15 Feb 2022

WVNG JDEC Meeting Minutes  
1300-1400

**Attendees:** TAG | ATAG-ARMY | SA-TAG | SEL | ARMY CSM | STATE CW5 | COS | DoS | FP REP | PAO | RRB | AIR RECRUITING | HRO

**Opening Remarks:** MG Crane, TAG

* Pleased with JDEC progress thus far and will be leaning heavily on BG Munger, Special Assistant to TAG, as Co-Chair of the JDEC.

**Introduction:** BG Munger, JDEC Co-Chair

**Review of Updates on Inclusion & Diversity tasks from WV Army & Air National Guard**: COL Jamie Bowen/Col Kevin Ray

* Demographic data provided for each MSC and Air Guard Unit; TAG requested that services look into community diversity metrics to compare how recruiting and retention efforts align.
  + JDEC will work through a process to identify an overarching diversity metric
* Army has implemented dedicated lactation spaces at Buckhannon, JFHQ and Camp Dawson. Additional armory locations are in the works. Air Guard facilities have incorporated dedicated space for lactating mothers, additional pods in the works.
* Unisex bathrooms will be implemented at new Buckhannon armory; TAG requests feedback on opportunities for future renovations.
* Overview of EOL/EOA training and way forward.
* Requested Command Climate Surveys by MSC.
* Update on Transgender training and policy. TAG emphasized the need to ensure new members are trained and understand the policy.
* Review of OPD/NCOPD training with inclusion and diversity emphasis.
* Resource guide updates from services on pregnancy/postpartum guides.
* Commander’s Hotline/WVNG Feedback Line updates.

**Charter Review and Way Forward:** BG Munger

* Brief overview of new JDEC charter
* Next item will be to develop a strategic plan.
* Overview of potential goals, which include leadership commitment to inclusion and diversity, talent management and resources for inclusion and diversity initiatives.
* Requesting goals and objectives defined by next JDEC.
* BG Munger will distribute draft strategic plan for input from all JDEC attendees.

**Closing Comments:** BG Munger

* Next JDEC proposed for May 2022