



South Dakota

**DEPARTMENT OF THE MILITARY
OFFICE OF THE ADJUTANT GENERAL**

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**South Dakota National Guard
Joint Diversity Executive Council Charter**

VISION: A national leader in increasing diversity and promoting inclusion.

MISSION STATEMENT: Share best practices from the South Dakota Army and Air National Guard contributing to a proactive, strategic approach to recruiting, developing, retaining and promoting a diverse and inclusive workforce. Ensure all Soldiers, Airmen, Families and Employees have the opportunity and means to reach their maximum potential.

GUIDELINES

1. Meetings will be conducted quarterly, at a time and location as directed by the chair.
2. Meeting minutes will be maintained and distributed to all council members. Minutes will be reviewed and approved as final by the council.
3. Quarterly Assessments and Component Metric's will align with the TAG's Priorities and the NGB TAG Checklist for quarterly reporting requirements to NGB-EI.
4. The SDNG State Strategic Plan and the full time Affirmative Employment Plan (EEOC MD-715) will incorporate diversity and inclusion in all goals and/or objectives.

ROLES AND RESPONSIBILITIES

1. Council members will lead by example, applying the vision of the council 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 council member has an equal voice regardless of military rank.
2. The Adjutant General (TAG) is the Chair. The Air and Army Assistant Adjutants General are considered Co-Chairs and also serve as the state representatives on the NGB Region 6 JDEC or NGB National diversity workshops or meetings. Alternates to the ATAG positions can serve on the council and in regional roles at the discretion of the Chair. The SDNG Equal Employment Manager will coordinate planning, organization, implementation and facilitation of an agenda, recorder and maintain the minutes.
3. The council will be comprised of Army and Air National Guard military personnel, civilian personnel, subject matter experts or guest and may be appointed at the discretion of the chairman. The council will seek to equally represent traditional and full time personnel, enlisted and officers; the council will ensure it is comprised of a cross section of gender, race and ethnicity, whether from unit, wing or full time force, to reflect the organizations diversity. Other

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service members or employees may be invited to observe or participate in council meetings at the discretion of the Chair.

4. Sub-Committees comprising of Army, Air, m-day/traditional guardsmen, full time employees or civilian subject matter experts may be appointed to research and support JDEC initiatives with Chair approval.

5. Agendas will be prepared and distributed to all JDEC members and individuals identified as key players in council activities, sub-committees and initiatives.

6. The council membership will establish goals and initiatives aligned with the guidelines identified above.

7. Council members are appointed and serve at the discretion of the TAG.

This charter supersedes any previous charter and is approved as of 10 January 2021.



JEFFREY P. MARLETTE
MG, S1NG
The Adjutant General

DISTRIBUTION:

NGB-EI

SDNG JDEC Council Members

SDNG-DJS

SDARNG-ATAG, LCC, Cofs

SDANG-ATAG, Cofs, 114TH FW CMDR