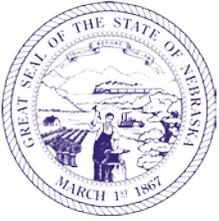


# STATE OF NEBRASKA



Dave Heineman  
Governor

**MILITARY DEPARTMENT**  
**Daryl L. Bohac**  
*Director*  
Joint Force Headquarters  
2433 NW 24<sup>th</sup> Street  
Lincoln, Nebraska 68524-1801  
Phone: 402-309-8210

31 March 2014

MEMORANDUM FOR All Nebraska Military Department Employees and Members

FROM: NGNE-TAG

SUBJECT: Military Department Policy (MIL 01-031-14) Diversity and Equal Opportunity (EO)

1. It is my intent that our National Guard membership and our full time workforce reflect the cultural diversity of the communities we serve. Diversity commits to a policy of inclusiveness that strives to value and respect all Soldiers, Airmen and civilians, and creates the competitive advantage every successful organization must have.
2. The State Equal Opportunity & Diversity Council was organized in 2009 to provide guidance in developing a more diverse force. The Council is co-chaired by a General Officer from both ARNG and ANG, and is comprised of representatives from the three major subordinate commands, 155<sup>th</sup> ARW and Nebraska Emergency Management Agency (NEMA). The Council also provides oversight of the Special Emphasis Program (SEP) Group.
3. I expect commanders and all leaders to treat all persons fairly and equitably when considering recruitment, selections, training, promotions and reassignments. An effective unit reflects a culturally diverse workforce where all employees work together in an atmosphere of trust and respect.
4. Training on equal opportunity and diversity makes clear the value of building a diverse organization, breaks down biases and stereotypes, and increases respect for all people. Developing community partnerships in local diversity initiatives also supports my goal for community involvement and is encouraged.
5. Reference NGR 600-21, Appendix E, Chapter 1-8 b (5), Equal Opportunity Program in the National Guard. The point of contact for this policy is the State Equal Employment Manager (SEEM) at 402-309-8111.
6. This supersedes Military Department Policy (MIL 01-031-12), dated 25 April 2012
7. This policy will be reviewed NLT 31 August 2015 for verification or proposed changes by the policy proponent. This policy will stay in effect unless superseded or rescinded. Interim changes to this policy will not become official until they are vetted through appropriate authority, reviewed and authorized the change.
8. The point of contact for this policy is the State Equal Employment Manager at (402) 309-8111.

A handwritten signature in blue ink, appearing to read "D. Bohac".

DARYL L. BOHAC  
Major General  
The Adjutant General

*An Equal Opportunity/Affirmative Action Employer*