



**JOINT DIVERSITY EXECUTIVE COUNCIL MEETING  
JFHQ AGO Conf Room**



**Members unable to meet in the AGO Conference Room may call the following number:**

**For VTC, Call 0551111**

**1-855-759-7951 conf # 1111 for audio only**



**JOINT DIVERSITY EXECUTIVE COUNCIL MEETING  
JFHQ AGO Conf Room**



**JDEC**

**12 January 2020**

**FY20 2nd Quarter Meeting**

**FY20 1st Quarter data & events**



# JOINT DIVERSITY EXECUTIVE COUNCIL MEETING

## JFHQ AGO Conf Room



- **Roll Call – CPT Jerzak**
- **Opening Comments / JDEC Chair - National update – MG Marlette**
- **Review of minutes – CPT Jerzak**
- **Army Diversity Council Update – BG Oster**
- **Air Diversity Council Update – Brig Gen DeGroot**
- **SDNG Overall Assessment – CPT Jerzak**
- **Awards/Recognition –**
- **Additional Comments -**
- **Closing Comments – JDEC Chair – MG Marlette**
- **Next Meeting – April 5th, 2020 (1200/1300)**



**JOINT DIVERSITY EXECUTIVE COUNCIL MEETING**  
**JFHQ AGO Conf Room**



**Roll Call**



**JOINT DIVERSITY EXECUTIVE COUNCIL MEETING**  
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**Opening Comments**

**JDEC Chair**

**MG Marlette**



**JOINT DIVERSITY EXECUTIVE COUNCIL MEETING**  
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**Review Minutes**



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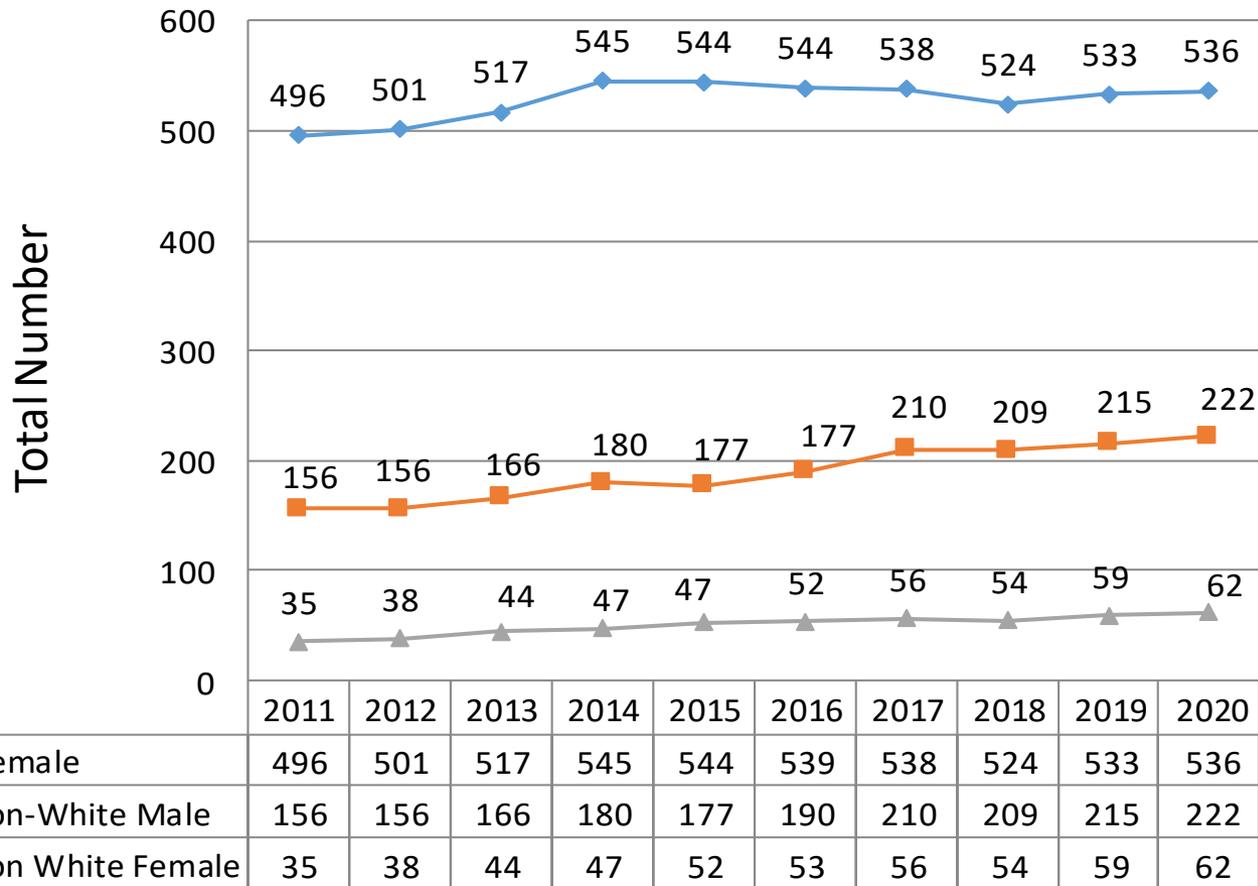
**Army National Guard**

**Diversity Council Update**

**BG Oster**



# SD Army Diversity Numbers Breakdown



Female - All  
 17.1% assigned str  
 15 access FY20  
 17.6% of access

Male Non-White  
 7.1% assigned str  
 10 access FY20  
 11.8% of access

Female Non-White  
 2.0% assigned str  
 4 access FY20  
 4.7% of access



# SDARNG 2019 Assessment



	<b>SDNG Diversity Strategic Plan Goals</b>	<b>FY19 1Q</b>	<b>FY19 2Q</b>	<b>FY19 3Q</b>	<b>FY19 4Q</b>
<b>1</b>	<b>Enhance diversity &amp; inclusion in the SDNG so it reflects the communities we serve, and creates an inclusive environment valuing and empowering all.</b>				
<b>2</b>	<b>Ensure leaders at all levels champion diversity strategic priorities and understand what is required to achieve success.</b>				
<b>3</b>	<b>Develop and increase diversity partnerships, both internal and external to the SDNG.</b>				
<b>4</b>	<b>Develop, mentor and retain diverse talent reflective of the communities the SDNG serves.</b>				

## Color Key



Fully Operational



Initiated & on Track



Initiated but Slow Progress



Initiated, No progress or Not Started



# SDARNG 2020 Assessment



	SDNG Diversity Strategic Plan Goals & Objectives	FY20 1Q	FY20 2Q	FY20 3Q	FY20 4Q
1	Enhance diversity & inclusion in the SDNG so it reflects the communities we serve, and creates an inclusive environment valuing and empowering all.				
	1.1 Assess the effectiveness of current branding and recruitment practices to include all demographics/markets and enhance recruiting efforts of underrepresented demographic groups and communities.				
	1.2 Establish a quantifiable baseline and analyze to determine under-represented demographic groups within SDNG to focus branding and recruitment practices.				
	1.3 Develop specific goals and plans to attract and recruit from a broader & more diverse pool of applicants, measure results, & refine approaches based on the data and leadership priorities.				
	1.4 Conduct & utilize findings from unit climate survey data to learn about attitudes and practices detrimental to making progress in enhancing diversity and increasing inclusion.				
	1.5 Utilize the baseline for the purpose of identifying triggers for the removal of barriers preventing diversity in accessions, retention and advancement.				
	1.6 Create an Inclusive environment – review policies, board composition and accommodation programs for triggers creating a barrier to inclusion of under-represented demographics in applicable processes.				

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# SDARNG 2020 Assessment



	SDNG Diversity Strategic Plan Goals & Objectives	FY20 1Q	FY20 2Q	FY20 3Q	FY20 4Q
2	Ensure leaders at all levels champion diversity strategic priorities and understand what is required to achieve success.				
	2.1 The Adjutant General communicates the importance of diversity and inclusion as one of their top priorities.				
	2.2 The 06/MSD leadership participates in applicable diversity council and JFHQ/state level leadership participates in the SDNG JDEC.				
	2.3 Leaders will utilize the SDNG monthly demographic report and track their progress towards the SDNG diversity strategic goals and goals for recruiting/retaining under-represented demographic groups.				
	2.4 Leaders will emphasize the value of diversity and inclusion within their level of command.				

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# SDARNG 2020 Assessment



	SDNG Diversity Strategic Plan Goals & Objectives	FY20 1Q	FY20 2Q	FY20 3Q	FY20 4Q
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	3.1 Appoint representatives to participate in the regional JDEC meetings in order to share best practices and work with others to tackle regional problems.				
	3.2 Identify external and internal groups with a nexus for the SDNG to broaden diversity and inclusion.				
	3.3 Increase community outreach efforts (schools, community organizations, etc.) to enhance diversity and inclusion, increase outreach and <b>collaborate in order to synchronize efforts to resolve problems and remove barriers.</b>				
	3.4 Identify diversity and inclusion concepts, fundamentals, and team building training options for use at all unit levels to educate our personnel throughout the year on these topics.				
	3.5 Utilize JDEC/Councils and 06/MSU units to collaborate with community organizations and sponsor cultural events to showcase the many strengths of the SDNG.				

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	4.1 Implement and assess policies to support informal and formal mentorship.				
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	4.3 Provide Information on potential career advancement opportunities for Soldiers, Airmen and civilians.				
	4.4 Offer mentorship at the State, MSC and BN levels.				

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# SDARNG 2020 Roll Up



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**Air National Guard**

**Diversity Council Update**

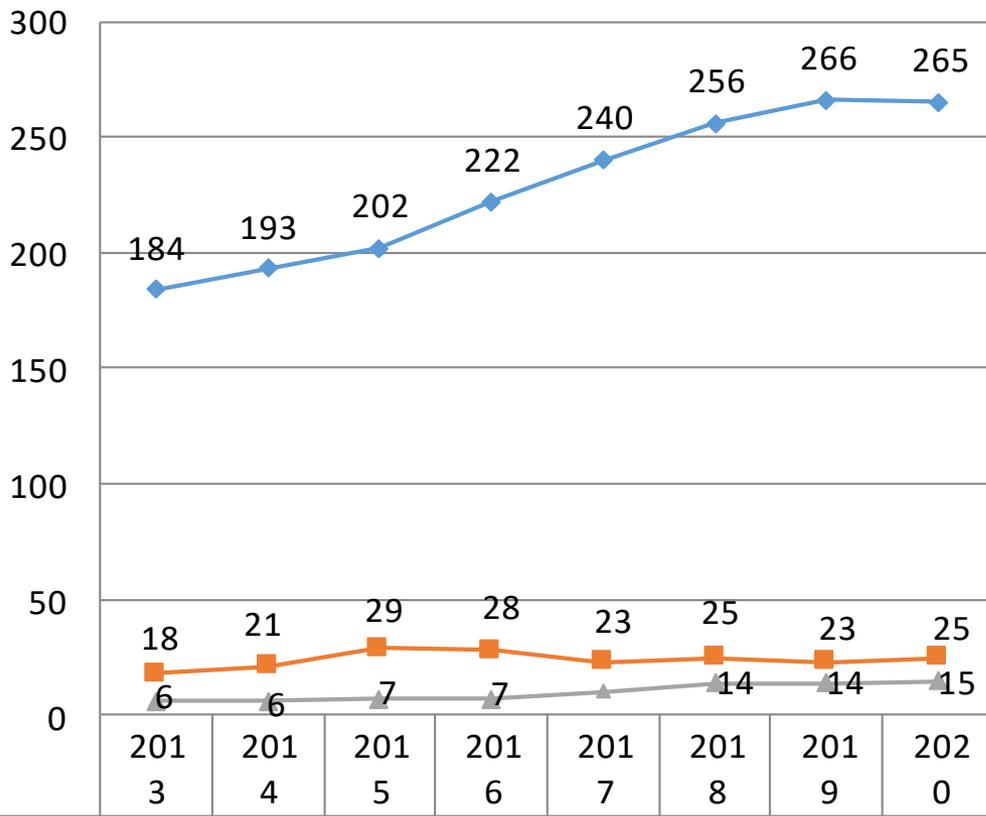
**Brig Gen DeGroot**



# SD AIR DIVERSITY NUMBERS BREAKDOWN



Total Number



	2003	2004	2005	2006	2007	2008	2009	2020
Female	184	193	202	222	240	256	266	265
Non-White Male	18	21	29	28	23	25	23	25
Non White Female	6	6	7	7	10	14	14	15

Percentage  
23.8%  
2.1%  
1.3%

Female - All  
23.9% assigned str  
5 assessed FY20  
23.8% accessions

Male Non-White  
2.3% assigned str  
0 assessed FY20  
0% accessions

Female Non-White  
1.4% assigned str  
1 assessed FY20  
.5% accessions

21 Total  
Accessions

End Strength  
1110

As of 31 DEC 2019



# SDANG 2019 Overall Assessment



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**South Dakota National Guard**

**2020 Fiscal Year**

**Roll- Up**



# SDNG 2019 Overall Assessment



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# SDNG Status – Affirmative Employment Program (MD-715)



	SDNG 6 Essential Elements of a Model EEO and Affirmative Employment Program	FY18	FY19	FY20	FY21
1	Demonstrated commitment from Agency Leadership				
2	Integration of EEO in the agency's Strategic Mission				
3	Management and Program Accountability				
4	Proactive Prevention				
5	Efficiency				
6	Responsive and Legal Compliance				

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FY19 reporting due 28 FEB 2020

Military labor force is the primary applicant pool for the full time AGR/Title 32 Dual Status positions



# SDNG JDEC Goals Assessment



## Diversity & Inclusion Checklist The Adjutant General (TAG) Checklist

Does your state have a strategic plan for your diversity initiatives? Is it aligned with NGB's diversity and inclusion strategic plan? (Goal 1, 2) Yes

Does your state have a State Joint Diversity Council and a charter that describes membership? (Goal 2, 3) Yes

Does your state have a career development initiative or mentoring program that strives to craft tailored individual development plans for your military and civilian employees? (Goal 4) Yes/No?

Does the TAG website post the states strategic plan and state JDEC meeting minutes, MD-715 EEO, ANSR and MEO annual reports? (Goal 1, 2, 3) Yes/No?

Does your state encourage participation in diversity training, programs such as the Leadership Challenge Program, Four Lenses, etc? (Goal 3, 4) Yes/No?



# SDNG JDEC Goals Assessment



## Diversity & Inclusion Checklist The Adjutant General (TAG) Checklist

Does your state conduct community outreach targeting under-represented demographic groups? (Goal 3) **Yes/No?**

Does the TAG meet regularly with your state diversity council to review how your state is progressing on the state diversity strategic plan? (Goal 1, 2, 3, 4) **Yes**

Does your state complete quarterly updates to the NGB Office of Diversity and Inclusion? (Goal 1, 2, 3, 4) **Yes**

Do you have a GO who is actively serving on the Regional JDEC? (Goal 3) **Yes**



# JOINT DIVERSITY EXECUTIVE COUNCIL MEETING

## JFHQ AGO Conf Room



## Awards & Recognition Submissions:



# **JOINT DIVERSITY EXECUTIVE COUNCIL MEETING**

## **JFHQ AGO Conf Room**



## **Additional Comments: Council Members**



**JOINT DIVERSITY EXECUTIVE COUNCIL MEETING  
JFHQ AGO Conf Room**



**Closing Comments**

**JDEC Chairman**

**MG Marlette**



**JOINT DIVERSITY EXECUTIVE COUNCIL MEETING**  
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**Next Quarterly Meeting**

**Sunday, April 5th, 1200 MT/1300 CT**

**FY20 3rd Quarter Meeting**

**FY20 2nd Quarter Data Review**