

MILITARY DEPARTMENT
OFFICE OF THE ADJUTANT GENERAL
9800 Goethe Road - P.O. Box 269101
Sacramento, California 95826-9101



CAJS-J1

21 September 2011

MEMORANDUM FOR Servicemembers and Employees of the California Military Department

SUBJECT: The Joint Diversity Council

1. I am establishing a Joint Diversity Council for the California Military Department (CMD). I expect all leaders to develop and maintain an inclusive environment that will sustain the CMD as a relevant and ready force.
2. Our organization is naturally diverse based on the unique population of people who call California home. This diversity of skills, values, and beliefs brings us the opportunity to examine issues and challenges in unique ways. As leaders, we need to find the best, most effective ways to creatively capitalize on that diversity and make an environment of inclusion inherent to the day-to-day operations of the CMD.
3. The Joint Diversity Council is designed to serve as a working advisory body to leaders in the CMD as well as to offices and agencies that contribute to the diversity management policies and principles of our organization. The Joint Diversity Council's mission is to "make differences matter" by fostering an environment of inclusion.
4. The purpose of the Joint Diversity Council is to sponsor effective diversity management practices in the CMD, promote workforce diversity initiatives, and integrate the principles of diversity throughout the CMD, in accordance with the CMD Strategic Plan and policy on Equal Employment Opportunity. The Joint Diversity Council is a forum to discuss diversity issues and share ideas and information on diversity matters and events. The Council exists to ensure that all civilian and military employees, regardless of rank or duty status, are respected and valued for their contributions toward supporting the war fight.
5. The Assistant Adjutant General will act as Chair and conduct our initial meeting. The Joint Diversity Council will meet quarterly and report biannually on planning, practices, and initiatives worked and implemented during the previous six months.
6. POC for this matter is the J1, COL Michael N. Wells, (916) 854-3401, michael.n.wells@us.army.mil.

A handwritten signature in black ink, appearing to read "David S. Baldwin".

DAVID S. BALDWIN
Major General
The Adjutant General