



OREGON MILITARY DEPARTMENT
JOINT FORCE HEADQUARTERS, OREGON NATIONAL GUARD
OFFICE OF THE ADJUTANT GENERAL
1776 MILITIA WAY
P.O. BOX 14350
SALEM, OREGON 97309-5047

TAG

28 November 2011

MEMORANDUM FOR NGB-ZC-EO, ATTN: ARNG EO Program Manager, 1411 Jefferson Davis Highway, Arlington, VA 22202-3231.

SUBJECT: Annual Narrative and Statistical Report. FY11 (ANSR)

1. The Oregon Army National Guard would like to submit the above for FY11.
2. Point of contact for this submission is LTC Sungshik Kim at 503-557-6716 or email at Sungshik.kim1@us.army.mil.

RAYMOND F. REES
Major General
The Adjutant General

**NATIONAL GUARD BUREAU
ARMY NATIONAL GUARD**

ANNUAL NARRATIVE and STATISTICAL REPORT on EO PROGRESS

NGR 600-21 "Equal Opportunity Program in the Army National Guard" dated 14 September 2001 governs the collection of data reported.

Date (20111123)

STATE: Oregon **PERIOD COVERED:** 1OCT10-30SEP11 **RESPONSIBLE OFFICER:** LTC KIM, SUNGSHIK, ARNG HR/EO

1. FORMAL COMPLAINT SUMMARY INFORMATION

Disposition	Race	Color	Religion	Gender, not S/H	Sexual Harassment	Reprisal	National Origin
a. Settled							
b. Withdrawn							
c. Appealed & Pending NGB FAD							
d. FAD - No Finding of Discrimination							
e. FAD - Finding of Discrimination							
f. Other							

2. Total Formal Complaints 0

3. Total Informal Complaints 1

4. SENIOR RANKS PROFILE

Command Positions	Majority				Minority				Total # of Personnel & Unit Affiliation
	Male		Female		Male		Female		
	#	%	#	%	#	%	#	%	
a. Brigade Commander	2	100							(41 IBCT, 82 TCB) Subordinate battalions
b. Battalion Commander	10	100							
c. Company/Detachment Commander	35	86	3	8	1	3	1	3	
d. Command Chief Warrant Officer (CCWO)	1	100							
e. State Command Sergeant Major (SCSM)	1	100							
f. Command Sergeant Major (CSM)	16	88	1	6	1	6			
g. First Sergeant (1SG)	43	90	2	4	3	6			

5. COMPARISON OF NG ARNG PERSONNEL BY ETHNICITY AND RACIAL DEMOGRAPHIC

	Total	# % of Total		Ethnicity				White		Black / African American		Asian		Native Pacific Islander / Hawaiian		American Indian / Alaskan Native		Other		Two or more races selected	
		M	F	Hispanic / Latino		Not Hispanic / Latino		M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officers	616	543	73	12	0	531	73	500	67	8	2	16	3			1	0	6	1		
		88%	12%	2%	0%	86%	12%	81%	11%	1%		3%						1%			
Warrant Officers	132	116	16	1	0	115	16	109	16	1	0	3	0			0	0	2			
		88%	12%	1%	0%	87%	12%	83%	12%	%		2%						1%			
Enlisted	6,079	5,357	722	198	35	5,159	687	4,831	629	77	14	96	23			62	6	93	15		
		88%	12%	3%	1%	84%	11%	79%	10%	1%		2%				1%		1%			
Total	6,827	6,016	811	211	35	5,805	776	5,440	712	86	16	115	26			63	6	101	16		
		100%	88%	12%	3%	1%	85%	11%	79%	10%	1%	2%				1%		1%			

STATE: OREGON PERIOD COVERED: 1OCT10 – 30SEP11 RESPONSIBLE OFFICER: : LTC KIM, SUNGSHIK, ARNG HREO

6. EQUAL OPPORTUNITY PERSONNEL BY UNIT

(Do not include Equal Opportunity Leaders [EOLs])

Unit and Level of Command	Rank / Name	Position	DEOMI Qualified		Race	Gender	Assigned Date	Replacement Date
			Yes (Date)	No				
Joint Force Headquarters	LTC Kim, Sungshik	HR/EO	Yes 5/AUG/05		Asian	Male	5APR05	30SEP14
Joint Force Headquarters	SFC Whalen, Barbara	EOA	Yes 2JUL10		Caucasion	Female	01MAR10	01MAR13
82 Troop Command Bde	CPT Lunceford, Jason	EOA	Yes 19/JUN/07		Caucation	Male	05JAN06	24SEP10

7. STAFF ASSISTANCE VISITS (SAV) / EO / PREVENTION OF SEXUAL HARASSMENT (POSH) TRAINING:

Unit	SAV Date	DEOCS * Y/N (Date)	Equal Opportunity Training (List Topic) / Date	Senior Personnel Attending Equal Opportunity Training	Sexual Harassment Training (List Topic) / Date	Senior Personnel Attending Sexual Harassment Training
RTI HQ 249	5 MAR 11	N	SAV	UNIT PERSONNEL	NA	NA
RECRUITING AND RETENTION	6 MAR 11	N	SAV	UNIT PERSONNEL	NA	NA
B 2-162 IN	6 MAR 11	N	SAV	UNIT PERSONNEL	NA	
1186 TH MP	7 MAY 11	N	SAV	UNIT PERSONNEL	NA	NA
821 TROOP CMD BN	7 MAY 11	N	SAV	UNIT PERSONNEL	NA	NA
A/1249 TH EN BN	8 MAY 11	N	SAV	UNIT PERSONNEL	NA	NA
82 TCB	6AUG11	N	SAV	UNIT PERSONNEL	NA	NA

8. COMMENTS REGARDING TRAINING i.e. SUCCESSES, BARRIERS, FEEDBACK:

Due to the decrease in troop levels in Iraq during the reporting period and decline in deployment out of state, no EOLC was conducted. However, this did not affect the readiness of the mission.

Two soldiers from ORARNG supported successfully NGB EOARCP at DEOMI 16 MAY – 17 JUN 2011, LTC Kim, Sungshik and CPT Lunceford, Jason.

Need to engage in community outreach programs to build the relationship with the minority community organizations to enrich the State Diversity Program.

* Defense Equal Opportunity Climate Survey

9. ANALYSIS OF CURRENT STATE OF AFFIRMATIVE ACTION PLAN (AAP) (Refer to current AAP to assess):**a. AAP Goal Progress:**

Oregon is continuing to improve its parity goal of the AAP steadily. Diversity program is active for the state by the state Diversity Council. This program is designed to recruit potential minority applicants to enhance and provide diversity to the Oregon Army National Guard.

b. AAP Shortfalls:

Two vacant positions of EOA were identified to be filled: 82 Troop Command Brigade (TCB) and JFHQ respectively. EOA position of 82 TCB's has been vacant for last six years. JFHQ EOA retired 30OCT2011. Steps toward improvement of the vacant positions will be to select the most qualified soldiers and certify them by DEOMI as soon as possible.

EO Community outreach and partnership programs will focus on other minority community organizations. These community outreach programs need to be managed actively by the forum of the EO staffs.

Reported Informal complaint to HR/EO during the reporting period as follows: 41 Support Training Battalion.

c. AAP Assessment - Address current progress in the ten (10) DoD mandatory categories:

Recruiting/Accessions: Command is a vital part of the TAG's State Diversity Council. Command is always looking for a diversified recruiting force. We have a minority recruiting program and is well managed in the ORARNG.

Composition: Demographic statistics are maintained to analyze the composition of the personnel strength in SIDPERS. Above figures derived from Enterprise Data Warehouse in GKO.

Promotions: Enlisted Personnel Management (EPMS) and Officer Personnel Management System (OPMS) are in place to maintain the eligibility. All promotions are monitored by commanders.

Professional Military Education: is given higher priority next to unit training mission. All soldiers are encouraged to pursue their PME for the next grade and rank as soon as they are eligible.

Separations: all separations go through the board meeting in person or file and strictly followed by the guidance and regulations.

Retention: strive to achieve a rate of reenlistment that is in balance with the demographics of eligible minority and women soldiers in the ORARNG. It is improving steadily.

Assignments: are filled based on the MTO&E, MOS and unit vacancies. Soldiers with a qualifying conviction will not be approved for entry into the Active Guard Reserve Program in accordance with AR 135-18.

Discrimination/SH Complaints: complaints are processed through with the procedure set forth by the regulations. Attempts are made to resolve in the lowest level of command possible.

Utilization: AR 600-20 is strictly followed. Unit commanders have not appointed or assigned soldiers with qualifying convictions to any supervisory or to any property accountability position that require access to firearms or ammunition.

Discipline: Commanders, Officers and NCOs have been responsible for ensuring disciplined adherence to the well-being of the soldiers. Military discipline is founded upon self-discipline, respect for properly constituted authority, and the embracing of the professional Army ethic with its supporting individual values. Military discipline is developed by individual and group training to create a mental attitude resulting in proper conduct and prompt obedience to lawful military authority.

10. IDENTIFY COMMUNITY AFFAIRS INVOLVEMENT:

EO staffs are considering to be involved with the community outreach program:

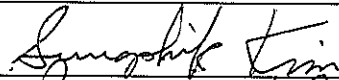
1. Family Readiness Group Program
2. Employer Support Program
3. Youth Leaders Program
4. Organizations that represent minorities, African American, Latino, and Asian minorities, and women
5. Special Emphasis Program/Community Outreach

11. ADJUTANT GENERAL ASSESSMENT OF THE OVERALL HUMAN RELATIONS CLIMATE:

The Human Relations climate of the ORARNG continues to show steady improvement. The goal of the Equal Opportunity Program of the Oregon Army National Guard continues to facilitate the career progression and healthy workplace environment for all Soldiers and Civilians. We are accomplishing our goal through an appreciation of diversity, accepting no tolerance for inappropriate/insensitive or unacceptable behavior, and by providing the opportunity for individual achievement. Education, training, demonstrated leadership, policy and practice will continue to be our methodology for success. By populating our organization with the best and most qualified Soldiers and Civilians, we will ensure our objective of ORARNG with a climate and culture for Equal Opportunity and Diversity. Soldiers, Civilians, unit commanders, and EO staffs are consistent and very supportive in striving toward a sound foundation of the Equal Opportunity Program for the ORARNG.

ACTION OFFICER LTC SUNGSHIK KIM

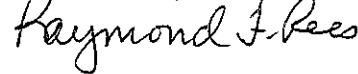
SIGNATURE



DATE 28 NOVEMBER 2011

TAG MG RAYMOND F. REES

SIGNATURE



DATE 4 December 2011