



## Oregon National Guard Joint Diversity and Inclusion Executive Council (JDIEC)

### Meeting Minutes for 21 MAY 2019

**PURPOSE:** The Oregon National Guard (ORNG) Joint Diversity and Inclusion Executive Council (JDIEC) 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 Soldiers, Airmen and Employees for their diversity and abilities, free from prejudicial barriers, stereotypes and restrictions.

**MISSION:** Cultivate an organization dedicated to mission effectiveness that values diversity and inclusion through analysis, communication, education and mentorship. Ensuring individuals have 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, Employees, and Family members of the Oregon National Guard.

**INCLUSION:** Being a part of a larger group or organization; making genuine efforts to include others.

#### LOCATION:

MG White Building, Salem, OR. Room 102

#### Members Present:

Mr. Rey Agullana	Chairperson/SEEM
MAJ Carmen Barteling	JFHQ HR / EO
CPT Annabel Ortega	RSP CDR/RRB D&I LIAISON
SGT Selina Garcia-Luna	RRB D&I LIAISON

#### Via Telecom:

TSgt Nathaniel Boehme	LGBTQ SEPM
SSG Al Partain	ORARNG member
SGT Cherlyn Benton Lee	People with Disabilities SEPM

**CHAIR:** To be elected by council members

**VICE-CHAIR:** Rey Agullana

**RECORDER:** Rey Agullana

**COUNCIL ADVISORS:** Brig Gen Crosby

## **NEXT MEETING DATES (2019):**

Proposed dates: Tuesday, 6 AUG 2019; Tuesday, 10 SEP 2019

## **TOPICS:**

### **SEEM, Army and Air EO roles:**

- Spoke about the Equal Employment Opportunity (EEO) vs. military Equal Opportunity (EO) role, the discrimination reporting process, and the positions associated with each program.
- Discussed military EO roles and the level they serve – Equal Opportunity Advisors, Equal Opportunity Leaders, and Military EO. Discussed the SEEM, EEO Counselors, and special emphasis program manager (SEPM) role.
- Spoke about how to get qualified in each role for each of the programs; rank requirements, distance learning, and the courses needed to become qualified in each role.

### **Phone Bridge:**

- The call-in-line worked well; I dialed into the conference call, and three others called in and participated in the meeting. The system does not prompt the host of the meeting when someone joins the meeting. The person joining the meeting needs to say they are on the line. For future reference, ask a few times and at different times if anyone joined the meeting using the phone bridge.
- We re-introduced ourselves, and had the people on the phone bridge introduce themselves. We continued with our meeting with no issues.

### **Hispanic Heritage Month:**

- September is Hispanic Heritage Month, one of DEOMI's official cultural observances and awareness events, and 16 SEP is Independence Day for Mexico.
- CPT Ortega is forming a committee to put on an event with entertainment, food sampling, and community participation. Community partnership and networking allows the ORNG a liaison to groups in the community, which may aid in ORNG's recruiting efforts, and create a mutual respect for the ORNG and the communities they serve in.

### **JDIEC Charter dated 1 MAY 2017:**

- Discussed the NGB JDEC Charter, roles and responsibilities, and that we use this document to draft ORNG's JDIEC charter.
- Went over the Oregon JDIEC Charter verbatim and discussed the purpose, vision, mission, diversity, inclusion, and goals of the JDIEC.
- Discussed roles and responsibilities, and at a minimum, who should be attending the JDIEC meetings.

### **Defense Equal Opportunity Climate Survey (DEOCS):**

- MAJ Barteling stated that BG Prendergast wants to conduct 100% DEOCS for the Land Component per AR 600-20 and NGR 600-21. 82 BDE will conduct DEOCS NLT 30 SEP 2019, and 41 IBCT will conduct DEOCS NLT 30 JUN 2020 post deployment.

- The DEOCS requirement is for new commanders after taking command; they have 120 days to complete it, and then annually thereafter.
- Two Equal Opportunity Leaders Courses are scheduled for FY 19: 3 to 8 JUN and 19-24 AUG; 32 Soldiers are enrolled thus far.

#### **Transgender Ban:**

- President Trump implemented a ban on transgender service members in the military on Friday 12 APR 2019. Service members who came out as transgender prior to the ban are grandfathered, and service members that did not come out prior to the ban may be processed to be discharged. New recruits that indicate they are transgender, will not be allowed to enter military service.
- LGBTQ service members that need support specific to the transgender ban may contact TSgt Boehme via email at Nathaniel.boehme@state.or.us.

#### **The D&I Advocate – Diversity Newsletter:**

- Everyone liked the newsletter; recommend adding training dates and events in the newsletter.

#### **Oregon Army National Guard (ORARNG) Recruiting (CPT Ortega):**

- Received funding to recruit Hispanic and female members; Hispanic recruits in the ORARNG as surpassed 400. She is assisting Air National Guard recruiters in their efforts to recruit Hispanic members.
- SGT Luna will be assisting CPT Ortega in the D&I liaison recruiting effort.
- FY 18 statistics indicate 28 Hispanic or minority recruits in the ORARNG; so far in FY 19, there is 20.
- The female trend is going up because of the stories current recruits are telling in their biographies; other potential recruits can relate and want to recruit in the ORARNG.
- Revamping the sisters in arms mentorship program.
- CPT Ortega is the new recruit sustainment program (RSP) commander. She had “Guard for the day” events in Eugene, Medford, Camp Rilea, Umatilla, and BIAK. The potential recruits rappelled, and went through the obstacle course. The next event is air soft, and land navigation.

#### **Around the room:**

- TSgt Boehme also mentioned that this year is the 50th anniversary of the Stonewall riots. In the early hours of June 28, 1969, New York City police raided the Stonewall Inn. This caused a series of violent confrontations between police and gay rights activists outside the Stonewall Inn, a gay bar in the Greenwich Village section of New York City.
- TSgt Boehme stated frustration in the lack of leadership involvement in the JDIEC. It was echoed by other attendees in the room.
- We also spoke about the lack of attendance to the JDIEC meeting, especially our leaders, and were thinking about incentives to have people attend. CPT Ortega stated that she will have mugs with the JDIEC logo and member’s names engraved, which she will cover with her funds.
- The JDIEC wants to have and develop products/events that are of benefit to the organization so that members can see the value of the committee.

- I told the group that I will have a discussion with Brig Gen Crosby about today's meeting how we can get more people to attend.