



**District Of Columbia National Guard  
Diversity, Equity, Inclusion and Accessibility (DEIA)  
Strategic Plan**

12 May 23

**Our Mission**

The District Of Columbia National Guard is a diverse team of professionals who strengthen our Capital Guardians by serving our veterans and partners while preparing military personnel to safeguard our way of life.

**Our Values**

The strength of the DC National Guard is our people. We take great pride in attracting a diverse population, and with that diversity comes ideas and viewpoints that strengthen the resiliency of our organization. We all want to be treated with dignity and respect; it is what our people expect and deserve from us.

**Our Strategy**

The Diversity, Equity, Inclusion and Accessibility Strategic Plan guides an organization dedicated to mission effectiveness, valuing diversity, equity, and inclusion by ensuring everyone has the opportunity, guidance, and information to reach their maximum potential.

**Our Goals**

I have charged the members of our District Joint Diversity Council (DJDC) to develop a framework in which the following goals will be met:

- Enhance Diversity and Inclusion in the DCNG
- Ensure leaders at all levels advocate diversity program priorities and understand specifically what is required to achieve success
- Develop and increase diversity partnerships, both internal and external to the DCNG
- Develop, mentor, and retain top talent reflective of the communities that DCNG serves

**Our Endstate**

The DC National Guard embraces Diversity, Equity, and Inclusion at every level within our organization. Our values, strategy, and goals allow Soldiers, Airmen, and Civilians to celebrate their individual qualities while having the support of all leaders and fellow members to accomplish the mission.

SHERRIE L. MCCANDLESS, Major General, USAF  
Commanding General

