

# JDEC'S Operational Approach

## CURRENT STATE

Women and minorities are underrepresented at all ranks

The strong sense of fellowship and loyalty is limited to members of the same peer group

Fractured communication has created alienation and distrust

### LOE – #1 Brand Development and Promotion

Joint Objective

Work with R&R to increase and retain women and minorities

Create VTNG multimedia promotional material emphasizing diversity

Identify, develop, and strengthen relationships with influential community partnerships

Help standardize VTNG resources to promote a diverse look

## GOALS

Identify, attract, and recruit from a broad talent pool that reflects the best talent in the communities we serve

Develop, mentor, and retain members based on merit to create an inclusive and equitable workforce

Ensure leadership is committed to supporting and promoting a diverse and inclusive culture where all members are respected.

## DESIRED END STATE

A respected organization where diversity, equality, and inclusion are valued, promoting a professional environment where members can reach their fullest potential to advance VTNG's efforts in defending our nation and serving our communities.