



## NGB DIVERSITY UPDATE

18 Oct 2013

### **CONGRATULATIONS JOINT DIVERSITY EXECUTIVE COUNCIL – TOP 25 DIVERSITY COUNCIL IN THE NATION!**

**JDEC Award Winner:** The JDEC was recognized as one of the top 25 diversity councils in the nation by the Association of Diversity Councils. The JDEC placed seventh for outstanding contributions and achievement that lead organizational diversity processes. This year, the JDEC moved up from being in the 14th slot of the top 25 last year to seventh.

**MLDC/NDAA FY 13 Report:** An update on MLDC recommendations and NDAA 13 reporting requirements from all services are due to Congress by 31 Dec 2013. We may request Best Practices or other activities from the field (e.g. Mentoring Programs, Outreach, and local Policy Development).

**Regional Field Engagement:** Initial Regional Field Engagement meetings with Regional Chairs and State Joint Diversity Council representatives for Fall 2013 are completed and new reporting requirements have been established (due 31 Jan 2014). Meetings highlighted Best Practices, addressed issues/barriers to diversity and inclusion, and an NGB update. Regional Field Engagement timelines for 2013-2015 has been drafted for review/approval from Regional Chairs.

**Diversity Training:** We have eight Diversity Leadership Program (DLP) classes scheduled for completion by 31 December 2013. The following states are scheduled for classes: CA (2 classes), SD (2 classes), NE, FL, MI, and IN. Additionally, we have 22 states which requested DLP or Train the Trainer classes and 11 DLP classes are approved for 2014, pending funding.

**Disability Programs:** We are streamlining our outreach program to provide new tools for the states and raise awareness of disability programs. We will use and provide available resources and tools (GKO/Newsletters/Virtual Updates/Websites/social media) to enhance the field's Disability Programs. As we implement various outreach initiatives at the NGB-level, we will share our successes and Best Practices with the field.

**Demographics, Analysis, and Diversity Measures:** Year End Demographics Update is being started and updated information will be available to the field by Jan 2014. An overall collection of all required diversity measures and reporting is well underway to ensure complete compliance with Congressional, OPM, DoD, and our own NGB requirements are met. We are also updating the MLDC Demographics Dashboard for year-end FY13. This should be available to the states and territories by the end of Jan 2014, and will include a summary of changes since the end of FY 11.

**Tools for the Field:** The updated Leaders' Guide will be sent to the field by the end of October. As an Outreach Initiative for the field, announcement of our Science, Technology, Engineering, and Mathematics (STEM) initiative will be sent to the field in November. Our GKO website has numerous tools for training, metrics, and mentoring. We have also recently added a "From the Field" section for Best Practices from the field and added new information from our Disability Programs.

**Virtual Diversity Update (VDU):** The VDU will be scheduled for a later date. The VDU agenda:

Diversity and Inclusion Way Ahead/CNGB Vision

JDEC Role and Update by Chair JDEC

Office of Personnel Management

Regional Field Engagement Process

State Joint Council Best Practice

NGB/ARNG/ANG Update

Diversity Training