



PETE RICKETTS, GOVERNOR

NGNE-TAG

SEP 20 2018

MEMORANDUM FOR All Employees of the Nebraska Military Department and the Nebraska National Guard.

SUBJECT: Military Department Policy (SEEM-18-05) 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. The Council is comprised of representatives from the 155th ARW, the Nebraska Emergency Management Agency (NEMA), and representatives from the three major subordinate commands of the Nebraska Army National Guard. 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 1-8b (5), Equal Opportunity Program in the National Guard.

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6. This policy is approved for distribution to all employees of Nebraska Military Department and members of the Nebraska National Guard.
7. The point of contact for this policy are the State Equal Employment Manager at 402-309-8111.
8. This policy supersedes Military Department Policy (MIL 01-031-14) dated 31 March, 2014.
9. This policy will be reviewed NLT 1 January 2021 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 This policy will stay in effect unless superseded or rescinded.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 reviewed and authorized through the appropriate authority.



DARYL L. BOHAC
Major General
The Adjutant General