



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

February 12, 2020 Meeting Minutes

Location: MG White Building, Salem, OR. Room 102. 0900-1122 hours

Present:

Brig Gen Mark Crosby	Executive Advisor
Col Teresa McDonald	Executive Advisor
Mr. Rey Agullana	SEEM/SDIA
Ms. Michelle Chain	AGP
MAJ Carmen Barteling	HR/EO ARNG
CPT Annabel Ortega	RSP CDR/RRB D&I Liaison
CMSgt Mark McDaniel	ACC CCM
SMSgt Nicolas Perez	ANG Recruiting and Retention
PFC Saul Taruno	ARNG RRB

Via Telecom

Lt Col Robert Bates	142 FW EOO
SFC Jerome Person	41 IBCT EOA

Conducted Diversity Ball Icebreaker.

CPT Ortega agreed to take minutes.

### JDIEC Charter Discussion:

1. Mr. Agullana reviewed the JDIEC OR charter with the group. Discussion followed on amending the charter, and to include measureable metrics that mirror the NGB JDIEC goals. It was proposed, and the group agreed that meetings should be no longer than 90 minutes and convened once a quarter.
2. Brig Gen Crosby asked for a by-name list of full time, and part time personnel that are identified in paragraph 3 of the charter. Once identified, personnel will be appointed with orders in that position. And, personnel will be required to attend the quarterly meetings, or have a representative attend if they cannot attend.
3. What is the JDIEC and its goals? Mr. Agullana spoke about the goals and objectives of the JDIEC, and that Oregon is not compliant with the JDIEC charter. Brig Gen Crosby asked about the National Guard Bureau (NGB) goals and objectives for a JDIEC. Mr. Agullana mentioned that some states have had a technical assistance visit (TAV) conducted by the NGB EO office. Brig

Gen Crosby asked what was inspected. Mr. Agullana said he would find out and get the inspected states' reports from NGB EO's TAVs.

4. Brig Gen Crosby advised to develop a short, concise narrative "elevator speech" that describes the JDIEC, its mission, goals, and objectives. The narrative should be no more than 90 seconds long.

### **Recruiting and Retention Goals in Oregon**

1. Mr. Agullana and CPT Ortega spoke about their visit to the Warm Springs Tribe in Central Oregon last year. CPT Ortega spoke about what she did at the meeting, and how the Tribe was receptive to what was presented and open for collaboration in the future.

2. CPT Ortega spoke about how she is recruiting young Hispanic Soldiers, and using an immigration law to get their parents to become naturalized citizens of America. She spoke about the success of the program, and Hispanic recruiting numbers increasing in the past five years as a result.

3. The goal of recruiting in the ORNG is to recruit prospective service members, to have the make-up of the force in a geographical area, mirror the civilian population in that area. SMSgt Perez spoke about the demographic breakdown of recruits in the Oregon National Guard.

### **EEO Program Needs**

1. Mr. Agullana spoke about the need for EEO Counselors and Special Emphasis Program Managers (SEPM) for the EEO program. Title 5 and Title 32 civilian personnel are eligible to attend the training. EEO Training is held with the Equal Employment Opportunity Commission (EEOC) in Washington DC, and is a one week course. The SEPM training is a one week course at the Defense Equal Opportunity Management Institute (DEOMI) in Patrick Air Force Base, south of Cape Canaveral in Florida. There is a critical need to fill these positions, and money was budgeted in FY 20 funding to send people to training. For more information or questions, please contact Mr. Agullana.

2. Brig Gen Crosby made a good point to use these training opportunities as incentives for the EEO Program, and needs to be marketed accordingly.

3. Lt Col Bates stated that Oregon demographic make-up is mostly white, but the EO/EEO programs focus is on everything but white. Could that be why there is no excitement for the program? The messaging could be changed to attract more participants to the program. More discussion to follow to address this concern.

### **Further Discussion and Next Actions**

1. Who is here and who is not on the list of proposed attendees in the JDIEC Charter? To raise attendance, we need to have clear agendas, know the value of attending, want to come, and do something different every meeting. Roll call will be taken of attendees in future meetings.
2. TAV inspection checklist needs to be elicited from NGB to prepare Oregon's EEO program to receive a "GO" when visited by NGB EO for a TAV inspection.
3. Ensure EEO/EO policies throughout the state are at the appropriate level; Company/Squadron policies are written by Company/Squadron commanders and posted appropriately on their EO boards.
4. Brig Gen Crosby, Col McDonald, and Mr. Agullana will meet within a month to discuss the following: Update attendance list with names and whether Mday/DSG, or full time; basis for NGB TAV inspection; and discuss modifications to the existing JDIEC Charter. A full JDIEC meeting will be scheduled a couple of months after their meeting. The JDIEC meeting will be scheduled for no more than 90 minutes.
5. Region 6 & 7 Diversity Workshop is being hosted by Utah, and will be held in Salt Lake City on May 5 through 6, 2020. Attendees and agenda TBD. Mr. Agullana will disseminate information when he receives it.
6. Please forward your recommendation for a guest speaker, or activity for the next meeting to Mr. Agullana.