



# Proclamation for Diversity

*The Chief, National Guard Bureau; Director, Army National Guard; Director, Air National Guard; and Adjutants General are committed to Diversity Initiatives. The fundamental goal of Diversity Initiatives is to set the tone for our leadership to create an organizational culture where diversity is valued as a personnel readiness, combat multiplier contingent upon high performance.*

*We believe:*

- Support of Diversity Initiatives is key to leading organizational change*
- Diversity is Dignity, Integrity, Vision, Education, Respect, Strength, Identity, Teamwork, You, and Us*
- Diversity will enhance the recruiting and retention of highly-qualified National Guard soldiers, airmen, their families, and their civilian employers*
- Diversity of thought at all levels of the organization will position the National Guard to remain on the cutting edge of personnel management as America's Employer of Choice*
- Diversity capitalizes on the changing demographics of the United States to meet our personnel end-strength objectives in the National Guard*
- Diversity Initiatives will strengthen the ability of the National Guard to execute federal and state missions, while adding value to the social fabric of our communities*

*Together, we believe that leveraging diversity will enable the National Guard to meet our personnel readiness goals for the 21st Century.*

*Diversity -- Our Team is the Future!*

A handwritten signature in black ink that reads "H. Steven Blum".

H STEVEN BLUM  
Lieutenant General, US Army  
Chief, National Guard Bureau

A handwritten signature in black ink that reads "Roger C. Schultz".

ROGER C. SCHULTZ  
Lieutenant General, US Army  
Director, Army National Guard

A handwritten signature in black ink that reads "Daniel James III".

DANIEL JAMES III  
Lieutenant General, USAF  
Director, Air National Guard