

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, 8 May 2015, 0900-1400 hrs
Bldg. AFRC, Room 2110,
Camp Withycombe, Clackamas, OR

MEMBERS PRESENT: Dawn Choy, Theresa Hinges, Stuart Mathew, Jay Nguyen

CHAIR: Maj Dawn Choy

VICE-CHAIR: Ms. Theresa Hinges

RECORDER: Michelle Johnson

COUNCIL ADVISORS: BG Steve Beach, Col Stuart Mathew

Recorder Assigned (this meeting): Dawn Choy

NEXT MEETING DATES: 21 Aug 2015, 0900-1500, AFRC Camp Withycombe. Potential: 13 or 20 Nov 2015 were discussed as possible dates.

TOPICS:

- **Misc items:**
 - February meeting minutes were sent out via email prior to meeting
 - Future meeting dates need to be assigned. At least 2 meetings ahead so not so last minute on planning schedules. Talked about Aug 21 and Nov 13 or 20 dates. Looking at Klamath Falls wanting to host a meeting, maybe in Fall or Spring.

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

- Some Diversity funds for FY15 have come in
 - Due to low attendance this meeting, turning into working group with strategic plan verbiage
 - Invited TAG to attend the next meeting for 30 min in morning – Aug 21 at 0930-1000
 - Maximum attendance of council members needed
 - Pre-determined questions to ask TAG
 - diversity and inclusion efforts to support ORNG strategic plan/goals
 - feedback on his diversity perspective and vision
 - Briefing material – possibly review
 - Misc events to look at for ideas, marketing and best practices
 - Swift (red white and blue) fitness events like base fit
 - Ambassadors in the community. Have one of them come speak to us about their best practices on marketing a diversity message out there, mentoring and bridging the gap between us and the community.
 - Blazer team members
 - Rogue Brewery
 - Need diversity and inclusion slogan for council to use as marketing tool to get our message out there.
- **ICEBREAKER:** NONE
 - **Event updates:**
 - **Leadership Challenge Program (LCP 1):** 2.5 day workshop NGB pays to send out instructors.
 - Schedule: LCP-I is Aug 24-26 and LCP-II is Aug 26-28
 - Each course is only 2-1/2 days. Wed Aug 26 is a transition day at lunch time: LCP-I ends in AM and LCP-II starts in PM.
 - Invite will be sent out shortly to find those who want to attend this training opportunity.
 - Registration will be online using the Eventbrite website.
 - Attendees must find days/dollars to attend from their own work center/units.
 - POC is Maj Choy. Both Maj Choy and Ms Hinges will facilitate the course.
 - 30 attendees per course
 - Taught by NGB instructor staff
 - **Youth Ministry Summer Camp** – June 6
 - Catholic school invited Oregon Guard recruiting to come speak to kids
 - Providing trade show/fairground equipment (rock wall, etc)
 - Get Guard message out there
 - **Army Recruiter updates**
 - SSG Jay Nguyen is representing recruiting diversity efforts
 - Update on events and efforts being made in Vietnamese community

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

- Army/Air recruiting participated in New Year's celebration in Feb (2 years in row)
 - Extra efforts have seen increase of 4-5 recruits this year.
 - Found a language barrier with taking the ASVAB to enter military
 - Potential recruits prioritizing helping their families and education
 - Advertising in 3 Vietnamese newspapers, on radio, speaking at schools, etc
 - Stats this month
 - Total = 5100
 - Asian = 177
 - Black = 204
 - American Indian = 66
 - Reaching out to more communities
 - Need better marketing and advertising
 - Focus recruiting based on education and skills
 - Council can help bridge the gap between communities and the Guard, advertise, market the Guards message
- **Command Policy Memorandum**
 - New CPM updated again after edits came back from first staff routing.
 - Being staffed again for final review and TAG signature.
- **Strategic Plan**
 - ORNG Strategic Plan is still in draft form. Presented to MG Hokanson for review
 - BG Beach sent draft copy of ORNG Strat Plan to Maj Choy to use along with NGB strategic plan for developing our own council strategic plan
 - Discussion and worked on council strategic plan
 - See draft version for specific details on the goals/key efforts outlines
 - Picked two Key Efforts from the ORNG Strat Plan (in draft form at this time) and aligned with NGB goals (8 focus goal areas) to create our working goals and objectives of how our council plans to support our agency efforts and NGB outlined goals/areas of consideration.
 - ORNG Key Effort 1.6: Retain and recruit best Service Members and civilian employees. Aligns with NGB goals 2, 3, 5 & 6.
 - ORNG Key Effort 3.6: Strengthen our community relationships. Aligns with NGB goals 5 & 6.
- **Charter**
 - Very few comments or edits were received for changing/updating the Charter or the Strategic Plan before this meeting. If you have any, please send to Maj Choy ASAP.
 - Add 2 position assignments for marketing reps for the council. Seen as ambassadors for the council in the community and within our agency. They would write articles, promote diversity efforts, get our message out there, etc
- **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.

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

UPCOMING EVENTS:

JANUARY

-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