

**Ohio JDEC Minutes**  
28 January 2016 (1400-1525)  
HRO Classroom

**1. Attendance:**

x	TAG	Maj Gen Mark Bartman	x	HRO	COL James Camp
x	ATAG Air	Brig Gen Greg Schnulo	x	COS Army	COL Randal Shears
x	ATAG Army	MG John Harris	x	DOS Air	Lt Col Holley Mitchel
	A. GM GEN	BG (Ret) Dana McDaniel		ROT MEM Air	N/A
x	CCWO Army	CW5 Jay Stuckman		ROT MEM Army	N/A
x	CCM Air	CMSgt Phil Smith	x	SEEM	MAJ Shaun Robinson
x	CSM Army	CSM Roger Jones	x	A. SEEM	MSG Jon Ribacchi
x	Visitor	CPT James Field		Visitor	

**2. Opening- 5 minutes**

Colonel Camp opened the meeting describing that he had followed Maj Gen Bartmans lead and turned the day to day operation of the COD-I over to MAJ Robinson in order to “get the rank out of the room” and facilitate more open thought, discussion and action during COD-I meetings. MAJ Robinson reported that in fact “getting the rank out of the room” had fostered an environment during the meetings where more people felt comfortable to speak their minds and where there was greater participation not only by a larger percentage of COD-I members but also that the participation appeared to be more open, frank and honest leading to more “buy-in” of the COD-I participants and increased movement on actionable items.

**3. Major Robinson Presentation – 40 minutes**

MAJ Robinson opened his briefing and thanked everyone in attendance and reviewed the summary.

a. MAJ Robinson reviewed the Diversity & Inclusion (D&I) Key Performance Metrics (KPM) updates noting that the previous CNGB Checklist for D& I had been updated to a new checklist and reviewed the red status.

b. MAJ Robinson started the review of COD-I Action Items (AI)/Ongoing Initiatives by orientating everyone to the CNGB D&I Checklist/COD-I Action Item Tracker spreadsheet which aligns checklist calls with AI's to ensure that checklist items are being addressed and the AI's are addressing checklist items. MAJ Robinson then reviewed the AI's as follows:

(1.) AI 1-3 which were previously green and will not require further action unless there is a significant change. These items will be archived.

(2.) AI-4 involved showing the JDEC the location of the new D& I link on the ONG public webpage and moved from amber to green.

(3.) AI-5 involved showing the JDEC the proposed new D&I website including an online tour of the heritage link, news link, resources link and the spotlight link where SSG Omar Rassi is spotlighted. It was pointed out that it is planned to use this video as the model for future videos that each MSC and Wing will be tasked to produce.

(4.) AI-6 was a discussion of the direction the COD-I was taking in the development of a D&I award for Air and Army units. The proposed award would require nomination by the unit level. The COD-I would act as the vetting/selecting authority for proper visibility and also to ensure appropriate criteria were met. The award could then be signed and presented at the local or submitting unit level. If warranted the award could also be elevated based on the recommendation from the COD-I to a higher level award such as Ohio Commendation and presented at the appropriate level.

(5.) AI-8 The JDEC charter was provided as read ahead. Highlights of the discussion included the rotating member concept which helps to keep the JDEC size from becoming overwhelming, because Ohio is a large state and has many Wing's/MSC's. This concept still allows for senior leadership of every wing or MSC and provides more NCO participation in an officer heavy body. It was also discussed to slim down the wording of Section V of the JDEC Charter in describing the chain of command.

(6.) AI-9 included a discussion and description of working group results that were tasked developed an education program. The education program plan is detailed and ready to be briefed to the JDEC by the CPT Kirker who developed the program. The recommendation by MAJ Robinson and the COD-I is that the JDEC reconvene in the future for the JDEC to be briefed by CPT Kirker and for decision by JDEC.

(7.) AI-10 MAJ Robinson updated that a working Joint Diversity & Inclusion Strategic Plan (JDISP) has been developed and is being followed but will not be finalized until all of the previous AI's have been completed.

#### **4. COL Camp Presentation- 10 minutes**

AI-7 COL Camp led the conversation on updating the hiring team composition. He had discussed with three different outside organizations senior hiring officials to review and get feedback into our hiring practices. All three basically agreed that what we were doing was on track based on some of the regulatory constrictions we are placed with. What they did suggest is that our HR update our policies to include recommendations rather than requirements that that the hiring officials could try reaching out to more diverse personnel for hiring boards and to list those recommendations in the changes. Also to include a process where the hiring officials could provide feedback on the recommendations, how effective the

recommendations were when tried and allow the hiring officials to provide their own ideas into how to make the hiring boards more diverse. This would be more inclusive because more ideas could be captured, evaluated as well as create buy in from the hiring officials.

#### **5. JDEC Request for approval and open discussion- 20 minutes**

MAJ Robinson reviewed the items that required JDEC approval, facilitated the conversations and asked for approval of each item. The items and approval status are as follows:

- a. Website launch- was approved as is
- b. Publish updated diverse interview guidance- approved to continue to keep working and refining
- c. JDEC Charter- approved to make discussed changes and review in the future
- d. Reconvene JDEC for proposed Diversity 7 Inclusion Training Package Overview- was approved to schedule with Elaine Phipps (14 MAR 2016, 1400 HRS, HRO Classroom)

#### **6. Closing comments and command guidance- 10 minutes**

Brig Gen Schnulo asked about the age of the youngest COD-I member and recommended that maybe some younger personnel be brought into the COD-I.

MG Harris stated that the JDISP could and should be worked on into completion even if the other AI's were not completed. He requested that the JDISP be completed and ready for approval by the next quarterly JDEC meeting.

Maj Gen Bartman thanked MAJ Robinson and COL Camp for the briefing and the COD-I for their hard work. He also discussed how important it is have diverse news sources and that watching only once source of news, for example, Fox News does not aide in an individual's ability to create diverse thought. He also stated that while listening to NPR one day heard a story of D. Watkins, author of *The Beast Side, Living and Dying While Black in America*. As he told us the story he pointed out that reading the book had helped him become more knowledgeable in a part of society that is very different from his own personal experience and suggested that we all read the book and that it might upset many of us but that he wanted everybody in the room to be able to discuss or share their experience of reading the book. Maj Gen Bartman passed out one of D. Watkins books to everybody in attendance and thanked everybody for attending the meeting.