



Joint Diversity Chairman promotes inclusive success to continue for Nevada Guardsmen

- Brig. Gen. Zachary Doser, Commander Nevada National Guard



The strength of the Nevada National Guard is its members. All the high-tech equipment in the organization means nothing without qualified, dedicated and committed Soldiers and Airmen to

employ it whenever and wherever needed. These same dedicated service members are valued by the leadership and their perspective, opinions and ideas must be sought out by leaders at all levels of the organization. The diversity of thought as it applies to new and innovative ideas and inclusion where Soldiers and Airmen believe, through the actions of their chain-of-command, their opinions and ideas matter and that their thoughts and ideas will at least be listened to and considered, is how positive change can and does occur.

I currently serve as the Chairman of the Nevada National Guard Joint Diversity Executive Council (JDEC). Each state, territory and the District of Columbia has a JDEC. Nationally, these 54 JDECs are organized into seven regional JDECs. I was recently appointed as the Joint Diversity Executive Council Region VII Chairperson. Region VII includes the states of Nevada, California, Utah, Hawaii, New Mexico, Colorado, Arizona and the Territory of Guam.

Serving in both roles allows me to understand better the challenges, issues and concerns facing our state and those in Region VII as they apply to developing and sustaining a diverse and inclusive organization. It also allows me to share success stories and best practices within our state and our Region VII partners.

As I first stated, the strength of the Nevada National Guard is its members. The culture of acceptance within the United States and our military has changed for the better over the years. This cultural shift allows the Nevada National Guard to be a model of success within our great state. Soldiers and Airmen, male or female, regardless of sexual orientation, religion, race or lifestyle can and do serve with distinction within our ranks. We need them in our formations, want them in our formations and want to keep them our organization.

In talking to my JDEC members, I realized a common theme emerged. At the Soldier/Airmen level, in tank crews, C-130 crews, truck platoons, and in a maintenance flight, are all willing to serve, fight and if need be, die together. In the overwhelming majority of our members, no one is concerned with who practices what religion, what ethnicity a member is, his or her choice of personal relationships or the lifestyle a member chooses to live. What they do care about is: can you do your job and will you do your job when the odds are long and the stakes high? All they ask of and expect from their senior leaders is to be trained, challenged, given the opportunity to excel, be accepted, respected, appreciated and provided the ability to contribute to the success of the organization. In this, the Nevada National Guard has been hugely successful.

I'm proud of the successes found within the diverse and inclusive Nevada National Guard. There is always room for improvement, but through the positive attitudes of the individual Soldier and Airmen, small unit leaders, unit commanders, and the senior enlisted and officer leadership we can benefit from an organization representative of the community we serve and inclusive of those who serve in it. 🇺🇸

Upcoming Special Emphasis Observances

- Women's Equality Day (26 Aug.)
- Hispanic Heritage Month (15 Sept. - 15 Oct.)
- National Disability Employment Awareness Month (1-31 Oct.)
- National American Indian Heritage Month (1-30 Nov.)

Individual Highlights in this Issue

- Leadership: Generation Gap Inclusion - Capt. Michael Moya Jr.
- My story: A story about Diversity - Staff Sgt. Rita Middleton

Leadership: The Generation Gap and Inclusion

-Capt. Michael J Moya Jr, 1-221 Cavalry IHHT Commander, and Army Diversity Coordinator



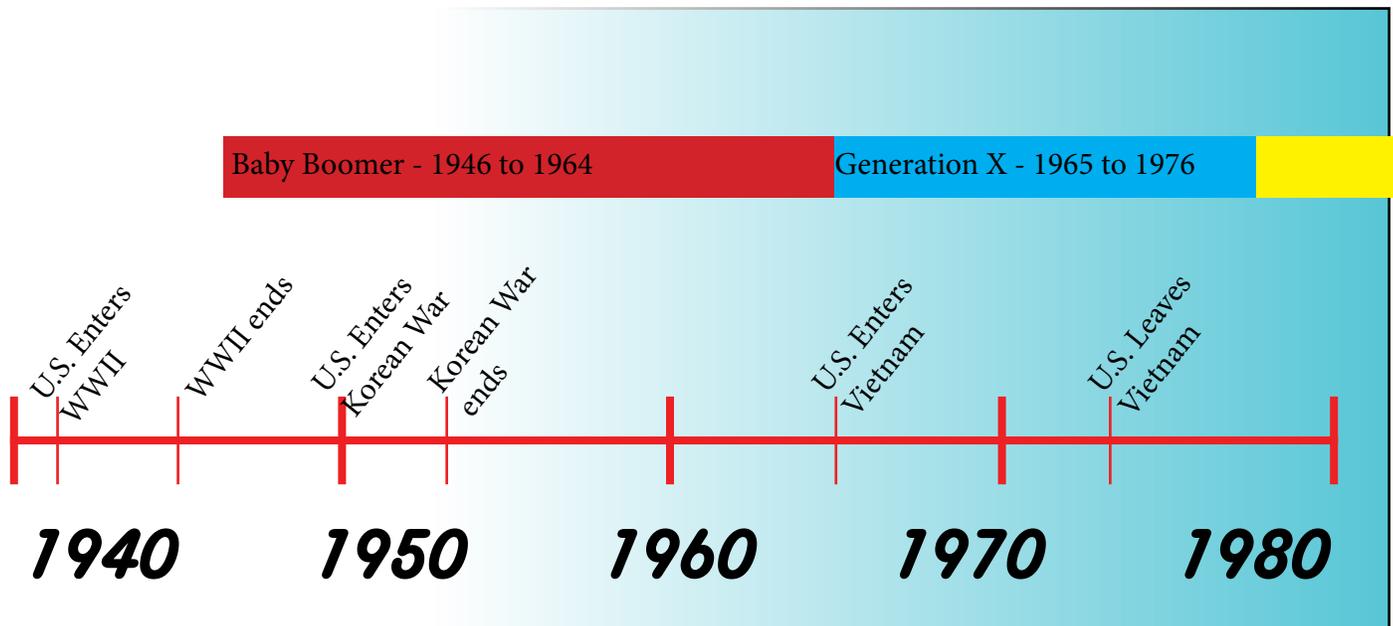
Throughout the country, the civilian and military workforce is experiencing the aging of the workforce. A labor report projected that by 2030, 25% of workers in the private sector would be over the age of 55 (Bureau of Labor Statistics). Diversity is less evident among the older population than among the younger population. While the baby

boomer generation (1946 to 1964) continues to grow in age, they continue to hold the upper-echelon supervisory roles within the job market. Baby boomers are extremely loyal to their jobs, and often hold one job throughout their entire life. As the baby boomers begin to retire, they are opening positions to future generations of more ethnically diverse leaders.

Currently, Generation X (1965-1976) are filling middle-level supervisory roles and are often waiting to take the next position of responsibility from the baby boomers in front of them. Gen Xers are often known as latchkey children (Hankin, 2005), due to the extensive statistics of children growing up with divorced parents, single parent households, and growing up with the need to be self-reliant and a “self-start-

er.” Gen Xers learned resilience and adaptability which led to learning the attributes required for entrepreneurship, and the need to do things on their own. On the other hand, this can result in a lack of adherence to rules.

Generation Y (also known as Millennials or Baby Boom Echo, 1977-2000) currently holds the majority of the workforce, and have grown up in a quickly growing, globalized economy. Gen Yers are the most tech savvy generation in the cohort. They depend more on personal power than the positional power within a career field and can lead to the displeasure in entry-level positions, less loyalty to a career, and the need to promote quickly. Lastly, Generation Z (2000s- current) is the newest generation, and we do not know much about them yet because they are cur-



“Create inclusion - with simple mindfulness that others might have a different reality from your own.” - Patti Digh

RECOMMENDED READING - http://www.dtic.mil/doctrine/new_pubs/jointpub.htm



JP 1-0
Joint Personnel
Support



JP 3-0
Joint Operations



JP 1-0
Joint Personnel
Support

rently arriving at the job market and recruiting stations.

How does this affect leadership? Or most importantly, how does this affect diversity and inclusion. In my opinion and through personal experience, I feel that you need to “know your audience.” The best way to foster an inclusive environment is to ensure that everyone feels as if they’re part of the team. If you’re a baby boomer or gen Xer, and you are in charge of a group of millennials you need to understand that they need to feel like they’re a part of the team. They want the ability to provide value and have the opportunity to move up in the organization. A baby boomer may be used to the phrase “you will do what I asked because I told you so,” but this phrase won’t be as well received from other generations. Your rebuttal may be: “we’re in the Army and we shouldn’t need to tell people “why” they need to do something.” That is correct and I

agree, but leaders need to realize that there’s a difference between decisions that need to be made quickly (which should be followed no questions asked) and decisions that require a little “tactical patience.” For example, “taking the

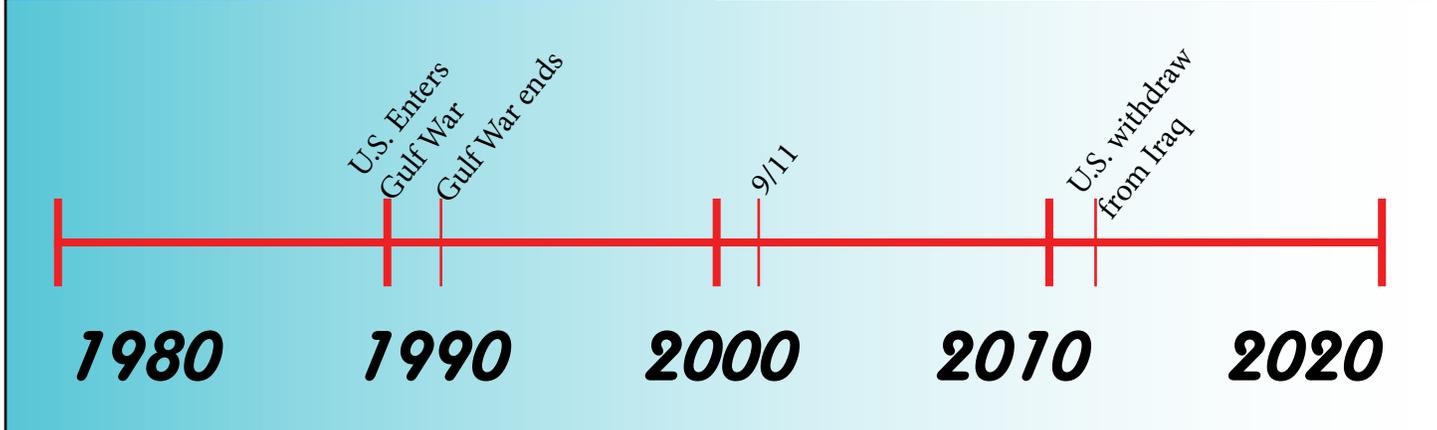
“The more they feel like their voice can be heard and that they are an equal to their peers, they will follow any order that an NCO or Officer may send.”

hill” in combat is different from telling a soldier to complete an administrative requirement that has no required time-stamp on it.

After two Company Command tours, I’ve learned that it’s a science when trying to decipher between what type of guidance is to be provided. What has made me most successful, and has absolutely assisted with positive retention rates, is personal buy-in. If the soldier believes in what he or she is doing, then they will put more effort into the task at hand. The more they feel like their voice can be heard and that they are an equal to their peers, they will follow any order that an NCO or Officer may send. It creates a positive work environment and will make that Leaders NCO or Command Tour much easier. 🇺🇸

Generation Y & Millennials - 1977 to 2000

Generation Z - 2000s to Today



“If they don’t give you a seat at the table, bring a folding chair.” -Shirley Chisholm

RECOMMENDED READING - <http://walkthetalk.com>



The Diversity and Inclusion Handbook
by Sondra Thiedman



Ouch! That Stereotype Hurts Communicating Respectfully in a Diverse World
by Leslie Aguilar



Walk Awhile In MY Shoes
Gut-level, real-world messages between managers and employees
by Eric Harvey and Steve Ventura

My Story: Walk in the life of SSgt Rita Middleton

- by Staff Sgt. Rita Middleton

I am an African American Woman born in Berkley CA, but since I moved here as a child, I consider myself more native to Sparks, Nevada.

When I joined, I was at a cross road of going to work a civilian job or being part of something bigger than myself. My mentor, who had been a part of the Nevada Air National Guard for over 25 years told me about all the opportunities it had to offer.

I thought about it for a few weeks and made the leap of faith and serve my country. I chose a job as an Aviation Resource Manager; I swore into the Nevada Air National Guard on 11 Aug 2011. Since then, I have deployed twice, 2012 in support of Operation Enduring Freedom and, 2015 in support of Operation Inherent Resolve.

Through deployments and numerous TDYs and military exercises, I have seen and experienced different cultures. Experiencing different cultures allows you to gain knowledge, which in turn allows you think in new ways.

It also brings about learning to help you to continue to grow and understand why people do certain things. In 2016, I was able to obtain my Bachelors of Arts degree with a

double Major in Political Science and Communication Studies, which ultimately will lead me to more opportunities in life.

Being in the military is every day seeing a diverse melting pot where you see people from all walks of life. I believe we've reached the age where we are no longer solely look at diversity through the small lens of races or gender.

Diversity is much broader and it is more about inclusion and seeing people for what they bring to the table, having different mind sets, making sure you have the right people of all different back grounds and thoughts so when you make a decision you are getting different perspectives.

I have been successful in my career because of the following three principals that guide and motivate me every day.

1. Attitude is everything! I once read that quote and believe it is truly accurate. Being able to adapt and change at a moment's notice people will notice that. If you are always griping and complaining it tends to have a negative effect on not only you but also on those that you work with.

2. Work ethic, take pride in what you do. As cliché as it sounds, if you can learn to do the little task well then you can master the big task. Always put out quality work, all you have is your name and you want people when they think of you to see you in a good way. It has helped me obtain several recognitions to include; 2012 Airman of the quarter, 2012 Airman of the year and 2015 Airman of the quarter.

3. Take ownership even in failure. I remember a Lt Col told me after I failed a test, "people aren't going to remember you for the failed test, but they are going to remember you for how you bounce back." Failure allows you to reevaluate where you went wrong and evaluate how you are going to come back stronger and wiser; it's all a part of the resiliency factor that we have.

With my success, I hope to go back into my community and give back and let them know that no matter your walk of life, your gender, race, religion, if you work hard in life, it will ultimately pay off. 🇺🇸

EMBRACE DIVERSITY! — EMBRACE OUR WORLD!

NVNG JOINT DIVERSITY EXECUTIVE COUNCIL MEMBERS

**Brig. Gen. Zachary Doser - Col. Cory Schulz - Col. John Meek
Col. Mitchell Sperling - Lt. Col. Alvin Bolton - Maj. Gene Dieters - Capt. Mike Moya
Senior Master Sgt. Torry Thompson - Senior Master Sgt. Angela Ash
Senior Master Sgt. Jonathan Baker - Senior Master Sgt. Kenneth DuPree
Sgt. 1st Class Nancy Sanchez - Ms. Alicia Nyland**

Diversity: The Warrant Officer Corps

- by CW5 James Baumann and CW3 Karen Harris

The United States Warrant Officer Corps is by its very nature a diverse career field, made up of technical and tactical proficient Soldiers. The Nevada Army National Guard is no different in that aspect, we offer over 23 different career paths with each requiring special qualifications to be accessed into the program. The knowledge, skills, abilities, roles and responsibilities of the Nevada Army National Guard Warrant Officers are comprehensive and diverse. As defined by each military occupational skill.

The Nevada Warrant Officer provides technical leadership in the functional areas of Adjutant General, Engineer, Transportation, Quartermaster, Ammo, Electronics, Ordnance, Signal, Aviation, Safety, Finance, and special reporting. One aspect of diversity comes from the various duties we each perform, whether it's flying a Blackhawk helicopter on a search and rescue mission, planning convoy route for a transportation company, providing ammunition so our M1A1 main battle tank crews can qualify, or providing a secure communication network in order to communicate on the battle field; having the ability to perform these unique tasks require that each Warrant Officer have a diverse skill set required by their functional area of expertise.

Diversity in the Nevada Warrant Officer Corps ensures the NVARNG units achieve mission success through the valuable technical guidance, abilities, and perspectives each Warrant Officer provides his or her chain of command.

Since 1947, the Nevada National Guard has had warrant officers in their ranks. The 1950 Biennial Report to the governor notes four warrant officers in the state. These warrant officers served specialized positions in military personnel, unit administration and instruction. By 1954, the numbers increased to 20 on its personnel list: 19 soldiers and one airmen. In this era, all the Warrant Officers in Nevada were male, although females were in the Warrant Officer Corps as early as 1926.

The Nevada Air National Guard also added warrant officers into its ranks. In 1954, the Nevada Airman of the Year Award was given to Warrant Officer Charles C. Clark during a ceremony at the El Cortez's famed Trocadero room. However, in 1958, the U.S. Air Force discontinued its warrant officer program.

Those airmen obtaining the warrant officer rank maintained it for decades even after it was discontinued, including some in the Nevada Air Guard.

In 1960 in Nevada, warrant officers were noted in personnel reports as holding command positions in specialized units such as the 47th Army Band (CWO Frank Adduci), the 119th Signal Detachment (WO-1 Daniel Whitcome), 401st Ordnance Detachment (CWO William Franklin) and the 402nd Ordnance Detachment (WO-1 James Thorpe).

The Warrant Officer Corps continued to evolve as missions and units reorganized over the years. Throughout much of the Nevada National Guard's history, warrant officers have also filled various roles within the full-time employee force. Chief Warrant Officer Five Nancy Roza (Ramey) was the first Command Chief Warrant Officer of Nevada from 1 Dec 2007 until 30 July 2009.

Today, the Nevada Army National Guard Warrant Officer Strength is over 90 and growing; beyond the diversity of the various areas of concentration, 49% are Technical and 51% are Aviation, and includes 10 women, 8 Hispanics, 3 Asians, 3 Blacks, and 2 American Indians. Nevada recruits people with skills, abilities and technical experience; leaders that have a desire to pursue a career as a Warrant Officer. Diversity is welcome and encouraged.

The Warrant Officer Cohort will soon celebrate its 99th birthday this year and centennial birthday on 22 July 2018. We have matured significantly in the first 100 years, and have a vision for the future to achieve an organizational culture that values diversity and inclusion as highly as personnel strength and training. As the Nevada National Guard demographics continue to mirror that of the state, the Warrant Officer corps of Nevada will continue to grow in its diversity and respect our unique individuality, our differences allow each of us to contribute the best of ourselves which is a proven strength of the National Guard. 🇺🇸

Information compiled by Tech. Sgt. Emerson Marcus, Nevada National Guard State Historian

5 REASONS WHY DIVERSITY & INCLUSION ARE ESSENTIAL

1. It's the right thing to do.
2. It's our organizational policy.
3. Changing demographics require it.
4. It's essential in building safe and productive work environments.
5. It directly impacts the ability to perform the mission.

The fifth annual Nevada Guard Diversity Day promotes inclusion with dance, dishes, and displays

- Staff report

CARSON CITY — The fifth annual Nevada National Guard Diversity Day Celebration lived up to its stated goals with record numbers of informational booths and attendees, reflecting the high priority the Silver State's Soldiers and Airmen place on inclusion and diversity.

The Office of the Adjutant General played host to the celebration in May. Previous celebrations occurred at the Nevada Air Guard base in Reno and the Las Vegas Readiness Center.

This year's version Diversity Day includes booths created by various Guard units representing a variety of cultural displays and presentations from around the globe, including informational booths on historically under-represented groups within the military. The award for the top informational booth went to the Taiwan display with The Philippines and Mexico close runners-up.

Several hundred Nevada Guard Airmen and Soldiers joined a myriad of civilian participants, including dancers, speakers and food preparers, to mark the celebration.

As a result of the success of the annual Nevada Guard event, other National Guard states have modeled similar diversity and inclusion events.

In 2015, the National Guard Bureau created the Joint Diversity Executive Committee, or JDEC, to discuss initiatives and events including the bureau's Inclusion Day, which initiatives are successfully promoting diversity, and the way ahead for diversity within the organization.





Overview

The diversity of the National Guard is a valuable source of its success. During these times of budgetary constraints, there is a call for all leaders to leverage every advantage of Soldiers, Airmen and Civilians to be mission critical. The Leadership Evolution course is designed to explore ways in which every member of the National Guard can use his or her full potential to achieve a higher level of mission readiness. The increase in awareness and execution of diversity and inclusion efforts requires an advanced comprehension of accessible resources to leverage the core strengths, characteristics and cultures of each and every member of the National Guard.

The Leadership Evolution course will provide Soldiers, Airmen and Civilians with a certification-based training program that participants will own and can deliver to anyone at any time. The course is built of modules designed to provide students with the background knowledge, theories, concepts, training methodologies, and techniques to conduct an effective Leadership Evolution course. The concepts, videos, exercises, and lectures in each module are designed to build upon each other and to loop back to previous learning for continuous reinforcement.

The Leadership Evolution course successfully integrates the U.S. Office of Personnel Management's (OPM) Government-Wide Diversity and Inclusion Strategic Plan 2011, DoD Diversity Strategy, OPM's model of measurement and accountability, as well as Presidential Executive Order 13583.

Objectives

- Upon completion of the course, students will have heightened diversity and inclusion knowledge and skills to embrace the diversity of the National Guard.
- Specifically, they will have successfully obtained these proficiencies and many others:
- Identify policy surrounding diversity and its impact on leadership.
- Determine best practices for implementing and maintaining a successful diversity council.
- Define roles for maintaining a highly effective command.
- Master multiple presentation skills and exercises.
- Identify leadership skills needed to be successful in a diversified environment.
- Present and articulate the business case for diversity.

Course Materials

- Students will receive binders with all materials and modules for each training session.
- We will provide self-check questions, performance evaluations, and practical exercises to assess comprehension.
- Upon successful completion of course, students will receive course curriculum both electronically and in hard-copy format.

CERTIFICATION

With the completion of over 40 hours of training, all participants who complete the course receive certification to be a trainer of this material. Join the more than 75 National Guard trainers already certified!

"Best training I've attended in a long time."

"Great instructors! Very interactive class. Good information."

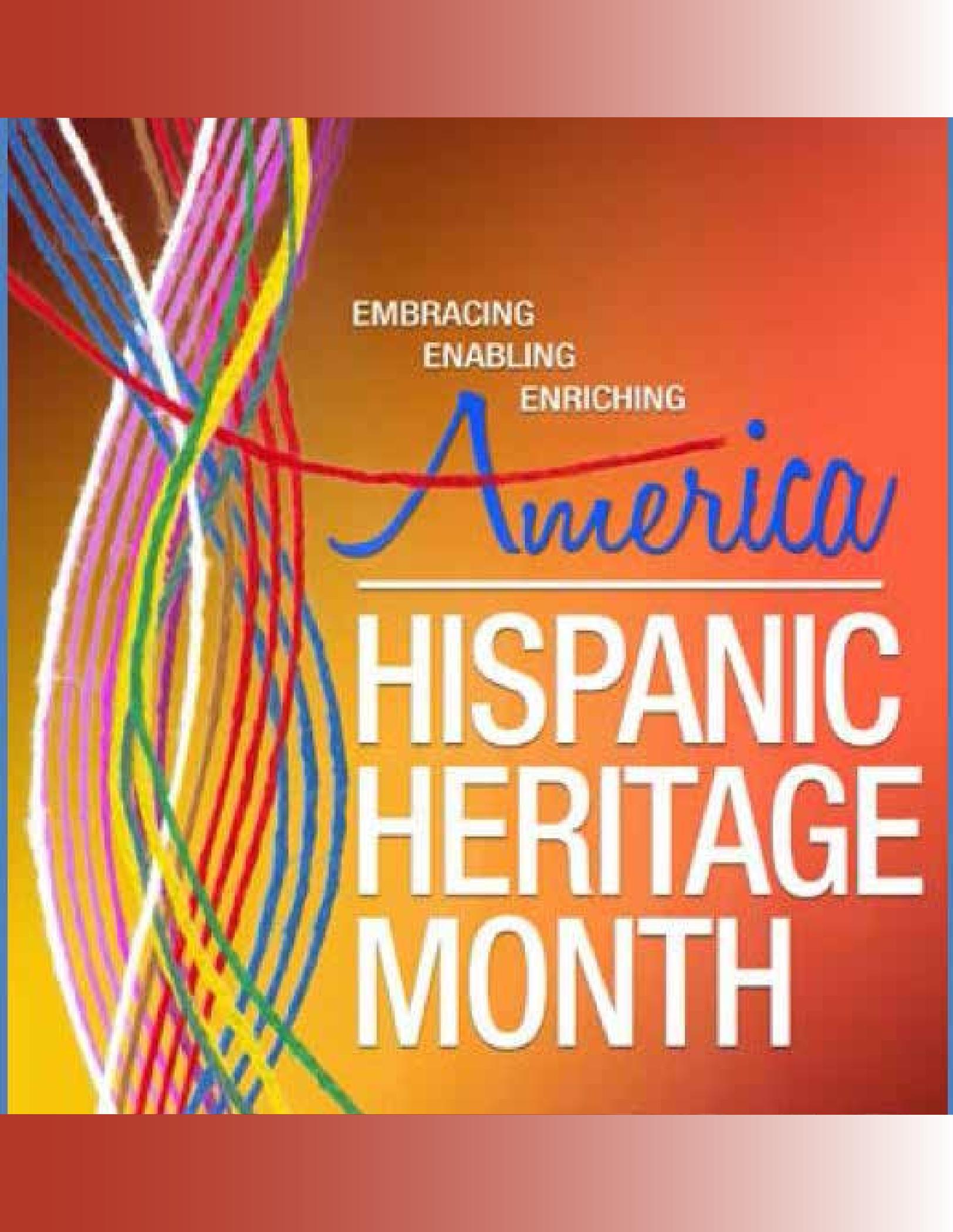
"The training was great and both instructors shared valuable knowledge backed by scientific studies."

"Highly recommend this course. I will definitely include this workshop as one of the several that are currently offered by my state."

"Activities drove home the information more clearly. Being able to facilitate a portion of the training was great experience and practice for future use."

"I enjoyed the fact that different aspects of diversity were covered to make others aware things other than race, gender, etc..."

"Outstanding resources, visuals, and very well organized!"



EMBRACING
ENABLING
ENRICHING

America

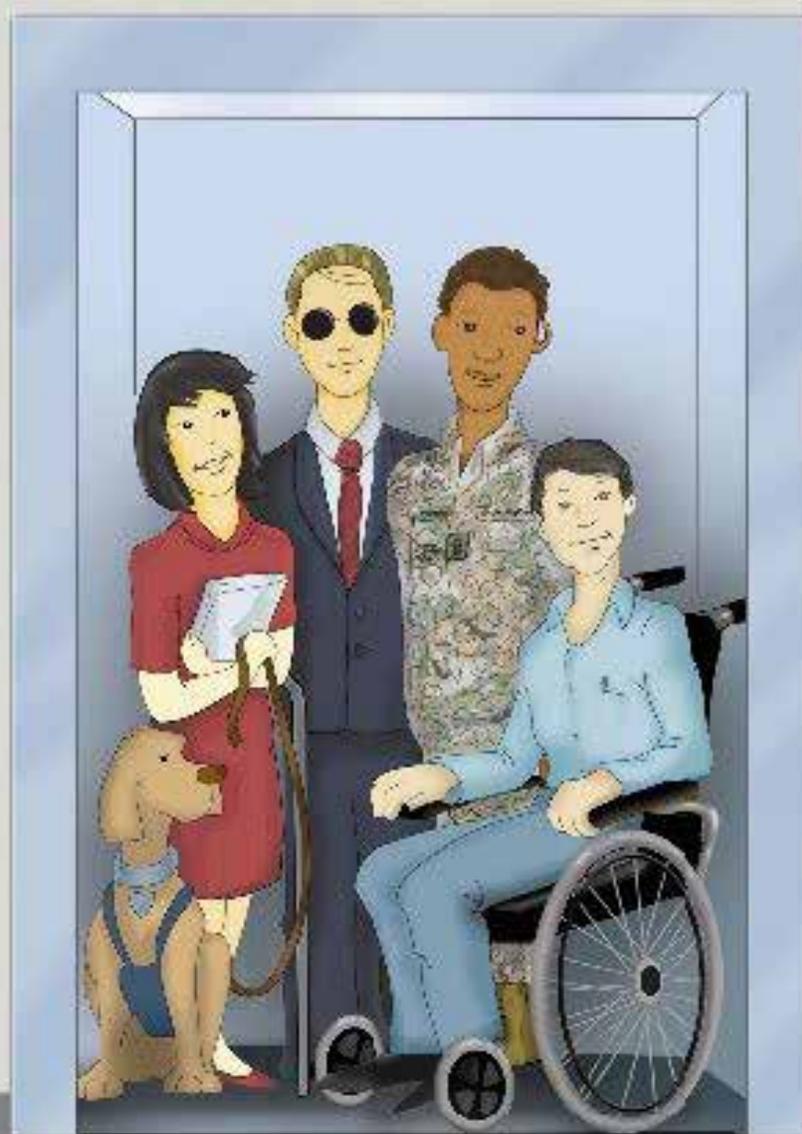
HISPANIC
HERITAGE
MONTH

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH



DOD OPPORTUNITIES

RECRUITING RESOURCES	2
HIRING CENTER	3
IT SERVICES	4
INNOVATION SYSTEMS	5
TRAINING CENTER	6
MENTOR PROGRAM	7



ACCESS TO OPPORTUNITY



#InclusionWorks

Make Inclusion a Core Value!



NATIONAL AMERICAN INDIAN
HERITAGE MONTH



Growing Native Leaders:
Enhancing Our
Seven Generations





In accordance with DOD Instruction 5120.4, The Voice of Diversity is an authorized, unofficial publication of the Nevada National Guard. Content is not necessarily the official view of, nor is it endorsed by, the U.S. Government, the Department of Defense, the Nevada National Guard or the State of Nevada.