

North Dakota National Guard Diversity Council Charter

Article I – Name

The council shall be the North Dakota National Guard Diversity Council, hereafter referred to as the Diversity Council.

Article II – Vision

Achieve an organizational culture where diversity is recognized as a core strength and respect for one another is expected.

Article III – Mission

Maximize mission readiness and effectiveness by creating and sustaining an organizational culture that values diversity and ensures each member and employee of the North Dakota National Guard has the opportunity and means to reach his or her own maximum potential.

Article IV – Guidelines

1. Meetings will be held as needed, but the Diversity Council shall meet no less than four times per year, at least once per quarter.
2. Attendance at Diversity Council meetings will be limited to members and invited participants. Other individuals who wish to attend a meeting will request an invite from any Diversity Council member. Invitation requests may be approved by any Diversity Council member.
3. An agenda based on input from Diversity Council members will be published and distributed to Council members prior to each meeting.
4. Meeting minutes will be compiled and provided to all Diversity Council members, meeting participants, and other interested parties. The minutes will be posted as appropriate.
5. Before transacting Diversity Council business, a quorum consisting of not less than the Chairperson (or Vice-Chairperson) and five Diversity Council members must be present. Members connected via teleconference will be considered present.
6. Absentee and/or email voting will be allowed for all Diversity Council business.

Article V – Membership

1. The Diversity Council will be comprised of North Dakota National Guard members and employees. Membership will attempt to equitably represent the diverse population of the State of North Dakota and the North Dakota National Guard to include, but not

limited to, Army and Air; traditional and full-time personnel; the enlisted and officer corps; gender; religion; and ethic and cultural backgrounds.

2. The following are members of the Diversity Council by virtue of their duty position or office:
 - Deputy Adjutant General/Director of Joint Staff
 - Office of Adjutant General, Chief of Staff
 - Director of Staff, Air
 - Director of Human Resources
 - OIC of the Maneuver Enhancement Brigade
 - OIC of Troop Command
 - Command Chief Warrant Officer
 - State Command Sergeant Major
 - State Equal Employment Manager
 - Senior Equal Opportunity Advisor (Army)
 - Human Resource Advisor (Air)
 - Recruiting & Retention (Army)
 - Recruiting & Retention (Air)

3. One objective of the Diversity Council is to create as diverse a group as possible by seeking out volunteer members who are passionate about diversity to augment the members designated to the Diversity Council by virtue of their duty position or office. Volunteer members will include:
 - Maneuver Enhancement Brigade Commander's Volunteer
 - Troop Command Commander's Volunteer
 - At Large Volunteer
 - At Large Volunteer
 - Junior Enlisted Advisory Board Member (Air)

Volunteer members will submit their requests to join the Diversity Council through their chain of command to the Vice-Chairperson. Requests will be reviewed and voted on by the standing Diversity Council membership. Volunteer members will have a term of office for one year. A volunteer member's term of office may be renewed twice. No volunteer member may serve more than three consecutive years. After a one year break, an individual may submit another application and be considered for another one year term of office.

4. Membership for the Diversity Council will be made by an appointment letter signed by the Chairperson.
5. The Deputy Adjutant General/Director of Joint Staff will serve as the Chairperson, and the Office of the Adjutant General Chief of Staff will serve as the Vice-Chairperson. The State Equal Employment Manager will serve as the Recorder, and the State Equal Employment Office will be the office of primary responsibility.
6. All members of the Diversity Council will be voting members.

Article VI – Roles and Responsibilities

The Diversity Council will:

1. Bring key Equal Opportunity, Equal Employment Opportunity, and diversity issues to the table for discussion;
2. Review current diversity within the North Dakota National Guard;
3. Analyze and survey diversity trends within the North Dakota National Guard;
4. Establish diversity goals and objectives within the North Dakota National Guard;
5. Provide guidance and assistance to the Special Emphasis Program;
6. Provide guidance and assistance on Special Observances;
7. Implement the National Guard Bureau's Joint Diversity Executive Council Priorities; and
8. Develop diversity initiatives that support the North Dakota National Guard's Strategic Plan and incorporate them accordingly.

Article VII – Amendments

Amendments to the Charter will be proposed in writing and presented at a Diversity Council meeting. A 2/3 (two-thirds) majority vote will be required to amend the Charter.

Article VIII – Organization

This Charter for the North Dakota National Guard Diversity Council was adopted and is in effect as of 1 June 2016.



ALAN S. DOHRMANN
Major General, NDNG
The Adjutant General