



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

20 November 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Annual Narrative and Statistical. FY12 (ANSR)

1. The Oregon Army National Guard would like to submit the above for FY12.
2. Complaints activity has been none for the period.
3. Point of contact for this submission is LTC Sungshik Kim at 503-584-3110 or email at Sungshik.kim1.mil@mail.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 (20121115)

STATE: Oregon **PERIOD COVERED:** 1OCT11-30SEP12 **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b. Withdrawn							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 0

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)
b. Battalion Commander	13	100							Subordinate battalions
c. Company/Detachment Commander	67	93	2	2.7	2	2.7	1	1.6	
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)	54	88	3	5	4	7			

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
		%	%	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Officers	624	544	80	19	2	525	78	489	71	7	2	20	3			2	0	7	2		
		87%	13%	3%	0%	84%	13%	78%	11%	1%		3%						1%			
Warrant Officers	129	115	14	2	1	113	13	106	13	1	0	3	0			0	0	3			
		89%	11%	2%	1%	88%	10%	82%	10%	%		2%						2%			
Enlisted	5,686	4,932	754	187	25	4,745	729	4,449	663	60	15	99	26			55	9	82	16		
		87%	13%	3%	1%	83%	13%	78%	12%	1%		2%				1%		1%			
Total	6,439	5,591	848	208	28	5,383	820	5,044	747	68	17	122	29			57	9	92	18		
		100%	87%	13%	3%	1%	84%	13%	78%	12%	1%	2%				1%		1%			

STATE: OREGON PERIOD COVERED: 1OCT11 – 30SEP12 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	MAJ Lunceford, Jason	EOA	Yes 19/JUN/07		Caucation	Male	05JAN06	24SEP10
Joint Force Headquarters	MAJ Agullana, Rey	EOA		No	Asian	Male	06MAR12	06MAR15

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
JFHQ (-)	7-8 JAN 12	N	SAV	MAJ Romero	NA	MAJ Romero
82 Brigade	11 FEB 12	N	SAV	CPT Clements	NA	CPT Clements
82 Brigade	08 MAR12	N	SAV	CPT Clements	NA	CPT Clements
41 STB	5 MAY12	N	SAV	SFC McCalister	NA	SFC McCalister
HHB 2-218 FA	5MAY12	N	SAV	SFC Buck	NA	SFC Buck
G (FA FSC)141	6MAY12	N	SAV	SFC Wing	NA	SFC Wing
Multiple units	17-22 SEP 12	N	EOLC	CPT Phillips	Yes/EOLC	CPT Phillips
A Troop 1-82 CAV	14OCT12	N	SAV	CPT Dukes	NA	CPT Dukes
821 TCB	4NOV12	N	SAV	LTC Gillett	NA	LTC Gillett
162 EN CO	4NOV12	N	SAV	LT Jones	NA	LT Jones

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

Successful completion of EOLC 17 – 22 SEPTEMBER 2012 at Anderson Readiness Center, Salem Oregon. All 45 soldiers graduated, 34 from ORARNG, 11 from WIARNG
 SFC Pamela Kreisler, Pamela M. from WIARNG and SSG Schrepel, Daniel J. from ORARNG both got distinguished academic achievement, average score of 96, tied.
 Two soldiers from ORARNG supported successfully NGB EOARCP, CLASS 12AB at DEOMI 3 JAN 12 – 8 FEB 2012, LTC Kim, Sungshik and MAJ Lunceford, Jason.
 Several units took DEOCS during the training year. Three units want to take the survey during October 12, but currently DEOCS website is down until end of November 2012.
 Reached out to Korean Society of Oregon and invited the chairperson, Mrs. Sarah Lah to the State Joint Diversity Council meeting to brief about the culture of Korean. It was a success!
 EO staffs will visit as many units as possible throughout the training year to assess the unit climate regarding EO 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 and firmly. Diversity program is very active for the state by the state Diversity Council. During the last year in June a historical event took place in ORARNG, BG Bentz, July A. had been promoted as the first female brigadier general in Oregon Army National Guard.

Outreach to community:

EO/Diversity Community outreach and partnership programs have partnered with the Korean Society of Oregon, the Port of Portland and Clatsop County Schools. HRO, SEEM, and State HR/EO attended the event of the 62 Korean War Memorial Ceremony in June 2012 at Wilsonville, Oregon. HR/EO also attended the 67th Korean Independence Ceremony at Beaverton, Oregon in August 2012. HR/EO will reach other minority groups in the community during the next calendar year to promote the EO Program for the ORARNG.

b. AAP Shortfalls:

Command Emphasis is placed on 1NOV12 filling both EOA positions of 41IBCT and 82 Troop Command Brigade. MAJ Lunceford, EOA of the 41 IBCT currently, expressed that he would like pursue a company command opportunity in a half year. JFHQ EOA position is filled by MAJ Agullana and is scheduled to attend EOARCC Class 13AB in January 2013.

Command Emphasis is also placed on 1NOV12 obtaining the current list of EOL list from all units in ORARNG.

Voice was heard from the field that EOLs are looking for a refresher course to get updated information in the area of EO.

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 encouraging a diversified force. We have a minority recruiting program and is well managed in the ORARNG where differences are not just tolerated, but appreciated and celebrated.

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.

STATE OREGON	PERIOD COVERED 1OCT11 – 30SEP12	RESPONSIBLE OFFICER LTC KIM, SUNGSHIK, ARNG HREO
10. IDENTIFY COMMUNITY AFFAIRS INVOLVEMENT:		
EO staffs are considering to be involved with the community outreach program:		
<ol style="list-style-type: none"> 1. Family Readiness Group Program 2. Employer Support Program 3. Youth Leaders Program 4. Organizations that represent minorities, African American, Latino, and Asian, and women 5. Special Emphasis Program/Community Outreach – Asian community 		
11. ADJUTANT GENERAL ASSESSMENT OF THE OVERALL HUMAN RELATIONS CLIMATE:		
<p>ORARNG EO climate is sound and steadily improving. ORARNG EO climate offers the opportunity for career progression and stronger workforce for all soldiers and civilians by having an inclusive and diversified workforce. Our focus is to make a more comprehensive effort to maximize human potential to ensure fair treatment and respect for military personnel, family members, and civilians by ensuring service and promotion for all members. We will pursue the comprehensive efforts for the Equal Opportunity through education, training, leadership involvement, and practices. We look forward to the coming years ahead for a better place where all soldiers and civilians work together for the common goal, a mission readiness!</p>		
ACTION OFFICER LTC SUNGSHIK KIM	SIGNATURE <i>Sungshik Kim</i>	DATE 15 NOVEMBER 2012
TAG MG RAYMOND F. REES	SIGNATURE <i>Raymond F. Rees</i>	DATE 19 NOV 2012