

**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 20191211

STATE: South Dakota FY:19 PERIOD COVERED: 01OCT18-30SEP19 ACTION OFFICER: LTC Sarah Gadbois, SDARNG HR/EO

1. FORMAL COMPLAINT SUMMARY INFORMATION

Disposition	Race	Color	Religion	Gender, not S/H	Sexual Harassment (Includes Sexual Orientation)	Reprisal	National Origin
Settled	0	0	0	0	0	0	0
Withdrawn	0	0	0	0	0	0	0
Appealed & Pending NGB FAD	0	0	0	0	0	0	0
FAD - No Finding of Discrimination	0	0	0	0	0	0	0
FAD - Finding of Discrimination	0	0	0	0	0	0	0
Other Still Pending	0	0	0	0	0	0	0
Total Formal Complaints:	0	a. Total # ADR:	0	b. Total # ADR Settled:	0		
Total Informal Complaints:	0	a. Total # ADR:	0	b. Total # ADR Settled:	0		

2. EQUAL OPPORTUNITY ADVISORS BY UNIT

(Do not include Equal Opportunity Leaders [EOLs])

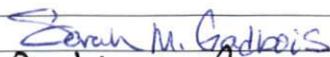
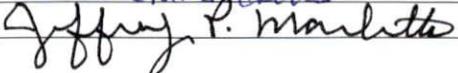
Unit and Level of Command	Rank / Name	Position	Race	Gender	DEOMI Qualified		DEOMI Qualification Date	Assigned Date	Reassignment Date
					Yes	No			
State	LTC Sarah Gadbois	HR/EO	white	F	X		APR 2019	MAY 2018	N/A
State	SGM Mike Wilkening	EOA	white	M	X		APR 2019	JUN 2018	N/A
JFHQ	MAJ Carol Jordan	EOA	white	F	X		AUG2018	OCT 2017	N/A
109 th RSG	MAJ Thadius Schmit	EOA	white	M		X		SEP 2019	N/A
196 th RTI	CW3 Carrie Henrickson	EOA	white	F	X		APR 2019	SEP 2015	N/A
196 th MEB	MAJ Chad Wika	EOA	white	M	X		APR 2019	JUN 2018	N/A

5. IDENTIFY COMMUNITY AFFAIRS INVOLVEMENT:

SDARNG outreach continued to build upon established partnerships with the Native American community through Standing Rock, Cheyenne River, Oglala, Crow Creek, Lower Brule, Rosebud, Yankton, and Flandreau Santee Sioux Tribes, and the Sisseton Wahpeton Oyate. During the 2019 Golden Coyote Training Exercise Tribes received 77 loads of firewood hauled from the US Forest to eight communities on two Native American Reservations. Our units shared special observance information and posters with their local communities, and volunteers from the SDARNG continue to participate in the following organizations/programs: Local food banks in several communities including Sioux Falls & Rapid City, fairs, coaching, service organizations, CASA sponsorship, Ski for Light, Special Olympics, WAVI, Boy Scouts, Habitat for Humanity, Love Inc. for the Elderly, Combined Federal Campaign (CFC)/United Way Day of Caring, Cancer Walks, Winter clothing / toy drive, Lutheran Social Services Mentoring Program, City Wide Clean Up, Leadership Rapid City, ESGR boss lift and Veterans court. Many Soldiers work to enhance awareness by participating in the Veteran's Honor March in the Black Hills and multiple parades and community events held statewide. Additional diversity events include the Transfer of Memory Holocaust Exhibit which was open to the public as well as service members, and the 2019 Cinco de Mayo festival in Sioux Falls. Participation in numerous county/state fair events promoting health/welfare of the SD Guard. Many Soldiers are volunteer fire fighters statewide as well as Pennington County Search and Rescue volunteers. There is strong recruiting involvement and sponsorship across the state in sporting events and school programs to include Operation Military Kids fund raising, the Summer Fitness Program, Freshman Impact, Children's Home, Youth Leadership Camp and coaching at youth sports camps and events. Promoting the SDARNG through social media continues.

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

In FY19 the South Dakota Army National Guard's (SDARNG) end strength was 3135 with females and minorities making up 26% of our overall strength, increased from 23.5% in FY18. The SDARNG continues to work toward increasing our female and minority populations, specifically Native Americans and Hispanic Americans. The demographics of the SDARNG are monitored monthly to maintain visibility, awareness, and track progress towards our stated goals. The diversity and Inclusion of the SDARNG continues to be a vital part of our state's strategic plan which is reviewed annually. A top priority and goal for the SDARNG is to increase the cultural diversity of our organization by creating and maintaining an environment of dignity, respect, and inclusion. We continue to have two very active groups working to promote diversity; the SDARNG Diversity Council and the South Dakota National Guard (SDNG) Joint Diversity Executive Council. These groups provide professional development opportunities to unit members; increasing knowledge and awareness on cultural, generational, and gender differences across the organization. The SDARNG continues to reach out to all of the Native American Tribes within the state fostering training and cultural awareness opportunities. Additionally, a Native American Partnership brief is conducted with the Adjutant General quarterly. We continue to have great success with the SHARP Program and leveraging the SARC, ensuring that these programs act as the means to prevent possible incidences. We continue to monitor our unit's climate and environment for issues with unfair promotions, command climate, and training opportunities through the Command Climate Surveys and focus groups. We continue to work closely with the recruiting staff ensuring our organization is doing everything we can to connect with under-represented groups with a progressive marketing approach. Our MSC commanders understand equal opportunity, diversity, and sexual assault prevention requires continuous command emphasis. In FY19 the SDARNG had a reenlistment success rate of 81.6% and our attrition rate was 8.9%. The SDARNG continues to focus on recruiting top quality personnel while retaining top quality Soldiers, and an attrition management plan that fosters readiness. In FY19 21.5% of the total Soldiers recruited into the SDARNG were females, 6.3% were Native Americans and 3% were Hispanics, facilitating us to be a more diverse and inclusive fighting force. Each of our deployed units met all Equal Opportunity training requirements prior to arrival at their mobilization station. Funding for training of Equal Opportunity personnel remains a challenge as mentioned in this report. We are committed to honoring our diversity and focusing on quality inclusive practices by continually valuing our Soldiers, leveraging their knowledge, skills, and the abilities they each bring to our organization so we can continue to achieve even greater success!

ACTION OFFICER:	LTC Sarah M. Gadbois	SIGNATURE: 	DATE: 11 DEC 19
TAG:	MG Jeffrey P. Marlette	SIGNATURE: 	DATE: 11 DEC 19