

**DEPARTMENTS OF THE ARMY AND AIR FORCE**  
**ARKANSAS NATIONAL GUARD**  
**CAMP JOSEPH T. ROBINSON**  
**NORTH LITTLE ROCK, AR 72199-9600**

NGAR-ARNG-CDR

22 July 2024

**MEMORANDUM FOR RECORD**

**SUBJECT:** Minutes of Joint Diversity, Equity, and Inclusion Council

1. **Call to order:** The Arkansas National Guard Diversity, Equity and Inclusion Council Meeting held on Sunday, 14 July 2024 via in person and Microsoft Teams.
2. **Diversity Council Chairperson,** BG Tony Shepherd, opened the meeting at 1300hrs
3. **Review of Minutes:** Reviewed the 2025 End State
4. **Discussions:**

A. Name Changes to NGB's JDEC naming convention. Waiting for NGB to release new name from Joint Diversity Executive Council. Name changes for Arkansas. Arkansas DE&I (Diversity Equity and Inclusion) will change name to Career Pathways Program. NGB has not published new name yet. Names updated on Council Member and Working Group team.

B. TAG Executive Summary. The Arkansas National Guard (ARNG) Diversity and Inclusion Strategic Plan outlines the implementation of the President's Executive Order 13583 on the establishment of a coordinated government-wide initiative to promote diversity and inclusion in the federal workforce. It aligns with the National Guard Bureau (NGB) Diversity and Inclusion Strategic Plan. The Arkansas National Guard Diversity and Inclusion Strategic Plan is a roadmap to help leverage diversity to improve mission accomplishment. Properly managed diversity in an inclusive environment acts as a combat multiplier. Leadership involvement is essential to the success of the program.

C. Review Strategy for 2025. Minority mentorship program in place for both Officers and Enlisted in Army & Airforce. Increased training and understanding of DEI tenants. By QTR 2, we plan to implement training for Four Lenses depending on funding. 30% more Minority leadership in our organization at the captain and above levels and E7 and above levels. Branch Diversity: Increase in minority/ethnic and female presence/numbers in the following branches: Aviators, Physicians/Dentists & JAGs. 25% increase of women in Combat MOS' and senior leadership positions. Possible changes to occur with new TAG selection.

D. Book Development: Army National Guard Women in Uniform will publish 2<sup>nd</sup> edition. Darryl Daniels is the historian for our organization.

**DEPARTMENTS OF THE ARMY AND AIR FORCE  
ARKANSAS NATIONAL GUARD  
CAMP JOSEPH T. ROBINSON  
NORTH LITTLE ROCK, AR 72199-9600**

E. FMMP (Female Mentoring & Morale Program) : Natalie Brown is the Chair for the FFMP. MAJ Douglas spearheads day to day activities. FFMP does not include males.

F. BG Shepherd appointment to Chair Region 6 JDEC: (Arkansas, Oklahoma, Louisiana, New Mexico and Texas).

5. **Questions:** None

6. **Closing comments:** - **Next meeting Sept 15th, 2024 via Microsoft Teams.**

LAUREN FOUNTAIN  
SSG, AR ARNG  
Recorder

REVIEWED:

TONY L. SHEPHERD  
Brigadier General  
Land Component Commander