



DEPARTMENTS OF THE ARMY AND AIR FORCE
JOINT FORCE HEADQUARTERS WISCONSIN
WISCONSIN ARMY NATIONAL GUARD
2400 WRIGHT STREET
POST OFFICE BOX 8111
MADISON WI 53708-8111

NGWI-CS-AR

08 March 2022

MEMORANDUM FOR Wisconsin Department of Military Affairs

SUBJECT: Diversity, Equity, and Inclusion – TAG Policy Memorandum 28

1. References:

a. NG Diversity and Inclusion Strategic Plan 01 June 2017.

b. Presidential Executive Order on Diversity, Equity, Inclusion, and Accessibility in the federal workforce dated 25 June 2021.

2. Applicability: This policy applies to all members of the Wisconsin Department of Military Affairs.

3. People are my number one priority. The Department of Military Affairs (DMA) and its state, federal and military employees are committed to fostering a professional environment in which all individuals are treated with dignity and respect. This includes recruiting, developing, mentoring and retaining a diverse workforce representative of the communities which it serves.

4. Department of Military Affairs personnel will have access to resources available to help them pursue career opportunities at the highest level of their potential. As leaders, it is our duty to foster an environment of recognition, appreciation, and acknowledgement of talents from all backgrounds. It is also our duty to remove barriers so that all members from all backgrounds, identities, abilities, ethnicities, races, cultures, and beliefs can be successful to reach their potential.

5. Diversity, equity, and inclusion is a commander's program. Every commander and organizational leader must lead by example and be able to fulfill his/her/their obligation to those who serve in the organization. I expect each Deputy Adjutant General and TAG's Executive Assistant to develop specific diversity equity and inclusion plans that incorporate the following strategic goals for their areas of responsibilities:

a. Goal 1: Enhance diversity, equity, and inclusion in the Department of Military Affairs.

b. Goal 2: Ensure leaders at all levels champion diversity program priorities and understand what is required to achieve success.

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c. Goal 3: Develop and increase diversity partnerships, both external and internal to the Department of Military Affairs.

d. Goal 4: Recruit, develop, mentor, and retain diverse talent reflective of the communities the Department of Military Affairs serves.

6. The strength of the force is in our diversity. All members of the team must contribute to a positive command climate through valuing the diversity of its force and the practice of equity and inclusion. If any employee believes they have been subjected to discrimination they should utilize the available resources. State employees should contact the State HR Director, otherwise utilize the following:

- a. Chain of Command
- b. Equal Opportunity Office or Equal Opportunity Advisor
- c. State Equal Employment Manager
- d. Local Inspector General
- e. Local Staff Judge Advocate

7. Point of contact for this memorandum is the Office of Diversity, Equity, and Inclusion at 608-242-3747.

PAUL E. KNAPP
Maj Gen, WI Department of Military Affairs
The Adjutant General

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