



**STATE OF IDAHO
MILITARY DIVISION**

**C. L. "BUTCH" OTTER
GOVERNOR**

**THE ADJUTANT GENERAL
MICHAEL J. GARSHAK**

NGID-TAG

January 2018

MEMORANDUM FOR All Members and Employees of the Idaho Military Division, Idaho National Guard, and the Idaho Office of Emergency Management (IOEM)

SUBJECT: Joint Diversity Policy (IDNG-40)

1. Reference - Idaho Military Division Diversity Strategic Plan 2018- 2021
2. The success of the Idaho Military Division is directly associated to the contributions of the people that have chosen to join our force. The community based structure of our organization across the state is fundamental to this success because it affords the diverse opinions, abilities, beliefs, ideologies, and experiences of our society. The training our members conduct and receive is not enough to achieve success; it is the melding of those individuals into the organization that diversifies the team.
3. The demographics of our state rapidly and constantly change and we must recognize this reality and value the diversity it offers as a mission-critical component of how we operate. These changes demand a more inclusive approach to leadership and followership. Our community basing provides a diverse force; however it does not guarantee that our organization capitalizes on the opportunity that diversity provides.
4. Diversity includes differences in characteristics, backgrounds, attributes, experiences, and other generational differences. However further expansion is essential to create a culture that fosters:
 - a. Absolute respect for all people no matter their rank, function or position
 - b. Inclusion, engagement, and management of talents to capitalize on a person's potential based on merit, fitness and capability.
 - c. Diversity in thoughts, ideas, and perspectives to promote moral courage and trust
 - d. Confidence in equal opportunity for all
 - e. An interdependent mindset where collaboration is the standard
5. It is in the best interest of our organization that mentorship is a continuous and consistent part of the leadership environment. Mentoring creates leadership excellence and encourages independent thinking. It instills in others the ability to see the potential in themselves that others see in them. Developing our members must be done in an atmosphere of transparency where personnel are encouraged, opportunity is recognized, and objectivity is the basis for mature decision making processes.
6. It is incumbent on all members of our organization to ensure we are prepared to serve in a multi-cultural environment. Our future belongs to the new and changing generation of service members and civilian employees. Our leadership responsibility is to entrust a great organization to them free of barriers so that all members have the opportunity to achieve their full potential. Leveraging

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diversity as a vital resource requires vision, action and courage at all levels of our organization. Respect for diversity as a core value is a leadership commitment we all must keep.

7. To aid in the maturity of this culture I have directed the establishment of a State Joint Diversity Executive Council (JDEC). This council, in close communication with the NGB Joint Diversity Executive Council, will recommend realistic and practical objectives that will nest with the Regional and National goals yet will be tailored to the specific needs of our organization. The state council's primary emphasis will be focused on organizational culture where diversity enhances mission readiness and is applied as a combat multiplier for mission accomplishment. Embracing this culture at all levels will allow us to harness the innovation of people and have the most effective force possible.

8. Points of Contact for this policy are IDNG DTAG Air and the State Equal Employment Manager. This policy letter will not be incorporated into any other publication, and will be updated as needed, by proper authority.



MICHAEL J. GARSHAK
Brigadier General
The Adjutant General/Commander, IDNG

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