

Florida National Guard

Joint Diversity Executive Council (JDEC)

Meeting Minutes

Meeting Date: Tuesday, 5 January 2021

Meeting Duration: 1400 – 1545 hours

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

Attendees:

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|-------------------------|---------------------------|
| 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) MSG Brown, Elton | 20) Gordon Brewton |
| 8) CPT Griffin | 21) Marty Nichols |
| 9) MAJ Wiseman | 22) Cyril Traeye |
| 10) CPT Fordtorres | 23) Col Matthew Jones |
| 11) Brandy Bullis | 24) SMSgt Jennifer Harris |
| 12) CMSgt Gill, Shelley | 25) SMSgt Latisha Moulds |
| 13) Allison Reinwald | 26) MSgt Errol White |

Topics

1. Brig Gen Valle started the meeting by asking why we were here. He said everyone has equal participation. He mentioned the DoD action plan on racial and ethnic diversity and inclusion fifteen recommendation. He also said that we must continue to highlight D&I in the FLNG.
2. Maj Gen Eifert opening remarks. He thanked the attendees for their participation and emphasized that he wants our JDEC to be action oriented. He said that the JDEC should read the Air Force race and ethnicity report. MG Eifert also mentioned that he is looking forward to our courses of action (COA) and process improvements. He asked the council members to review the Air Force and DoD reports and recommendations on diversity and inclusion to see what the FLNG can include in our strategic plan and goals. He wants us to incorporate D&I in promotions, recruitment and guidelines and on how we operate. He also wants us to take the reports and information to provide action on the different areas, assessments and apply measurements to our goals, e.g. SMART. He suggested that we pick important things to go after.
3. BG Haas echoed some of the same things that TAG mentioned and was in agreement with his opening remarks.

4. The SEEM started the review of the JDEC slides and mentioned that he provided the FTE, AGR and TECH demographic data and that this information was also posted on the FLNG website. TAG asked were there any significant findings or outliers. CSM Kendrick mentioned that the FTE percent of totals mirrors the MDAY and the SEEM concurred.
5. Marty, HRO Director mentioned the FLARNG 600-5 and Air Force guides will help with demographic transparency. Marty also suggested that the FTE and MDAY demographic data should be posted on the website. TAG said that we should be open and transparent with the demographic data.
6. Brig Gen Valle discussed the FLANG E6 to E7. He said that this data should be kept in the presentation and to pay attention to selection board information. At the next JDEC meeting, there will be an update. He asked the SEEM to start providing trend data as we progress farther into FY21.
 - a. Will from PAO asked what was the representation and percent of the makeup of the E6 to E7. TAG answered his question, potential barriers, ATM, and not wanting to focus on percentages.
 - b. Brig Gen Valle asked Chief Beckom for her comments. She said that there are currently only two African American Chiefs in the FLANG, Chief Canady and her. She said that this is something that needs to be looked into and that there is work to be done. TAG asked her to provide state what things she recommends doing. Chief Beckom said that the Active Talent Management (ATM) is a good tool or resource and that it is moving in the right direction. She also mentioned that mentoring and coaching for the Senior NCOs need to be looked into. Chief Beckom also mentioned that narrow position descriptions (PD) and past promotion board make up did not help with diversity and inclusion efforts. She recommended posting the board make up and that it should be transparent.
 - c. Marty suggested having commanders select two to three unit members to conduct 5 to 10 minute mentoring sessions during drill or IDT weekends.
 - d. TAG shared with the JDEC that a retired minority female Admiral met with minority groups of female Service members (SM) in the FLNG.
 - e. CSM Lanham provided some relative points to this discussion.
 - f. TAG asked Chief Gill what were her thoughts, and she said that the FLANG should be deliberate with its mentoring program. She also said that when she has reviewed some of the SM packets and makes comparison some of them do not have the same experiences as others.
7. FLARNG Female SNCO (especially E9s), CSM Kendrick mentioned that around July 2021 there should be an increase of one or two SNCOs, three females by December 2021 after completion of the academy. He also referenced the pregnancy policy change for females will help improve opportunities for females at the senior rank level.
8. COL Johnson mentioned that there have been two African American males promoted to LTC. BG Haas said that they are looking at the force structure to see which career fields would be more appealing to females.

9. Maj Gen Eifert asked for an update on the Warrant Officer underrepresented races and BG Hass said that he would have CW3 Corey Walker, WO Strength Manager to look into it.
10. Maj Gen Eifert referred to the FLARNG O4 to O5 grade decline and asked are there any opportunities for these career fields to stick around. BG Haas said that they would look into it.
11. On the subject of the FLNG D&I communications and transparency efforts Brig Gen Valle asked PAO to post the standard Cultural Observances calendar of events on the website, Morning Muster, etc. Will from PAO took this down as an action item. TAG asked about highlight Black History month, which is February. After the meeting the SEEM provided PAO a copy of the Cultural Observances calendar of events and mentioned that DEOMI has observances posters that can be downloaded and posted to the FLNG website or social media platforms. The SEEM also provide PAO the website, www.defenseculture.mil.
12. As for the FLANG Active Talent Management (ATM) Brig Gen Valle said that he signed the waiver to include gender and minorities into all boards.
13. Brig Gen Valle discussed some of the MNNG best D&I practices. Maj Gen Eifert had sent the JDEC their best practices information on 8 October 2020 for us to review and use.
14. On community outreach, CMSgt Latisha Moulds and MSgt Errol White shared their plans on community outreach and that things were good prior to the pandemic. They said that they used to do more outreach, but have been hampered by the pandemic and the lack of funding. They were limited in scope and range when trying to connect with marketing and radio spots. They do highlight SMs on social media. The FLANG R&R and PAO agreed to discuss a media plan.
15. The SEEM shared the update on the review and approval process from NGB Equity & Inclusion (EI) for Diversity & Inclusion (D&I) training. This was from the cease D&I training from Executive Order 13950. For all D&I training, contracted or local NGB EI will coordinate with OPM, and the Office of the Chief NGB for approval and certification. The SEEM asked that the training curriculum be forwarded to him prior to submission to NGB EI.
16. FLNG Strategic plan. The SEEM forwarded the draft to the command leadership on 4 Dec 20. TAG asked that it be finalized by 30 Jan 21. The SEEM sent it to the JDEC attendees on 5 Jan 21 and asked them to provide their feedback, modifications, etc. NLT 13 Jan 21.
17. CPT Griffin, 83rd TC EOA recommends that when R&R goes on recruiting trips or community outreach to Historically Black Colleges or Universities or other affinity groups such as Native American or Asians that they bring along a FLNG Service member who can relate to the targeted audience to tell their story. He said that he has seen this work on his civilian job and that the impact it has on recruitment is very positive. CPT Griffin also suggested having a Service member attend the final formation or red carpet retention event

that can relate their retention story to the attendees who are thinking about not re-enlisting or resigning their commission.

18. MAJ Brown, 83rd TC EO/MSC AO was not able to be on the call, but informed the SEEM that he would like to be on future meeting distribution list. He said that he mentors junior African American officers and that he plans to continue to do so.
19. Maj Gen Eifert stated that future JDEC meetings should be scheduled for at least 1.5 hours to allow for relevant discussions.
20. Before closing the meeting Brig Gen Valle asked 1st Lt Jeffrey Beltran to go over the action items that he captured during the meeting, and then we went around the room to ask if anyone had any alibis. CMSgt Gill shared some more of her thoughts and suggestions.

Topics for the Next Meeting:

1. Demographic trend data, if available.

Action Items:

1. Send talking points on the organization of the hiring boards from HRO.
2. Continue to identify trends in the E-6 to E-7 demographic and why they are underrepresented in progression.
3. Intentional and deliberate on mentoring and coaching by activating programs such as lunch with leaders.
4. Continue to educate the force with diversity and unconscious bias training from the HRA.
5. Engage HRO on the creation of a full-time diversity and inclusion asset.
6. Highlight special observance months on social media (PAO), email, SharePoint, etc.
7. Consult FLNG R&R on any community outreach.

Next Meeting:

Dates and time are TBD.