

# 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, 23 February 2016, 0900-1500 hrs  
Camp Withycombe, Clackamas, OR. Bldg. AFRC, Room 2110,

**MEMBERS PRESENT:**

Maj Dawn Choy	Chairman
BG Steve Beach	Senior Advisor
MAJ Rey Agullana	SARC/HR-EO
TSgt Carl Green	142 FW EO
SFC Ramon ArmentaCorrales	Recruiting and Retention Command – Diversity
CMSgt Ulana Cole	JFHQ ANG & SEA for BG Beach

**CHAIR:** Maj Dawn Choy (new Chair to be appointed)

**VICE-CHAIR:** Dawn Choy

**RECORDER:** Michelle Johnson

**Recorder Assigned (this meeting):** Dawn Choy

**COUNCIL ADVISORS:** BG Steve Beach, Col Stuart Mathew

**NEXT MEETING DATES:**

April/May 2016 – Camp Withycombe  
Summer/Fall – Klamath Falls (tentative)

**TOPICS:**

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- **ICEBREAKER:** Introductions and announcements.
  - **Green** – Black History brief based on the book: “The people could fly”, American Black Folktales, by Virginia Hamilton
- **Misc admin items:**
  - CPM for Diversity and Inclusion was signed by TAG Jan 2016
  - [www.DEOMI.org](http://www.DEOMI.org) observances posters, presentations and information online.
  - Chairman position will be vacant and will hold elections soon. Possible candidates suggested so far: Carl Green...
- **Updates:**
  - **SEEM**
    - Reports:
      - SEEM MD715 with SEPM analysis. Once the report is completed, can send to the SEPM’s for their input for future planning and finding solutions to any barriers found.
      - EO Annual report. Still waiting for new revised version. Gather data as previous years and SEEM consolidates into one report for ANG & Army.
    - SEPM: need couple more assigned. Will look at training options out there for new SEPM’s. Maj Choy will send out roles, responsibilities and training opportunities to the council. Current SEPM’s assigned are:
      - Women’s History = Maj Scott
      - Black Heritage = TSgt Green
      - Hispanic Heritage = vacant
      - Asian-Pacific Islander = TSgt Green
      - American Indian/Alaska Native = vacant
      - People with Disabilities = vacant
      - Holocaust Remembrance = SMSgt Shepherd
      - Veterans = TSgt Green
      - Other non-DoD required observances are available to participate or lead as well.
    - Unit Climate effects our numbers. Looking at recruiting numbers of various demographic categories.
      - Example: women/men are 50/50 in civilian world in our state, but women only make up about 25% of the military population since it’s a predominantly male population in military field.
      - Race/ethnic – more able to mirror the population of civilian/state
    - Received some NGB diversity funds for FY16 budget. About 1/3 of what asked for. Have money to train, TDY’s, observances and supplies as needed. Can always ask for more if find need additional funds to complete any initiatives.
  - **Army Recruiters:**
    - Career fairs focus on diversity aspects.
      - 2 Mar, at OSU
      - 18-19 Mar, women veterans conf at AFRC
      - 2 Apr, womens expo at PDX conf center
      - 24 Apr, latino cultural in Hillsboro

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- 6 May, APANO (AP/I) J district, “voices of change”
  - Have staff who represent or mirror groups so can focus and communicate more effectively with various groups
    - Native American - SGT Circle
    - Magazines/newspapers to get coordinated with
    - Community events and awareness
    - Opening up markets
    - Spanish speaking recruiter goes with them to market Spanish speaking areas
  - Lots of advertising, billboards, MAX Train in Portland area, various giveaways, working on radio ads – all in multiple languages (English, Spanish, Vietnamese, Russian)
  - Would like to feature soldiers/airmen of various race/ethnic/cultural backgrounds
  - “Partners in Diversity”, Say Hey = professionals, people of color (all groups), business alliance organization
  - College scholarships is underutilized. Advertise more with H.S. level, ROTC, etc
  - There are several Asian Pacific Islander groups in Oregon and Vancouver WA
  - Mobile team offers fitness courses, events to help bring in others to get to know the military through fun events.
  - Will coordinate more with ANG recruiting to enhance programs.
- **Event updates:**
  - **Leadership Challenge Program (LCP 1 & II):** 2.5 day each course workshop. NGB funded for instructors, unit funded for attendees. POC: Maj Choy
    - Held 2 LCP-I & 2 LCP-II courses so far. Waiting to offer more with NGB approval.
    - Want to hold another couple in FY16 – possibly in Portland and Medford areas
  - **NGB EO/EEO Training Workshop** = 14-18 March, Gulfport, MS. Recap summary at next meeting by Carl Green.
  - **NGB Diversity Training Workshop** = as of April 22, the date and location will be changing. It will no longer be held on 24-27 May 2016 in Gulfport MS, due to the MS Governor recently signed bill that authorizes discrimination on the LGBTQ community. Information will be coming shortly.
  - **4 Lenses** – classes to train, 4 instructors identified within the state, offer train-the-trainer course to get more instructors trained, chat with J9 for funding for this. Once Maj Choy finds the training course for more instructors, an announcement will go out to solicit those interested in being a 4-Lense trainer.
- **Call out to the field**
  - Increase Diversity Council involvement

# **Oregon National Guard (ORNG)**

## **JOINT DIVERSITY AND INCLUSION EXECUTIVE COUNCIL**

### **MEETING MINUTES**

- SEPM positions open that need to be filled
- Training opportunities out there to participate in and advertise
- Events going on that would be collaborative or education opportunities
- Fun facts to push out to all for awareness
- **Working Groups** (work on as we go)
  - **Brochure (worked on this at meeting)**
    - Creating a revised edition of the old brochure, use for advertising the council initiatives
    - Two sided, trifold or bifold - depending on how much info we want to include. Made a draft drawing of what we are looking to create. Possibility of 6 sections to fill. Example of what was discussed at meeting:
      1. JDIEC main info, group pic, contact info
      2. Talking points and what is Div & Incl
      3. Goals/Initiatives, council mission
      4. Observances-monthly
      5. TBD
      6. Call to action from all units, participation in council activities, change agent, ambassadors, process improvements, etc, and contact info
    - “Act-Fact-Impact” bullet statements of important info
    - Talking points easy to convey
    - Fun facts to note
    - Efforts/Initiatives/training to participate in
    - Simplify documents beyond the CPM
  - **Talking Point Card (worked on this at meeting)**
    - Part of the brochure but also a stand-alone item so council members have quick talking points to educate and recruit for more involvement/support.
    - Talking points from brochure
      - **Encourage continuous organizational improvement and effectiveness**
      - **Respect and acknowledge individual differences in culture, background and experience.**
      - **Promote professional and personal development**
      - **Build teams through mentorship and relationship**
      - **Why Diversity and Inclusion?**
        - **Mission success**
        - **Expand capabilities**
        - **Team improvement – retention and performance**
  - **Charter:**
    - Everyone is an ambassador so no need to designate 1-2 in that role on charter
    - Final revision draft is completed. Needs to be sent out for final approval by council.
  - **Strategic Plan – Goals revision**

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

- Simplify goals and wording
- Working document that guides what the council initiative are for the 5 yr timeframe
- Cross check state and diversity version
- Once final draft is completed – send to all major components if want to provide input (142 FW, 173 FW, 41 Brigade, 82 Brigade, JFHQ)
- **Recruiting Goals**
  - How can council assist in recruiting efforts and initiatives
  - Need recruiters to send updates and events to council to assist with
- **Activities/Observances/Events**
  - One all-inclusive event one-time year
  - Few smaller events each year
  - Integrate diversity events/observances into other events going on (family day, unit gatherings, celebration or training events, recruiting events, etc)
- **Next Meeting tasks:**
  - Working groups:
    - Strat plan
    - Recruiting goals
    - Activities
    - What to do with our demographic info
  - Army Recruiting – Montgomery
    - Technology information
  - Recruiting (both ANG/ARNG)
    - Enlist numbers
    - Attrition rate losing numbers
    - Organization retention rate
    - Rank vs demographics data
    - Trend gathering (each year to compare with previous 5 & 10 yrs) to see if any changes have occurred with initiatives, efforts and awareness.
- **Pending 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.
  - 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

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

- TAG visit council meeting
  
- 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
- 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
- SEPM positions available
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## **ONGOING MONTHLY EVENTS/OBSERVANCES:**

### **JANUARY**

-Martin Luther King Jr. .

### **FEBRUARY**

-African American/Black History Month

### **MARCH**

-Women's History Month

### **APRIL**

-Holocaust Remembrance Day/Week

-Sexual Assault Prevention and Awareness Month

### **MAY**

-Pacific Islander Heritage Month

### **JUNE**

- LGBTQ Awareness

-“Juneteenth” Celebration

### **JULY**

- none

### **AUGUST**

-Women's Equality Day (26<sup>th</sup>)

### **SEPTEMBER**

-Hispanic Heritage Month (15 Sep-15 Oct)

### **OCTOBER**

-National Disability Employment Awareness Month

### **NOVEMBER**

-National American Indian Heritage Month

### **DECEMBER**

- none