



**OFFICE OF THE ADJUTANT GENERAL  
789 Vermont National Guard Road  
Colchester, Vermont 05446-3099**

NGVT-TAG-EO (100)

02 August 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Joint Policy Memorandum 2023-04, Vermont National Guard Diversity Policy

1. References.

a. Vermont National Guard Joint Diversity Executive Council Strategic Plan (VTNG-JDEC), 2022.

b. Vermont National Guard Joint Diversity Executive Council Charter, 2022.

c. Joint Diversity Executive Council Operational Approach, 2022.

d. DoD Instruction 1350.3, Affirmative Action Planning and Assessment Process.

e. DoD Instruction 1020.05, Diversity, and Inclusion Management Program.

2. Purpose. The State of Vermont is comprised of a rich mixture of diverse people from all backgrounds. We must ensure that this great diversity is reflected across our formations. A diverse force maximizes the ability, perspective, skills, and experiences of all employees to contribute to organizational goals and enhance mission readiness.

3. Effective Date. This policy is effective immediately.

4. Applicability. This policy applies to all Vermont National Guard Personnel.

5. Policy. All Servicemembers and employees will be given the opportunity to develop and advance to their fullest potential. All of us, regardless of rank or position, share the

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responsibility for ensuring equitable and merit-based job selections, mentoring, promotions, advancements, and awards.

a. Commanders and supervisors will not participate in or condone any activities or behavior that undermine the principles of diversity, inclusion, and respect for others. Our dedication to these principles promotes Army and Air Force values.

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

(1) Recruiting members from diverse communities.

(2) Retaining a diverse force through team building and mutual respect.

(3) Providing informal and formal mentorship and training opportunities to all Servicemembers.

(4) Proactively identifying and eliminating diversity barriers to readiness.

(5) Supporting diversity initiatives and programs.

(6) Creating an inclusive culture that accepts and values all members.

(7) Staffing of authorized positions and resources to adequately carry out Equal Opportunity / Diversity programs.

(8) Monitoring and assessing Equal Opportunity / Diversity programs and policies at all levels within your area of responsibility.

6. Questions regarding this policy may be directed to the State Equal Employment Manager (SEEM), Mr. Todd Connolly at 802-338-3103.

GREGORY C. KNIGHT  
Major General  
The Adjutant General

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