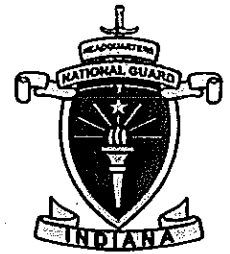




DEPARTMENT OF THE ARMY AND THE AIR FORCE
HEADQUARTERS INDIANA NATIONAL GUARD
2002 SOUTH HOLT ROAD
INDIANAPOLIS, INDIANA 46241-4839



NGIN-ZA

1 July 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Number 23-20: Diversity and Inclusion Policy

1. It is the policy of the Indiana National Guard to capitalize on our diverse organizational climate; a climate that recognizes the unique qualities of each member and values their individuality in a manner that is free from prejudice or intimidation; an environment where equity and mutual respect are paramount.
2. All commanders, leaders, and supervisors must strive to achieve and maintain an environment that promotes equality for our Soldiers, Airmen, Civilians, Contractors and Family Members. Our composition must be a mirror that accurately reflects the diverse society in which we live. This population may include but is not limited to: gender, sexual orientation, education level, rural/urban upbringing, age, physical abilities, language spoken, race, religion, and ethnic backgrounds.
3. Diversity includes differences in characteristics, background, attributes, and experience that effect our overall readiness and mission accomplishments. However, further expansion is essential to create a culture that fosters absolute respect for all people no matter their rank, functions, or position. Whereas, inclusion values and integrates each individuals' perspectives, ideas, and contributions into the way an organization functions and makes decisions.
4. The diversity of the Indiana National Guard has been vital throughout our history. Due to our Federal and State missions, it is imperative to have service members represented from all backgrounds. We are committed to creating and maintaining an inclusive environment that is welcoming and unbiased.
5. As we manage our diverse workforce, we are committed to the following organizational objectives:
 - a. Recruiting, developing, employing and retaining a talented, dedicated and diverse organization through sponsorship and mentorship programs.
 - b. Promoting inclusion through engagement and talent management to capitalize on one's potential.
 - c. Fostering an inclusive organization, as everyone has a story, in which everyone is fully engaged and their skills and talents are fully utilized.
 - d. Embracing different viewpoints and approaching problems with a creative mindset.

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6. Subordinate commands influence in diversity and inclusion.

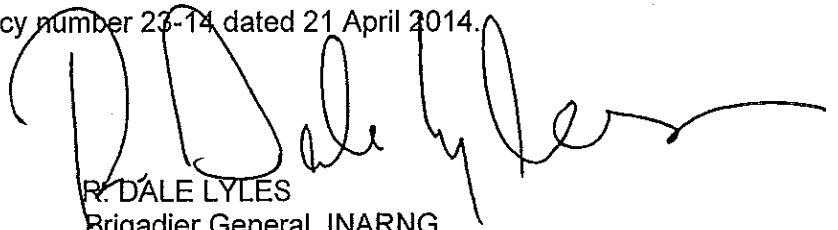
a. All individuals along with their command based recruiters must leverage community relationships and partnerships to ensure that we seize the underrepresented populations to support diversity and inclusion goals and initiatives.

b. With personal readiness being our number one priority, leaders should emphasize the importance of evaluations, awards, promotions, schools and other various opportunities to be provided to all personnel, while keeping in mind the underrepresented populations.

7. The Point of contact for this policy is the JFHQ Diversity and Inclusion Manager or the State Equal Employment Manager at (317) 247-3237.

8. A copy of this memorandum will be posted on the bulletin board of each organization and facility.

9. This memorandum supersedes policy number 23-14 dated 21 April 2014.



R. DALE LYLES
Brigadier General, INARNG
The Adjutant General

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