

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

MEMORANDUM FOR RECORD

27 October 2022

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

1. **Call to order:** The Arkansas National Guard Diversity, Equity and Inclusion Council Meeting was held on Microsoft Teams, on Tuesday, 25 October 2022.

2. **Diversity Council Chairperson,** BG Tony Shepherd, opened the meeting at 1300hrs

3. **Review of Minutes:** There were no minutes to review. This was the first Joint Diversity Council meeting for this FY.

4. **Discussions:**

A. BG Shepherd went through the slide deck where he emphasized NGB Mission imperatives. *(slide four in slide deck)*

B. MD715 – We were non-compliant because we do not have a current Strategic Plan that includes Diversity, Equity, and Inclusion. He spoke to NGB to get a reprieve because we were just standing up the Council. Goals is to have it submitted by 31 December.

C. BG Shepherd emphasized that this program is not Affirmative Action. We are not selecting anyone because of the color of their skin. We want to bring awareness that people are different, and those differences have value.

5. **Questions:**

A. Do we have templates from States and if so, have they been disseminated to the group? BG Shepherd stated that the templates have not been disseminated. We do not have to recreate the wheel we can, and we will borrow from other States. The templates will be disseminated once the Diversity Champions have been identified.

B. COL Sanders asked How do we measure success, what does it look like? BG Shepherd replied

1. Successful mentorship program

2. Increase in female and minorities in leadership levels

a. AMMO – Army or Airforce minority membership operations

b. WILD – Women in leadership domains

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C. COL Henderson spoke about cognitive diversity and how it makes what we are trying to achieve clearer.

6. Closing comments: BG Shepherd talked about the proposed meeting dates for the group (*slide 14 in slide deck*). The group will meet quarterly.

VERONICA Y. AUSTIN
CW4, AR ARNG
Recorder

REVIEWED:

TONY L. SHEPHERD
Brigadier General
Land Component Commander