

# DIVERSITY COUNCIL MEETING MINUTES



**VISION:** The Oregon National Guard – soldiers, airmen and civilians, striving for excellence and focused on readiness.

**MISSION:** Promote an understanding of diversity and behavior that reflects strong organizational values, while establishing a climate of diversity within the ORNG, and in the communities it serves.

**DATE/LOCATION:** Friday, 15 February 2013, 0900-1500 hrs  
Camp Withycombe, Clackamas, OR

**MEMBERS PRESENT:** Nick Perez, Lisa Scott, Jim Gregory, Ijay Beltran, John Anderson, Carl Green, Laurie Kimmel, Rod Galloway, Rey Agullana, Jennifer Hibbs, James Batdorff, Theresa Hinges, Mik Kim, Danette Lanzafami **CALL IN:** Steve Gregg, Ana Martinez

**MEMBERS ABSENT:** SMSgt Moen, Capt Cascamo, MSgt Choy, Ms. Kochosky, SPC Benton

**CHAIR:** Dawn Choy

**VICE-CHAIR:** (SEEM) Ms. Theresa Hinges

**RECORDER:** Capt Lisa Scott

**FACILITATOR:**

**TREASURER:** Lt Col Kim

**COUNCIL ADVISORS:** BG Steven Gregg & Col Jim Gregory

**GUEST SPEAKERS:** No Guest Speaker.

**PERSON OF INTEREST:**

**MEETING OBJECTIVES:**

- Welcome, Introductions
- Agenda Overview and Last Minute Items
- Overview/Review Prior meeting minutes
- Announcements, Updates
- Presentations/Guest Speakers
- Working Groups: Matrix, Goals, Objectives review & prioritize
- Advisor/Unit/Section Updates
- Future Meetings, Agenda, and/or Action Items

**MINUTES REVIEW:** Minutes were reviewed and approved.

**TOPICS OF DISCUSSION AND UNIT/SECTION UPDATES:**

1. **Theresa Hinges-State Equal Employment Manager:**
  - a. Priority is to take action on TAG Policy 2012 letter

- b. Nebraska Diversity Council Newsletter
  - i. Amazing resource to utilize and create our own
  - ii. Volunteer to create? All can contribute articles and items of interest
- c. MILBOOK – NGB Diversity office uses
  - i. Similar to Facebook concept with Diversity community
  - ii. Tons of Diversity info to include articles, “best practices”, discussions
  - iii. Details on getting connected forthcoming
- d. OR National Guard Joint Diversity Executive Council (JDEC) Priorities, Goals, Actions, and Metrics one-page handout distributed to members
  - i. This is a 5 year plan starting FY13 and milestones metrics will be implemented
  - ii. 4 of 8 goals are yellow
  - iii. Council goal and member’s responsible to get all areas **GREEN**
  - iv. Update your efforts to Theresa. Your accomplishments might change the status color!
- e. Strategic Plan - GOAL #4
  - i. NGB confirmed YES we need one
  - ii. Carl Green to initiate action
- f. Juneteenth Celebration
  - i. Cherolyn Benton-Lee is organizing “Juneteenth” – More details to come.

**DID YOU KNOW? Juneteenth is the oldest known celebration commemorating the ending of slavery in the United States.** Dating back to 1865, it was on **June 19<sup>th</sup>** that the Union soldiers, led by **Major General Gordon Granger**, landed at **Galveston, Texas** with news that the war had ended and that the **enslaved were now free**. Note that this was **two and a half years after** President Lincoln’s **Emancipation Proclamation** - which had **become official January 1, 1863**. The Emancipation Proclamation had little impact on the Texans due to the minimal number of Union troops to enforce the new **Executive Order**. However, with the **surrender of General Lee in April of 1865**, and the **arrival of General Granger’s regiment**, the **forces** were finally strong enough to **influence** and **overcome the resistance**.

## 2. Mik Kim (NG EOA):

- a. JDAC- No update. Unable to participate at teleconference.
- b. EOL Course end of March at Camp Withycombe
- c. Air Lt Gen (ret) Harry Wyatt challenges us to “implement diversity as an Operational necessity” in our daily operations.
- d. Historical Milestone: Leon Panetta lifts ban on women in combat roles.
- e. Benefits to same sex couples implemented – AAFES, ID cards, etc.
- f. Key Point: if our leaders are taking positions of “equal opportunity”, we are moving forward!
- g. Sexual misconduct reason for military commanders being fired
  - i. Many articles and public news in recent months
  - ii. 7 Training Instructors charged at Lackland AFB, over 30 airmen came forward
  - iii. 30,000 unreported assault cases every year
  - iv. “Invisible War” critical documentary to watch
- h. Strength Collaboration Outreach coming to your Air and Army offices soon

## 3. Gen Gregg-Advisor

- a. Continue efforts in recruiting!
  - i. Push excitement for the opportunities and keep pushing the flywheel.

**4. Col Gregory-Director/J1, Manpower and Personnel:**

- a. Congratulations to Capt Choy – new Diversity chair
- b. Sequestration
  - i. We're pushing forward, planning and executing a plan
  - ii. Full time force could be impacted
  - iii. Prepare for worst, hope for best and manage resources through FY13
  - iv. Speed bumps and uncertainty always cause angst
  - v. Talk of BRAC in future but only talk and Congress can push bottom line
- c. Oregon is one of 3 or 4 National Guard states looking at specific positions to fill women in combat positions.
  - i. Example: 41<sup>st</sup> Infantry – huge step forward! 35 combat MOS positions filled
- d. Encourage Wings and Battalions to implement Diversity Councils at your level, even if 2-3 people show and discuss Diversity efforts at all levels
  - i. Our task is to take our daily education to our everyday lives instead of just quarterly meetings
  - ii. Create “agents of change” within your area of influence
- e. Take NG versus Census data to identify recruiting opportunities
  - i. We're improving in our efforts than we thought
  - ii. Create a usable product to show NG leadership

**5. Ijay Beltran – 142 EO professional:**

- a. African American Black History Month Presentation
  - i. Crossroads of Freedom and Equality
  - ii. Abe Lincoln, 22 Sep 1862, Emancipation Proclamation
  - iii. Southern States used slaves during war to support their efforts
  - iv. 1 Jan, 1863 Lincoln issued Final E.P.
  - v. 200,000 blacks served in Armed Forces by end of Civil War
  - vi. Abe Lincoln declared E.P. his crowning achievement of his presidency
  - vii. March on Washington 28 Aug 63
  - viii. Congress passed 1964 Civil Rights Act
  - ix. 24<sup>th</sup> amendment
  - x. **CALL TO ACTION:** watch movie “Glory” with Denzel Washington and “Lincoln” with Daniel Day-Lewis
  - xi. All empowered to be “change agents” and have the influence in our workplace, community, neighborhoods, one-on-one interactions!

**The Dash**

**by Linda Ellis copyright 1996**

**I read of a man who stood to speak  
at the funeral of a friend.  
He referred to the dates on her tombstone,  
from the beginning...to the end.**

**He noted that first came the date of her birth  
and spoke of the following date with tears,  
but he said what mattered most of all  
was the dash between those years.**

**For that dash represents all the time  
that she spent alive on earth.**

**And now only those who loved her  
know what that little line is worth.**

**For it matters not, how much we own,  
the cars...the house...the cash.  
What matters is how we live and love  
and how we spend our dash.**

**So, think about this long and hard.  
Are there things you'd like to change?  
For you never know how much time is left  
that can still be rearranged.**

**If we could just slow down enough  
to consider what's true and real  
and always try to understand  
the way other people feel.**

**And be less quick to anger  
and show appreciation more  
and love the people in our lives  
like we've never loved before.**

**If we treat each other with respect  
and more often wear a smile,  
remembering that this special dash  
might only last a little while.**

**So, when your eulogy is being read,  
with your life's actions to rehash...  
would you be proud of the things they say  
about how you spent YOUR dash?**

**6. SMSgt Mike Shepard – HRA 173<sup>rd</sup> FW**

- a. 4 Lenses training in March at 173<sup>rd</sup> (40 people to attend)
- b. PowerPoint briefing – Goal 5: Diversity Awareness
  - i. Pushing on the Flywheel: “Respect”
    - a. “Getting it started”... Stage 1 – Stage 5
    - b. Great briefing to use within own units
    - c. Standalone slides so don't need briefer
    - d. Theresa Hinges has copy of slides for reference

**7. MSgt Nick Perez-ORANG Recruiter**

- a. Welcome Nick! He is replacing SMSgt James Scott
- b. Nothing to report for ANG recruiting– didn't know of council brief requirements.  
Next month he will have required data and updates to report.

**8. ARNG Recruiting – SGM Galloway**

- a. Diversity Overview Handout
- b. Trend is just about where we've been
- c. Restrictions on recruitment right now
- d. Personal testimonial shared which drives passion for diversity:

- i. Grew up in Arkansas where there were no blacks growing up
  - ii. When he joined the Army he feared having a black drill instructor
  - iii. During training he had a black roommate and change him to appreciate his experience, self-aware, and explore his own heritage; discovering he's part Native American
- e. ORNG recruiting has female and ethnicity representing
- f. Utilizing the rock wall in schools
- g. Female combat role
  - i. E-5 – E-7. Moving current members first into those roles in combat battalions (female medic in infantry unit)
- h. Military Ball attendance encouraged. Important to bring Army & Air in environment to build relations in a morale event on March 2.

**9. TSgt Jennifer Hibbs – Joint Transition Assistance Program (JTAP)**

- a. Heroes to Hire efforts building momentum
- b. Monthly briefings and newsletter among Air leadership

**10. John Anderson – 142 MXG Change Agent**

- a. Welcome John to Council!
- b. First “Change Agent” at 142 Fighter Wing to assist EO in promoting awareness and diversity among the unit level
- c. Volunteer at Oregon Jewish Museum in Portland
- d. Volunteer at Nikkei Legacy Center

**11. Capt Lisa Scott-142 FW Equal Opportunity Director:**

- a. Video lecture with Retired CPT Steve Ahlberg
  - i. Navy SEALs identified as High Performance Team: Why?
  - ii. Everyone is in a position of leadership
  - iii. Teams are well choreographed and collaborated
  - iv. Selecting the right people for team through rigorous selection process
  - v. Enlisted and officer attend same SEAL training – TOGETHER
  - vi. Trust in each other critical to team success
  - vii. Once team has a vision, you can go anywhere
  - viii. Building relationships is key to leadership, it builds trust

## **Goals and Working Groups**

### **b. Goal #1 – Leadership Commitment**

- i. 142 FW efforts include:
  - a. Getting all Diversity events and meetings on FW Calendar
  - b. Personally inviting Wing Leadership to events

### **c. Goal #2 - Education and Training**

- i. Jennifer Hibbs, Lisa Scott, John Anderson
  - a. Ensure diversity training is included in education syllabus for HR employees and future employees of the OR National Guard
  - b. Change Agents among units at the 142 FW with 5 minute brief in CC call

### **d. Goal #3 – Career Management**

### **e. Goal #4 – Policy Development**

### **f. Goal #5 – Diversity Awareness**

- i. Keith Moen, Mike Shepherd, Dawn Choy, Carl Green
- ii. 12 Themes in the HRA diversity guidance. Can use one per quarter to create training courses for each one.
- iii. Goal - get training presentations out to units to train. Mission readiness through people.
- iv. Will be hands on, interactive, briefing/presentations, variety of topics and venues, guest speakers, more involvement.
- v. Use: media, podcasts, webinars, newsletters, website, create a one-slide “hook” to catch attention.
- vi. 30 min “Professional Development”
- vii. Have CD of leadership guide/info on goals to give to attendees of other venues like ORNGA/EANGUS conferences.
- viii. Email Mike Shepherd any ideas on themes, references, training presentations, marketing, etc.

### **g. Goal #6 – Community Outreach & Involvement**

- i. “Outreach” - Theresa Hinges, Mik Kim, Autumn Carelock, Rick Murren, Jamal Rankins, Jennifer Hibbs. Lisa Scott
- ii. Will continue to network with other groups, find out about events we can participate in, let recruiting know of any opportunities out there they may not know about.
- iii. Get membership information to local community organizations, Chamber of Commerce and join them in order to network and tap into their respective outreach programs and events.

### **h. Goal #7 & #8- Recruiting and Retention**

- i. James Scott, Rodney Galloway
- ii. Diversity Council Mission statement into out-processing packages
- iii. Recruiting events to target specific demographics
- iv. 4 Lenses and diversity training to state recruiter teams

## ONGOING GOALS/REMINDERS:

- Out of respect and courtesy to Council members and mission, please refrain from texting while someone is talking or briefing. When in doubt, take it outside the room.
- **Council membership/attendance**
  - OPEN to all OR Military Department members and family
  - Representative from each brigade, wing, and recruiting to be in regular attendance at the meetings. Send rep in your place if can't attend.
  - i. Encourage members to get involved. Please utilize HRO/TAG's letter, 27 Sep 12,
    - ii. Memo directed toward Commanders and Supervisors
    - ii. Subject: Diversity Council Collateral Duty
    - iii. Memo highlights council's purpose, goals, accomplishments, and commitment of council members
    - iv. Enforces TAG's support and encourages fellow ORNG leaders for mutual support
- **"Call in" Meeting option**
  - Available for all meetings. Coordinate with Theresa Hinges to use the option.
- **Diversity Articles & Information**
  - Sentinel, send to [agpa@mil.state.or.us](mailto:agpa@mil.state.or.us) (MSgt Nick Choy has guidance)
    - Deadline 10<sup>th</sup> every month
    - Articles need to be in MS Word with format turned OFF
    - Photos in JPEG, 300 dbi and HIGH resolution
  - Use MilBook/MilSuite and Facebook for more NGB Diversity information.
- Goals are to have action items to take forward, increase/match our surrounding areas demographics and increase our community outreach.
- **Training**
  - Special Emphasis Program Manager positions open - let Ms Hinges know if you are interested in becoming a SEP manager. Some of the duties: holding observances, analyzing data, identifying shortfalls/barriers, look at recruiting/retention efforts, bring awareness and education to all members/employees of the ORNG. There is training available for those who are interested in becoming a SEPM, paid by diversity funds (SEEM).
- Get information to Theresa Hinges of any successes, outreach opportunities and contacts you make between meetings
- ORNGA/EANGUS Yearly Conference: Strive to submit Diversity update/info to be briefed at conference.
- CGO Yearly State Workshop (Army and Air): What do we want briefed on Diversity and who is to do the briefings?

## **ACTION ITEMS/ DUE OUTS:**

1. Continue to work our individual groups and goals! Make sure to update Theresa Hinges as you progress for accurate reporting and recognition of Council's efforts.
2. Updated Diversity council brochure (Theresa and Dawn)
3. Recruiting/train/integrate/retain goal plan: how council fits? Official name of the council "TAG State Diversity Council" or "TSDC" to go along with NGB directives (Gregory)
4. Matrix of diversity goals to Col Gregory.
  - a. Would like to see an example of data collection and trend analysis. Shows what we are doing, the impact our goals and efforts are making and creates a path to work towards.
    - i. Leadership breakdown
      1. Show a graph: Male, Female, and all Race categories on top. Sr leader rank (GO, O6, W5, W4, E9, E8) along the left side.
      2. Show trends over time and how we are developing our military members (building a bench for future leadership)
      3. All categories need to be represented in comparison to our organization demographics.
    - ii. Awards
      1. Show a graph: same categories on top. Awards (LOM, MSM, ACM, AFCEM, AAM, AFAM, etc) along the left side.
      2. Show trends over time and how we are acknowledging our military members. Who is getting recognized and who is being missed.
  - b. Great for leadership to visualize where we are and where we should be. Can spot trends, deficiencies, and exceeding areas more easily.
5. Diversity stats to BG Gregg monthly (Air and joint).
6. Diversity data to command.
7. Diversity Retreat- can be as long as 1-3 days.
8. Unity Day, try for summer/fall 2014. Work with State HRO for possible coordination with Health Fair.
9. Council Picture and Sentinel articles

**NEXT DIVERSITY COUNCIL MEETING:** Friday, 10 May, 0900-1500, Camp Withycombe, Clackamas, Oregon



## **UPCOMING MEETINGS AND EVENTS:**

### **MARCH**

-Women's History Month

### **APRIL**

-Holocaust Remembrance Day

-13 April, ORANG Awards Banquet

### **MAY**

-Pacific Islander Heritage Month

-State Diversity Council – 10 May 13, AFRC, Camp Withycombe, Clackamas, OR

### **JUNE**

- LGBT Pride Month

-“Juneteenth” Celebration (Cherolyn Benton-Lee)

### **JULY**

### **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**

### **JANUARY**

### **FEBRUARY**

-African American/Black History Month

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