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The South Dakota National Guard (SDNG) Joint Diversity Executive Council (JDEC) convened for its second quarter FY21 meeting at 1200 on 21 January 2021 at the Headquarters building 420, Camp Rapid, Rapid City, SD. In accordance with the provisions of the SDNG JDEC Charter, members of the JDEC board, advisors, specially invited guests, and designated support staff were in attendance of the meeting as listed below.

ROLL CALL/HOUSEKEEPING:

The meeting was called to order at 1200 and roll call was conducted.

JDEC MEMBERS PRESENT:

MG Marlette	BG Oster	Brig Gen Lair	BG Party
BG Vanderwolde	COL Petrik	COL Hansen	LTC Graves
LTC Godsell	Lt Col Schuring	MAJ Stimes	CPT Jerzak
Capt Schaffhauser	CSM Couser	CMSgt Cownie	SGM Vallery
SGM Wilkening	SGM Mettler	MSgt Kunkel	SMSgt Langloss
SMSgt Johnson	Additional personnel?		

JDEC EXECUTIVE CHAIR UPDATE:

MG Marlette's opening comments:

Nothing to add and he is ready to see the brief.

REVIEW/APPROVE MINUTES:

The minutes of the last quarter meeting were provided via email to all members for review. No changes were presented and the minutes were approved.

Motion to accept minutes – COL Hansen

2nd Motion – COL Petrik

Motion Carried

CPT Jerzak – Current membership memo complete and sent out – any changes send to her – membership questions are open to counsel for discussion – membership can be listed in the charter or now.

LTC Graves – make motion to do by position
BG Pardy - 2nds the motion
Motion Carried

Charter recently updated and aligned with the TAG checklist. We added in the 3 core competencies along as they aligned with the SDNG strategic plan and the TAG checklist.

ANG UPDATE: Brig Gen Lair

Preface – MG Marlette tasked us with a different path – my team came up w/idea to align with what we are doing at wing. Thorough process – looked at old chicklet chart – still conform to national or NGB strategic program – used source docs – original chart had 4 goals/areas grading in – kept those but found better way to report.

Proposed way forward – 3 core areas: culture, community and mission.

SMSgt Johnson (ANG recruiting) reported: great quarter for diversity accessions – male under Asian. A new recruit from Mongolia – great ways enlistments are coming to us.

MG Marlette – are there specific steps taken to get these or just normal steps to find these recruits?

Answer - Not really any extra targeting – just normal avenues – personal contact, AC/Prior service, referrals and community out-reach.

Slide 2: 3 Core competencies: Had our number 1 item on slide 2 enhance diversity – had 2 other areas assessing – assessing material and looking at this items 2 3 4 are supporting item 1 – this is our overarching goal – from there looked at all aspects – became very obvious all fit under the 3 – culture mission community.

Through this process we wanted to diversify our executive board – adding alternates making the board more diverse. Airman Gonzales was added and we are talking about who may replace him next year already. Want to add AMN and NCO of quarter to get a peek inside what's going on and gain visibility. Offer personnel the opportunity to provide input. Also important to have continuing education for the board members. Working on something for next quarter as far as training. Need to learn what we don't know. Other companies doing what we are doing but we want to look a little different and step up game.

TAG: I like that approach. NCO and AMN of quarter is food for thought and come up a couple times. Involvement means they may be more apt to add input but may need a sub group. .

Answer: we had discussion on that and no decision made, but its a good point. More visits make more comfortable to address committee.

TAG: good effort and move forward

Slide 3 – Culture – one of 4 areas – Green – on right track – global leadership course – on track with lobo – see bullet 2 – Kunkel key leader on this –

Kunkel - LTC Schering is also at meeting and is spearheading LOBO course –

Schering having sit down soon to review and give marching orders for year ahead – should fit strongly in culture side of house.

Johnson again – Focus groups and awareness – 9 focus groups conducted

Kunkel – as far as focus groups – have some surveys to get small group focus and got great feedback – from there setting up practice satisfaction – group of people hearing from peers makes it easier to get on board.- do have access to 360 assessments and they are not fans of format – working with NGB to make these better – got a lot more info from focus groups.

Johnson – work to be done here – will take TAGs input

MG Marlette – this is great – are there overarching themes from focus groups

Kunkel – communication and expectations – those coming to guard drill know what to expect

Schaffhauser – professionalism also – the way meetings were ran

Brig Gen Lair: Another positive was the demographic break-out by rank – E4 E5. This group wanted ownership. This was passed on to leadership and they are working on empowerment.

Johnson - no losses this last quarter. Multifaceted course to work on culture diversity

Brig Gen Lair: The Mission Slide: Strategic priorities –see small red boxes to help understand goals.

Johnson: Air diversity – we had a great quarter with half of accessions focus on diversity

Brig Gen Lair: DEOCS Surveys focused on involvement which was a good turn out and they are looking at the low hanging fruit.

- Minor issues to focus on and we plan to work on these areas, key personnel and D&I briefings together as a team.

Kunkle – As far as DNI – hoping to focus and be proactive rather than reactive – get word out about DEOC – get more to younger airmen – 5 course to teach – get trained on awareness. Will go around w/EO to train but we are a little handcuffed due to exec order.

Brig Gen Lair: The Community Slide: Internally rising 6 groups and top 3: – might take away internally – wasn't aware of JDEC until later in career – knew about program somewhere – going to get out and make pitch for awareness – sell importance and challenge continuing education – initiated – slow process – took hit but correcting

- AMN NCO – agree with assessment – want to get folks comfortable to share from their level – fully operational – had good conversation – don't rest on morals – move ahead

Johnson: ending fences with AD recruiters – trying to take care of all members – differences were personal – trying to keep numbers gaining for both – keep communication going and attend events together when COVID lets up

TAG: What contact do you have at USD ROTC

Lt Col Schuring: We are in close contact with USD AF ROTA – AF directive due to overmanned – initiative for them is direct commissioning – POC is friend and we are working well together.

Brig Gen Lair: SF Schools access initiated. We were fortunate enough to attend youth symposium – realize there are a lot of folks battling same hard issues and looking to reach out to parents

– Mayor started 252 Mentoring program – mentors in community – what does commitment look like – bring realistic approach back to wing – implement when get final approach and see how we communicate with the Sioux Falls Community.

TAG: Good approach – SF has a lot of different cultures and activities – get invested in those and build relationships so when children are of age we have that built to get children service minded – there is fruit in going to recruit 18-30, but benefit is good to be present at younger events or events with parents.

Brig Gen Lair: Internal/External events

Johnson – external events – when things loosen up – building events and rapport to build equity down the road within the community.

Kunkel: internal – talked about utilizing underrepresented members to do video on facebook – lots of ideas working – identified but still in progress – AMN Gonzales story.

Brig Gen Lair: Hopefully we can tighten this assessment up for you (TAG). We are still developing slide deck trying to tell our story so you can hold our feet to what we are telling you. These primary 3 areas – culture, community and mission - will show you what we are doing.

TAG: The D&I community – I don't know right answer and not sure anything is wrong with bringing diverse members together to meet, but just invite them because we don't have enough members in the meetings. We should take an approach like the company Synchrony. I've watched them have meetings w/veterans, NA, diverse groups to improve communications and find ways to be more inclusive.

– Overall this is great stuff. This format takes it from a program to a meaningful and worthwhile program. I appreciate the thought and effort put into this. Did you kick this off in 1st QTR so have you started seeing fruit?

Brig Gen Lair: Proof in pudding is the old chicklet slide doesn't really show what is happening. Now this format holds our feet to the fire – before no specifics and now we have detail.

TAG: This moves it from trying to answer chicklet chart – to growing our organization – better goals – applaud you guys – great stuff – you have opened a very big can – you signed up for big things – keep your foot on the gas!

Brig Gen Lair: to be perfectly honest the people in the room have made all of this happen.

TAG: Keep holding them accountable – this is good stuff

BG Pardy - First meeting yesterday and saw slides then – proud to let you know we knew ANG did great and copied their program – briefs will look similar – Numbers are there for FY20/21. When all kinks are worked out it will better mirror ANG.

Only thing I would recommend for Soldiers of Quarter – bring in more than once a month – question I have is – NCO of the QTR – we have a lot more in numbers than ANG

TAG: How do we make this pay dividends across the force?

LTC Hansen we have a lot more Soldiers / NCO's of the quarter – focus on diverse Soldiers more long term –

TAG: use teams to expand – figure out format

CPT Jerzak – other recommendation – use LT of year – can use diverse groups

BG Pardy – Can figure that out

– Slide 20 Still developing bullets – had meeting with CPT Jerzak and LTC Norris. We will get input from leaders conference will bringing input to consider next quarter.

TAG: bring leadership

BG Pardy – yes Sir

– Slide 21 – Similar to ANG – same bullets –

CPT Jerzak: Transitioning army information into the 3 areas. We are going to take a look at this to determine if these areas are the right fit or what they should look like. G1 needs to look at diversity metrics.

BG Pardy: How do we get there? How are we measuring this and moving this forward?

TAG: We need actions for the items on the slide and a goal. This has always been a rear view look

BG Pardy: Intend to build off ANG but make it ARNG – develop leaders – what does that mean – how do we implement – how much do we want to focus on – big items of year to give us pay back

- Slide 22 – Mission Slide: Still developing – ideas are on slide

TAG: How about mentorship of diverse – need to invest in them early. Inclusion point – with incentives do we have enlistment issues?

Slide 23 – Community: Working with this

TAG: The Army has a broader community so we need to get this figured out

Slide 24 BG Pardy: Overall we have some work to do to transition over to this new format and determine what needs to be done in each category. BG Oster did a great job setting up the new format.

TAG: This is some of the most encouraging stuff I have seen. I feel we are on the right track and I like the approach. No BS goals – these are realistic meaningful goals and we are developing steps to improve the organization.

SDNG ROLL-UP: Slide 26: CPT Jerzak: We are yellow in all three areas based on the law of averages.

Slide 27 – no change with the SDNG Affirmative employment Program.

The annual Military Equal Opportunity Reports for both ANG and ARNG are submitted. The ANG's report will go to a quarterly report this FY.

TAG Checklist:

CPT Jerzak – Changes to the TAG checklist: item 3 changes to yes for technician training based on SDNG Pam 400. Item 4 regarding a demographic data/report posted to the public website: Need G1 or a working group to take this on based on IPPS-A conversion I can't grab the data any longer and create a demographic report to post.

This information will be used for the quarterly TAG checklist required from NGB-EI.

If there is confirmation of any of our GO serving on regional or national JDEC boards let CPT Jerzak know so we can support efforts.

New business – Slide 30:

Several new directives expected with the new president. So far: DODI 1350.03 on Harassment prevention and Response is under review and harassment complaints, even non-EO based may run through EO instead of IG.

The SECDEF Memo of 17DEC2020 established 15 D&I priorities for the DOD to work, so more is coming on those.

Special emphasis/diversity training – ANG will push more if the EO is lifted.

MLK, Presidents day, African American History month - As we celebrate these – inclusion events

Open Discussion: the charter was updated in January and the wording broadened the capacity to add in the new format with the 3 core competencies. Is this the way we want to go forward? TAG: he is fine with it.

Charter stand as published.

RECOGNITION/AWARDS: NONE

ADDITIONAL COMMENTS/TAKE A WAYS: NONE

MG MARLETES CLOSING COMMENTS:

This is good work – very much on right track – we can make a difference with this format.

Good idea of the day - Spend time on videos – why not do video about: This is us: Show everyone this is us – mothers farmers cowboys – show they can see there are all of these groups serving – small blip from those serving to show anyone can do this – good idea – when we deploy – my E5 driver was an attorney – don't see this on AD. We lived better because we had so much diversity of skills – pass on the diversity message – my family served..... in the story to use in schools and community – thinking maybe we have this at dining out instead of year in review – drive home who we are – high quality product – highlight people – any thoughts?

CPT Jerzak: We are more diverse then our data shows – with your permission I will speak with PAO

TAG: Work with ANG and leadership because this is nigger than you and I

Possibly use EEO funding to support.

Anything further – Questions?

TAG: All GOOD -

MEETING ADJOURNED

MG Marlette adjourned the meeting at 1315.