

STATE JOINT DIVERSITY COUNCIL (SJDC)

MEETING NOTES

Date & Time: 28 September 2023, 1300 hours

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

Present: CPT Nicole Barela-Vess, CPT Christi Cook, COL Keith Graham, LTC Tommy Guthrie, Ms. Charity Harmon, COL Robert Jorgensen, Brig Gen Terrance Koudelka, Ms. Mary Allen Lausman, Ms. Patty Lundsted, Ms. Rose Mast, BG Laura McHugh, SFC Raymond Nauyokas, CSM Shawn Phillips, LTC Teresa Ruotolo, MG Mark Schindler, LTC Michael Siriani, CW4 Ellen Smith, CSM Tyron Mickens, Ms. Andrea Whelan

1. Welcome and opening comments- SJDC Co-Chairs BG McHugh and Brig Gen Koudelka COL Graham announced this is the last SJDC meeting he will be taking a lead in. COL Jorgensen, newly positioned as J9, will be taking over and providing oversight and assistance to SEGs.
2. Diversity, Equity, Inclusion (DEI) Report- Ms. Lausman briefed on DEIA product deliverables and purpose, training venue options, and community and outreach events.
3. MEO/EEO Personnel and Training- Ms. Lundsted provided status updates. All major commands but 2 (EAATS and Med Det) have trained EO Advisor. Need 25 more EO Leaders trained for commands to be in the green (Army only.) PANG now has 7 personnel trained as EEO investigator.
4. Catto Award- Ms. Lundsted. Major Catto Honor Ceremony and Award Luncheon held on 7OCT23 in Philadelphia. Five FY23 awardees. Attendance contingent on government shutdown. Meeting on 24OCT23 to discuss changing PMR nomination process. Awardees: Lt Col Benton Jackson, 193SOW; SMSgt Jessica Barder, 193SOW; MSgt Duke Elliott-Harmon, 111ATKW; CSM Tyrone Mickens, R&RBn; and MSG Anthony Varner, 213RSG.
5. Special Emphasis Groups (SEG) and Subcommittees- Ms. Lausman and Ms. Lundsted had MS Teams meeting with SEG Chairs 10AUG to discuss way-forward/gain clarity. Between this follow up conversations, following suggestions were made: 1) continue to hold quarterly meetings with SEG Chairs, 2) Ms. Lausman to provide DEIA training, especially aimed at enabling Chairs to become subject matter experts for their groups, 3) SEGs work with each other on projects/events, and 4) rather than Chairs doing a slide each, have Ms. Lausman brief on overall status of the SEGs. Suggestions to be further discussed. SEG & Subcommittee Chairs, or their representative, briefed their respective slides.
 - a. Black/African American Advancement – Chair CSM Mickens. Sought clarity on end state and expectations for SEGs.
 - b. Female Advancement – Chair LTC Ruotolo. Is a challenge to not have licensure for call-in options for MS Teams.
 - c. Veteran Advancement –Chair CPT Cook. Reviewed lines of effort. Will further discuss drone soccer.

- d. Hispanic Advancement – CPT Barela-Vess. Reviewed goals and gave reminder of it being National Hispanic Heritage Month.
- e. Asian American & Pacific Islander Advancement – Co-Chairs LTC Guthrie and CW4 Smith. Priority is networking and exploring military and civilian resources. Looking into bringing food trucks serving Asian food to FTIG during AAPI heritage month.
- e. Analytics Subcommittee – COL Graham. Reminder the subcommittee can pull and provide various data at the request of SEGs.
- f. Culture, Worldview-Identity Subcommittee– Ms. Lundsted for Co-Chairs Dr. Carvalho-Grevious and Ms. Trout. Nothing significant to report.
- g. Diversity, Equity, Inclusion & Accessibility Policy Subcommittee – Chair COL Graham. Goal is to have Commander’s Guide containing info on EO/EEO and sexual assault/harassment processes published around December.

BG McHugh suggested SEGs 1) identify policies, procedures, or other ways in which PANG may be restrictive or making things difficult; 2) recognize/celebrate special observances; 3) feature, recognize and/or highlight people within PANG. Brig Gen Koudelka expressed concern about lack of membership, especially from the Air Guard.

- 6. Due outs and closing comments- MG Schindler, BG McHugh and Brig Gen Koudelka
 - a. SEGs are encouraged to meet quarterly. Groups efforts are very much appreciated.
 - b. TAG suggested SEGs consider what our recruiting is like, what can we improve? What is preventing us from attracting and retaining people? Do we need materials in different languages? How can we do things better to make the organization better? Encouraged SEGs to generate ideas.

- 7. UPCOMING SJDC MEETINGS: 14 December 2023
28 March 2024
27 June 2024
26 September 2024

Meeting Adjourned: 1350 hours