

# Florida National Guard

## Joint Diversity Executive Council (JDEC)

### *Meeting Minutes*

Meeting Date: Tuesday, 22 June 2021

Meeting Duration: 1300 – 1430 hours

Meeting Location: Saint Francis Barracks (SFB) – Command Conference Room

#### Attendees:

- |                        |                                 |
|------------------------|---------------------------------|
| 1) Maj Gen Eifert      | 14) Will Manley                 |
| 2) Brig Gen Valle      | 15) Capt Frink Walker           |
| 3) BG Haas             | 16) CSM Lanham                  |
| 4) COL Johnson         | 17) CSM Kendrick                |
| 5) Col Larson          | 18) CMSgt Tracey Canady         |
| 6) Col Coffey          | 19) CMSgt Angella Beckom        |
| 7) COL Pelletier       | 20) Jim Lord                    |
| 8) CPT Griffin         | 21) Marty Nichols               |
| 9) MAJ Brown           | 22) Cyril Traeye                |
| 10) COL Glass          | 23) Col Matthew French          |
| 11) COL Temple         | 24) SMSgt Jennifer Harris       |
| 12) COL Harlamor       | 25) SMSgt Latisha Moulds        |
| 13) CMSgt Shelley Gill | 26) Chaplain Lt Col Hawkins Sr. |
|                        | 27) Lt Col Marsha Howell        |

### Topics

1. Maj Gen Eifert opening remarks. Let's get together and self-analyze the organization we expect it to be. How does the organization reflect to the communities we serve. We need to set the organization's processes to be inclusive of diversity and inclusion. We are happy to have subordinate commanders on the call. Encouraged to hear from the field on sustainment, improvements and diversity and inclusion discussions. We need to take the input from leaders. We need to review the data and figure out where we are going.
2. Brig Gen Valle asked that the council set suspense(s) for tasks and that everyone contribute, participate and add value.
3. BG Haas echoed some of the same things that TAG mentioned and was in agreement with his opening remarks. He also thanked the council for their D&I work.
4. The SEEM completed the roll call. There were 27 employees either in the meeting or on the call. The SEEM reviewed the agenda and mentioned that the TAG SJDEC checklist was due to NGB DEI NLT 30 June 2021. The SEEM submitted it on 29 June.

5. It was suggested that the Diversity & Inclusion (D&I) training announcement be included in the ALUB. It was also suggested that this training be expanded.
6. CSM Lanham stated that the enlisted hiring and promotion processes are mandated.
7. SEEM covered the goals and key task update. The SEEM coordinated two virtual D&I trainings. Ch Lt Col Emile Hawkins Sr. was the instructor, 17 & 24 June 2021. The total number of participants was 51. The SEEM mentioned that he coordinated a Four Lenses train the trainer, 16-18 February 2021, twenty-three employees attended.
8. The council discussed mentorship, Officer Career Management (OCM) and Active Talent Management (ATM). Speed mentoring was offered at the NGAFL conference.
9. Community outreach is an area of improvement for the FLNG.
10. 1LT Coleman, completed the Special Emphasis Program Manager (SEPM) course, 30 Sep 20.
11. TAG led the discussion on four demographic slides provided by NGB Diversity, Equity & Inclusion. 1) FLARNG FT/PT force, 2) FLANG FT/PT force, 3) FLARNG Commander Pipeline and 4) FLANG Commander Pipeline. TAG said the most important question is what are the barriers? He wanted real, honest dialogue. TAG asked Marty is the hiring process fair and he said yes. Jim Lord mentioned that DMA HR is in the process of updating their selection and hiring processes, policies, which should make the process more open and fair. CSM Lanham mentioned that most of the Service members (SM) are located in North FL and most Hispanics are in South FL and perhaps SMs may not want to take a job down south due to living in the north area of the state.

Additional discussions on the four NGB demographic slides.

- a. Lt Col Howell mentioned that the full-time force is where we get data for the AGR force internally or Active Duty.
- b. TAG suggested that the SEPM work on demographic data.
- c. MSgt Graham said that the ANG does not have a process to pull directly from the FL community. It uses Active Duty and the Air Force Reserves. He also said that they cannot recruit to the population of Florida.
- d. Col French mentioned that the focus is on building the junior officers and enlisted.
- e. TAG asked is it worth taking to the NGB about the process to direct commission. Col Coffey said that the FLANG is already looking into it and plan to execute in FY22.
- f. Capt Frink Walker said it is not so much about being diverse, but more so about inclusion.
- g. BG Haas said the barriers on the Army side are the type of formations, e.g. combat arms entry level positions. Change the MOS to ones that are more appealing which should help reduce some of the barriers.

- h. Lt Col Howell said the 125<sup>th</sup> FW are where the commander positions are located. The AOG may not identify as commanders, but are in leadership positions in the AOG and FLANG HQs.
- i. TAG said that he talked about the Full Time (FT) commander vs. part-time, if barriers exist for the MDAY force. He asked for the MSC commanders on the call to join the discussion. COL Glass said combat MOS looks into the junior leader barriers; need to grow the junior leadership level, barriers with cultural change from all male genders and now females are included; need to improve monthly counseling and evaluations. COL Harlamor said that it takes time to recruit chemical officers and that the new MTOE should help with new force structure. MAJ Brown mentioned the OCMB is one of the best processes and it should be looked into being incorporated in the Order of Merit List (OML) process. He said that mentorship should be a guide for some ones career. TAG asked MAJ Brown how best to do the mentoring? TAG then asked should a list of available mentors be distributed. MAJ Brown said that informal mentoring is probably best and that commanders need to encourage it, just like COL Harlamor has done for his units. Chief Canady suggested that you should mentor someone that looks like you, not like you, different gender and not the same rank.

12. The four NGB demographic slides were accompanied with Quick Tip questions that the TAG asked the council. Below are the questions, but a few of the responses are in section 11 above.

**Slides 1 and 2 Questions to Consider:**

- a. Does the diversity of the Full Time (FT) force mirror the diversity of the state National Guard?
- b. What second and third order effects result from the composition of the FT force, i.e., are promotion opportunities tied to FT positions?
- c. What barriers, if any, result from existing processes and procedures?
- d. What processes are in place or could be put in place to address any identified barriers?
- e. Are there additional measures that should be considered?

**Slides 3 and 4 Questions to Consider:**

- a. Does the command team represent the diversity of all National Guard members? Of National Guard officers in the state?
- b. What are the requirements to serve as a commander? Is this information available to all members?
- c. If representation declines at higher organizational levels, what are the root causes of the change?
- d. What barriers, if any, result from existing processes and procedures?
- e. What processes are in place or could be put in place to address any identified barriers?
- f. Are there additional measures that should be considered?

13. Col Coffey covered the last two slides on the examination of JDEC/D&I programs and the proposed EO/EEO/D&I organization structure. Capt Frink Walker had completed the work for these two topics. More to follow in the near future.

## **Topics for the Next Meeting:**

1. Start out with old business (1<sup>st</sup> slide).

## **Suspense or Action Items:**

1. Seek opportunities for Ch Lt Col Hawkins Sr. for Diversity & Inclusion (D&I) training throughout the FLNG. POC Col Coffey and COL Johnson.
2. Brief TAG on Special Emphasis Program Manager (SEPM). POC Cyril Traeye.
3. Send TAG update on status of D&I T5 position. POC Marty Nichols.
4. Recommendations for personnel to fill T5 D&I position. POC COL Johnson and Marty Nichols.
5. Provide TAG an executive summary prior to JDEC meeting. POC Cyril Traeye.

## **Next Meetings:**

Wednesday, 29 September 2021, 1300 hours

Thursday, 2 December, 2021, 0900 hours