



Virtual Diversity Conference



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Joint Diversity Executive Council



Chair - Brig Gen William Burks (NV)

Vice Chair - BG James Gorham (NC)



Joint Diversity Executive Council



NORTHWEST

MG Timothy Reisch (SD)

Maj Gen Gary Magonigle (WA)

BG Cathy Wright (WY)

NORTH CENTRAL

BG Mark Anderson (WI)

NORTH NORTHEAST

BG Paul "Greg" Smith (MA)





Joint Diversity Executive Council



SOUTHWEST

Maj Gen Darryll Wong (HI)

BG Dana Capozella (CO)

Brig Gen Ann Greenlee (HI)

SOUTH CENTRAL

BG Mark Anderson (WI)

SOUTHEAST

BG Paul "Greg" Smith (MA)





Special Emphasis Programs



Department of Defense Directives require executive agencies to establish Special Emphasis Programs to ensure equal opportunity in hiring, training, advancement and treatment of women and minority employees.





Special Emphasis Programs



- Asian/Pacific Islander Employment Program
- Black Employment Program
- Federal Women's Program
- Hispanic Employment Program
- Native American/Alaskan Native Employment Program





Resources



NGB-DIV homepage

<http://www.ng.mil/jointstaff/zc/eo/policyprograms/dsep/default.aspx>

NGB-Diversity Help-Box

NGB-DIV@ng.army.mil

Defense Equal Opportunity Management Institute

<http://www.deomi.org/>

Military Leadership Diversity Commission

<http://mldc.whs.mil/>



Social Media



Facebook

- Search "NGB Diversity"

milBook

- Search "Joint Diversity Executive Council"





Special Emphasis Programs



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Questions or Comments?



NGB-DIV@ng.army.mil





Key Points



1. LEADER'S GUIDE – TOOL

- Purpose: pocket guide
- Assist Soldiers, Airmen and Civilians

2. PUSH ON THE FLYWHEEL

- Organizationally headed in the same direction
- Momentum

3. KEY ROLES IN DIVERSITY (Pages 24-28)

- TAG/ATAG, commanders, CSM/CCM, EO/EEO, first sergeants, SDIC, HRA and members.

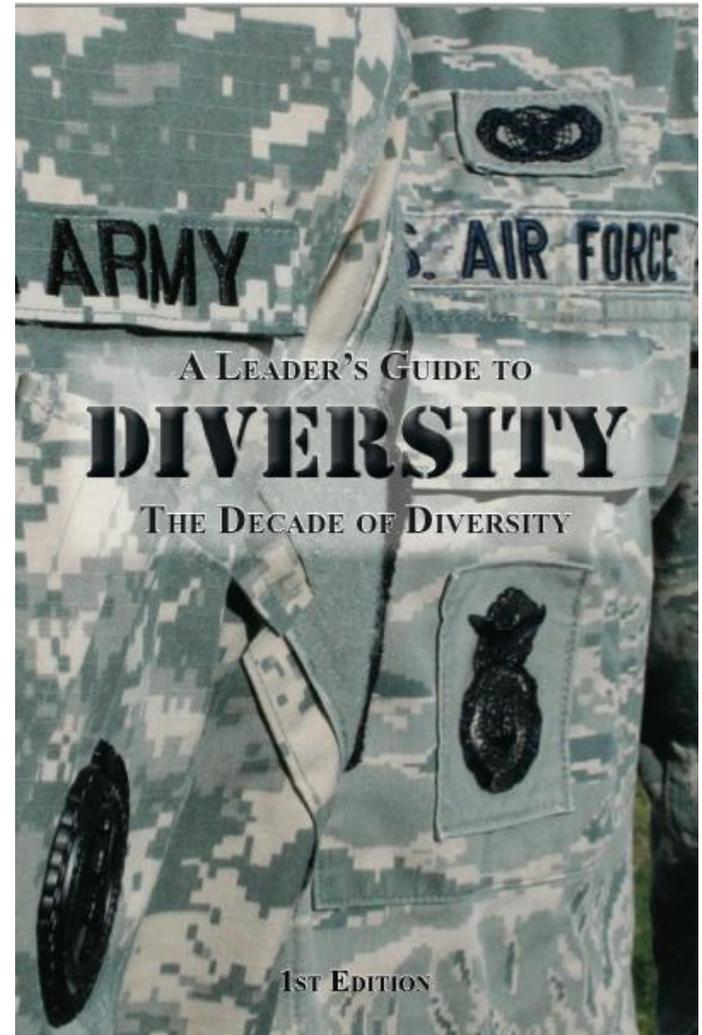
“A Leader’s Guide to Diversity!”

The guide is a *TOOL* for your **SUCCESS** in creating and sustaining a culture of diversity.

Maintain the momentum of the *Flywheel* on your base/in unit!

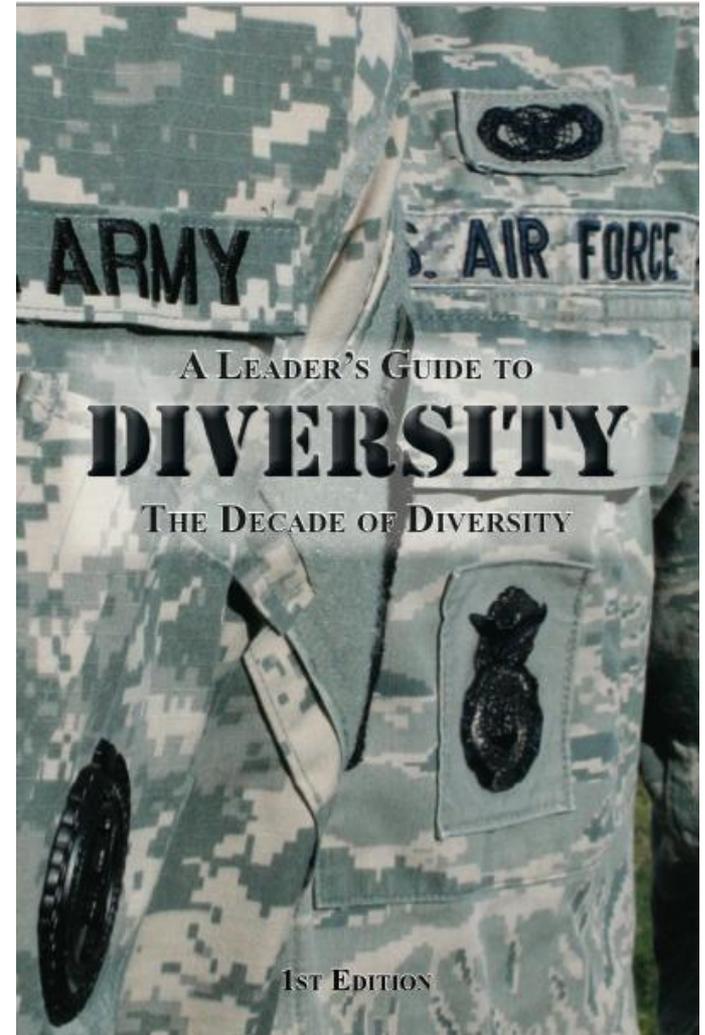
What constitutes a push on the *Flywheel* from the *Leader’s Guide*?

- Monthly discussions of diversity topics to coincide with the state diversity campaign
- Keeping diversity front and center in hearts and minds
- Implementing the steps laid out in the *Leader’s Guide*



Key Roles in Creating & Sustaining a Culture of Diversity!

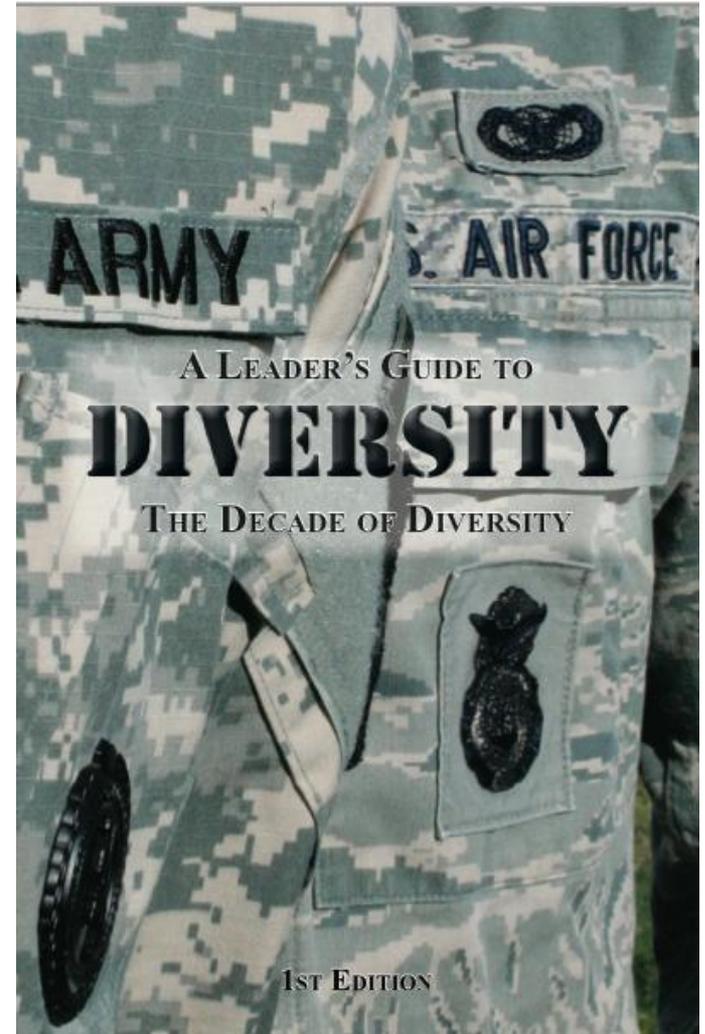
Pages 24-26 in your Leader's Guide



Key Roles in Creating & Sustaining a Culture of Diversity!

PG. 25-26

- Command Sergeant's Major and Command Chief's Role
- SDIC/HRA Role
- Tactical Member's Role
- 1st Sergeant's Role
- Recruiting and Retention's Role
- Strategic Member's Role





Pursuing Greatness

Organizations and individuals do not achieve
greatness by accident.

"Greatness is not a function of circumstance -
It is a function of discipline and choice" *Jim Collins*



John P. O'Neil





IRAQ

Warriorship

AFGHANISTAN



I am filled with the Warrior Spirit -
It drives my tireless commitment to
Honor, Integrity, Passion, Pride, Discipline.
It fuels my Moral Courage to do what is Right
~ Always!



"For Such a Time as This!"



Leadership



"... Is the capacity to influence others through inspiration, motivated by passion, generated by vision, produced by a conviction, ignited by a purpose!" *Dr. Byles Merritt*



High Performance Teams

"E pluribus Unum." "Out of many, One."
With a commitment to work together
as high performing teams,
we maximize our strengths and capabilities
to rise above any challenge!



As a National Guardsman, You are Never Alone!



Resources



Link to Leader's Guide

<http://www.ng.mil/features/vdc/pdf/Diversity.pdf>

Link to JDEC MilBook, Leader's Guide (*Leader's Guide Lessons*)

<https://www.milsuite.mil/book/groups/joint-diversity-executive-council>

How to order the Leader's Guide (*HR Guide 11*)

State Diversity Initiative Coordinator (SDIC)



Ordering the Leader's Guide



Contact your state's:

ARNG Information Management Office

or

ANG Information Resource Management Office





Agenda



- **ARNG's Diversity Vision**
- **Goals for FY12**
- **Upcoming ARNG Events**
- **DARNG EO/EEO/Diversity Committee**
- **Excellence in Diversity Awards**
- **Best Practices**
- **More info**





ARNG Diversity Vision



An integrated, capable and diversified Force that recruits, retains and enables individual strengths to maximize *mission readiness*, combat effectiveness and productivity in foreign and domestic operations.



Goals FY12



Leader's Guide to Diversity

- Find 12 Lesson Plans for the Guide on Milbook
- Use it for opportunity training and/or quarterly diversity training requirement

How to get your copy

- Unit Admin Services or Publications POC contacts
Maine Publications

State Joint Diversity Council participation from
ARNG

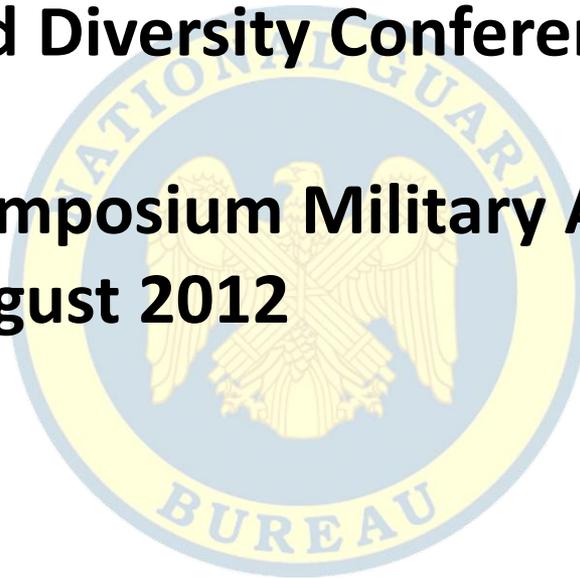


Upcoming Events



National Guard Diversity Conference

**Latina Style Symposium Military Awards
Luncheon - August 2012**





DARNG EO/EEO/Diversity Committee



Composition: Nominated representatives from the States, Territories, and the District of Columbia

Membership is diverse

Experience in the field of EO, EEO, or Diversity is preferred but not a prerequisite

Responsibilities...to advise the DARNG on all matters relating to Equal Opportunity, Equal Employment Opportunity and Diversity affecting the readiness of the Army National Guard



Excellence in Diversity Awards



Type: Annual (Fiscal Year)

Sponsor: Chief, National Guard Bureau

Purpose: to recognize outstanding contributions in the area of diversity and community outreach

Deadline/suspense: *17 February 2012(T)*

To submit the nomination package, find the announcement memo: State CoS, GKO, milbook on the Joint Diversity Executive Council page



Best Practices



NGNE

“Bridging the Gap” Newsletter, distributed by:

Ms. Lavonne Rosenthal. Find it at:

<http://www.neguard.com/SEP/bulletins/index.html>

NGWY

Cultural Resources at Camp Guernsey, Wyoming



For more information and questions...



Facebook, search for: ARNG EO and Diversity Office

Milbook, search for: Joint Diversity Executive Council
page or

<https://www.milsuite.mil/book/groups/arng-diversity>

Email questions to: NGB-DIV@ng.army.mil



ANG DIVERSITY OPERATIONS 2011 MILESTONE SNAP SHOT



	Stand Up Goals	Target Dates 2011-15	FY12- Q1 Status
1	Oversight and Governance - AF Diversity Committee (AFDC), JDEC	On Track	
2	NGB/CF Policy – ANG Diversity Strategy, ANGI 36-2110, HRA Policy	FY11-Q3	
3	Strategic Engagement - Community Outreach	FY12	
4	Workforce - Demographics & Trend Analysis	FY12	

Progress Key

**Fully Operational
and/or NGB/CF
Approved**

**Draft Completed and/or
Pending NGB/CF
Approval; On Track Can
meet due date**

**Initiated but not
complete: *Slow Progress***

**Initiated, No progress
Or Not Started**



ANG DIVERSITY OPERATIONS 2011 MILESTONE SNAP SHOT



	Stand Up Goals	Target Dates 2011-15	FY12- Q1 Status
5	Training - Leadership & Development (includes LCP, Four Lenses, DADT)	FY12-Q4	
6	Diversity Strategic Plan - Measures and Metrics	FY12-Q1	
7	ANG Diversity Committee (ANGDC) -Charter & Membership	FY12-Q3	
8	Budget – FY13	FY13 - 15	

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INNOVATIONS IN SYSTEMS & TECHNOLOGIES



CHRIS (Command HR Intelligence Systems)
- Decentralized workforce data reporting tool

ARCNet – Standard Ancillary Training Program
- Automated, Streamlined
Notification & Accountability

Web 2.0 Technology (milSuites, milBook)
- Collaborative Social Media (unlike Facebook)
- “Secure”, CAC enabled entry required
- Knowledge Sharing = Inclusive Environment
- FREE, 24/7 access





STRATEGIC ENGAGEMENT COMMUNITY OUTREACH



Includes National Guard
General Officers

Purpose to attract top
talent in Science, Technology
Engineering & Mathematics
(STEM) disciplines

Exposure to all educational,
and corporate business
institutions





FY11 Strategic Engagement



DEOMI Graduation, Lt Gen Harry Wyatt

IMAGE Conf, Brig Gen Joseph Balskus

IMAGE Conf, Mr. Richard Rico

FAPAC Conf, Brig Gen D. McManus

FAPAC Conf, Brig Gen Jim Chow

DoD APA Leadership Forum, Brig Gen Brian Neal

AAGEN Conf, Hon. Tammy Duckworth

[Under Secretary of Veterans Administration and ARNG Pilot]

HBCU Awards Luncheon, Maj Gen Garry Dean

SAIGE Conf, Lt Gen Harry Wyatt

Tuskegee Airman Conf, Gen Craig McKinley

Key Note (Feb)

Key Note (Apr)

Presenter (Apr)

Key Note (May)

Co-Chair (May)

Speaker (Jun)

Key Note (Jun)

Speaker (Jun)

Key Note (Jun)

Key Note (Aug)



Community Outreach Recognition & National Meritorious Service Awardees



- (1) IMAGE– CMSgt Rachel Ramos (ANG), 2LT Tania S. Carter (ARNG) (Apr)**
- (2) FAPAC - TSgt Janine Obando (ANG), SSG J. Touy-Meyers (ARNG) (May)**
- (3) SAIGE– CMSgt Marcus Falleaf (ANG); Ms. Jacqueline Rae-Morris (Jun)**
- (4) SAIGE Organization Recognition – Gen Craig McKinley, CNGB, and South Dakota ARNG (Jun)**
- (5) DoD Cultural Resources Management Award, WY ARNG, Camp Gensby (Jun)**
- (6) FEW, Lt Col Judy Mathewson (ANG); LTC Tyra White (ARNG) (Jul)**
- (7) NAACP, Col Ondra Berry (USAF); MAJ Gregory Sampson (ARNG) (Jul)**
- (8) BIG – Capt Gary Richardson (ANG); MSG Wanda Lewis (ARNG); and SGT David Bravo-Martinez (ARNG) (Aug)**
- (9) Latina Style – Maj Jose Salcido (ANG); SGT Bravo-Martinez (ARNG) (Sep)**



di · ver · si · ty



a cultural **climate** which allows
people to **maximize their potential** by
embracing and promoting each
other's holistic characteristics



in · clu · sion



organizational **strength** when all people foster a **positive work environment** that promotes and respects our differences and similarities both seen and unseen.



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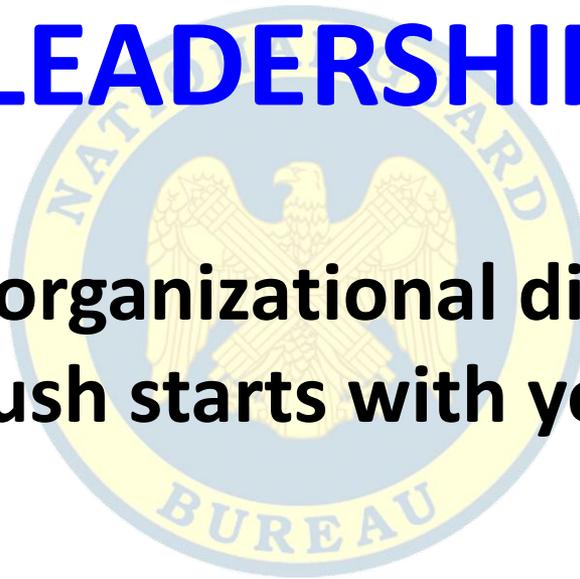


Diversity Cornerstones



LEADERSHIP

Impacting organizational diversity, the
push starts with you





Diversity Cornerstones



ABSOLUTE ENGAGEMENT

Diversity is about inclusion and engagement - leaving no one behind



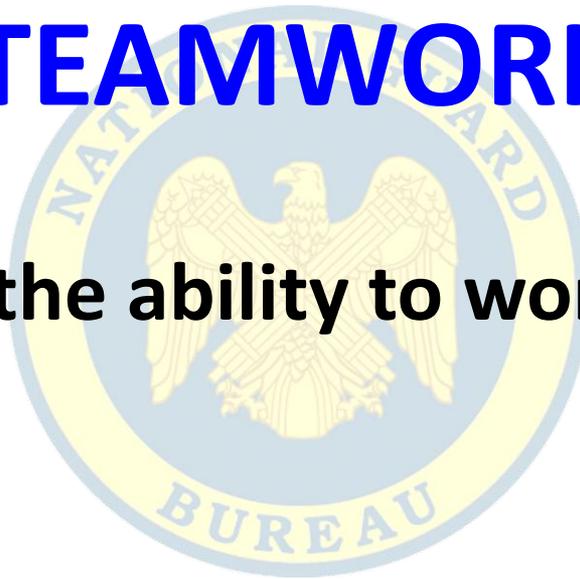


Diversity Cornerstones



TEAMWORK

Success is the ability to work together





Diversity Cornerstones



FUNDAMENTAL FAIRNESS

**Everyone adds talent and value and must
be developed and offered the full
opportunity to achieve**



Diversity Cornerstones



RIGHT THING - RIGHT TIME - RIGHT NOW

Diversity is a readiness imperative and is everyone's responsibility





Conference Resources



Slides from today's Conference are available to download via the NGB-DIV homepage

<http://www.ng.mil/jointstaff/zc/eo/policyprograms/dsep/default.aspx>

The Leader's Guide is available to download now via

<http://www.ng.mil/features/vdc/pdf/Diversity.pdf>

Our Team will continue to respond to your Questions and Comments via the NGB-Diversity Help-Box

NGB-DIV@ng.army.mil