

**JOINT DIVERSITY COUNCIL MEETING MINUTES**  
**12 January 2020, 1200 hours MDT, 1300 CST**  
**AGO Conference Room**

Roll Call Attendance:

MG Marlette, BG Gen Michels, BG Oster, COL Bartunek, LTC Graves, CSM Couser, LTC Hansen, COL Wilson, SGM Mettler, LTC Gadbois, SGM Wilkening, Brig Gen DeGroot, 1LT Schaffhauser, SMSgt Cownie, SMSgt Kunkel, CPT Jerzak

BG Oster- Met yesterday with the Army council and had a good meeting, diversity breakdown, right on track, working on retention side to grow, continue to look to ensure that we have opportunity to improve.

2020 Assessment- Opportunity to improve.

Retention- mentorship ideas moving forward road ahead is that we validate date and come up with some "so what" not new programs but way to do better business.

Brig Gen DeGroot- Air- came up with a formalized plan we will include Airman of Quarter and NCO of quarter they will be involved to attend council for exposure and to receive feedback on junior enlisted. Good to receive feedback. Jeremy- never was aware before this great to see. Different walk of life and culture. After readiness exercise we had open survey will address top 3 then move onto the next top one was communication, Got chiefs council together to see what they can come up, airman voice is a great way to communicate it's an email with latest notes on what is happening to help communication and long range seems to be taking off very well. Email and calling consistently will show improvement.

MG Marlette- personal messaging is important also for communication. We miss this piece.

In the numbers breakdown – we are ahead, active duty air force numbers is a great comparison and great effort better suited for that type of diversity for females.

Under 106% everything looks good.

No change on working on HRA finding different avenues to work, better pulse of younger group big concern is not taking them away from job, to get them exposure.

All green- Yellow want to talk to Dr Mahur will talk this week and make plan.

Airman's voice will help with communication part of it.

Goals come from NGB- could take some time and identify and see what we feel is most important- From MG Marlette

CPT Jerzak Slide 25- how we ended last year for army and air

CPT Jerzak Slide 26- no change going through self-assessment

CPT Jerzak Annual report looks good we met timelines for those reports.

CPT Jerzak Slide 27- checklist some do have question marks - #3

In FY 20 we don't have any training set up like we did last year for 4 lens nothing has been set up don't have budget (3 hour workshop) offers a lot of latitude to work within section.

4 lens is good course- lays foundation is a better course its mobile and inexpensive have people trained offers a lot of latitude

Leadership Evolution would be good to offer,

The bang for buck is 4 Lens training, especially for cost. Helps look at perspective to ensure they are successful.

HRA- SMSgt Kunkel Air guard: they gave us training to provide training to be able to offer training. Effective communication we are making it more internal to hold accountability to continue coaching to follow up.

Slide 28- Jerzak we are pretty much hitting mark on the questions

Slide 29- Jerzak- we did get packets from NGB for diversity awards with suspense's and this was pushed out to the awards/committee members

Floor is open for comments

CPT Jerzak- DEOMI is celebrating the 75<sup>th</sup> anniversary of the end of WWII so all of the month long observances will feature the group's contributions to the end of WWII.

Also, this year is the 100<sup>th</sup> anniversary of the 10<sup>th</sup> amendment/women's right to vote on Aug 26

Region 6 & 7- May 4-7 in Salt lake City, Utah will hold its combined diversity workshop and we usually send 4 to 6 people.

HRA just came out in Aug with new directive and received training at George Town on Diversity for 1 week, 3 days focused on coaching and emotional intelligence class. They learned about effective communication, Emotional Intelligence, a 360 assessment tool certification.

HRA using any avenue I can to teach Diversity Training, Unconscious biased- 45 min to 1 hour long that can be taught if they like it I develop more. Professional development - She can teach full timers also, we would start out with 4 Lens, and tailor to what they want and need, and work way through, we had assess to mini climate assessment once they go through. Then we can tailor training and re-do an assessment and see where we are at or if the needle is moving.

CPT Jerzak- we provide training out to units on similar topics and this would be good material to be able to put out as options for units to consider.

LTC Gadbois- DEOMI not dialed in training, get with Kerry and Michaels to see training.

Closing comments- MG Marlette- thanks everyone for hard work this is one that is hard to get head around need to look at goals, part of discussion is what needle to do want to move we need to target that. Continue to work hard but it is time to personalize these goals. Give some thought to see if it's time to tweak it.

Brig Gen DeGroot- I had good conversation with Brig Gen Sandy Best from MN and she has given some pretty good feeling about what is going on nationally and congress is asking about the numbers for air and army- expect in the next few months about our diversity numbers not moving, our strict demographic numbers. They are shining light on this, that's what Sandy can tell that pressure is showing more diversity in the National Guard, in women we are ahead of active duty.

MG Marlette- I tend to focus more on what we are doing in recognizing them. Room for improvement for recruitment why don't we have Hispanic speaking recruiter? Let's make sure we take care of what we have. Overtime these initiatives becomes more reflective of our military.

LTC Wilson- Valuable tool is different opinions.

MG Marlette- we have given a voice to everyone through the "Hear the Force" and look forward to hearing what comes of that.

Ended 1358