

Alaska National Guard TAG Executive Council

Diversity Council Charter

Article I – Name

The name of this council shall be the Alaska National Guard Joint Diversity Council, hereafter referred to as the Diversity Council as part of the TAG's Executive Council (TEC).

Article II – Authority

The Diversity Council shall derive its authority from The Adjutant General of the State of Alaska. It will operate under the general guidance of the Deputy Adjutant General based upon direction from the Adjutant General and the Joint Executive Council.

Article III – Vision

The vision of the Diversity Council is for the population of the Alaska National Guard to reflect the State of Alaska's diverse demographics; to foster an inclusive environment where the unique talents and perspectives of each individual are understood, valued, and respected; to capitalize on the unique talents and strengths each individual brings to the table; and to achieve an organizational culture where diversity is valued as an integral part of personnel readiness as well as a combat multiplier that is critical to mission readiness and effectiveness in state, national, and foreign operations.

Article IV – Purpose

The Diversity Council shall be the driving force by which the Alaska National Guard implements its Diversity Strategic Plan in order to realize its organizational vision of diversity. The Alaska National Guard will enhance diversity throughout the Alaska National Guard and the community it serves by:

- Provide Progress on Diversity and Inclusion Initiatives to the Joint Diversity Executive Council
- Advising the Adjutant General and all levels of leadership on:
 - Policy Review and Development
 - Leadership Commitment
 - Career Development and Mentoring
 - Workforce Demographics Analytics
 - Recruitment
 - Retention
 - Education and training, and
 - Celebrating and observing community outreach activities (national, state and local)

Article V – Mission

The mission of the Diversity Council is to maximize mission readiness and effectiveness by creating and sustaining an organizational culture that is dedicated to valuing diversity and ensuring each member and employee of the Alaska National Guard has the opportunity and

means to reach his or her own maximum potential. The Diversity Council will accomplish this by implementing inclusionary practices to recruit and retain individuals who are representative of the diverse population of the State of Alaska; developing plans for creating a more inclusive organizational environment; establishing a forum for dialogue with all who are concerned about organizational diversity; providing information and sponsoring events to educate our members and employees on diversity; and promoting outreach programs to minority groups within the organization and in our communities.

Article VI – Guidelines

1. Meetings will be held as needed, but the Diversity Council shall meet no less than four times per year, at least once per quarter or as part of TEC. The meeting times and dates will be agreed by members. A virtual meeting may be utilized.
2. An agenda will be prepared and distributed to all members.
3. The agenda, with input from the Joint Diversity Council, Army and Air Commanders with diversity messages, and Diversity Council members will be published in advanced and distributed to Council members.
4. Meeting minutes will be distributed to all Diversity Council members and other participants as appropriate.
5. Before transacting Diversity Council business, a quorum consisting of not less than the Chairperson (or Vice-Chairperson) and four Diversity Council members must be present or participate via telephone, VTC, or other electronic means.
6. Absentee and/or email voting will be allowed for all Diversity Council business.

Article VII – Council Membership

1. The Diversity Council will be comprised of Air and Army National Guard Personnel. Membership will equitably represent the diverse population of the State of Alaska; traditional and full-time personnel; the enlisted and officer corps; gender; and ethnic and cultural backgrounds. Membership, at minimum, is part of the TEC.
2. The goal is to create as diverse a group as possible by seeking out volunteer members who are passionate about diversity to augment the (recommended) members designated to the Diversity Council:
 - Chairperson (appointed by TAG)
 - Vice-Chairperson
 - Recorder
 - Facilitator (as needed)
 - Chief of Staff – ARNG
 - Chief of Staff – ANG
 - Commanders
 - Director of Staff – ANG
 - Senior Enlisted Leader or State Command Sergeant Major
 - State Command Chief Master Sergeant and/or Wing's Command Chief
 - Wing Personnel Officers
 - G1
 - J1
 - ANG Military Personnel Officer

- State Equal Employment Manager
- Senior Equal Opportunity Advisor
- Military Equal Opportunity
- Human Resource Advisor
- Education Office
- Recruiting & Retention
 - One Army
 - One Air
- Volunteer Members
 - One male officer
 - One female officer
 - One E-6 or above male
 - One E-6 or above female
 - One E-5 and below male
 - One E-5 and below female

Volunteer members will submit their requests to join the Diversity Council through their chain-of-command to the Vice-Chairperson. Membership for the Diversity Council will be made by an appointment letter signed by the Vice-Chairperson.

3. All members of the Diversity Council will be voting members.

Article VIII – Roles and Responsibilities

The Diversity Council will assume the following roles and responsibilities:

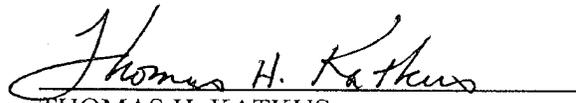
1. Bring key Equal Opportunity, Equal Employment Opportunity, and diversity issues to the table for discussion;
2. Work to create more diversity within the Alaska National Guard;
3. Provide guidance and assistance to the Special Emphasis Program;
4. Implement the National Guard Bureau's Joint Diversity Executive Council Priorities; and
5. Develop a Diversity Strategic Plan to manage diversity initiatives. The Diversity Strategic Plan will be reviewed and republished every calendar year.

Article IX – Amendments

Amendments to the Charter will be proposed in writing and presented at a Diversity Council meeting. A 2/3 (two-thirds) majority vote will be required to amend the Charter. For the purpose of amending the Charter, absentee voting will be allowed.

Article X – Organization

This Charter for the Alaska National Guard Diversity Council was considered and is tentatively in effect as of 23 March 2012 updated 15 March 2013, and finalized 14 June 2013.


 THOMAS H. KATKUS
 Major General, AKARNG
 The Adjutant General

