforcement and the University of Nevada Reno to present the “Blueprint 360 Program” which emphasizes the importance of reading and relationship mentoring. Working with these various organizations has increased contact and exposure with the diverse youth of the community. **Air Individual** – Col JoAnn Meacham from the 152nd AW is the co-founder of the NV Citizens Helping Troops Project (NV Project), which is a designed to increase community support for NV military men and women.

The 2015 NGB EID Award results will be announced in March and awards formally presented at the FY16 Diversity Conference. The NVNG Leadership looks forward to submitting for the NGB EID Award in 2016! 

EMBRACE DIVERSITY!



EMBRACE OUR WORLD!

NVNG JOINT DIVERSITY EXECUTIVE COUNCIL (JDEC) MEMBERS

COL D. Rodger Waters – Col John M. Week – Col Glen A. Martel – LTC Alvin P. Bolton
 LTC Christopher J. Patterson – MAJ Christy M. Hales – Maj Joseph R. Deese
 SMSgt Torry R. Thompson – SMSgt Angela D. Ash – SMSgt Jonathan M. Baker
 SMSgt Kenneth R. DuPree – Ms. Alicia L. Nyland – SFC Nancy M. Sanchez

DIVERSITY & INCLUSION DAY IS ON ITS WAY!

The NVNG is holding its Annual Diversity & Inclusion Day Celebration on June 10, 2016 tentatively planned at the Reno Air Base. On this day we recognize the diversity that contributes to the military readiness of our Guard as well as the cultural diversity that richly supports the greater Guard family. A day to celebrate and embrace who we are, despite our differences, no matter what race, religion, gender, sexual orientation, age, nationality or disability. It's a day to reflect on and learn about different cultures

and ideologies, a day to welcome acceptance and tolerance and to consciously address these areas in our communities, in the workplace and at home. The NVNG Joint Diversity Executive Council (JDEC) welcomes your input on food, entertainment and other suggestions for this years exciting event. Please save the date and look for more information in the coming months. Contact MAJ Christy Hales at christy.m.hales2.mil@mail.mil or 775-384-5800 with your questions and event ideas. 



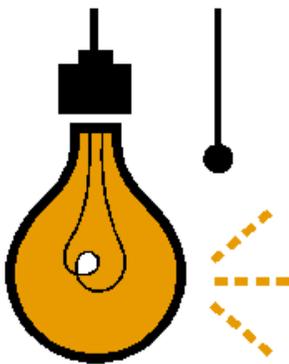
“Diversity is the mix; Inclusion is making the mix work.” ~Andrés Tapia



5 Reasons Why Diversity & Inclusion Are Essential

1. It's The Right Thing To Do
2. It Is Our Organizational Policy
3. Changing Demographics
4. It Is Essential In Building Safe & Productive Work Environments
5. It Directly Impacts The Ability To Perform the Mission

DID YOU KNOW?



- The NVNG JDEC is working to make available organizational D&I information and is leveraging technology to do so. The Public and ANG websites are currently under construction while Joint and ARNG D&I info can be found on Share-Point within their respective “Staff” folders. Command Guidance, Policy, Checklists, Meeting Notes and Event Information are just a few things you’ll find so take the time to take a look.
- Monthly NVNG JDEC meetings are held the Friday before a scheduled Drill Weekend—the next one is on 19 February.
- NVNG reports quarterly D&I goals and accomplishments to NGB on the Joint Service Support (JSS) Diversity website.
- The FY16 National Diversity Training Workshop will be held at the Biloxi, Miss. Combat Readiness Training Center (CRTCC) 24-27 May.



The NVNG JDEC is seeking contributors for The Voice Of Diversity Newsletter. Anyone who is interested in writing an article, sharing their story, featuring a National Guard member or someone in the community who is engaged in promoting Diversity and Inclusion, or share information regarding an event, please contact LTC Chris Patterson at christopher.j.patterson24.mil@mail.mil or 775-887-7358.

February 2016

BLACK HISTORY MONTH

Fort Leavenworth
Leavenworth, KS

Frederick Douglass Home
Washington, DC

Edmund Pettus Bridge
Selma, AL

Mary McLeod Bethune
Council House
Washington, DC

Freedom Riders
Bus Museum
Montgomery, AL

U.S. Supreme Court
Washington, DC

Little Rock
Central High School
Little Rock, AR

National Mall
Washington, DC

Tuskegee Airfield
Tuskegee, AL

Tanners Alley
Harrisburg, PA

Kingsley Plantation
Fort George Island
Jacksonville, FL

Mulberry Row at Monticello
Charlottesville, VA

HALLOWED GROUNDS: Sites of African American Memories



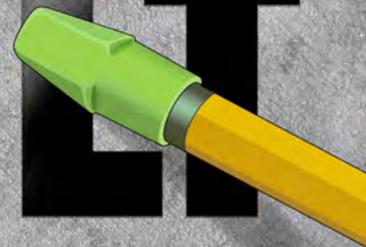
Designed by James Leiber for the Defense Equal Opportunity Management Institute



Sexual Assault Awareness and Prevention

ELIMINATE

SEXUAL ASSAULT



KNOW YOUR PART
DO YOUR PART

For additional information:
sapr.mil safehelpline.org

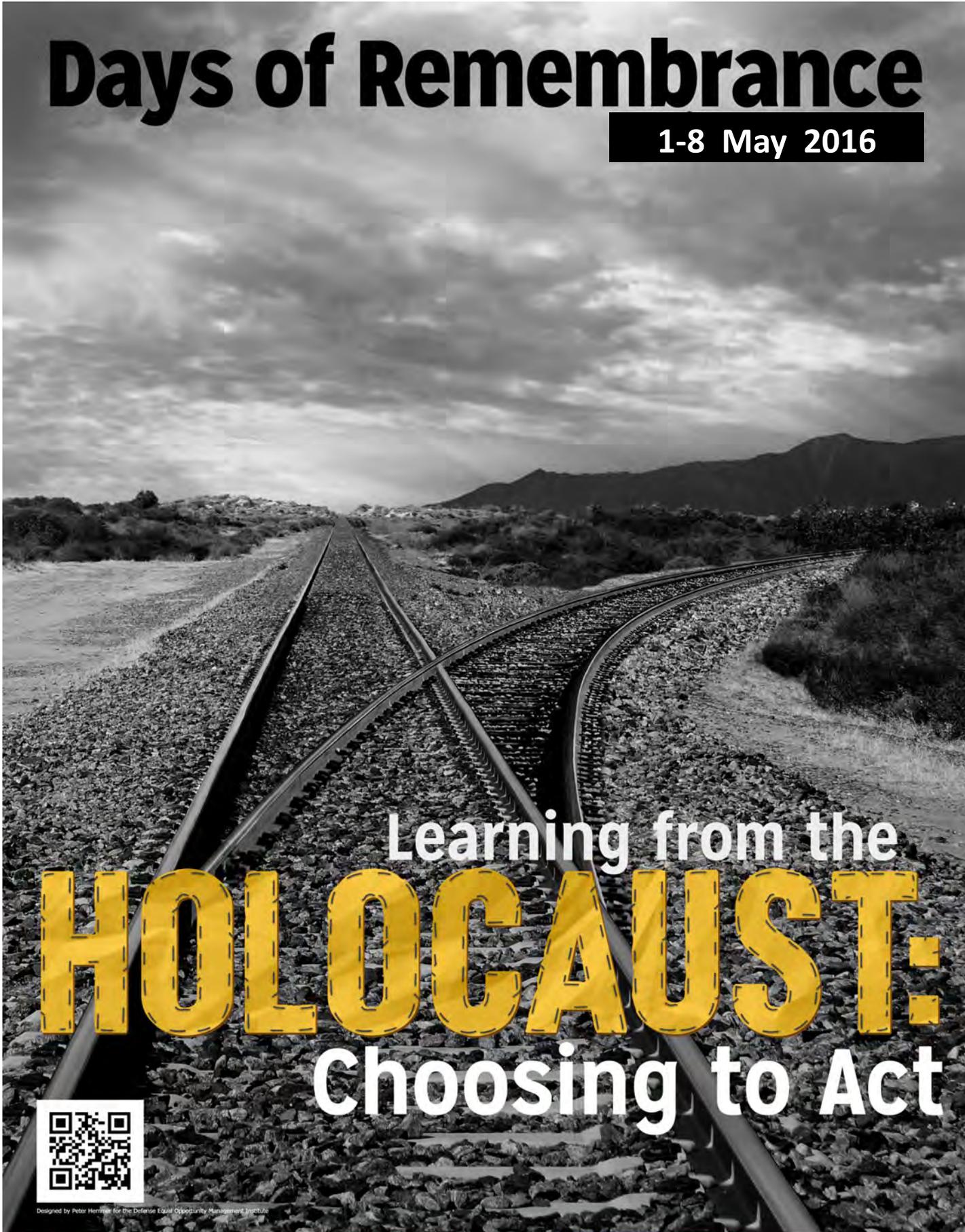


Designed by Peter Hemmer for the Defense Equal Opportunity Management Institute

April 2016

Days of Remembrance

1-8 May 2016



Learning from the

HOLOCAUST:

Choosing to Act



Designed by Peter Herlihy for the Defense Equal Opportunity Management Institute

ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH



**“MANY CULTURES,
ONE VOICE:
PROMOTE EQUALITY
AND INCLUSION”**



Designed by Peter Hemmer for the Defense Equal Opportunity Management Institute

May 2016

LESBIAN GAY BISEXUAL TRANSGENDER PRIDE MONTH



CELEBRATING
Victories
THAT HAVE
Affirmed
FREEDOM AND
Fairness
President Barack Obama



Designed by D.W. Smith and Peter Hemmer for the Defense Equal Opportunity Management Institute

June 2016