DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCES HEADQUARTERS KANSAS
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NGKS-TAG 8 February 2011

MEMORANDUM FOR All Members and Employees of the Kansas Army National Guard and Kansas Air National Guard

SUBJECT: TAG Policy Letter No.14, Diversity Policy for the Kansas National Guard

1. America's demographics are rapidly changing. The Kansas National Guard must mirror the diversity of our communities and Kansas as a whole. My intent is that all soldiers and airmen embrace diversity, because it's the right thing to do. I direct all commanders and staffs to continually energize their efforts and ensure unit participation in diversity and mentoring. Now is the time to diversify and enhance our mission capability and readiness.

2. The Kansas National Guard is made great by our people. Our challenge is to capitalize on the changing demographics in our society by valuing ethnic and cultural differences, as well as similarities. Embracing diversity better enables us to recruit, mentor, retain, and promote the best talent to achieve our goals. Our dedication to diversity will foster dignity and respect, while providing continuity with Army and Air Force values.

3. The foundation of a successful diversity program must include:

a. Allocating resources to leverage the potential of diverse communities
b. Recruiting members from diverse communities
c. Retaining a diverse force through team building and mutual respect
d. Fostering mentorship and training to develop our soldiers
e. Monitoring and assessing progress through clear expectations, accountability, evaluation and recognition

4. Questions regarding diversity may be directed to the State Diversity Initiatives Coordinator at 785-274-1166 or DSN 720-8166.

7. This policy letter supersedes the previous TAG Policy letter No. 14 dated 15 October 2009. This policy letter will be posted on all unit/organizational bulletin boards.

LEE E. TAFANELLI
Major General (KS), KSNG
The Adjutant General

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