



**STATE OF OHIO  
 ADJUTANT GENERAL'S DEPARTMENT  
 2825 West Dublin Granville Road  
 Columbus, Ohio 43235-2789**

14 February 2017

MEMORANDUM FOR HRO/EO Staff

FROM: HRO

SUBJECT: JDEC Meeting Minutes  
 14 February 2017, 1300-1430

**1. Attendance:**

Function	Member	Present	Absent
TAG	Maj Gen Bartman	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ATAG ARMY	MG Harris	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ATAG AIR	Brig Gen Schnulo	<input checked="" type="checkbox"/>	<input type="checkbox"/>
HRO/CC	Col Giezie	<input checked="" type="checkbox"/>	<input type="checkbox"/>
HRO/CC	COL Betts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
COS Army	COL Shears	<input checked="" type="checkbox"/>	<input type="checkbox"/>
COS Air	Col Coghlin	<input checked="" type="checkbox"/>	<input type="checkbox"/>
CSM Army	CSM Jones	<input checked="" type="checkbox"/>	<input type="checkbox"/>
CCM Air	CMSgt Jones	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SEEM	MAJ Robinson	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Executive Officer	MAJ Paley	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Capt Baszynski	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**2. Opening – 5 Minutes**

MAJ Robinson opened the meeting describing Action Items, Seeking Guidance and Direction

**3. MAJ Robinson Presentation - 70 minutes**

Diversity and Inclusion Video is being reworked to be internal or external. Capt Baszynski will take MAJ Robinson to the Wings.

Maj Gen Bartman remarked it should be released on all platforms.

Col Giezie informed how there has been a lot of feedback from the wings in regards to the HRO interview procedures, some negative but that all agree we want an airtight product. Many are also happy that we seem to be taking a bigger look at the airmen and soldiers.

Unconscious Biased Training – Col Giezie informed it is similar to EO training on Sunday of Drill. It gives 5 techniques to defeat the unconscious bias that everyone deals with and helps to identify what that bias is inside all members.

Col Coghlin remarked how the recruiters found the training very helpful and will be performed in September

MAJ Paley has a copy to be completed with Recruiters, 178<sup>th</sup>, HRO

Gen Bartman wanted to know how to you plan on doing the training? Would train how many people and are the cards copyrighted?, EOA's?

MAJ Robinson requested a memo stating what this can be used in lieu of 1 Hr of EO training for units.

Gen Barman wanted to know the cost and restriction in regards to copyrights, can we even use this for our aiman and soldiers?

The discs would be \$795.

COL Shears remarked how this could be a breath of fresh air as opposed to another powerpoint.

Action Item 10: Joint Diversity Strategic Plan

Maj Gen Bartman asked for the EO Office to send him an email with Approve/Disapprove/Comments to give them a few weekes to respond this way they would not need to reconvene just on this issue.

Action Item 11 Diversity Day

Want to use as a transgender policy awareness. Maj Gen Barman asked what the wording was because if it states "encourage" then it doesn't need to happen. Requested it be re-sent to change it to "Must" or "Will".

Col Coghlin said to specify which is wanted: a day, an hour, a display? Clarify, that maybe even an event.

If the EOA sends an after action report it will show you what you have and would be easier to keep up with status.

Action Item 12 Pride Month

Maj Gen Bartman had some more guidance for this, since this is tfirst time we have done this, we need to keep our presence low key. Tables and Tent only, lets see how it goes the first time. No bouncy house, no Humvee, no bugey, no toys. Must be in soft uniforms – polo shirt, kakhi's, no ABUs.

Col Giezie suggested to reach out to Maj Grosjean as she would like to participate or assist.

Maj Gen Bartman wants next time to know the complete plan. What exactly we will be doing. Also to get with PAO to assist with the "skinny heads" on the newsletter for a more professional design.

Affirmative Action Plan:

Maj Gen Bartman asked who determines if we are over or under represented? This might not be sending the right message. What are Ohio's numbers? Even at the DOD level we should be doing a better job at matching the population around us.

Col Coghlin said this should be incremental with a long term goal.

Brig Gen Schnulo said we will finally be there when we have an equal representation across all ranks.

The COD-I needs an Army Recruiter on it as well.

Col Coghlin said we need more actual numbers, not just net, need the gross numbers.

Col Stewart can provide Army side SMSgt Blakley can provide on Air side.

CSM Jones said enlisted schools should be included as well.

Brig Gen Schnulo said your organization needs to be representative of the communities that our Wings/bases are in.

Need to get more historical data.

Maj Gen Bartman said how IO's should always be from a different Brigade

#### 4. Closing – 10 Minutes

Briefed all on February Observance Month.

Maj Gen Bartman wanted to know more about the speaker Harrison, David and if there was only 1 speaker. He would also like to assist with suggestions of who to bring on with some advance notice to prevent any issues arising from speakers that have not spoken here before. Send more than one month out ahead of what the EO Office has in regards to speakers. We need to make sure the horse stays in front of the cart to keep the precedent correct.