



REPLY TO  
ATTENTION OF

## TEXAS MILITARY FORCES

Joint Force Headquarters  
Adjutant General's Department  
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Austin, Texas 78763-5218

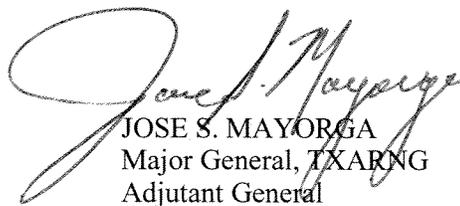
JFTX-J1

15 July 2010

### MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: (JFTX P10-14) Composition of Texas Military Forces Promotion/Vacancy Selection Boards

1. I am firmly committed to Equal Opportunity and Diversity in the Texas Military Forces workplace. In order to maintain confidence and integrity in all facets of career progression and assignment utilization, I expect fairness in the processes used to promote career progression and in assignment utilization of our force.
2. All Texas Military Forces promotion/selection boards will reflect the demographics of the applicant pool. Boards must include a female and/or a minority who are senior in grade or date of rank to applicants when female and/or minority applicants are being considered. Commanders/selecting officials and the board president will be responsible for ensuring board members reflect this required representation and that all board procedures are conducted in a non-partisan and equitable manner.
3. Boards will continue to strive to maintain the integrity required of the selection process and to select the best qualified member/employee for the next higher grade and/or position vacancy without regard to an individual's race, color, national origin, gender or religion.
4. Agency selection officials should be able to provide concrete reasons for their choices. Promotion boards/selection panels should be able to clearly articulate and document precise reasons for choosing one candidate over another.



JOSE S. MAYORGA  
Major General, TXARNG  
Adjutant General

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JFTX  
OFFICIAL