



AUG 20 2018

NATIONAL GUARD CHARTER

CHARTER FOR THE JOINT DIVERSITY EXECUTIVE COUNCIL

I. PURPOSE. This charter establishes the National Guard (NG) Joint Diversity Executive Council (JDEC) to develop the NG Diversity and Inclusion Strategic Plan, advise the Chief of the National Guard Bureau (CNGB), and provide independent advice and recommendations related to diversity.

II. MISSION. The JDEC will advise and assist the CNGB, Vice Chief of the National Guard Bureau, Director of the National Guard Bureau Joint Staff, Directors of the Army and Air NG, The Adjutants General (TAGs), and the Commanding General of the District of Columbia in developing and implementing a more comprehensive, integrated, and strategic focus on diversity and inclusion, with the objective of attaining a highly motivated, adaptable, and innovative workforce representative of all segments of society. The JDEC will accomplish this mission by fulfilling three lines of effort:

a. Develop and oversee a Diversity and Inclusion Strategic Plan tailored for the NG to recruit, hire, train, develop, advance, promote, and retain a diverse workforce, and to institutionalize an inclusive work environment.

b. Consider leading practices, research, and experience from the private and public sectors to promote diversity and inclusion and eliminate barriers to equal opportunity consistent with merit system principles and applicable law.

c. Provide information, advice, and recommendations on data-driven approaches to measure status and progress, increase transparency and accountability at all levels, and reward and recognize efforts to promote diversity and inclusion.

III. APPOINTING AUTHORITIES. The CNGB is the appointing authority for the JDEC.

IV. MEMBERSHIP. The JDEC is comprised of general officers and full-time Federal employees. Additional members are nominated by the JDEC Executive Chair for CNGB appointment. New members will be notified through an appointment confirmation memorandum signed by the JDEC Executive Chair. The JDEC Executive Chair and Executive Vice Chair will be TAGs and appointed in writing by the CNGB.

UNCLASSIFIED

a. Selection Process.

(1) TAGs. TAGs may self-nominate by informing the CDO of their interest in becoming a JDEC member. The CDO will provide the list of names to the JDEC Executive Chair to form a pool of interested volunteers.

(2) Regional Chairs and Vice Chairs. Regional Chairs and Vice Chairs are recommended to the JDEC Executive Chair by regional JDEC members and serve as the joint diversity focal point for the States, Territories, and District of Columbia in their respective region.

(3) JDEC State-Level Advisory Members. The JDEC will establish no more than six junior to mid-grade commissioned and senior noncommissioned officer advisory positions. Air National Guard (ANG) and Army National Guard (ARNG) Diversity offices will assist the NGB Office of Diversity and Inclusion (NGB-DI) with soliciting and collecting nominations.

(4) Working Group Champions. The JDEC may create special working groups to conduct, address, discuss, or make reports and develop recommendations concerning a subject on which its members are authorities. When formed, these Working Group Champions operate to the conclusion of the issue or project.

b. Roles and Responsibilities. The JDEC will approve recommendations to the CNGB and other actions deemed appropriate through consensus voting. Voting members of the JDEC consist of the following individuals:

(1) ARNG and ANG Deputy Directors. The Deputy Directors of the ARNG and ANG will bring the perspective of their directors to JDEC meetings and events.

(2) JDEC Executive Chair. The JDEC Executive Chair will facilitate all activities and moderate all JDEC meetings and events, and will be the designated voice of the JDEC to the CNGB. The JDEC Executive Chair will also assign a general officer member of the JDEC to serve as the Working Group Champion for each established working group.

(3) Executive Vice Chair. The Executive Vice Chair will assume the responsibilities of the JDEC Executive Chair in the Chair's absence.

(4) Regional Chairs and Regional Vice Chairs. Each Regional Chair and Regional Vice Chair is a general officer and voting member of the JDEC and will represent the seven NG Diversity Regions, as follows:

(a) Region 1: Connecticut, Massachusetts, Maine, New Hampshire, New Jersey, New York, Rhode Island, and Vermont.

(b) Region 2: District of Columbia, Delaware, Maryland, Pennsylvania, Virginia, and West Virginia.

(c) Region 3: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, and the Virgin Islands.

(d) Region 4: Iowa, Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin.

(e) Region 5: Arkansas, Louisiana, Kansas, Missouri, Oklahoma, Nebraska, and Texas.

(f) Region 6: Alaska, Idaho, Montana, North Dakota, Oregon, South Dakota, Washington, and Wyoming.

(g) Region 7: Arizona, California, Colorado, Guam, Hawaii, New Mexico, Nevada, and Utah.

(5) Other JDEC Voting Members. All other voting members will serve on the JDEC for the duration of their term in their respective assignment. These members include:

(a) The Special Assistant to the CNGB on Diversity and Inclusion.

(b) NGB CDO.

(c) NGB Senior Enlisted Advisor.

(d) No fewer than three TAGs, with the total number at the discretion of the CNGB.

(e) ARNG Command Chief Warrant Officer.

(f) ARNG Command Sergeant Major.

(g) ANG Command Chief Master Sergeant.

(h) ANG Human Resources Advisor Functional Manager.

(i) ARNG/ANG Recruiting and Retention Commander.

c. Duration of Service.

(1) ARNG and ANG Deputy Directors. Standing members of the JDEC.

(2) JDEC Executive Chair and Executive Vice Chair. Serve for two years from the date of appointment. Subsequent terms will be determined at the discretion of the CNGB.

(3) Regional Chair and Regional Vice Chair. Serve for two years from the date of appointment. Regional members will determine the succession of Regional Chairs and Regional Vice Chairs and make recommendations to NGB-DI for coordination.

(4) Working Group Champions. Serve for a maximum of two years from the date assigned or until the task is complete, whichever occurs first. Subsequent two-year assignments must be approved by the JDEC Executive Chair.

(5) TAGs. TAGs serve for a minimum of two years, or as determined by the JDEC Executive Chair.

(6) Other Members. All other JDEC members will remain members or advisors for the duration of their term in their respective positions. Members will be notified of their expected term via confirmation memorandum signed by the JDEC Executive Chair through the NGB CDO.

V. FUNCTIONS.

a. JDEC Regions. JDEC Regions are encouraged to hold quarterly meetings, preferably 15 to 45 days prior to NGB JDEC meetings, to discuss issues of regional and national importance. The Regional Chairs and Regional Vice Chairs are the focal points for meeting development.

b. JDEC Members. JDEC members are required to attend NGB JDEC Meetings, JDEC Regional Meetings and the annual NG Diversity Training Workshop to represent their respective Regions, States, Territories, and the District of Columbia.

c. Working Group Champions. Regional Chairs and Regional Vice Chairs will form a pool of potential Working Group Champions, as determined by the JDEC Executive Chair.

d. Annual Diversity Training Workshop. JDEC members are required to attend the annual NG Diversity Training Workshop to represent their respective Regions, States, Territories, and the District of Columbia.

e. JDEC Advisory and Administrative Support. The JDEC operates through NGB-DI, which is responsible for ensuring the JDEC is able to communicate, collaborate, and coordinate with NG Senior Leadership on an ongoing basis.

f. NGB CDO. The NGB CDO is the focal point for the CNGB's strategic direction, implementation, and alignment of NGB's integrated global diversity and inclusion initiatives, including JDEC support and administrative functions.

g. Representation in Advisory and Administrative Functions. The JDEC requires support from the following positions and offices for its operation. Attendance at JDEC meetings by such personnel is authorized upon request and is coordinated through NGB-DI:

- (1) Director of the NGB Joint Staff.
- (2) Director of Manpower and Personnel.
- (3) Chief of the NGB Office of Equal Opportunity and Equal Employment Opportunity.
- (4) NGB Office of Public Affairs.
- (5) ARNG Chief of Equal Opportunity/Diversity.
- (6) ANG Chief of Diversity.
- (7) Director of the NGB Office of the Chaplain.
- (8) Office of the NGB Chief Counsel.
- (9) NGB-DI.

VI. MEETINGS AND REPORTS. JDEC meeting minutes, presentations, and reports will be published and distributed to JDEC members via email within 14 business days following quarterly meetings. NGB-DI will maintain a repository of all JDEC reports and records.

VII. EFFECTIVE DATE. This charter is effective upon signature and will be reviewed annually. Amendments to this charter require CNGB approval.

VIII. POINT OF CONTACT (POC). The POC for this charter is Ms. Shirley Copeland, CDO of NGB-DI; shirley.j.copeland2.civ@mail.mil; 703-607-2222.



JOSEPH D. LENGYEL
General, USAF
Chief, National Guard Bureau

GLOSSARY

PART I. ACRONYMS

ANG	Air National Guard
ARNG	Army National Guard
CNGB	Chief of the National Guard Bureau
DNGBJS	Director of the National Guard Bureau Joint Staff
DoD	Department of Defense
IAW	In accordance with
JDEC	Joint Diversity Executive Council
MLDC	Military Leadership Diversity Commission
NG	National Guard
NGB	National Guard Bureau
NGB-DI	National Guard Bureau Office of Diversity and Inclusion
TAG	The Adjutant General
VCNGB	Vice Chief of the National Guard Bureau

PART II. DEFINITIONS

Diversity -- All the characteristics and attributes of individuals, cultures, and organizations aligned with Department of Defense core values, integral to overall readiness, and mission accomplishment, that reflect the Nation we serve.

Inclusion -- Valuing and leveraging individual differences for organizational success which includes the involvement and empowerment, where the inherent worth and dignity of each Guardsman and Guardswoman is recognized.

Institutionalize -- The creation of a permanent strategic framework for sustaining a diverse and inclusive workforce with an organizational climate that harnesses an individual's holistic characteristics to advance the mission of the National Guard.