



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

29 August 2016

MEMORANDUM FOR HRO/EO Staff

FROM: HRO

SUBJECT: JDEC Meeting Minutes  
29 August 2016, 1500-1700

**1. Attendance:**

Function	Member	Present	Absent
TAG	Maj Gen Bartman	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ATAG ARMY	MG Harris	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>
COS Army	COL Shears	<input checked="" type="checkbox"/>	<input type="checkbox"/>
CCM Air	CMSgt Smith	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SEEM	MAJ Robinson	<input checked="" type="checkbox"/>	<input type="checkbox"/>
COS Air	Col Coghlin	<input checked="" type="checkbox"/>	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>

**2. Opening – 5 Minutes**

MAJ Robinson opened the meeting describing Action Items, Seeking Guidance for KPMS

**3. MAJ Robinson Presentation - 120 minutes**

MAJ Robinson thanked everyone in attendance. Briefed why our region looks as though we are behind, Maj Gen Bartman agreed as long as we are reporting accurate numbers.

COL Shears spoke about the NGB Diversity and Inclusion Conference workshop. Not so much of a workshop as a briefing. Minnesota has an O-5 dedicated to diversity Inclusion, 2 main take-away: Talent Management, Mentoring, lack of awareness of military from the guest speakers. Talked about need to know, Data Sharing, Better Data Capturing.

MG Harris commented on how regulations need re-written to allow more people with medical surgeries to be allowed in. Ex: Gender Dysphoria, stable for 3 years if there are other medical issues like Depression in childhood.

Maj Gen Bartman commented on how Asthma might be specifically an issue, how many children grow out of it. Medical issues in the regulations may cause issues/conversations.

COL Shears briefed how by 2050 50% of the population will be minorities.

Brig Gen Schnulo briefed on etiquette and security. Maj Gen Bartman talked about some note takers take notes on phones, can be difficult to judge younger generations quickly.

Slide #8: Maj Gen Bartman requested further explanation on how the 30% and 40% were arrived at?

Maj Robinson explained because it is entered into an online database that then grades your responses and gives out the percentages.

COL Shears talks about re-assessing the website.

Slide #11: Defined problem statement, answered the “why?” Spoke about the video and the que in PA is backed up with other videos. Requested TAG email or JDEC letter to proceed.

Brig Gen Schnulo requested more details and status of video before pressing forward.

CMSgt Smith talked about using a young Amn or Diverse Individual to narrate

Maj Gen Bartman is fine with making it a priority but also wants to know more about it first.

Col Coghlin agreed that if it is about 1<sup>st</sup> term Amn and soldiers, then needs to be narrated by peer in entirety – peer to peer might be more effective and received better than a downwards directed.

Col Giezie expressed why diversity is so important to us and that some middle term of the force has non-inclusive thoughts. Perhaps both need to be included.

MG Harris said that it was important that people need to see that upper management does have an eye and includes diversity. Ex: a non-fighter pilot ATAG.

COL Betts commented that maybe start with leadership then going through peers/younger soldiers

Col Coghlin asked what the other videos were in PA

Brig Gen Schnulo was concerned that they believe we are not getting out? We may be treading some water and not making strides. Would venture to say that over 20 years the numbers haven't really changed and is this video different enough to make a change.

MG Harris concerned we may not be tying everything together. Make sure we are treating everyone with respect.

Brig Gen Schnulo asked how we were to measure the change and MG Harris suggested din the EO cases and the nature of them to which Maj Gen Bartman suggested measured yearly.

MG Harris commented that some soldiers are being very drastic in regards to what they are posting on social media.

Maj Gen Bartman concerned about how it is packaged... Could there be other mediums that would be more effective? Ex: Twitter to ensure widest distribution? Maybe diversify the group of COD-I? Get first term Amn and Soldiers and put them together and see what their ideas are as opposed to non-first term.

MG Harris spoke about how OCT 15<sup>th</sup> he is already getting a group together of maybe 25-30, Brig Gen Schnulo commented that the Air could get a group together to attend as well.

Maj Gen Bartman commented that we will not get any better answers or ideas until we ask the first term young Airman and Soldiers.

Col Coghlin and COL Giezie discussed how might need more than one platform for release that members in the 30's might not be using the same as the 1<sup>st</sup> term airman and they need reached as well.

Slide #12: Brig Gen Schnulo asked about interacting with the COD-I

All agreed with the Diversity and Inclusion Award

Slide #13: Action Item #9

Maj Robinson, will check with BETM to make sure which courses it counts for and if they just need a signature.

MG Harris thinks mental health aspect belongs separate. Behavioral Health should be in a different category.

Col Giezie discussed how it would not be 1 course that knocks everything out will be a set of courses developmental in nature. Wasn't about making just 1 program.

Maj Gen Bartman wasn't sure what Maj Reese was building

COL Betts talked about needing a place to hang things on TAG Net or a Resource Toolbox(Col Coghlin) to sign up for training that each member wanted like 4 lenses, supervisory training

\*\*Re-group and give briefing at next JDEC.

Slide #14: MG Harris switch wording to Diversified Individual? Keyword is Diverse

Col Coghlin feels as though field would hear "Choose the diverse candidate"

Maj Gen Bartman discussed having a lot of rules and statutes, a lot of companies that are for-profit have a female and minority applicant before the board is even put together.

Col Coghlin suggested we start opening the pool to a larger group of candidates.

Maj Gen Bartman discussed the Crew Chief and anyone who wants to be one and looking at the whole group

Col Giezie remarked that anyone who is qualified can apply.

COL Shears still do have to keep qualified

Maj Gen Bartman asked will those even apply if we open it up

MG Harris talked about how we can't overlook that we are hiring for traits, tiebreaker should be diversity

Brig Gen Schnulo asked if we are already considering for diversity in applicants. Would it be too far to send up justification if someone who is not diverse is selected?

Col Coghlin suggested we refine what we are asking of selecting officials in case it is sending the wrong message.

Maj Gen Bartman asked if we could go back and see if employees are applying that are diverse.

Col Giezie are we cutting them out because of how the applications are put in? How many of the Ineligible who were disqualified how many of them were minorities?

Brig Gen Schnulo, how often do we look at the contents of the board?

Col Betts – we look at every board

Brig Gen Schnulo – wonder if how they score the sheet. 1<sup>st</sup> and last place is very close. We go to ATAG, if #3 and #4 is female and minority, ATAG can override selecting official?

Col Giezie spoke about Gen Smith had called him to justify a selection once in regards to diversity.

Brig Gen Bartman – Senior leadership might have to force things to happen. Potentially push to TAG level for approval.

\*\*All discussed about revising the point system for how on scoring interviews, potentially throwing out the scoresheet.

Col Betts talked about how we already have some guidance on other corporations and how they do their hiring boards, revisit the information

Maj Gen Bartman – then fold in and make sure it meets all Federal Law

COL Shears talked about how states that have large populations of Native Americans seem to have a good handle on equal diversity hiring systems.

CMSgt Smith – curious about how many people are actually getting the news that some jobs even open? Possibly find another way to communicate with the masses

COL Betts USA Jobs has a notification for title specific jobs.

Slide #18: Maj Gen Bartman why don't we use 50/50 split?

Col Giezie – or use a 60/40 or some other percentage based on the applicable eligible population

COL Shears – is the 18% actually enlistment eligible

Slide 20: Maj Gen Bartman requested the monthly IR Staff Meeting put EO Complaints on Spreadsheets of Col Coghlin

Col Coghlin remarked on how and why the withdrawals of complaints?

All agreed that there should be no fear of reprisal

Col Betts agreed it is good for the group to make aware that these are going on.

Maj Gen Bartman remarked on putting emphasis and importance of it amongst these groups.

Col Coghlin suggested maybe a questionnaire for members as to why members withdrew, how to get rid of the fear of reprisal/broken trust?

Slide #22: Gay Pride Parade and a military presence

Maj Gen Bartman remarked on intent should be educational, that laws have changed and we are open to diversity.

Col Betts talked about how there could be some backlash and someone would need to be present to diffuse in regards to discharges from the past

#### **4. Closing – 10 Minutes**

Slide 23:

\*Thought discussion was good and important

\*Should we slip a few weeks to early November?

\*Will give HRO time to noodle over selection procedures