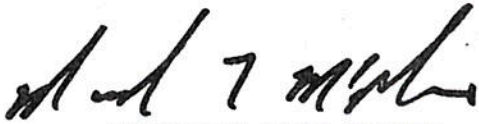


<b>ARIZONA</b> <b>Department of Emergency and Military Affairs</b>  <b>POLICY LETTER</b>	<b>POLICY LETTER NO. 20.08</b>	
	<b>DATE 15 OCT 2014</b>	<b>OPR DEMA-TAG</b>
<b>SUBJECT: Equal Opportunity and Diversity</b>	<b>ENSURE WIDEST DISSEMINATION (POLICY LETTER 10.01)</b>	

1. References: This policy applies to Arizona Department of Emergency and Military Affairs (DEMA) personnel IAW DoD Directive 1020.02, *Diversity Management and Equal Opportunity (EO) in the Department of Defense* (05 Feb 2009); Army Policy on Diversity (01 Apr 2009); Air Force Policy Directive 36-70, *Diversity* (13 Oct 2010); Memorandum NGB-AZ, *Policy on Diversity* (15 May 2011).
2. DEMA shall conduct 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, consistent with applicable state and federal laws.
3. DEMA derives strength from the men and women who volunteer to serve our community, state, and great nation. Leadership must promote an environment in which diversity principles are embraced and where each individual is valued, empowered, and respected. Principles of equal opportunity and diversity must permeate every DEMA function and activity.
4. Every member of DEMA, to include all levels of leadership, must commit 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).
5. Points of contact are: The JFHQ State Diversity Officer (602) 629-4806/DSN 853-4806 or the State Equal Opportunity Office, (602) 629-4869/DSN 853-4869. This policy will be posted on every organization and installation bulletin board.



MICHAEL T. MCGUIRE  
Major General, AZNG  
The Adjutant General