

<p style="text-align: center;">ARIZONA Department of Emergency and Military Affairs POLICY</p>	<p>POLICY LETTER NO. 20.08</p>	
<p>SUBJECT: Diversity, Inclusion and Equal Opportunity</p>	<p>DATE 25 Jan 22</p>	<p>OPR NGAZ-TAG</p>
<p>REGULAR POLICY LETTER DISTRIBUTION (POLICY LETTER 10.01)</p>		
<p>1. Applicability: This policy applies to Arizona Department of Emergency and Military Affairs (DEMA) personnel.</p> <p>2. Purpose: To encompasses our Total Force’s aggregation of strengths, perspectives, and capabilities that transcends individual contributions. Our ability to attract a larger, highly talented, diverse pool of applicants for service, both military and civilian, and develop and retain our current personnel will impact our future Total Force. Diversity and inclusion are about strengthening our force and ensuring our long-term viability to support our mission.</p> <p>3. References: IAW DoD Directive 1020.02E, Diversity Management and Equal Opportunity (EO) in the Department of Defense (8 June 2015); Army Policy on Diversity (1 Apr 2009); AR 690-12 Equal Employment Opportunity & Diversity (12 Dec 2019); AFD 36-70, Diversity & Inclusion (16 Oct 2018); CNGBI 9651.01A Diversity & Inclusion (20 Aug 2018).</p> <p>4. Policy: DEMA will establish a culture of diversity and inclusion by developing an agile, ready, innovative and adaptive force to attract, recruit, and retain a quality, inclusive, and equitable work force by:</p> <p style="padding-left: 40px;">a. Conducting all of its affairs and functions in a manner that is free from discrimination and embrace equal opportunity for all members, irrespective of their race, religion, national origin, gender, color, or protected status. The goal of diversity is to create a workplace where all personnel - regardless of their diverse backgrounds feel appreciated and get along with each other to maximize mission effectiveness. Managing diversity is an intelligent management practice and is essential for the continued growth of our organization.</p> <p style="padding-left: 40px;">b. All members, to include all levels of leadership, promoting an environment in which diversity principles are embraced and where each individual is valued, empowered, and respected. People are different and there is no way to make them fit into a single mold; nor is there any reason to attempt to do so. To effectively manage a diverse workforce, we must acknowledge differences and agree to respect or at least accept those differences. Principles of equal opportunity and diversity must permeate every DEMA function and activity.</p> <p style="padding-left: 40px;">c. Committing to the eradication of all forms of discrimination and take affirmative steps to achieve equal opportunity and diversity. As part of the team, everyone is encouraged to engage the organizational stewards of diversity, including the Joint Forces Diversity Committee (JFDC), the State Diversity Officer, and the Human Resource Advisors (HRAs).</p>		

5. Request for Assistance: An individual who believes they are the subject of sexual harassment is urged to immediately contact their supervisor, manager, commander or designated Equal Opportunity/Equal Employment Opportunity personnel:

Military Equal Opportunity (EO) Personnel:

*ARNO - Brigade Equal Opportunity Advisor (EOA) or JFHQ EOA at (602) 629-4811/DSN 853

*161ARW - Equal Opportunity at (602) 629-4151 or JFHQ State Office of Equity, Diversity & Inclusion at (602) 629-4836

*162 WG - Equal Opportunity at (520) 295-7052 or JFHQ State Office of Equity, Diversity & Inclusion at (602) 629-4836

Federal Technician/State Personnel:

*JFHQ State Office of Equity, Diversity & Inclusion - at (602) 629-4828 or 629-4811/DSN 853

6. Administration: Point of contact for this policy is the JFHQ State Office of Equity, Diversity & Inclusion, (602) 629-4836/DSN 853-4836. This policy will be posted on all unit and workplace bulletin boards.



KERRY L. MUEHLENBECK
Major General, AZ ANG
The Adjutant General