



JOINT DIVERSITY EXECUTIVE COUNCIL MEETING
JFHQ AGO Conf Room



JDEC

16 July 2023

FY23 4th Quarter Meeting

FY23 3rd Quarter Data



JOINT DIVERSITY EXECUTIVE COUNCIL MEETING

JFHQ AGO Conf Room



- **Roll Call – TBD**
- **Opening Comments / JDEC Chair - National update – MG Marlette**
- **Review of minutes – TBD**
- **Army Diversity Council Update – BG Bartunek**
- **Air Diversity Council Update – Desk Side Discussion/Briefing**
- **SDNG Overall Assessment – Mrs. Jerzak**
- **New Business – Region 8 JDEC Meeting in Montana**
- **Closing Comments – JDEC Chair – MG Marlette**
- **Next Meeting – 15 October 2023 at 1200 MST/1300 CST**
- **Adjourn**



JOINT DIVERSITY EXECUTIVE COUNCIL MEETING
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Roll Call



JOINT DIVERSITY EXECUTIVE COUNCIL MEETING
JFHQ AGO Conf Room



Opening Comments

JDEC Chair

MG Marlette



JOINT DIVERSITY EXECUTIVE COUNCIL MEETING
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Review Minutes



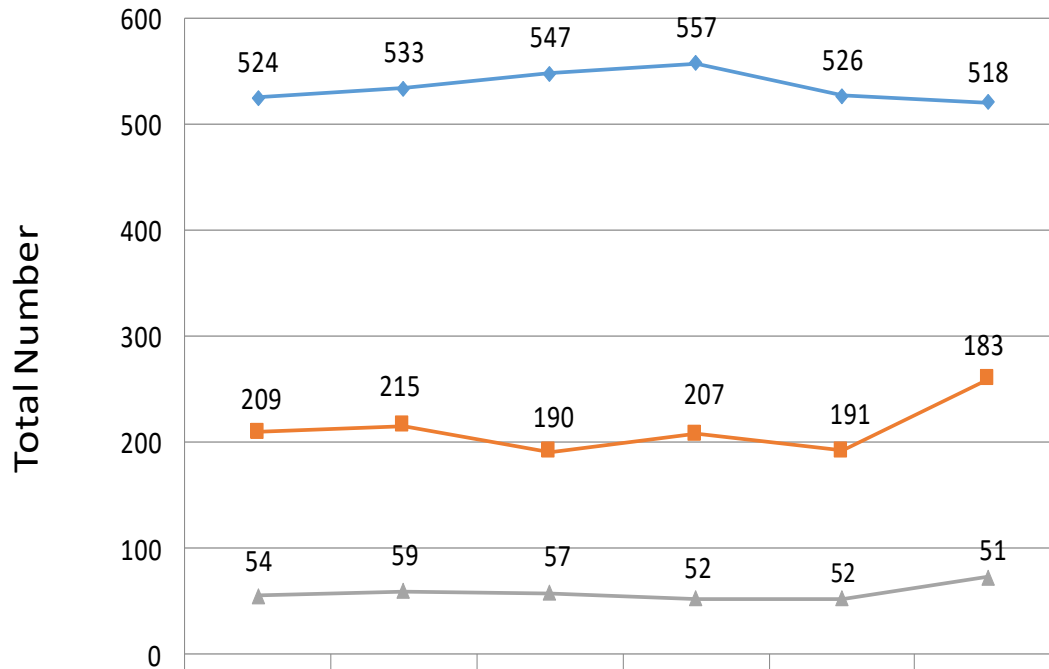
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Army National Guard
Diversity Council Update
BG Bartunek



SD Army Diversity Numbers Breakdown



	2018	2019	2020	2021	2022	2023
◆ Female	524	533	547	557	526	520
■ Non-White Male	209	215	190	207	191	259
▲ Non White Female	54	59	57	52	52	72

Female - All
 17.8% assigned str
 43 assessed FY23
 22.9 % accessions

Male Non-White
 8.9% assigned str
 21 assessed FY23
 11.17% accessions

Female Non-White
 2.5% assigned str
 9 assessed FY22
 4.8% accessions

194 Total accessions

End Strength
 2923

As of 30JUN2023



SD ARMY DIVERSITY 4th QUARTER ASSESSMENT



3 CORE COMPETENCIES

Enhance diversity & inclusion in the SDARNG so it reflects the communities we serve, and creates an inclusive environment valuing and empowering all.

Culture

Develop, mentor and retain diverse talent reflective of the communities the SDARNG serves.

- **Development Leaders**
 - 2 Leadership focused conferences a year (FEB/AUG)
 - Company Level Commanders CRS
 - Unit Training
 - NGASD
- **Incorporate the 06/MSC into the diversity council (EOA)**
 - Updated Charter – 3rd QTR
- **Recruiting marketing/branding materials**
 - TY24 Priorities Being Worked
- **Metrics Driven Goals / Results**

Mission

Ensure leaders at all levels champion diversity strategic priorities.

- **Recruiting Goals**
- **TY24 R&R Plan**
- **Leadership boards composition**
 - EPS
 - War College
 - Promotions/Selections
 - SRB/QRB
- **Sponsorship**
 - NCO driven at unit level
- **Unit Climate**
 - Surveys
 - SCSM/1SG Forums

Community

Develop and increase diversity partnerships, both internal and external to the SDARNG.

- **Find new sources for Emerging leaders/Top Talent**
 - Community Leadership programs
 - Leadership SDNG
 - Tier Board (Subjective / Merit based)
- **Support Excellence:**
 - Soldier and NCO of the Quarter
 - LT/WO of the year
 - Diversity Awards
- **Develop partnerships with:**
 - Higher learning institutions
 - Monthly Matinees
- **Internal and External Observances or Cultural Events**
 - Annual diversity themes
 - Vendor booths



SD ARMY DIVERSITY 4th QUARTER ASSESSMENT



Enhance diversity & inclusion in the SDARNG so it reflects the communities we serve, and creates an inclusive environment valuing and empowering all.

Culture

Develop, mentor and retain diverse talent reflective of the communities the SDARNG serves.

- **Develop Leaders**

NGASD Conference, National Military Womens Symposium attendance, EOLC



- **Diversify council membership**

Looking to add more diversity to council, may look to invite junior enlisted.



- **Recruiting Marketing & Branding**

Discussed 24 marketing plan which has focus on Native American and Mung populations



- **Diversity Metrics**

Notes:



Color Key

- Fully Operational
- Initiated & on Track
- Initiated but Slow Progress
- Initiated, No progress or Not Started



SD ARMY DIVERSITY 4th QUARTER ASSESSMENT



Enhance diversity & inclusion in the SDARNG so it reflects the communities we serve, and creates an inclusive environment valuing and empowering all.

Mission

Ensure leaders at all levels champion diversity strategic priorities.

- Recruiting Goals**

Need to meet overall recruiting goals first. Looking at markers for Native American recruitment.

- Leadership Board Composition**

Notes:

- Sponsorship Program**

Notes:

- Unit Climate**

Discusses way forward with command climate survey cycles.



Color Key



Fully Operational



Initiated & on Track



Initiated but Slow Progress



Initiated, No progress or Not Started



SD ARMY DIVERSITY 4th QUARTER ASSESSMENT



Enhance diversity & inclusion in the SDARNG so it reflects the communities we serve, and creates an inclusive environment valuing and empowering all.

Community

Develop and increase diversity partnerships, both internal and external to the SDANG.

• Emerging Leaders and Top Talent?

Leadership SD, MAC Committee (monthly), Ellsworth CoC engagement, Feel we can improve inclusion of young leaders in this initiative (junior NCOs)

• Support Excellence

Endurance Team

• Partnership Development

DSU Cybher Symposium (BG Bartunek), STARBASE connected with Recruiters, Suriname Women's Peace and Security.

• Internal and External Cultural Events

Cultural Food Tasting and Presentation, Pine Ridge Parade



Color Key



Fully Operational



Initiated & on Track



Initiated but Slow Progress



Initiated, No progress or Not Started



SD ARMY DIVERSITY 4th QUARTER ASSESSMENT



	SDARNG Diversity Strategic Core Competencies	FY23 1Q	FY23 2Q	FY23 3Q	FY23 4Q
1	Culture: Develop, mentor and retain diverse talent reflective of the communities the SDARNG serves.				
2	Mission: Ensure leaders at all levels champion diversity strategic priorities.				
3	Community: Develop and increase diversity partnerships, both internal and external to the SDARNG.				

Color Key



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SD ARMY DIVERSITY 4th QUARTER ASSESSMENT



Army Diversity Council working to ID key Goals and Objectives

- **Military Women's Program (1SG Soukup)**
 - LOI has been approved for a day-long MWP Symposium August 26, 2023. (MOVED TO APRIL)
 - Theme is Stronger Together. Agenda will be finalized and sent out in the next couple of weeks.
 - Promo Video will be pushed out soon.
- **South Dakota Diversity Award (Need New Individual)**
- **Diversity Award Criteria developed by committee.**
 - Distribute packet to MSCs in 3rd Qtr
 - Nomination packets due in DEC, select recipient and present at FEB Leaders Conference
- **Recruiting Initiatives (updated 8 JUL)**

Culture: Recruiting marketing/branding material

- 1.) Social Media – Facebook – 59.6% female followers.
- 2.) Diverse Juneteenth social media post has 234 impressions (last year 0) and 58 post engagements
- 3.) Gut Check – 65 registered females (4 Non-White) out of 181 total registered
- 4.) Beast of the East – 10 registered females out of 33 total registered

Community:

- 1.) LNI Basketball Tournament.
- 2.) State athletic tournament support
- 3.)
- 4.)



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MACOM Updates

196th MEB

- SSG Schuelke attended the National Military Women's Symposium in June.
- Yankton River Boat Days in August

196th RTI

109th RSG

JFHQ

- EOLC Cultural Food Tasting Event – June 23
- Pine Ridge, Parade – June 23
- Oglala Nation Powwow & Rodeo August 3, 4, 5 & 6, 2023, Pine Ridge
- Developing plans for Native American Heritage Month Cultural Display (October)



JOINT DIVERSITY EXECUTIVE COUNCIL MEETING
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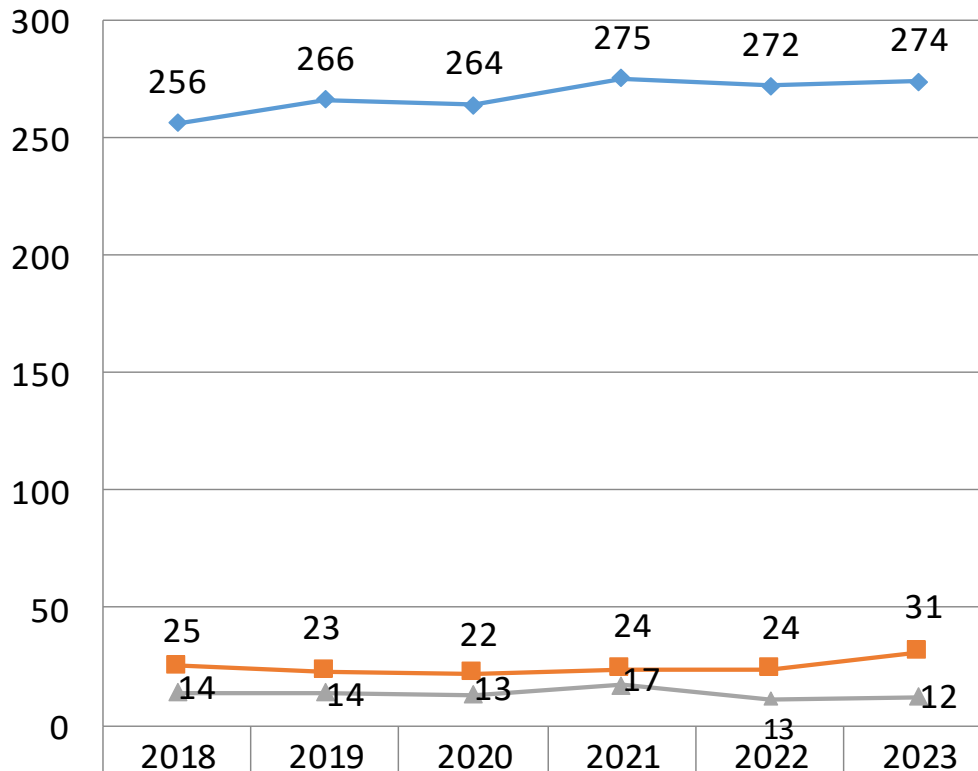
Air National Guard
Diversity Council Update
Brig Gen Lair



SD AIR DIVERSITY NUMBERS BREAKDOWN



Total Number



◆ Female	256	266	264	275	272	274
■ Non-White Male	25	23	22	24	24	31
▲ Non White Female	14	14	13	17	11	12

Female - All
24.9% assigned str
15 assessed FY23
22.7% accessions

Male Non-White
2.7% assigned str
4 assessed FY23
6.0% accessions

Female Non-White
1.1% assigned str
2 assessed FY23
3.0% accessions

66 Total
Accessions

End Strength
1098

As of 30MAR2023



SDANG 2023 JDEC Lines of Effort



3 CORE COMPETENCIES

Enhance diversity & inclusion in the SDANG so it reflects the communities we serve and create an inclusive environment valuing and empowering all.

Culture

Develop, mentor and retain diverse talent reflective of the communities the SDANG serves.

- Lobo Leadership Course
- Focus Group D&I Awareness
- Control Grade Boards
- Diversity Retention Metrics
- ~~Monthly Talking Points~~
- ****NEW**** Blue Print App

Mission

Ensure leaders at all levels champion diversity strategic priorities.

- Recruiting Goals
- DEOCS
- Key Personnel Briefing
- HRA – Diversity & Inclusion brief

Community

Develop and increase diversity partnerships, both internal and external to the SDANG.

- Rising 6 and Top 3
- Airman and NCO of the Quarter
- Partnership w/ Active-Duty Recruiters
- Sioux Falls High Schools Access
- Internal and External Community Events



SD AIR DIVERSITY 4TH QUARTER ASSESSMENT



Add underrepresented demographic member of SDANG to board

- TSgt Mary Rose Siri is fulfilling this role into FY24.
- Both AMN and NCO of the quarter as guests
 - 2nd Quarter Award Winners – SrA Hoogendorn (Ops) & SSgt Hart (PA)

Continuing Education of the Executive Board

- Upcoming training by SMSgt Roorda during Oct UTA

Region JDEC event is in Great Falls, MT, 15-18 August

- Potentially two SDANG JDEC members will attend



SD AIR DIVERSITY 4TH QUARTER ASSESSMENT



Enhance diversity & inclusion in the SDANG so it reflects the communities we serve and creates an inclusive environment valuing and empowering all.



Culture

Develop, mentor and retain diverse talent reflective of the communities the SDANG serves.

- Lobo Leadership Course**
 - Cohort 4 – FY23
 - Focused on Strategic/Mission overview; Character and Culture of a Leader; Character Accountability; Navigating the Big Picture; Vision Statement; Leadership Development Plan
- Focus Group D&I Awareness**
 - Continue to promote focus groups to Commanders
- Control Grade Boards
- Diversity Retention Metrics
- Blue Print App **NEW****
 - Spread JDEC awareness internally

Color Key

- Fully Operational
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- Initiated but Slow Progress
- Initiated, No progress or Not Started

Retention Metrics

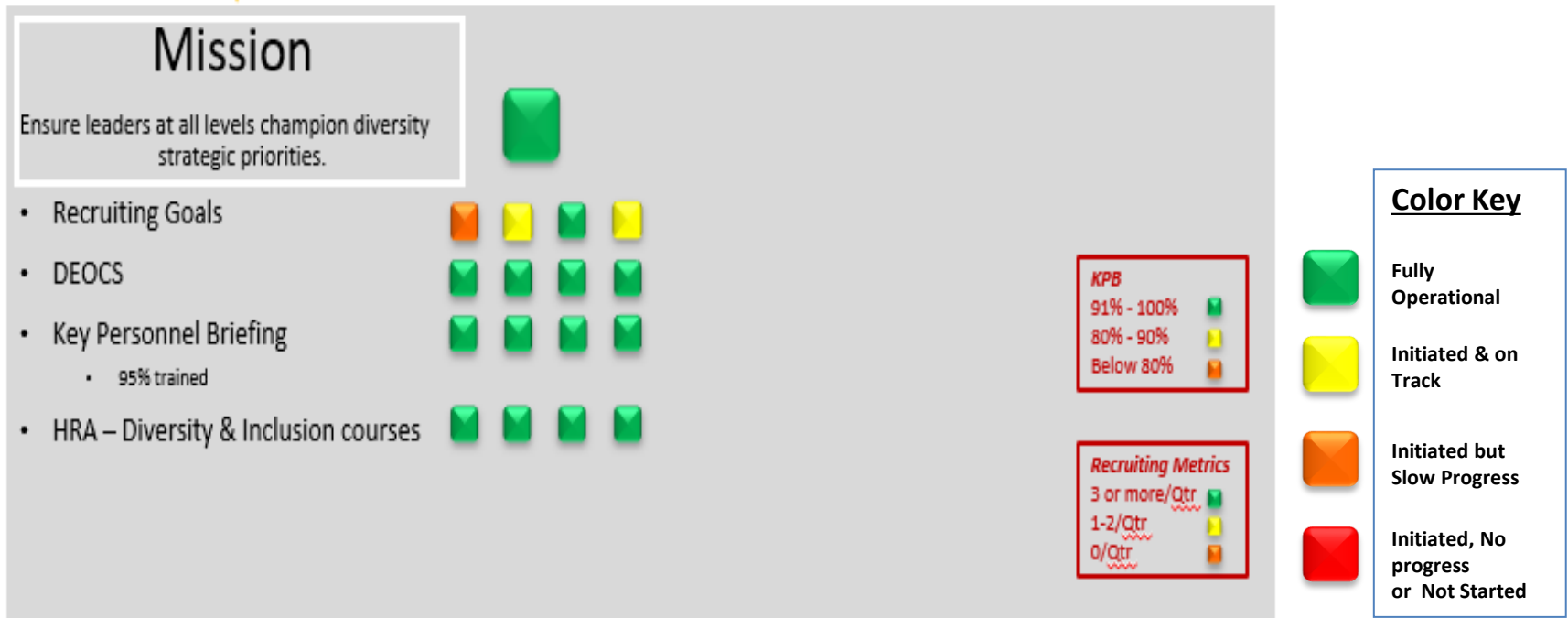
- 0 Loss/Qtr
- 1-2/Qtr
- 3 or more/Qtr



SD AIR DIVERSITY 4TH QUARTER ASSESSMENT



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SD AIR DIVERSITY 4TH QUARTER ASSESSMENT




Enhance diversity & inclusion in the SDANG so it reflects the communities we serve, and creates an inclusive environment valuing and empowering all.

Community

Develop and increase diversity partnerships, both internal and external to the SDANG.

- Rising 6, Top 3 & Newcomers Briefing    
- AMN & NCO of the Quarter    
- Partnership w/ Active-Duty Recruiters    
 - AIM Wing Event, PBR
- Sioux Falls High Schools Access    
 - WHS Military Panel, Jefferson Recognition Event
- Internal & External Community Events    
 - Boy Scouts of America

Events Metrics

2 per Qtr 

1 per Qtr 

0 per Qtr 

Color Key



Fully Operational



Initiated & on Track



Initiated but Slow Progress



Initiated, No progress or Not Started



SD AIR DIVERSITY FY23 OVERALL ASSESSMENT



	SDANG Diversity Strategic Core Competencies	FY23 1Q	FY23 2Q	FY23 3Q	FY23 4Q
1	Culture: Develop, mentor and retain diverse talent reflective of the communities the SDANG serves.				
2	Mission: Ensure leaders at all levels champion diversity strategic priorities.				
3	Community: Develop and increase diversity partnerships, both internal and external to the SDANG.				

Color Key



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JOINT DIVERSITY EXECUTIVE COUNCIL MEETING
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South Dakota National Guard

Roll- Up



SDNG 2023 Overall Assessment



	SDNG Diversity Strategic Core Competencies	FY23 1Q	FY23 2Q	FY23 3Q	FY23 4Q
1	Culture: Develop, mentor and retain diverse talent reflective of the communities the SDNG serves.				
2	Mission: Ensure leaders at all levels champion diversity strategic priorities.				
3	Community: Develop and increase diversity partnerships, both internal and external to the SDNG.				

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SDNG Status – Affirmative Employment Program (MD-715)



	SDNG 6 Essential Elements of a Model EEO and Affirmative Employment Program	FY19	FY20	FY21	FY22 DUE 28APR23
A	Demonstrated commitment from Agency Leadership				
B	Integration of EEO in the agency's Strategic Mission				
C	Management and Program Accountability				
D	Proactive Prevention				
E	Efficiency				
F	Responsive and Legal Compliance				

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Military Equal Opportunity Annual/Quarterly Reports: Army – Submitted/Air Due JAN UTA

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



SDNG JDEC TAG Checklist



Diversity & Inclusion Checklist

Does your state have a strategic plan for your diversity initiatives? **Yes**
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 designed to craft tailored individual development plans for your military and civilian employees? (Goal 4) **Yes** – Military/**Yes** – SDNG Pam 400 (Technician Training)

Are the following posted on the states public website: (Goal 1, 2, 3)
D&I strategic plan – Yes, JDEC meeting minutes - Yes, MD-715 EEO – Yes,
Annual ANSR and MEO reports **NO – PAO Update – status of public website?**

Does your state conduct or participation in annual diversity training, programs in addition to required EO/EEO/SHARP training? (Goal 3, 4) **Yes**



SDNG JDEC TAG Checklist



Diversity & Inclusion Checklist The Adjutant General (TAG) Checklist

Does your state conduct community outreach targeting under-represented demographic groups? (Goal 3) **Yes**

Does the TAG meet at least bi-annually with your state diversity council to review how your state is progressing on the execution of the state D&I strategic plan? (Goal 1, 2, 3, 4) **Yes**

Does your state complete and submit quarterly updates to the Regional and NGB Office of Equality & Inclusion? (Goal 1, 2, 3, 4) **Yes/No – limited communication**

Do you have a GO/D&I Officer and SEL who are actively serving on the state or Regional JDEC? (Goal 3) No - Need GO and SEL?



JOINT DIVERSITY EXECUTIVE COUNCIL MEETING
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New Business/Discussion

Region 8 JDEC Meeting
Montana, Malmstrom AFB
August 15-17

RSVP NLT 31JUL – email was sent to the
Council on 13 July



**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, October 15th, 1200 MT/1300 CT

FY24 1st Quarter Meeting

FY23 4th Qtr/Year End data