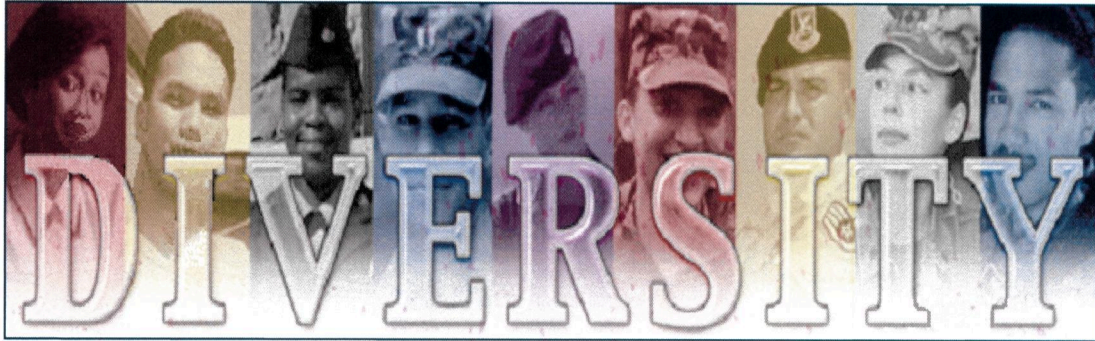


VERMONT NATIONAL GUARD
Joint Diversity Strategic Plan

Vermont Diversity Commitment




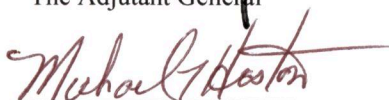
The Vermont Guard is a group of proud, well trained, professional men and women who stand ready to defend our Nation; a Nation that was founded on the principle, the individual has infinite dignity and worth. The VTNG will always remain true to that principle by strongly supporting the needs, aspirations and capabilities of every courageous individual joining our team.

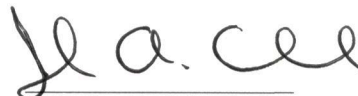
In our commitment to diversity, we welcome people from all backgrounds and seek to understand and appreciate the various customs and values diversifying our force. Our commitment to work toward a culture that values diversity requires that we create, promote and maintain activities which further our understanding of all individuals and groups. Our personnel will serve in an environment that uses their talents, develops their potential, and recognizes their achievements. Our underlying commitment to the Guard team and their families is to instill the highest sense of pride in themselves, their work, and the VTNG Mission.


We will continue to develop and communicate policies that discourage intolerance and discrimination, improve morale and productivity through visible and active command initiatives as an integral part of the Mission Readiness of the VTNG. This concept and dimension of diversity is incorporated into every activity to include training, staffing, personnel practices, community services, and all areas of military endeavor and will include but not limited to: race, gender, ethnicity, religious belief, sexual orientation, socio-economic status, cultural orientation, work experience, job status and national origin.

Our commitment is to maintain a culture that treats everyone as full and equal partners; make the National Guard a leader in fair, equitable and nondiscriminatory treatment of all; instill cultural adaptability as a life skill to seamlessly adapt in areas of operation for maximum effectiveness, recognize members as our most important asset; promote teamwork and constructive working relations; and utilize leadership as the tool for the continuous pursuit of excellence in order to create coalitions of interests, not of color, race, or ethnicity. The commitment to diversity rests with every member of the VTNG to implement and support the diversity philosophy. We understand and embrace diversity as our greatest strength.


MG Steven A. Cray
The Adjutant General


BG Michael T. Heston
Assistant AG Army


Brig Gen Joel A. Clark
Assistant AG Air


BG Mark S. Lovejoy
Director Joint Staff