



DEPARTMENTS OF THE ARMY AND AIR FORCE

JOINT FORCE HEADQUARTERS-LOUISIANA
OFFICE OF THE ADJUTANT GENERAL
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NGLA-TAG

1 January 2015

MEMORANDUM FOR All Members of the Louisiana National Guard

SUBJECT: Policy on Diversity and Inclusion

1. The success of the Louisiana National Guard is directly associated with the contributions of the men and women who have volunteered to join our force. Our community basing architecture is fundamental to this success, because it affords the diverse opinions, abilities, beliefs, ideologies, and experiences of our greater American society.

2. Diversity includes differences in characteristics, background, attributes, and experiences; however, further expansion is essential to create a culture that fosters:

- a. Absolute respect for all people no matter their rank, function, or position.
- b. Inclusion, engagement, and management of talents to capitalize the potential power.
- c. Diversity in thoughts, ideas, and perspectives to promote moral courage and trust.
- d. Confidence in equal opportunity for all.
- e. An interdependent mindset where collaboration is the standard.

3. The rapidly changing demographics of our nation are already reflected in our forces and will demand a more inclusive approach to leadership and followership. Our community basing provides a diverse force but does not guarantee that our organization capitalizes on the opportunity that diversity provides.

4. It is incumbent on all members to ensure we are prepared to serve in a multicultural world. The future of the Louisiana National Guard belongs to our new generation of Airmen and Soldiers. Our legacy is to entrust a great organization to them, free of barriers so that all members can be successful.

GLENN H. CURTIS
MG, LAARNG
The Adjutant General

