

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, 21 August 2015, 0900-1300 hrs
Camp Withycombe, Clackamas, OR. Bldg. AFRC, Room 2110,

MEMBERS PRESENT:

Maj Dawn Choy	Chairman
BG Steve Beach	Senior Advisor
Col Stuart Mathew	Senior Advisor
Col Kirk Pierce	173 FW Commander
Brook Jenkins	Psychological Health Coordinator
TSgt Carl Green	142 FW
TSgt James Batdorff	116 ACS
Sgt Beau Jones	Recruiting and Retention Command

CHAIR: Maj Dawn Choy, will be vacant next meeting

VICE-CHAIR: Ms. Theresa Hinges, will become Maj Dawn Choy next meeting

RECORDER: Michelle Johnson

Recorder Assigned (this meeting): James Batdorff

COUNCIL ADVISORS: BG Steve Beach, Col Stuart Mathew

NEXT MEETING DATES:

23 Oct 2015 – Camp Withycombe

26 or 19 Feb 2016 – Klamath Falls (tentative)

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TOPICS:

- **ICEBREAKER:** Introductions and announcements
- **Misc admin items:**
 - May 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.
 - 23 Oct 2015 – Camp Withycombe
 - 26 or 19 Feb 2016 – Klamath Falls (tentative)
 - Klamath Falls wants to host a meeting in Spring.
 - Requesting NGB diversity funds for FY16 budget
 - Since TAG is leaving and was unable to attend this meeting, we will invite the new AG to attend future meetings
 - Theresa Hinges has retired from JFHQ HRO SEEM. Maj Choy is now the SEEM (again) and will take the Vice-Chair position on the council.
 - Chairman position will be vacant and will hold elections next meeting. TSgt Green and Maj Scott were mentioned as possible candidates.
 - DEOMI has some new material to be presented at the next meeting
 - Counselor resources available from Brook Jenkins at Jenkins.bej@gmail.com. Dr. Victoria Wisdom is the new health development position in Salem
 - How to engage more people, buy in from senior leadership, more working groups, more doing and less meetings, more action items, what different colors mean to different people, keep our boots filled with the right type of people
- **Updates:**
 - **142 FW:**
 - every UTA cultural observances, good buy in from wing, partnership in diversity Portland Business Alliance, APANO Asian Pacific, Urban League of Portland, Insight (people with disabilities), 911 celebration, National Veterans Day run
 - **173 FW:**
 - Blue Zone Project Klamath Falls picked to investigate what leads to 100 year life span), 3 year project, 173 FW on Steering Committee, new gym, new running track, bike lanes, small neighborhood parks, new housing for Airmen
 - **116 ACS:**
 - Diversity board, Scandinavian Festival, TSgt Batdorff's replacement needs to be found
 - **Army Recruiters:**
 - 3 ADOS positions with diversity target, Educate – Train – Diverse, new SOP for recruiters, MEPS forms translated into more languages for parents of new recruits, shift focus from combat to trades, high school diversity clubs, diverse staff, moving to more diverse leadership
 - Army Guard is moving to diverse members on promotion boards, changing military, can't change overnight

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- Discussion on whether or not we are following minorities throughout their career, are we keeping them in a unit they don't feel comfortable in, allowing them to drill for a day to see if they like being part of that unit
- Recruitment is beginning in the 12 to 16 year age, by age 16 most people know whether or not they will join the military, recruitment needs to be looked at long term not short term, recruits often need 7 to 9 interactions before they will go see a recruiter
- **Event updates:**
 - **Leadership Challenge Program (LCP 1 & II):** 2.5 day each course workshop. NGB funded for instructors. POC: Maj Choy
 - Held 24-28 August 2015. Great response and interest.
 - Want to hold another couple in FY16 – possibly in Portland and Medford
 - National Veterans Day Run – more info at next meeting
 - Need an event calendar of events available.
- **Strategic Plan**
 - State and diversity versions need to be cross checked
 - Need all units (142 FW, 173 FW, 41 Brigade, 82 Brigade, JFHQ) participation to verify and provide input into plan
 - Need “stakeholder” and leadership support
 - Diversity is what we should be doing everyday
 - New goals/initiatives:
 - 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 review:
 - 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
- SEPM positions available
- Articles still needed regularly – get your message, thoughts, information, initiatives out there
- Facebook page – who will be the main POC
- Future meetings: morning executive meeting first 2 hrs, working groups in afternoon
- NGB conference in December – TBD
- BG Beach updated on diversity at Intel, AVI and American Veterans are represented
- ERG should not be the focus at this time, take notes of survey
- Next meeting 23 October at Camp Withycombe
- New TAG will want a climate survey, have questions ready to go
- Demographics for our State compared to Air/Army national Guard

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- Misc items discussed at other meetings:
 - 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.

UPCOMING EVENTS:

JANUARY

-Martin Luther King Jr. .

FEBRUARY

-African Amercian/Black History Month

MARCH

-Women's History Month

APRIL

-Holocaust Remembrance Day

MAY

-Pacific Islander Heritage Month

JUNE

- LGBTQ Awareness

-“Juneteenth” Celebration

JULY

- none

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

- none