



BRIAN SANDOVAL
Governor

LOG# 16-15

NGNV-CAG

STATE OF NEVADA OFFICE OF THE MILITARY
OFFICE OF THE ADJUTANT GENERAL
2460 FAIRVIEW DRIVE
CARSON CITY, NEVADA 89701-6807



WILLIAM R. BURKS
Brigadier General
The Adjutant General

29 January 2016

MEMORANDUM FOR RECORD

SUBJECT: Nevada Army National Guard Diversity Policy Statement

1. Diversity, though not easily captured in a single definition, allows the Nevada Army National Guard (NVARNG) to benefit from the talents, abilities, ideas and viewpoints of a military force drawn from the richness of Nevada communities. It is achieved by using two key enablers: providing unfettered opportunities to all qualified citizens equally, and creating and sustaining an organizational climate in which people of diverse backgrounds, cultures, races, religions, ethnicities and experience are fully included, valued and respected.
2. Diversity is vital to mission readiness and excellence. Diversity sparks innovation by incorporating new approaches and fresh perspectives to problem solving. Attracting and employing a diverse and talented team of Soldiers ultimately enables us to better perform our challenging missions.
3. We must strive to create a climate of equity that fosters an environment where all individuals have the opportunity to prosper, advance in their careers and contribute their utmost to NVARNG missions. We must strive to ensure that our organization recruits, retains and sustains a diverse, talented and highly skilled military force. Our organizational Strategic Plan guides our efforts to achieve these goals. I encourage all members of the NVARNG to become familiar with the plan located on our SharePoint website under: Joint Staff / Diversity & Inclusion / NVARNG Diversity.
4. I am personally committed to making the NVARNG the Service of choice for all Nevadans who seek to serve our Nation, State and its people.
5. Memorandum point of contact is the NVARNG Diversity Manager at (775) 887-7358.

Handwritten signature of Michael K. Hanifan in cursive.

MICHAEL K. HANIFAN
Brigadier General, NVARNG
Commander Army Guard