



How We See the World

- Alicia Nyland, State Equal Employment Manager



Every person you meet is unique. Due to their upbringing, experiences and genetics, each has their own preferences, mannerisms and styles- all expressed somewhat differently. This diversity is part of what makes life so interesting. Throughout history, countless philosophers, psychologists, scientists and researchers have attempted to describe, predict and understand human behavior.

Many of these experts developed effective systems to examine behavior by categorizing people who share certain attitudinal characteristics that are often referred to as personality temperaments or types. Have you ever wondered why your siblings are so different than you? If we had the same parents, how can we be so different from each other? Your favorite ice cream flavor may not be mine even though we came from the same genetic pool. What about children?

Why are they so different? One child will hate tomatoes, while another in the same family will love them.

It's no secret that the degree of happiness and/or success we achieve in our lives depends heavily upon our ability to positively interact with others. Therefore, unless we plan on living in total isolation from the rest of the world, the more we know about ourselves and others, the more skilled we will become in accomplishing what matters most in life.

The 4 Lenses™ training is a proven personality assessment which helps organizations build a solid understanding of the innate talent and potential of its individuals. This training has strengthened marriages, opened the lines of communication between children and parents, reduced personal misunderstandings, and generally helped individuals communicate with others in a way that fosters mutual understanding and acceptance. Used properly, the principles you will discover in this workshop will empower you to improve aspects of every personal relationship in your life.

Participating in the 4 Lenses™ training provides you the opportunity to learn about your unique temperament and that of your coworkers. We all have different personality styles and luckily, each style brings its own unique strengths, skills and assets to our organization. You will see through an entirely new set of eyes because it has the ability to increase your tolerance, respect, and sensitivity to the needs, values and attitudes of others. Each participant completes a personality assessment to begin this course of instruction which pinpoints a primary temperament which is color-coded as gold, green, blue and orange. The training helps participants to adapt one's color-style with others will help each individual to be a better team member, remain flexible, avoid conflict and be better able to compromise and reach solutions. By utilizing hands-on practical assessments, this course will help you to understand why people think, feel and act the way they do. This in turn will aid in learning better ways to interact with different personalities. In this fast paced, dynamic course you will learn how to maximize the value this diversity brings to our organization's success. Come ready to laugh, learn and walk away with a wealth of ideas, strategies and concrete tools to apply immediately to your work settings and daily life.

All members of the Nevada National Guard will have the opportunity to participate in 4 Lenses training over the next few months. Training sessions will be offered for full time staff and traditional members. Keep an eye out for announcements for these training opportunities. 🇺🇸

Upcoming Special Emphasis Observances

National Mentoring Month
(Jan.)

Regional JDEC meeting
(11-12 Jan.)

African American/
Black History Month,
M.L.K. birthday
(Feb./ 16 Jan.)

Women's History Month
(Mar.)

Sexual Assault Awareness
and Prevention Month
(Apr.)

Individual Highlights in this Issue

Diversifying Mentorship
- 2nd Lt. Jessica Sarradet

Junior Enlisted Council promotes diversity, inclusion
- Staff Sgt. Savannah Ellis

Diversifying Mentorship

- 2nd Lt. Jessica Sarradet, 152nd Executive Administrator/Aircraft Maintenance OIC



Mentorship is a critical factor in the development of leaders. It is through quality mentors that a unit is capable of developing leadership and mission readiness. Without positive mentors, or worse, with toxic leaders, there is an inevitable impact that diminishes mission readiness and resilience. To develop people, any mentor must have a positive impact on the individual. There is an absolute correlation between positive, skilled mentors and negative individuals. While the negative viewpoint mentor may still be extremely talented, it will have a diminished effect on readiness and resilience. Mentors are also an incredibly valuable resource because of their diversity and personal experience. At its core, diversity provides our units with a collaboration of strengths, perspectives, and capabilities that supersede individual contributions. A mentor could potentially be anyone you know. Examples range from a volunteer helping teach a class or skill to another individual to senior leadership teaching or guiding a new member of their unit. This diversity makes us stronger as a people and a force.

It is a necessity for individuals to seek diversified leaders. As an experienced and trusted advisor, mentors are individuals you feel comfortable confiding in, seeking help or advice from, and may even aspire to emulate. Studies have proven more often than not, individuals will associate with people who are similar or likeminded to themselves. Someone should select a potential mentor based on differences not commonality. It is important to have a mentor that makes you comfortable, but it is also desirable to have someone who will challenge you because of potential differences. This different perspective should allow the individual to learn to function outside of their proverbial "comfort zone". Find individuals who challenge you and push your limits while capitalizing on your potential. If you only seek people who have experienced similar things, you will stifle your growth. You will perpetuate a single-minded approach to everything. Through these different learning perspectives, you develop a more mature and deeper understanding of those around you. This leads into our diversity as individuals. A diversity climate provides a culture, which allows people to maximize their potential by embracing and promoting each other's strengths, perspectives, and capabilities.

It is human to crave to be a part of something bigger. Individuals seek out or join groups to build a sense of belonging and identity. For this reason, mentorship is a critical component to our forces. To have someone who understands where you are, where you want or need to be, and is able to help you get there is a comforting feeling. There is not a template to mentorship. Instead of choosing one life mentor, seek out different mentors for different life experiences and stages. Everyone possesses different life experiences and we all contribute different perspectives, skills, talents, and gifts. Having mentors for different areas of your life, allows you to find individuals who have a wide understanding of a specific subject. For instance, you may choose a mentor for guidance in your career progression, but that individual may not be one you would seek advice from regarding parenting techniques.

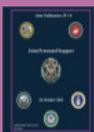
Mentorship should go both up and down, meaning leaders, subordinates, and peers can all learn from one another. We all possess an aggregation of individual characteristics, experiences, and abilities which make up their unique perspectives. It is these perspectives we need to take advantage of. The ability to learn and grow never ceases and for this reason, our leadership has as much to learn from the newer generations as the upcoming generations do from them.

Our greatest accomplishments are achieved when diverse perspectives overcome our greatest challenges. This is accomplished through learning other perspectives, allowing yourself to think differently and obtain a greater knowledge and understanding. We are our best when we draw on the talents of all parts of our society. Challenge yourself every day through your interactions with others to seek their diverse perspectives. It will in turn enrich your own perspective, allowing for greater development and advancement. Our capabilities are enhanced by diversity among our force. By adapting these habits, airmen will learn to maximize individual strengths and to combine individual abilities and perspectives for the good of the mission, unit, and for themselves. Overall, through diversifying mentorship, we strengthen our force and ensuring our long-term viability to support and complete our mission. 🇺🇸



"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 1-0
Joint Personnel
Support

Junior Enlisted Council promotes diversity, inclusion

- Staff Sgt. Savannah Ellis, State Incentives Manager



When most people think about diversity the first thought that comes to mind usually involves something to do with race, religion or sexual orientation. In practice, diversity is so much more than those things; it's inclusion and that is what our focus is in the Junior Enlisted Council.

The JEC is the future of the Armed Forces – the Rising Six. The Rising Six focuses on the development and voice of enlisted personnel from E-1 to E-6. Together they discuss problems and find solutions to all issues that affect the enlisted force. The council makes policy recommendations to the senior enlisted leader, State Command Sgt. Maj. Jared Kopacki.

The council's purpose is to ensure that quality Soldiers are ready, trained and maintain pride in their roles and missions for the Nevada Army National Guard. A strong sense of comradery comes from a shared sense of purpose, mission and inclusion among all junior enlisted.

Inclusion comprises not only the typical diversity topics, but also things like job and life experience, as well as education level. Each junior enlisted Soldier brings different experiences and capabilities to

the mission and that is what makes the National Guard such a powerful force.

The JEC's mission is to advise the state's SEL on enlisted force issues including, but not limited to morale and spirit de corps of the Nevada Army National Guard. The SEL tasks the council with examining issues and recommending policy changes that affect the readiness of enlisted Soldiers. The council handles all issues brought forth through consensus discussions and resolutions. In the event an issue cannot be solved by consensus, the JEC chairperson will pass it on to the SEL and explain why the issue could not be handled by consensus. To encourage the free flow of ideas and information, all deliberations at the JEC sessions are non-biased.

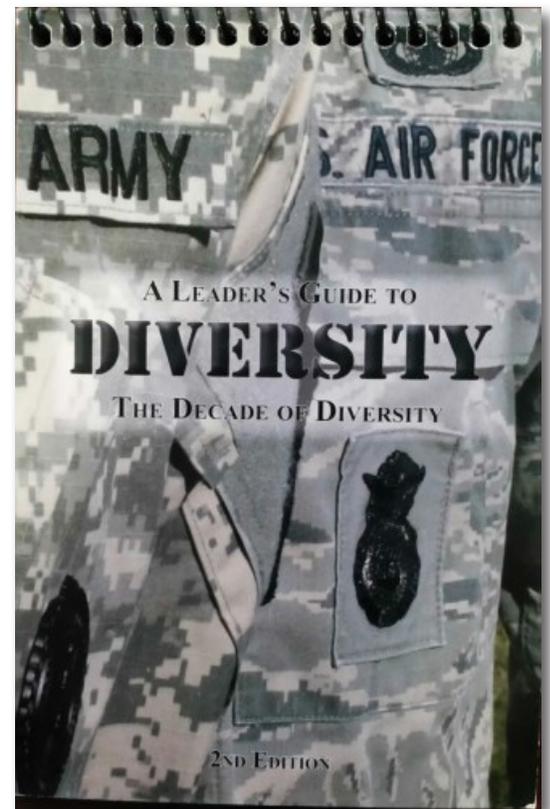
Today's junior enlisted force is made of millennials, baby-boomers and gen-xers all working together toward a common goal. Millennials are the future of the force and they view diversity as the blending of different backgrounds, experiences and perspectives within a team, also known as cognitive diversity. Millennials see cognitive diversity as a way to innovate through teamwork in a collaborative environment that values open participation from individuals with different ideas and perspectives and has a positive impact on the organization.

The baby-boomers and gen-Xers view diversity as a representation of fairness and protection to all, regardless of gender, race, religion, ethnicity or sexual orientation. Inclusion for boomers and gen-Xers is how an organization integrates individuals of all demographics into one workplace. Millennials want to be valued, respected, supported and included on what's happening. They also want to know "why" their mission is what it is. Baby-boomers and gen-Xers don't ask questions, they execute the mission.

Representation without inclusion and engagement produces high personnel turnover, low morale, low productivity, poor innovation, lack of respect and dysfunctional relationships. Inclusion and recognition produce loyalty, engagement, lasting relationships and teamwork.

Tom Peters, founder of the Tom Peters Company, said, "The real soft stuff is the numbers in the plan; the real hard stuff: passion, energy, liveliness, excitement, enjoyment, values, power, relentlessness, engagement, putting yourself in motion, character, pursuit and never slacking intensity behind an initiative."

One team, one fight. 



"Education is the most powerful weapon which you can use to change the world." - Nelson Mandela

RECOMMENDED READING - <http://walkthetalk.com>



The Diversity and Inclusion Handbook
by Sondra Thiedman



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

Martin Luther King, Jr. Day

JANUARY 16, 2017

Remember! Celebrate! Act!
A Day On, Not A Day Off!



“Let freedom ring...”



BLACK HISTORY MONTH

FEBRUARY 2017



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

WOMEN'S HISTORY MONTH



WORKING TO FORM A MORE PERFECT UNION:
HONORING WOMEN IN PUBLIC SERVICE AND GOVERNMENT



SCAN AND VIEW MOMENTS IN HISTORY



Designs by James LeFord for the Defense Equal Opportunity Management Institute

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Days of Remembrance



Learning from the

HOLOCAUST

Acts of Courage

MAY 2017



ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH



WALK TOGETHER
EMBRACE DIFFERENCES
BUILD LEGACIES



1ST Filipino Battalion



Chinese-American Composite Wing
 14TH Air Force



442ND Infantry Regimental
 Combat Team



100TH Infantry Battalion

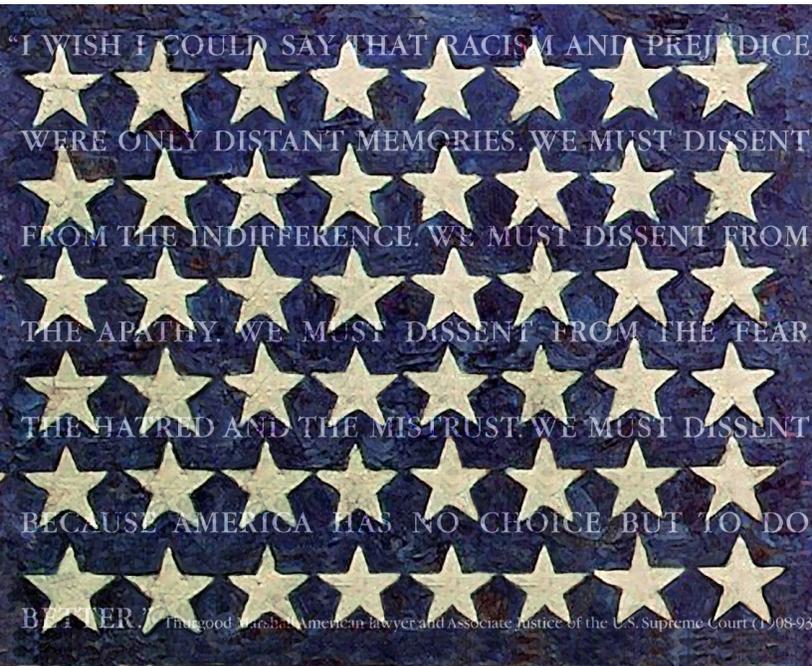
The photo is of the 1st Filipino Infantry Regiment with dignitaries in forefront. From Left to Right: Colonel Robert S. Offley, Major General Alvan C. Gillem, Jr., Vice President Sergio Osmeña Sr., Colonel Roger S. Fitch, Colonel Clinton A. Pierce.
 (Photo courtesy of the U.S. Army)

SCAN AND VIEW MOMENTS IN HISTORY



MAY 2017





"HE THAT WOULD MAKE HIS OWN LIBERTY SECURE MUST GUARANTEE HIS NEIGHBOR ENEMY FROM OPPRESSION; FOR IF HE VIOLATES THIS DUTY HE IS SETTING A PRECEDENT THAT WILL REACH TO HIMSELF." Thomas Paine, American political theorist

"BIGOTRY IS THE DISEASE OF IGNORANCE, OF MORBID ENTHUSIASM OF THE FREE AND BUOYANT. EDUCATION AND DISCUSSION ARE THE ANTIDOTES OF BOTH." Thomas Jefferson 3rd U.S. President

"THE PRICE OF THE DEMOCRATIC WAY OF LIFE IS A GROWING APPRECIATION OF PEOPLE'S DIFFERENCES, NOT MERELY AS TOLERABLE, BUT AS THE SOURCE OF A RICH AND REWARDING HUMAN EXPERIENCE." Jerome Nathanson

"MEN HATE EACH OTHER BECAUSE THEY FEAR EACH OTHER, AND THEY FEAR EACH OTHER BECAUSE THEY DON'T KNOW EACH OTHER, AND THEY DON'T KNOW EACH OTHER BECAUSE THEY ARE OFTEN SEPARATED FROM EACH OTHER." Dr. Martin Luther King, Jr. American pastor

"WE HAVE BECOME NOT A MELTING POT BUT A BEAUTIFUL MOSAIC OF DIFFERENT PEOPLE, DIFFERENT BELIEFS, DIFFERENT VALUES, DIFFERENT HOPES, DIFFERENT DREAMS." Jimmy Carter 39th U.S. President

"AS LONG AS MEN ARE FREE TO ASK WHAT THEY MUST, FREE TO THINK WHAT THEY WILL, FREEDOM CAN NEVER BE LOST AND SCIENCE CAN NEVER REGRESS." J. Robert Oppenheimer American physicist

"PEOPLE EAGERLY FASTEN THEIR EYES ON THE DIFFERENCES BETWEEN THEIR OWN AND YOURS, WHILST THE CHARM OF THE STUDY IS IN FINDING THE AGREEMENTS AND IDENTITIES IN ALL THE RELIGIONS OF HUMANITY." Ralph Waldo Emerson American poet

"IF WE ARE TO ACHIEVE A RICHER CULTURE, RICH IN CONTRASTING VALUES, WE MUST RECOGNIZE THE WHOLE GAMUT OF HUMAN POTENTIAL AND SO WEAVE A LESS ARBITRARY SOCIAL FABRIC, ONE IN WHICH EACH DIVERSE HUMAN GIFT WILL FIND A FITTING PLACE." Margaret Mead American anthropologist

"ONE DAY OUR DESCENDANTS WILL THINK IT INCREDIBLE THAT WE PAID SO MUCH ATTENTION TO THINGS LIKE THE AMOUNT OF MELANIN IN OUR SKIN OR THE SHAPE OF OUR EYES OR OUR GENDER INSTEAD OF THE UNIQUE IDENTITIES OF EACH OF US AS COMPLEX HUMAN BEINGS." Franklin A. Thomas American philanthropist

"IF WE CANNOT END NOW OUR DIFFERENCES, AT LEAST WE CAN HELP MAKE THE WORLD SAFE FOR DIVERSITY. THE WAVE OF THE FUTURE IS NOT THE WAVE OF THE PAST BUT THE WAVE OF THE WORLD BY A SINGLE DOGMATIC CREED BUT THE LIBERATION OF THE DIVERSE ENERGIES OF FREE NATIONS AND FREE MEN." John F. Kennedy 35th U.S. President

"THE TRUE MEASURE OF A MAN IS HOW HE TREATS SOMEONE WHO CAN DO HIM ABSOLUTELY NO GOOD." Ann Landis American columnist (1918-84)

"WE SHOULD NOT AND CANNOT DENY OUR DIFFERENCES. EACH OF US BRINGS FROM OUR OWN BACKGROUND THINGS WHICH WE SHOULD SHARE. THERE IS GOOD IN DIVERSITY." Georgia Anne Geyer American correspondent

"HOW CAN WE LOVE OUR COUNTRY AND NOT LOVE OUR COUNTRYMEN, AND LOVING THEM, NOT REACH OUT A HAND WHEN THEY FALL, HEAL THEM WHEN THEY ARE SICK, AND PROVIDE OPPORTUNITIES TO MAKE THEM SELF-SUFFICIENT SO THEY WILL BE EQUAL IN FACT AND NOT JUST IN THEORY?" Ronald Reagan 40th U.S. President

In accordance with DOD Instruction 5120.4, The Voice of Diversity is an authorized, unofficial publication of the Nevada National Guard. Content is not necessarily the official view of, nor is it endorsed by, the U.S. Government, the Department of Defense, the Nevada National Guard or the State of Nevada.