



JOE LOMBARDO
Governor

STATE OF NEVADA OFFICE OF THE MILITARY
OFFICE OF THE ADJUTANT GENERAL
2460 FAIRVIEW DRIVE
CARSON CITY, NEVADA 89701



ONDRA BERRY
Major General
The Adjutant General

NGNV-Z

13 March 2023

MEMORANDUM FOR Record

SUBJECT: Meeting Minutes for SJDEC 16 February 2023

1. The SJDEC convened from 1100 - 1230 on 16 February 2023 with council members attending virtually and in person.
 - Attendance: Maj Gen Berry, BG Peyerl, BG Armstrong, COL Krueger, Col Gunderson, COL Compston, Mr. DuPree, Ms. Ulan-Goll, Chief Brun, MSgt Kimball, LTC Hall, SGM Obregon, LTC Ferrer, Ms. Anaya, Mr. Perkins, CPT Marcus, MSG Miller, Ms. Meadows, 1LT Chianchitlert, and MAJ Orolfo
2. Why we met:
 - Discuss how the Army and Air meet the DEI objectives for the NVNG DEI goals in quarter 1.
3. What we shared:
 - BG Peyerl opened up with recognizing DEI team, Ms. Karen Ulan-Goll and Mr. Kenny DuPree, through coining them. Then went into his remarks on leaders needing to be sync with state DEI's goals. Units Command teams need to work through the councils to communicate how they will move forward DEI goals that enhances readiness.
4. Mr. Kenny DuPree II, spoke on National and Regional JDEC highlights from the last meeting.
 - National JDEC
 - Briefed on Ohio First Line Leader Course
 - Retention Initiative designed to build trust through counseling and relationship skills training for first-line leaders. Advanced training for conducting effective individual counseling with SMS, building professional relationships with subordinates, and facilitating unit cohesion.
 - Improve culture of organization "taking care of Soldiers helps take care of Guard". Statistical analysis from IDA has found positive trends and substantial change in leadership, interpersonal relationships, knowledge, and connectedness.

- Went over the captured data and the importance of effective training successes.
 - Briefed on North Dakota Immigration Specialist
 - Enlisting soldiers and providing classes to help them become citizens.
 - a. LTC Ferrer is the lead for NV Immigration program.
 - Regional JDEC
 - Brig Gen Havener moved to Chair and Vice Chair need to be filled.
 - Brig Gen Aujero mentioned measures we are taking to ensure DEI message is making it to the lowest level of the Total Force (service members/civilians)
5. DEI Scorecard briefs: Army/Air/Tech-Civ Leads.
- Success:
 - Army, Air and Tech/Civ Alignment
 - Begin to operationalize DEI.
 - Observance Months Support from Leadership – WHM event
 - Data/Metrics Collection and Analysis – SSG Sherman
 - Major support from G1 – SSG Sherman
 - Community presence – WHM event partnering w/NV Veteran Services
 - J9 Quarterly Events - Mental Health Awareness Month (May)
 - Air guard DEI training is over 85% completion.
 - Multi-Cultural Fair (AW leading and hosting – June)
 - Army/Air diversity councils having unit reps at all levels (Jr/Mid/Sr)
 - Sr Leadership engaging with DEI team on decision making.
 - Opportunities:
 - More Engagement and Participation
 - Communication Down to Lower Levels
 - Clear objectives and role of Diversity Councils
 - Track retention demographics and attrition losses and identify trends.
 - Increase % of total Female 2%, Black/African American 1%, and Hispanic/Latino 1%
 - Army guard DEI training completion date is Sep 2024.
 - Aligning DEI training w/ each unit training schedule yearly
 - Capturing DEI events (SO & training) attendees and feedback
 - Technician/Civilian DEOCS June FY23
6. Ms. Cecilia Anaya, SEEM, spoke on the EO/EEO DEOCS data with focus areas in fairness, safe storage for lethal means, and binge drinking factors. Ms. Cecilia also provided EEO/EO complaint statistics report showing areas of concern but no trends in themselves.

7. Mr. Kenny DuPree II, Chief Diversity Officer, spoke on the DEI updates.
 - DEI/SJDEC Structure. With the upcoming changes to the council and advisory members. The USPFO, Emergency Manager/Homeland Security Chief, State Admin Services Officer, Brigade and Battalion CSM will be added to the council members. The Army/Air CGO Chair and JEC chair will be added to the advisory members.
 - Role and Responsibilities and expectations of the Army/Air Diversity Councils
 - Army/Air Diversity Councils – Will communicate focus items from State JDEC, DEI goals 1-5, and information from each unit reps identify successes and challenges. Councils will meet over drill. Army/Air will ensure Battalions/Squadrons councils report their meeting minutes during the meeting as convened.
 - Diversity Awards. Listing and sending out information concerning NG Excellence in Diversity award along with the federal awards coming up this year.
 - Working with the Exec. Champion to put a calendar together for events during their months.
 - Alignment of DEI through CSUB and QTUB Slides from J/G/A staff.
 - Sharing best practices
 - Diversity Councils: Key Leadership Opportunity
8. Maj Gen Berry, TAG, gave some closing comments.
 - J9 should have the message of ‘You get the Whole Firm’ when dealing with issues & prevention. Just like our JAGs on legal issues.
 - What leadership speaks on becomes a part of the culture.
 - We can have the best tactics, best equipment, and best missions but if we don’t take care of our people ‘we will lose’.
9. Due Outs for next meeting
 - DEI Pre-Commander’s Course
 - R&R – status of Immigration Process for TAG
 - DEOCS
 - New command survey to roll up with overall Air and Tech/Civilian survey
 - Air and Tech/Civilian – start at same time
 - Project Safe Guard – Safety with J9 Training
 - Add to SJDEC Members List – USPFO
 - Add to SJDEC Advisory List – Safety and follow up with Chief Brun on Junior Non-Commissioned Officer and CGO Junior Officer Army and Air
 - Send Awards packet requirements to Army and Air Diversity Councils

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10. The next SJDEC meeting will be held on 11 May at 1100. *If you are unable to attend, please notify Mr. DuPree and ensure to send a representative on your behalf.*
11. Point of contact for this memorandum is Mr. Kenneth DuPree at 775-384-5844 or kenneth.r.dupree.civ@army.mil. The meeting presentation information was made available to all members.

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KENNETH R. DUPREE II, CIV, NVNG
Chief Diversity Officer