

STATE OF OHIO  
ADJUTANT GENERAL'S DEPARTMENT  
2825 West Dublin Granville Road  
Columbus, Ohio 43235-2789

NGOH-TAG

1 April 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Statement on Inclusion and Diversity

1. The achievement of inclusion and diversity is essential for the Ohio National Guard to accomplish our strategic goals.
2. I strongly believe in the value of diversity in the workplace and that we must recognize the various attributes, similarities, and differences among and between individuals. By leveraging our differences, we can create an environment where all Ohio National Guard personnel feel free to contribute their unique talents and experiences toward sustainable change and creating a world class organization.
3. We must continue to emphasize inclusion and diversity by effectively utilizing the perspectives and knowledge that each Soldier, Airman, or civilian brings to work every day. Diversity continues to make the Ohio National Guard strong, inclusion makes our organization even more powerful and must become the cornerstone of all we do.
4. Equal Opportunity programs and practices set the stage for a fair and open workplace. Our goal of inclusion and diversity can only be achieved by a collective mindset that moves us beyond tolerance of individual differences to an appreciation of the value these differences bring to us.
5. The Ohio National Guard is made up of innovative people from all walks of life who share a common desire to serve their Nation and community. In the pursuit of our goals, the Adjutant General's Department seeks to continually extend and improve the comprehensive range and quality of services provided to our personnel and the community we serve. Together, we can accomplish this by measuring and analyzing our engagement, educating the workforce, and developing policies and procedures that facilitate resource groups and committees to advance inclusion.



DEBORAH A. ASHENHURST  
Major General  
The Adjutant General

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