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DEC 13 2022

NGWV-TAG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Appointment of West Virginia National Guard Joint Diversity Executive Council

1. Effective this date, the following personnel serving in the below positions are appointed as members of the West Virginia National Guard Joint Diversity Executive Council (WVJDEC):

TAG – Council Chair
Special Assistant to TAG - Council Co-Chair
ATAG-Army
ATAG-Air
DJS
Chief of Staff, Army
Director of Staff, Air
SEL
State CSM
State CCM
State Command Chief
SEEM
EO, Army
HRO
J1
PAO
RRB Commander, Army
Recruiting & Retention Superintendent, Air
Family Programs Representative
130th Airlift Wing HRA
167th Airlift Wing HRA

a. Alternates, Subject Matter Experts (SME's) and guest as approved by the Council Chair are authorized to attend all council meetings and report on programs/training/events as needed.

2. Authority: Chief, National Guard Bureau Diversity and Inclusion Strategic Plan

3. Purpose: At the direction of the Chair, the council will implement the WVNG JDEC charter and consider the following:

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- a. Analyzing, identifying, defining and reducing or eliminating triggers and barriers affecting the organization's ability to diversify the military and full-time labor forces.
- b. Address triggers and barriers affecting the strategic goals, readiness and organizational climate of the West Virginia National Guard.
- c. Facilitate observance programs and events to honor all federal observances and diverse cultures to increase cross-cultural knowledge, build community out-reach and networking through diversity, equality and inclusion initiatives.
- d. Develop and maintain appropriate metrics to establish a baseline for measuring and tracking organizational demographics in order to define goals for recruiting and the retention of under-represented groups and determine special emphasis sub-committees.
- e. Appoint sub-committees to facilitate the programs or events above as needed.

4. Period: Two years.

5. Please accept my thanks for serving on this important council. I appreciate your extra effort in helping our One Guard create an inclusive organization, promote positive climates and culture, and demonstrate diversity. It is a combat multiplier that helps to increase our overall readiness for our state or federal missions.

6. This memorandum supersedes any previous version.


WILLIAM E. CRANE
Major General, WVNG
The Adjutant General

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