



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCES HEADQUARTERS – ALASKA
OFFICE OF THE ADJUTANT GENERAL
PO BOX 5800
JOINT BASE ELMENDORF-RICHARDSON AK 99505-0800

3 January 2022

NGAK-TAG & CSEL

MEMORANDUM FOR ALASKA ORGANIZED MILITIA (AKOM)

SUBJECT: Diversity & Inclusion Leadership Strategy

1. Diversity is a leadership strategy that enables our team to reach and maintain the highest standards. All leaders in our organization are expected to leverage the unique qualities of all personnel, both military and civilian, to achieve and maintain an inclusive culture that provides every member a path toward success and an opportunity to reach their full potential. Diversity & inclusion are fundamental to organizational readiness by enhancing our operational capability and informing decisions that strengthen our agility and mission effectiveness.
2. The AKOM exemplifies a unique blend of civilian and military skillsets that enables us to successfully engage in a wide-range of activities in response to the needs of the state and nation. The increasing complexity of the operational environment demands skills and attributes of a tested and integrated team of ethically driven and highly motivated professionals. Sustained relevance as the premier partner for operations and emergency response in our community requires us to fully leverage our center of gravity, our people, as a ready force reflective and aligned to the cultural values consistent with our core values and diversity of the Alaskan communities we serve.
3. The creation of the joint diversity executive council (JDEC) strategic plan institutionalizes the framework for sustaining a diverse and inclusive workforce with an organizational climate that harnesses an individual's holistic characteristics to advance the mission of the AKOM. Cultivating an inclusive culture requires us first to establish a common ground within which to communicate. Next, we must acknowledge, seek to understand, and value each other's differences. To effectively lead a diverse workforce, we must engage our teams with respect and acceptance, as well as the ability and willingness to capitalize on the attributes of each individual of varying cultures.
4. Finally, we should consider each other's experiences and unique background as a resource. Diversity of experience enriches our interactions, agility of thought, and the variety of perspectives or approaches that inspire innovation and complex problem-solving to amplify our operational capability. Integration of diversity & inclusion strategy within AKOM requires daily commitment across all ranks. Indicators of success is revealed in higher productivity, improved performance, creativity, lower absenteeism, higher retention and a sense of value, pride, and belonging. The primary ingredients of the socially cohesive culture we aspire requires mutual respect, communication, empathy, equal opportunity, and trust.
5. The point of contact for this policy is the Alaska JDEC. You may also contact the State Equal Employment Manager/State Diversity Initiatives Coordinator at (907) 428-6466, room E201.

CHRISTOPHER F. WILSON, CMSgt, AKNG
Command Senior Enlisted Leader

TORRENCE W. SAXE, Maj Gen, AKNG
The Adjutant General