



**STATE OF OHIO
ADJUTANT GENERAL'S DEPARTMENT
2825 West Dublin Granville Road
Columbus, Ohio 43235-2789**

NGOH-HRO-EO

19 April 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO), Diversity and Inclusion Special Emphasis Program
Policy # CS-16-007

1. The Ohio National Guard is committed to strengthening EO, Diversity and Inclusion. Each year we celebrate special emphasis observances which include, but are not limited to, the following:

- a. Dr. Martin Luther King Jr. Birthday.
- b. African American/Black History Month.
- c. Women's History Month.
- d. Holocaust Days of Remembrance.
- e. Asian American and Pacific Islander Heritage Month.
- f. Women's Equality Day.
- g. Hispanic Heritage Month.
- h. National Disability Employment Awareness Month.
- i. National American Indian Heritage Month.

2. Additionally, commands are authorized and encouraged to conduct an annual Diversity Day to celebrate all cultures. These observances are designed to celebrate, recognize, and be inclusive of all members of our Ohio National Guard.

3. Special emphasis observances are designed to enhance cross-cultural awareness among our Service members and the civilian workforce. These events recognize the contributions and achievements of members of diverse groups that make up the fabric of our society and our military community. The intention is to foster understanding, teamwork, harmony, and pride among all groups, not only the observed group.

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4. I strongly encourage everyone within the Ohio National Guard to contribute and participate in all special emphasis observances within the parameters of mission requirements. Leaders and supervisors at all levels should give their personnel the opportunity to attend and participate in these observances. I expect all leaders to share my personal commitment to the Equal Opportunity Special Emphasis Program.

5. For assistance with the Special Emphasis Program observances, calendar, or themes contact your unit EO professional or the State Equal Employment Office at (614) 336-7245/DSN 346-7245 or (614) 336-7497/DSN 346-7497.



MARK E. BARTMAN
Major General
The Adjutant General

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