



THE VOICE OF DIVERSITY

“Building an Inclusive Workplace Culture”

New Beginnings and Looking Forward: Take the First Step

A Message from the Chief Diversity Officer - Kenneth DuPree II

Upcoming Special Observances and Events:

- *Black History Month - February 1-28*
- *Women’s History Month - March 1-31*
- *Women Veterans and Military Conference - March 10th (Las Vegas)*
- *Days of Remembrance April 16-23 and Holocaust Remembrance Day April 18*
- *Asian American and Pacific Islander Heritage Month - May 1-31*

Happy New Year!

The start of a new year provides an opportunity for new beginnings, a chance to start fresh, a moment to reflect on missed opportunities and the opportunity to create incremental and actionable plans for growth and change. The changes we seek do not have to be grand or demonstrative. Small incremental changes that move us in a shared direction are essential in attaining our goals in the areas of diversity, equity, and inclusion (DEI).

Let us continue to shift our focus in 2023. *In so doing, we must focus on the integrity of our foundations to being a Soldier and Airmen.* Reading the Soldier’s creed and Airmen’s creed, it says being a member of a team, serve the people, values, never leave a fallen comrade/airman, maintaining self, being an expert and professional, way of life, faithful, honor, valor, justice, leader, warrior, and will not fail.

These all point to diversity, equity, and inclusion in an environment of belonging. Belonging is essential to the outcomes and key to executing our goals of recruitment, retention, an improved climate,



Mr. Kenneth DuPree II

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“Let us take accountability for our commitment to building our community together so that we may realize the vision we have for all members. “

and realizing the values of those in our organization. Belonging is the goal of all of our DE&I efforts, building the inclusive and equitable processes that make everyone feel welcome no matter who they are and regardless of their identity.

Let us begin the new year with a commitment to creating the ‘Battle Born, Battle Ready’ culture that we strive to be. We must all engage in the hard work of DEI with an eye towards growth and change. Let us take accountability for our commitment to building our community together so that we may realize the vision we have for all members. We are committed to providing the greatest possible degree of safety for all members of the NVNG.

We are counting on you to serve as agents of change to create long lasting impact. It’s critical for our workplaces and communities to remain committed to the work we promote as an advocate for the value of diversity, equity, and inclusion. 2023 will serve as the year we continue to advance conversations around DEI, expand our reach and break barriers. We must display unity and cannot do this alone. You are the ones who truly carry our mission forward. Let us look to the new year for new beginnings and taking that first step...together.





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Vision:

To achieve an inclusive organizational culture that values diversity as highly as personnel end strength, readiness, and combat capability.

Mission:

To create and sustain an organizational dedicated to mission effectiveness valuing diversity, equity, and inclusion, and ensuring each individual has the opportunity, guidance and information to reach maximum potential.

DIVERSITY, EQUITY, AND INCLUSION

Diversity Goals - NVNG leadership will assume a significant role in the management, execution, and achievement of the diversity, equity, and inclusion goals for the organization. The five goals are:

1

Ensure the composition of the Nevada National Guard is reflective of State demographics; from initial entry (recruiting) through all levels of Officer, Non-Commissioned Officer and Warrant Officer Leadership.

- Increase % of total Female 2%, Black/ African American 1%, and Hispanic/ Latino 1%
- Track attrition losses and identify trends and reasons

2

Develop, plan, and execute tailored Diversity, Equity, and Inclusion training for all members and all leadership levels in the Nevada National Guard.

- Complete Unconscious Bias Training
- Complete Purple Resolve Training

4

Regularly review the policies and procedures applying to promotion, selection, assignment, and awards to ensure fair and equitable consideration and opportunities to all Soldiers and Airmen.

- Ensure "awards" are consistently given to soldiers and airmen
- Review procedures in promotion, selection, assignment and awards and identify areas of opportunity for improvement (i.e. consistency in practice, communication, etc.)

3

Ensure leaders at all levels champion and demonstrate commitment, engagement, and support to all Diversity, Equity, and Inclusion program priorities and understand what is required to achieve success.

- Leadership (E8-9, W4-5, O5 and above and equivalent for Civilians) active participation in DEI related programs and events.

5

Promote the value a diverse, equitable, and inclusive culture has on building and sustaining a lethal, capable, deployable, and ready force in alignment with the TAG's Diversity, Equity, Inclusion Strategic Priority.

- Increase participation rate by 10%
- Increase Protective Factors by 3% in the areas: Inclusion, Morale, and Fairness
- Decrease Risk Factors by 3% in the areas:
 - Presence of sexually harassing behaviors
 - Presence of racially harassing behaviors

DIVERSITY
IS
OUR
STRENGTH



"Take the first step in faith. You don't have to see the whole staircase, just take the first step."

- Martin Luther King, Jr.



DEI Submission Awards

Let's take the time out to recognize individuals and/or groups who have given their time and effort to further diversity, equity and inclusion within the NVNG.

Those who have gone above and beyond to build a community of engagement where all of our members, dependents and retirees know and feel they belong. Their work is critical to meeting the goals of our strategic plan and DEI initiatives. We are grateful for their dedication to making our community a better place.

For more information, please contact Mr. Kenny DuPree

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2022 ANG Human Resources Advisor of the Year Award – Suspense is 15 March 2023

The National Guard Bureau Office of Diversity, Equity, and Inclusion is now accepting nominations for the FY22 Air National Guard Human Resource Advisor of the Year Award (HRAOY). This annual award recognizes the accomplishments and contributions of the ANG Human Resource Advisor (HRA) at their Wing. The FY22 award period of performance is from 1 October 2021 through 30 September 2022.

Nominations should be submitted to ng.ncr.ngb-arng.mbx.ngb-diversity-office@army.mil by the suspense date of 15 March 2023. Full solicitation instructions are attached. POC is CMSgt Paul Butts, paul.butts.1@us.af.mil.

2022 National Guard Excellence in Diversity Award Solicitation Period Closes 30 April

The National Guard Excellence in Diversity Awards (EID) are presented to outstanding National Guard individuals and organizations for significant contributions to Diversity and Inclusion initiatives, innovative ideas, institutionalizing best practices, building measurable milestones and attaining individual or group diversity and inclusion goals. The award period covers FY22 (1 October 2021 – 30 September 2022). Nominations are open to all Army and Air personnel assigned to the National Guard regardless of status: AGR, M-Day, Technicians, or Department of the Army or Air Force Civilians.



DEI Submission Awards

2023 Society of Indian Military Meritorious Service Award Submission for nominations due date 7 April 2023

The SAIGE Military Meritorious Service Award is a federal government level award that honors the service and accomplishments of Active Duty, National Guard, Reserve Service members and military Veterans in government service. The final nomination submission include: Award Nomination Transmittal Form; digital photograph; narrative; an award citation; A single-spaced biography (For more information, please see <https://saige.org/warriors-society/>).

2023 Blacks in Government (BIG) Meritorious Service Award Submission for nominations due date 2 June 2023

The BIG Meritorious Service Award honors military members and Department of Defense (DoD) civilian employees who have supported the DoD mission, overseas contingency operations, or whose attributes best epitomized the qualities and core values of their respective Military Service or other DoD component. BIG focuses on providing critical management and supervisory training to enable and assist managers with developing highly capable and competent employees to perform at their maximum level of contribution. The awards ceremony will be held on 29 August 2023 at Oxon Hill, Maryland.



"Whatever affects one directly, affects all indirectly."

- Martin Luther King, Jr.



YEAR IN REVIEW—2022

The NVNG hosted its first Women's Leadership Forum in December 2021 in Las Vegas at Las Vegas Readiness Center and then kicked off Women's History Month with a subsequent Women's Leadership Forum in Reno at the Air base.



The NVNG held 2 multicultural fair events in August 2022 at the Carson City OTAG and December 2022 in Las Vegas at North Las Vegas Readiness Center.



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YEAR IN REVIEW—2022



BIG Military Meritorious Service Award —CPT Sonji Davis was the recipient of the National BIG award representing not only for the state of Nevada but for all of National Guard. She is the second consecutive Nevada National Guard member to receive this award.



NGB Excellence in Diversity Award—Maj Megan Sharp was awarded the “individual” national award for her contributions and advancing DEI effort for not only NVANG but also for the state of Nevada.



WELCOME — Ms. Cecilia Anaya, State Equal Employment

Ms. Cecilia Anaya was recently appointed the Nevada National Guard State Equal Employment Manager in September 2022.

She was born and raised in San Jose, California. After high school, she joined the United States Marine Corps (USMC) and served for 4 years active duty as a Radio Repair person. After her enlistment ended in the USMC, she worked in various electronics companies in the bay area. Ms. Anaya had a mentor who encouraged her to consider joining the Army National Guard. She applied and got a job with the California National Guard as an Electronic Mechanic (T32) working on ground radio equipment, avionics, and as an Equipment Specialist. She got her start in Equal Employment Opportunity with the California National Guard working as an EEO Counselor for five years until she retired from Army National Guard. She was injured while serving in the National Guard hence the reason for her retirement.



Her time in the service enabled her to get veterans preference and was hired with the State of California working as an Employment Program Representative at the Unemployment Department. She then moved on and got hired to work in the Equal Opportunity within the same department. She was promoted and worked as EEO Investigator with the California Department of Veteran's Affairs until her promotion to Manager overseeing Equal Employment Opportunity for another department with the State of California. She came back to federal service in 2021 and her most recent assignment was as an EEO Specialist with the Air Force at Davis Monthan AFB.

She learned many things over her career and the most significant was that attitude will color your perception and you are ultimately responsible for your mindset. Healing and rising above her injuries also taught her so much about resilience. She quotes "I was excited when I attended the Purple Resolve with the Nevada National Guard and agreed with the many tenets in it such as heart set and mindset."

Ms. Anaya can be reached at 775-887-7330 or 775-350-5769 if you need assistance or have any questions.



WELCOME — Mr. Jheremy Perkins, Sexual Assault Response Officer



Mr. Jheremy Perkins was recently appointed the Nevada National Guard Sexual Assault Response Officer. He graduated from Indiana University Maurer School of Law, Doctor of Jurisprudence, in 2012. During law school, he clerked for the Court of Appeals of Indiana; served the indigent population of Monroe County, Indiana, via the District 10 Pro Bono Project; and played a critical role in founding the Indiana Journal of Law and Social Equality.

After law school, Mr. Perkins practiced as a civil attorney for the law firm Spangler, Jennings & Dougherty, P.C. In October 2014, he entered active duty as an Air Force officer in the Judge Advocate General Corps. During his time in the Air Force, he served in a variety of roles and was stationed stateside, in Asia, and in Europe.



Some of his accomplishments in the Air Force include: representing victims' rights in 7 trials and hearings; advising 43 victims of sexual assault and domestic violence (spanning 3 continents) on an array of legal issues; spear-heading an effort to revise written guidance on law, procedures, and office operations for 51 global offices representing victims of sexual assault and domestic violence; leading a team of 10 through 14 proceedings, 43

nonjudicial punishment actions and 18 discharges over 5 months—reducing a case backlog by 40 percent; and directing a team of 15 to provide legal services to a community of 80,000. Jheremy is dedicated to serving survivors of sexual assault; in his experience this is not always easy, but it is always worthwhile.

In his role, he will represent the interests of survivors of sexual assault, assure the organization receives appropriate training, retain and maintain a team of qualified victim advocates, work with community organizations who provide victim services, and team with resilience and prevention partners.



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CULTURAL

OBSERVANCES

AND AWARENESS EVENTS

31 January 2023

OBSERVANCE/AWARENESS EVENT	DATE	Executive Champions / AUTHORIZATION
Martin Luther King, Jr. Birthday	16 January 2023	CDO / Public Law 98-144
National African American/Black History Month	1-28 February 2023	Col Kimsey / Public Law 99-244
Women's History Month	1-31 March 2023	COL Klima / Public Law 100-9
Holocaust Remembrance Day Days of Remembrance	18 April 2023 16 – 23 April 2023	LTC Chavez / Public Law 96-388
Asian American and Pacific Islander Heritage Month	1-31 May 2023	LTC Ferrer / Title 36, U.S. Code, Section 102.
Pride Month / Juneteenth	1-30 June 2023 / 19 June 2023	LTC Agle / Under Secretary of Defense for Personnel and Readiness (USD P&R) Directive / Public Law 117-17
Women's Equality Day	26 August 2023	Chief Din / Public Law 93-105
National Hispanic Heritage Month	15 September- 15 October 2023	Chief Navarro / Title 36, U.S. Code, Section 126.
National Disability Employment Awareness Month	1-31 October 2023	CW4 Nielsen / Title 36, U.S. Code, Section 121.
National American Indian Heritage Month	1-30 November 2023	Lt Col O'Leary / Public Law 103-462

PLEASE NOTE: DEOMI lists only observances established by law, bill, or resolution of Congress. Nothing precludes an organization from creating their own theme or using previously published themes. Organizations are not required to limit their special observances to just those reflected here. Organizations are reminded that special observances are conducted to recognize the continuous achievements of all Americans to American culture and to increase awareness, mutual respect, and understanding. They are designed to enhance cross-cultural and crossgender awareness and promote harmony among all military members, their families, and the DOD civilian workforce.

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Nevada Women Veterans & Military Conference

with guest speakers CSM (R) Tabitha Gavia and women of influence across Nevada.

DATE & TIME

Friday
March 10, 2023

Registration
begins at 07:30 AM

ATTIRE

Business Casual

LOCATION

Santa Fe Station
Hotel & Casino
Convention Center
2nd level

REGISTRATION



SCAN OR CLICK TO
REGISTER



NVNG J9 Force Development

Number of Graduates

1. Purple Resolve:

Army = 440

Air = 113

Technician/Civilian/State= 94

Total = 647

2. Unconscious Bias:

Army = 160

Air = 997

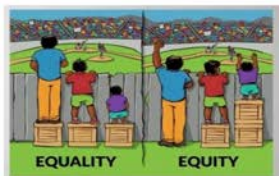
Technician/Civilian/State = 52

Total = 1,209



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