



## Oregon National Guard Joint Diversity Executive Council (JDEC) Meeting Minutes

Microsoft Teams Meeting  
March 25, 2022

**Roll Call:** Brig Gen Crosby started the meeting at 0900hrs, conducted roll call, and present members verbally acknowledged and marked present below.

POSITION	NAME	PRESENT	ABSENT
ATAG	Brig Gen Crosby, Mark	X	
JCOS	Col Pardy, Jenifer	X	
CSEL	CMSgt Conner, Daniel	X	
Director of Staff-Air	Col Kosderka, Michael		
Deputy Director of Staff - Air	Lt Col Wright, Jason	X	
ARNG COS	COL Nikkila, Sean	X	
JFHQ HRO	Col McDonald, Teresa	X	
JAG	LTC Wendell, David	X	
SJA ORNG	LTC Libel, Bryan		X
Deputy SJA ORNG	MAJ McDonald, John		X
PAO	LTC Bomar, Stephen	X	
SEEM/SDIA	Mr. Velasquez, Pedro	X	
State CCM	CMSgt Ingle, Dominic		X
142 CCM	CMSgt Cargin, Scott		X
173 CCM	CMSgt Burkhart, Patrick		X
142 MEO	MSgt, Boehme, Nathaniel	X	
142 MEO (Incumbent)	Capt Ketchum, Amber		
173 MEO	Maj Cascamo, John		X
173 MEO	TSgt Carter, Addie		X
142 WG HRA	SMSgt Almond-Schmid, Amy	X	
173 FW HRA	SMSgt Hoyle, Andrew		X
ANG RRC Superintendent	SMSgt Novelo, David	X	
LCC CSM	CSM Smith, Lee	X	
41 IBCT CSM	CSM Parker, Richard		X
82 BDE CSM	CSM McCoy, Scott		X
41 IBCT EOA	(Vacant)		
82 BDE EOA	SFC Trotter, Julie		X
LCC EOO	MAJ Barteling, Carmen	X	
LCC EOO (Training)	MAJ Quijano, Oscar	X	
ATAG	BG Riley, Eric	X	
ARNG RRC Rep	SGM Stimpson, Scott	X	
SEPM	(VACANT)		

**Opening Remarks:**

1. Brig Gen Crosby greeted everyone. The last JDEC meeting convened in early 2021. This year the Oregon National Guard has continued high operational tempo (OPTEMPO) with state domestic operations and other mobilizations. Overall, it appears that attendance has continued to be a challenge for JDEC meetings in-person especially with our high OPTEMPO. Moving forward, future meetings will be hybrid virtual/in-person meetings held over Teams and in-person at the MG George White building.
2. Chief Conner expressed delight with the relaunch of JDEC meetings.
3. Vice-Chairperson Col Parady expressed her gratitude for the attendance of staff and support for the future of the JDEC.
4. Mr. Pedro Velasquez introduced himself as the new State Equal Employment Manager.

**Agenda Review:**

1. Reviewed the purpose of the ORNG JDEC, background, National Guard Strategic Objectives, and ORNG strategic objectives.
2. New personnel and staff changes. New SEEM. LCC EOO. Loss of 41<sup>st</sup> BDE EOA. 142WG loss of LTC Bates and TSgt Mayer as EOA's. 173FW no changes.
3. Special Emphasis Program Managers (SEPM). Desire to fill vacancies. This position assignments are collateral duties and should be no more than two-year assignments. AGR's and Technicians can obtain the training virtually through the EEO/EO office. Specific lines of efforts are listed below. These are priority SEPM's for the agency in accordance with the MD-715 requirements:
  - a. Women's Program Manager (SEPM)
  - b. Hispanic Program Manager (SEPM)
  - c. Disability Program Manager (SEPM)
4. EEO Counselor Vacancies. This collateral duty would also require additional training that could be coordinated through the EEO/EO office. Priority consideration should be given to AGR or Technician staff.
  - a. 1 Central Oregon
  - b. 1 Southern Oregon
  - c. 1 Eastern Oregon
5. Future JDEC Meetings
  - a. May 2022 Hybrid Meeting, date tentatively 27<sup>th</sup> May 2022
  - b. 4<sup>th</sup> Quarter 2022 – Hybrid Meeting, date TBD September 2022
  - c. In person will be at MGGW Building and Online via Teams/ Conference Call number available. 503-584-3000 Pin: 5347476

6. Updates/Current Events Around the Room

- a. General consensus is that everyone is happy to get these meetings up and going and execute the Strategic Plan.
- b. J1 Director Col McDonald – will assist with vacancies.
- c. BG Riley – New to the JDEC, happy to be here.
- d. LTC Wendell – New to JDEC and will cross train with MAJ McDonald who will cover down for him during absence.
- e. COL Nikkila – Needs details for SEPM’s and school availability.
- f. MAJ Barteling –
  - i. Conducting left/right seat training with MAJ Quijano.
  - ii. Available to help with State EO needs.
  - iii. Conducting OMD presentation for Diversity.
  - iv. Recommend subcommittee workgroup for training.
    1. Focus on add on EO training and Diversity
- g. Col Pardy – Happy to be here.
- h. SMSgt Almond-Schmidt
  - i. HRA’s lead initiatives that develop agile, innovative, and resilient American Airmen
  - ii. Focus Areas:
    1. Normalize Diversity and Inclusion within the Air National Guard culture.
    2. Support the Professional and Personal Development of Airmen.
  - iii. HRA’s train at the request of Command, or as built into other Professional Development Courses.
  - iv. We’ve heard in the ANG HRA community that the Army is working on a similar position and have been encouraged to train with our Army counterparts. I look forward to supporting as applicable. -Chief Almond Schmid.
- i. Chief Conner – Review Strategic Plan and recommend PAO work with MAJ Barteling for Diversity training capture of her presentation to OMD over TEAMs.
- j. LTC Bomar – Will work with MAJ Barteling on Diversity April OMD training.
- k. LTC Wright – Need PVA job descriptions and SEPM duties will be helpful
- l. CSM Smith – Happy to be part of the JDEC and looking forward to briefing the LCC.
- m. SGM Stimpson – R&R efforts being made. Success over the years with MAJ Ortega in the Hispanic recruiting efforts and Vietnamese recruiting.
- n. MAJ Quijano – Glad to be on call and have experience as a Victim Advocate Coordinator and Equal Opportunity Leader.
- o. Mr. Velasquez-
  - i. 3<sup>rd</sup> QTR TAG Checklist
  - ii. MD715 2021 in process and will work with HR to upload 2020 report to the J1 Fed HRO Website  
<https://www.oregon.gov/omd/fedhro/Pages/default.aspx>
  - iii. EOA Training for incoming State EOO.
  - iv. EOL Training is a goal for 2023

- v. 41<sup>st</sup> BDE needs a E7 and above EOA.
- vi. MS Teams Account set up instructions for the JDEC on the Army network are enclosed.
- vii. Demographics Report received March 2022. This will be discussed during May 2022 JDEC.

7. TAG Checklist for 2022 2<sup>nd</sup> Quarter Reviewed.

- a. Strategic Plan approved
- b. Modifications to necessary areas now that the JDEC is active and working.
- c. No FEAR Act training requirement for Title 32 and Title 5 Technicians (Employees) and AGR's.
  - i. Required within 90 days of starting a position.
  - ii. Follow on training every two years.
  - iii. Annual Notice to be sent out for Technicians via DCPDS distribution and mass distribution notice to AGR's via email.

8. Strategic Plan – TAG Approved after changes and will be distributed via email and JDEC MS Teams site.

9. Diversity Newsletter – Being sent out monthly.

10. Expenditure of EO funds for FY2022 and FY2023 will be focused on Training and Observance planning.

11. Planning an August Diversity Unity Event. Early-stage planning. SEPM's, EOA's, and EOL's will be instrumental in trying to create a first-time event. Bringing all Special Observances into one venue with representation from all groups and making a celebration for all.

**Next Steps:**

1. Brig Gen Crosby:

- a. Back brief TAG and Regional JDEC on our progress.

2. Col Pardy no follow-on comments.

3. CMSgt Conner stated that a GO is in charge of the JDEC, and that the JDEC is important to TAG.

Meeting concluded at 1030 hours.

Minutes submitted by Mr. Pedro Velasquez on 11 May 2021.