

# JDEC Agenda/Minutes

6 October 2015 (1400-1530)

HRO Classroom

## 4.1.1 – Deploy the OHNG joint comprehensive inclusion & diversity strategy

### 1. Attendance:

#### **Permanent Members:**

The Adjutant General (Chair): Maj Gen Mark Bartman - Present  
Air ATAG (Vice-Chair): Colonel Greg Schnulo – Present  
Army ATAG (Vice-Chair): MG John Harris – Present  
Chief of Staff (ARNG): COL Mark Cappone – Present  
Director of Staff (ANG): Lt. Colonel Holley Mitchell – Present  
Director of HR: COL James Camp – Present  
State Command Chief Warrant Officer (ARNG): CW5 Jay Stuckman – Present  
State Command Chief (ANG): CMSgt Phil Smith – Present  
State Command Sergeant Major (ARNG): CSM Rodger Jones – Present

#### **COD-I Members:**

Director of HRO: Colonel James Camp – Present  
Deputy Director of HRO: LTC Betts – Present  
SEEM and State Diversity & Inclusion Advisor (SDIA): MAJ Robinson- Present

### 1. **Colonel Camp Presentation -**

Colonel Camp opened the meeting and thanked everyone in attendance. He noted the mission of the COD-I being a working group for the Joint Diversity Executive Council (JDEC) He noted that he would be updating and briefing the JDEC on the COD-I current action items. Maj Gen Bartman noted that the name of the slide (Adjutant General's checklist) made it appear that this was his checklist and not a product made by NGB. MG Harris noted that he would like to see a "measure of return on investment" for these metrics and know how NGB plans to monitor this checklist. Next Col Camp briefed the TAG Ohio D&I checklist and COD-I Action Item tracker created by MSG Ribacchi to the JDEC. Maj Gen Bartman questioned how the (\*) markings count towards completion but generally liked the layout and information flow of the checklist. Col Camp asked for permission for two working sub groups consisting of company grade and younger service members and Maj Gen Bartman agreed (in reference to JDISP). Next Col Camp noted the completed action items, in progress action item, and future action items to the JDEC.

### 2. **LTC Betts Presentation-**

LTC Betts led the JDEC thru a mockup of the Diversity and Inclusion website created by the PAO office showing how to navigate the different sections, news, resource center, heritage, and finally the spotlight section which included several short "vine type" videos. The JDEC seemed generally impressed and eager for this website to be put into action with a discussion that included possible timelines, and applicability.

### 3. **Required JDEC Guidance-**

Col Camp led the final section beginning with a request for guidance on three specific Action Items (AI). The first question was AI-7 (Diverse Categories for Hiring Board Members). The discussion centered around composition, regulatory requirements, and giving alternate "menu's" for hiring officials to choose from. Col

Camp requested a working group to develop COA's and also that he is aware of the timing for the current collective bargaining agreement. Maj Gen Bartman agreed to the working group, and suggested they consider outside data, other state best practices, and outside industry as sources for COA's. Also, he suggested visiting corporations and interviewing outside HRO professionals for input. MG Harris asked the working group to attempt to "clarify what is the purpose of a diverse board?" He also discussed the "tribal mindset" within the Army and suggested that an effective diverse board should be able to "withstand scrutiny". Next Col Camp moved on to AI-9 the Joint Diversity and Inclusion Strategic Plan (JDISP). Maj Gen Bartman agreed to move ahead with then plan, and suggested the COD-I look at specific criteria for awards, look to other freedom award winners and ask "what they did to win it". Col Camp then moved on to the last item AI-10 (Deploy four lenses and LCP training to key leaders. Maj Gen Bartman did not specifically approve this. He cautioned "mandating training to subordinate units" MG Harris also commented that he had attended the LCP training and had learned a lot about himself and his thinking, however he would have liked more guidance on how to apply this training as a leader.

#### **4. Closing comments and Expectations-**

Col Schnulo noted that the COD-I should take a hard look at our "ourselves as an organization", and that in his opinion we are in "the same place as 20 years ago...why?" Lt Col Mitchell noted that the COD-I should also look for identifying the underlying problems in recruiting and retaining diverse service members. CSM Jones stated that understanding "Cognitive differences" in recruiting must be addressed if we are to continue to grow as an organization. Maj Gen Bartman noted that we must find more ways to engage millennial's, that the ONG (being a community based organization) should take ownership for low ASVAB scores by finding ways to contribute (tutoring?). He also noted that he would like to find a doctoral student willing to do a dissertation/gather data on why the ONG cannot recruit past 20% female and 15% minority and what are the underlying issues. Lastly, Maj Gen Bartman gave his expectations that AI 4 thru 10 be given a "specific timeline" and a "solid plan on how to turn to green" by the next JDEC.

#### **TAG SPECIFICS:**

- Ways to engage Millennials
- PHD Study
- Awards Criteria
- Working Group for JDISP...LTC Mason Robinson Ribacchi Bourassa SSG Ratliff (G1) MSG White
- Timeline for AI's 4-10