

# Florida National Guard

## Joint Diversity Executive Council (JDEC)

### *Meeting Minutes*

Meeting Date: Friday, 25 September 2020

Meeting Duration: 0900 – 1030 hours

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

#### Attendees:

- |                   |                      |                    |
|-------------------|----------------------|--------------------|
| 1) Maj Gen Eifert | 7) Lt Col Brown      | 13) Jones, Marcus  |
| 2) Brig Gen Valle | 8) Capt Frink Walker | 14) Nichols, Marty |
| 3) BG Haas        | 9) CSM Lanham        | 15) Traeye, Cyril  |
| 4) COL Johnson    | 10) CSM Kendrick     |                    |
| 5) Col Larson     | 11) CMSgt Canady     |                    |
| 6) Col Coffey     | 12) CMSgt Beckom     |                    |

## Topics

1. Opening remarks. Maj Gen Eifert thanked the attendees for their participation and emphasized that he wants our JDEC to be action oriented. He said that we should seek for continuous improvement on key Diversity and Inclusion (D&I) initiatives, and that we should address artificial barriers. The GO's echoed the same thing.
2. The council reviewed the presentation topics. There were good discussions and questions on these topics.
3. Maj Gen Eifert asked the SEEM (Cyril Traeye) that when various DoD D&I reports, data or information are made available to the NGB to provide it to the JDEC so that we can learn what DoD is doing and to provide information that we can communicate to the FLNG.
4. COL Johnson provided recommended modifications to the JDEC council. The SEEM will work on the updates and provide the new memo to Brig Gen Valle and Maj Gen Eifert for final review and approval.
5. Brig Gen Valle selected the key tasks for each goal that we should start working on:

#### **Goal 1. Enhance D&I in the FLNG.**

Key task 1: Utilize demographics as a baseline to understand and assess success in the recruiting a diverse workforce.

Key task: 5: Conduct an annual review of the FLNG policies, programs, and practices involving and affecting diversity.

**Goal 2. Create and sustain leadership commitment to D&I.**

Key task 1: Conduct joint diversity and inclusion training for senior leaders throughout the FLNG.

**Goal 3. Develop and increase diversity partnerships, both internal and external to the FLNG.**

Key task 1: Develop and sustain internal partnerships that promote D&I, e.g. Commander's Ready & Resilient Council.

Key task 2: Partner with entities outside of the FLNG to further enhance collaborative efforts, e.g. colleges, universities, community organizations, region III JDEC, attend active component training (e.g. Navy).

**Goal 4. Develop, mentor, and retain top diverse talent.**

Key task 4: Increase joint training opportunities such as Four Lenses, Seven Habits, and Leadership Challenge Programs.

6. Lt Col Brown will work on our communication or talking points. She also plans to post the DoD two questions D&I survey on one of the FLNG social media platforms.
7. Maj Gen Eifert asked that the JFHQs EOA staff coordinate EO assistance with CBJTC, e.g. SAV and sensing sessions.
8. The demographic data was useful and highlighted some areas of concern, and will prompt a deeper dive or analysis.
9. Maj Gen Eifert likes the idea of having a JDEC Advisory committee. He will discuss this idea with CSM Lanham.
10. Brig Gen Valle and Cyril plan to attend the Region III JDEC teleconference on 8 Oct 20.

**Topics for the Next Meeting:**

1. HRO will work on demographic data for the full-time employees (AGRs/TECH/T5).
2. The JDEC will work on communication or talking points to share with the FLNG on our initiatives, goals and tasks.
3. Deep dive or analysis into some of the various demographic data, e.g. E6 to E7 and FLARNG African American in officers from MAJ to LTC, and Warrant Officer underrepresented races.
4. Update on including D&I into the Officer Career Management (OCM) and Active Talent Management (ATM).
5. Update on Sensing Session results, concerns, recommended solutions, etc.

### **Action Items or Key Take Aways:**

1. Work on the measurements (e.g. SMART) for the tasks selected for each goal.
2. The SEEM provided TAG and command staff the EOAs pending training so that it can be discussed at the next NGB meeting.
3. The SEEM has emailed Chaplain Hawkins to find out more about the D&I training that was conducted during the FLANG's Leadership Development program.
4. The SEEM emailed Maj Gen Eifert and Brig Gen Valle the NGB's example of a job description for a D&I Initiatives Coordinator.
5. The SEEM has linked G6 with the D&I instructor so that MS Teams virtual training platform can be tested for the possibility of a training Nov – Dec 20.

### **Next Meeting:**

December 2020, dates and time are TBD.