



DEPARTMENTS OF THE ARMY AND AIR FORCE

JOINT FORCE HEADQUARTERS - MONTANA

1956 Mt Majo Street

P.O. Box 4789

Fort Harrison, Montana 59636-4789

MONTANA NATIONAL GUARD JOINT DIVERSITY EXECUTIVE COUNCIL CHARTER

VISION

To achieve a professional organizational culture where diversity is valued as a personnel readiness, combat multiplier that is critical to mission readiness.

MISSION STATEMENT

Initiate and sustain organizational values dedicated to mission effectiveness, integrity, respect, and ensuring that each individual has the opportunity and means to reach their maximum potential.

GUIDELINES

1. Meetings will be held regularly, as needed, not less than once each quarter, with location TBA.
2. Minutes will be maintained and distributed, with copies being forwarded to JFHQ senior leaders including State CSM, State CCM, State CWO, ARNG & ANG Commanders and State Joint Diversity Council members.

ROLES AND RESPONSIBILITIES

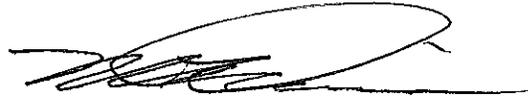
1. The Council members will lead by example, applying the vision of the Montana National Guard Joint Diversity Executive Council (MTNG-JDEC) to their daily activities and work environment. All members will treat each other with respect, will attend meetings, be prompt and observe common courtesies of discussion with one another. Each member has an equal voice regardless of military rank.
2. The Adjutant General (TAG), Montana is Chairman of the MTNG-JDEC. TAG's State Diversity Initiatives Advisor (SDIA) will coordinate in planning, organizing, implementing, and facilitating agenda.
3. The committee will be comprised of Army and Air National Guard military and civilian personnel. The committee will equally represent traditional and full time personnel, as well as enlisted personnel and officers. Gender, culture, ethnic, Unit, Wing balance will be maintained. Others may be invited to observe or participate in committee meetings.
4. Meeting agendas will be prepared by the State Diversity Initiatives Advisor (SDIA) and will be distributed to all members and to individuals identified as being key players in Committee activities and initiatives.

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5. The Council membership will support and align with the ARNG and ANG Diversity Strategic Plan on Leadership Commitment, Policy, Recruiting and Retention, Education and/Training, Career Management and Development, Workforce Demographics, Mentoring and/or Community Relations.

6. Certain positions shall be permanently assignment to JDEC; if the individual is separated from their position, the individual who replaces them in the position will assume their seat on JDEC.

7. Some individuals will be appointed to JDEC as individuals and not based on position. These individuals will generally be appointed to JDEC for terms of three (3) years, which may be extended by TAG on a case by case basis. Individual members who separate from service will automatically lose membership in the committee. SDIA will recommend replacements to vacancies for TAG's approval.



MATTHEW T. QUINN
MG, Montana National Guard
The Adjutant General