



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

8 November 2016

MEMORANDUM FOR HRO/EO Staff

FROM: HRO

SUBJECT: JDEC Meeting Minutes
8 November 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"/>
State AVN OFF	CW5 Stuckman	<input checked="" type="checkbox"/>	<input type="checkbox"/>
COS Army	COL Shears	<input checked="" type="checkbox"/>	<input type="checkbox"/>
COS Air	Col Coghlin	<input checked="" type="checkbox"/>	<input type="checkbox"/>
CCM Air	CMSgt Jones	<input checked="" type="checkbox"/>	<input type="checkbox"/>
CSM Army	CSM Jones	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SEEM	MAJ Robinson	<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.

MG Harris asked if there would be enough time at the end of the special observance for a Q&A.

MAJ Robinson briefed the JDEC on KPM and CNGB D&I updates; actions items update; AAP update and TAG/JDEC guidance and direction.

MAJ Robinson discussed in detail AI #5 showed JDEC video produced by SSG Davis. MG Harris and CSM Jones suggested that they would like to actually see a diverse person in the video speaking and not just narrating with voice over. TAG would like the video updated yearly to keep it fresh in guardsmen's minds. Otherwise he liked the video.

Col Coghlin and Col Giezie recommended that the name of the video be called, "Ohio Guard Today."

AI #6 Diversity Award was briefed no comments made.

AI #7 Hiring Board was brief, Col Giezie elaborated on why he would keep Hispanics as minority board members and not count them as white. Col Giezie talked about utilizing other government agencies as board members on job interviews. And the impact of singularly point based grading on interviews.

AI #9 was briefed, TAG liked the idea and Brig Gen Schnulo stated as long as we meet the requirement for D&I training that they were good with it since it shaved 1hr off mandatory training. Air Force staff kept mentioning green dot

AI #11 was briefed, Brig Gen Schnulo recommended conducting the special observances at the WINGS/MSCs in the future.

AI #12 Pride Month was briefed, all staffed was concerned about the uniform for the event and recommended a variety for the different positions. For the static dispalys duty uniforms and for other guardsmens have soft uniforms on with Army logo. TAG suggested inviting Franklin County Veterans Service.

AI #13 D&I Newsletter was briefed, no comments on the newsletter

NGB APP was briefed, MAJ Robinson explained the rubrics and how to interpet the data. Brig Gen Schnulo was concerned that the rubrics did not account for attrition; where the demographic data was coming from. Brig Gen Schnulo concerned about shrinking recruiting pools and discussed was to retain Soldiers.

TAG wants to revisit the rubrics when the numbers are completed.

Discrimination complaints were discussed, no comments.

TAG direction and guidance on MLK breakfast and ETP for cost of breakfast briefed. Brig Gen Schnulo and CSM Jones recommended junior officers and enlisted attend not just commanders. Invite the whole state not just central ohio guardsmen and by as many tickets as possible.

4. Closing – 10 Minutes