



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
HEADQUARTERS, TENNESSEE ARMY AND AIR NATIONAL GUARD
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JFHQ-TN-EO

07 August 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commitment to Equal Opportunity

1. The Tennessee National Guard is fully committed to equal opportunity as a prerequisite to a cohesive, and therefore effective, fighting force. Substantial efforts and investments in outreach, retention and training reinforce the EO/EEO Program and ensure an environment that allows soldiers and airmen to reach their full potential as a military member. By building diverse pools of qualified individuals for assignment and promotion, the Tennessee National Guard is armed and ready to meet its mission and goals. Through an aggressive Affirmative Action Program, we will continue to display our commitment of equal opportunity.

2. I wish to underscore personally, the importance of continued progress in ensuring equal opportunity to women and minorities. The Guard must mirror the communities we serve and live in. Therefore, our mix in racial and ethnic background must match that of the labor force from which we draw, and our gender representation in compliance with established goals. The Affirmative Action Program is the best method to improve on diversity in the workforce. I expect all supervisors and managers to know this program and to utilize it properly. Through diversity, we become stronger and better able to meet our mission.

3. Discrimination within the Tennessee National Guard will not be tolerated. Those who intentionally discriminate illegally will be dealt with firmly, in accordance with law and regulation. All efforts to create an environment of fair and equal treatment will be supported by leadership and translated into a broad program of outreach, recruitment, training, retention, and management strategies.

4. A copy of this letter will be posted on all bulletin boards.

A handwritten signature in black ink, appearing to read "Terry M. Haston".

TERRY M. HASTON
Major General
The Adjutant General

DISTRIBUTION:

A - D - H
25 Each Air Base