

NATIONAL GUARD
 BUREAU ARMY
 NATIONAL GUARD
 ANNUAL NARRATIVE and STATISTICAL REPORT on EO PROGRESS
 NGR 600-21 NGR Army National Guard dated 22 May 2017

20221130 Date

STATE: South Dakota PERIOD COVERED: 01OCT21-30SEP22 RESPONSIBLE OFFICER: LTC Sarah Gadbois, SDARRNG HR/EO

1. COMPLAINT SUMMARY INFORMATION

Disposition	Race	Color	Religion	Gender, not S/H	Sexual Harassment (Includes Sexual Orientation)	Reprisal	National Origin
Settled	0	0	0	-	2	0	0
Withdrawn	0	0	0		0	0	0
Appealed & Pending NGB FAD	0	0	0		0	0	0
FAD - No Finding of Discrimination	0	0	0		0	0	0
FAD - Finding of Discrimination	0	0	0		0	0	0
Other	0	0	0		0	0	0
Total Formal Complaints	0	0	0	0	0	0	0
	a. Total# ADR	0	b. Total# ADR Settled	0			
Total Informal Complaints	2	a. Total# ADR	0	b. Total# ADR Settled	0		

2. EQUAL OPPORTUNITY ADVISOR INFORMATION

Unit and level of Command	Rank/Name	Position	DEOMI Qualified		Race	Gender	Assigned Date	Replacement Date
			Yes (Date)	No				
State	LTC Sarah Gadbois	HR/EO	April 2019		White	F	May 2018	2023
State	SGM Mike Wilkening	EOA	April 2019		White	M	June 2018	2024
JFHQ	MAJ Carol Jordan	EOA	August 2018		White	F	October 2017	2023
109th RSG	MAJ Thadus Schmit	EOA	November 2021		White	M	September 2019	N/A
196th RTI	MAJ Sarah Weizler	EOA	August 2016		White	F	July 2022	N/A
196th MEB	CPT Blarne Aanning	EOA	May 2022		White	M	November 2021	N/A

3. STAFF ASSISTANCE VISITS (SAV) / EOLS / DEOCS / EO / HAZING AND BULLYING TRAINING:							
MACOM (UNIT)	SAV (Completed/ Required)	EOLS (Trained/Required)	DEOCS: (Completed/Required)	EO Training (Attended/Required)	Hazing and Bullying Training (Attended/Required)	Senior Leaders Attending EO Training (O5 and Above/ CW4s and Above, E8s and Above)/ Total	
JFHQ	10	1/3	2/2	176/284	176	284	48
196th RIT	8	3/3	1/1	28/53	28	53	7
109th RSG	9	17/18	5/5	637/1161	637	1161	38
196th MEB	12	14/20	7/7	964/1495	964	1495	29
Total	39	35/44	15/15	1805/2993	1805	2993	122/275
Percentage %		80%	100%	60%		60%	44%

4. COMMENTS REGARDING TRAINING I.e. SUCCESSES, BARRIERS, FEEDBACK:

Successes:
 Conducted an EO refresher workshop; 15 EOL's and 5 EOAs from across South Dakota participated.
 Hosted two cultural events paired with ethnic food tasting; these events are very interesting and always well received.
 One Soldier completed DEOMI EOA training this training year.

Barriers: Lack of dedicated EOA MTOE authorization at Brigade level. EOAs are an additional duty at the Brigade level, it can be difficult to balance EOA additional duty tasks with assigned duty position responsibilities on a monthly basis.



5. IDENTIFY COMMUNITY AFFAIRS INVOLVEMENT:

Community engagements have continued to be popular throughout South Dakota. This past year our Soldiers have participated in a wide variety of small and large scale community events; parades, static displays, career fairs and school presentations. Some of these events are large, multi-day events such as the Cinco de Mayo celebration and the Lakota Nation Invitational Basketball Tournament which we participate in annually. Participation in these community events not only showcases the diversity of personnel in our organization but it also facilitates building strong ties within our communities across the state of South Dakota.

6. ADJUTANT GENERAL ASSESSMENT OF THE OVERALL HUMAN RELATIONS CLIMATE

The South Dakota Army National Guard (SDARNG) continues to maintain consistency in recruiting diversity throughout the organization while maintaining attrition. We continue to broaden knowledge and provide opportunities across our organization through the utilization of programs such as the Diversity Council and Military Women's Program which continue to meet regularly. The Women's Military Program is in the process of developing a Women's Symposium which will consist of a key note speaker, focus on state wide survey results and provide networking opportunities within our organization. Additionally, the SDARNG continues to promote and support the EO program through Command Inspections, training opportunities at leadership workshops, EO/AEOL refresher training opportunities, and conducting required annual training at all units across the state.

Action Officer Print Name: LTC Sarah M. Gadbois
TAG Print Name: MG Jeffrey P. Marlette

Signature: 
Signature: 

Date: 16 Dec 2022
Date: 16 Dec 2022