

STATE JOINT DIVERSITY COUNCIL (SJDC)

MEETING NOTES

Date & Time: 15 December 2022, 1300-1400 hours

Location: Hartranft Conference Room (HCR), Building 0-47, Fort Indiantown Gap and Teleconference

1. Welcome and opening comments- SJDC Co-Chairs BG McHugh and Brig Gen Koudelka

2. Diversity, Equity and Inclusion (DEI)- BG McHugh and COL Moore

- a. PANG DEI Strategic Plan
- b. EO/EEO Statistics, Staffing and Recommendations

Meeting Notes: DEI Strategic Plan completed along with TAG memo. After meeting, both were submitted to G3/Ops for distribution to the field. Both are available on JFHQ EO/SEEM GKN site. EO Advisors are appointed and trained at most O6 commands. EO Leaders continue to be trained through courses offered at FTIG.

4. Special Emphasis Groups (SEG) and Subcommittees- SEG & Subcommittee Chairs

- a. Black/African American Advancement – Chair WO1 Tobin
- b. Female Advancement – Chair LTC Ruotolo
- c. Veteran Advancement – Chair 1LT Bambach
- d. Hispanic Advancement – Patty for Mr. Arocho
- e. Analytics Subcommittee – Chair Col O'Shell
- f. Culture, Worldview-Identity Subcommittee– Co-Chair SSG Trout
- g. Diversity, Equity, Inclusion & Accessibility Policy Subcommittee – Chair COL Graham

Meeting Notes: Slides were briefed by SEG Chairs or representatives. SEG's are encouraged to make participation open to MDay/DSG personnel.

a. Group will host a guest speaker, Chaplain Khallid Shabzz, sometime in February. CH Shabzz is the highest ranking Muslim Chaplain in Army history. Further info pending. Group is encouraged to utilize a platform that will allow drill personnel to attend.

b. Group will host a Women's History Month panel discussion on Women's Health & Fitness in March. Further info pending.

c. Group is working with PA Veterans Affairs as a force multiplier. Their next meeting is in January.

d. Group is seeking members. All are welcome.

e. Group provided various demographic data charts/graphs. SEGs are encouraged to utilize data to determine needs and areas of focus. Group is striving to make data user friendly. There was a request for further breakdown of data regarding pilots.

f. Group met on 2 December to discuss a DEI survey and the development of trainings. It was mentioned NGB provides virtual trainings accessible by military and civilian personnel.

g. COL Graham met with legal towards de-conflicting AR 600-20 and NGB 600-21 guidance. Also being discussed is the synchronization of 15-6 investigations and EO complaint inquiry reports.

5. EO/EEO Training- Ms. Lundsted

Meeting Notes: *First MS Teams EEO training for new hires was conducted 9Dec. Training conducted by SEEM office and will be offered quarterly. There was a request about EO training for AGR/ADOS personnel. Discussed changing slide depicting status of unit level EO training in view of every 2 years requirement.*

6. Due outs and closing comments- BG McHugh

Meeting Notes: *This was COL Moore's last SJDC meeting as he is retiring. The SJDC is grateful for all his hard work and commitment. All are encouraged to utilize the SJDC and SEGs as resources to identify barriers, find solutions, and mitigate risks. SEGs are encouraged to utilize Public Affairs to disseminate information about planned events.*

7. UPCOMING SJDC MEETINGS: 30 March 2023

29 June 2023

28 September 2023

14 December 2023