

Oregon National Guard (ORNG) JOINT DIVERSITY AND INCLUSION EXECUTIVE COUNCIL MEETING MINUTES



PURPOSE: The Oregon National Guard (ORNG) Joint Diversity and Inclusion Executive Council advises senior leadership to create and foster an organizational culture where diversity is valued as a factor of personnel readiness and a combat multiplier.

VISION: To achieve an organizational culture that values and respects all members for their diverse differences and abilities, empowered to achieve superior results, not hindered by prejudicial barriers, stereotypes and restrictions.

MISSION: Create and sustain an organization dedicated to mission effectiveness, valuing diversity and ensuring each individual has the opportunity and means to reach their maximum potential.

DIVERSITY: A composite of unique individual characteristics, attributes, experiences, abilities and background of our Soldiers, Airmen, Civilians, and Family members to enhance and contribute to the mission readiness of the Oregon National Guard.

DATE/LOCATION:

Friday, 27 February 2015, 0900-1400 hrs
Bldg. AFRC, Room 2110,
Camp Withycombe, Clackamas, OR

MEMBERS PRESENT: Dawn Choy, Lisa Scott, Carl Green, Traci Bigelow, Michelle Johnson, Steve Beach, Stuart Mathew, Bob Maca, Beau Jones, Mike Shepherd

CHAIR: Maj Dawn Choy

VICE-CHAIR: Ms. Theresa Hinges

RECORDER: Michelle Johnson

COUNCIL ADVISORS: BG Steve Beach, Col Stuart Mathew

Recorder Assigned: Michelle Johnson

TOPICS :

- October meeting minutes discussed/edited
- Agenda discussed
 - LTC Kim retired, do we still need a treasurer?
 - No diversity funds for FY15
- ICEBREAKER: “Getting to know each other in meetings, will help engage with each other outside of meetings” By: Lisa Scott
 - Books that have helped you become a better leader

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- Share books you are reading and/or a favorite book that has inspired you
 - Lone Survivor: The Eyewitness Account of Operation Redwing and the Lost Heroes of SEAL Team 10. By Marcus Luttrell and Patrick Robinson
 - Defenders of the Faith. By James Reston, Jr
 - American: The Last Best Hope. By Dr William J. Bennett
 - Breaking Chains: Slavery on Trial in the Oregon Territory. By R.Gregory Nokes
 - Power, Faith & Fantasy: America in the Middle East 1776 to present. By Michael B. Oren
 - The Namesake By Jhumpa Lahiri
 - Converting the West
 - Coming of Age in Mississippi. By Anne Moody
 - 360 Degree Leader: Developing your Influence from Anywhere in the Organization. By John C. Maxwell
 - White Mother to a Black Race
 - David & Goliath: Underdogs, Misfits, and the Art of Battling Giants. By Malcolm Gladwell
 - 10% Happier: How I Tamed the Voice in My Head, Reduced Stress Without Losing My Edge, and Found Self-Help That Actually Works. By Dan Harris
 - And Then I Cried: Stories of a Mortuary NCO. By Justin Jordan
 - Happiest Baby on the Block. By Harvey Karp MD
 - Screamfree Parenting: The Revolutionary Approach to Raising Your Kids by Keeping Your Cool. By Hal Edward Runkel
 - Screamfree Marriage: Calming Down, Growing Up, and Getting Closer. By Hal Edward Runkel
 - Carry On Warrior: Thoughts on Life Unarmed. The Power of Embracing your Messy, Beautiful Life. By Glennon Doyle Melton
- Call to action for future Icebreakers
- Diversity & Inclusion library locations with donated books recommended for diversity or leadership topics.
- Advisory updates: BG Beach –
 - Share employee resource group information
 - Workshop March 30, 2015 in Las Vegas, NV. Members that attend need to ensure they have Oregon information to use at workshop plus gather workshop summary to bring back to present to the council. Suggestion to send rep from 142 FW since they are one of the 7 test states for new ERG concept.
 - **ERG:** Platform to gather ideas to entice retention and recruitment to an organization. Groups of people with a common bond, brainstorming and problem solving for the good of the organization.

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- Active councils are already fulfilling this role but ideas that have succeeded need to be shared and potentially gain more information by collaborating with the other groups at the workshop.
- **Leadership Challenge Program (LCP 1):** 2.5 day workshop NGB pays to send out instructors. We will send out communication among the organizational structures looking for volunteers who want to do attend this opportunity and identify a time that can be dedicated to it. Free to attend but must find days for attendees.
 - Drill vs Full Time?
 - Use drill days? Status of attendees. Other options?
 - Need to gather list of interested personnel.
 - Need to figure out cost for travel or other expenses related.
 - COL Dial to get Army days communicated (Maj Scott).
 - COL Smothers to get the ball rolling.
 - Col Mathew suggesting weekday training for the first training and then weekend training for the next opportunity.
 - Maj Choy and Ms Hinges would facilitate the course details.
- **PGE Diversity Summit**
 - 1 day event April 7, 2015 at Oregon Convention Center in Portland OR. 7:00am-6:00pm.
 - \$99 for students (possibly for military members???), \$149 early bird special
 - www.pgediversitysummit.com
 - Sign up if you are interested, may have to go on your own funds if not funded by your unit/work.
- **Army Recruiter updates**
 - 140k given for diversity recruitment campaign
 - Open to ideas from the group for targeting groups (focus: minority groups and women)
 - Community events
 - Booth at upcoming diversity summit
 - Career fairs
 - Video/Newspaper stories of local community soldiers/airman of diverse groups telling their story for joining the service.
 - Women's EXBO - March 21, 2015
 - Skills USA
 - Supply guard members with main points to give out when asked about joining
 - Put flyers up with QR codes with guard information
 - Where your uniform to work/school day
 - Giveaway items with multiple languages on them – catchphrase/slogan ideas
 - LT Lauren Katich – Diversity Officer for Army recruiting office
 - SGT Beau Jones – Marketing NCO for Army recruiting office

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- **Diversity Conference Recap – Beach & Scott**
 - Inclusion and diversifying your thinking
 - Diversity & inclusion initiatives added to the CPM
 - Top leadership involvement and action in inclusion and equity priorities
 - One-on-one info push to leaders about diversity initiatives and ideas
 - Senior leader speaking at the Oregon National Guard Association about the signed National Guard Bureau Diversity Strategic Plan. April 17-19 (MG Hokanson possibly touching on the CPM)
- **Command Policy Memorandum**
 - New CPM created/updated
 - Council members reviewed new CPM and agreed with changes
 - Members pleased with the outcome and support
- **Strategic Plan**
 - ORNG Strategic Plan is in draft form. Presented to MG Hokanson for review
 - The updated Diversity Strategic Plan will align with the updated ORNG and NGB Strategic Plans
 - **BG Beach will send draft copy of ORNG Strat Plan to Maj Choy for additional review**
- **Charter**
 - Council name change – “ORNG Joint Diversity and Inclusion Executive Council”
 - Name change needed on strategic plan as well
 - A1, G1 and recruiting and retention need to review before final version published
 - Separate diversity and inclusion, with definitions, to give both spotlights on charter
 - No state HRA anymore - edit out
 - More clearly need to define council members roles & responsibilities – general expectations for attending members
 - Add sentence to effectively show actionable items for attendees
 - Provide a forum for bringing forward issues that need fixes and sharing strategies that have been effective outside of the group
 - **One week to get comments and changes for the Charter and the Strategic Plan – Friday 6 March 2015 deadline**
- **Articles:** Send to Maj Dawn Choy - If you have an article you want published in the HR newsletter, sentinel or other publications. Ongoing request for articles as they are relevant and current. Call to action for all council members to create/write an article once a year.
- **HRA newsletter:** disseminate amongst board members
- Inviting MG Hokanson to next meeting for first hour of meeting.
- **Next meeting dates:** 8 May 2015, 0900-1500, AFRC Camp Withycombe.

UPCOMING EVENTS:
JANUARY

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MEETING MINUTES

-Martin Luther King Jr. .

FEBRUARY

-African American/Black History Month

MARCH

-Women's History Month

APRIL

-Holocaust Remembrance Day

MAY

-Pacific Islander Heritage Month

JUNE

- LGBTQ Awareness

-“Juneteenth” Celebration

JULY

AUGUST

-Women's Equality Day (26th)

SEPTEMBER

-Hispanic Heritage Month (15 Sep-15 Oct)

OCTOBER

-National Disability Employment Awareness Month

NOVEMBER

-National American Indian Heritage Month

DECEMBER