



Louisiana National Guard
Joint Diversity Executive Council

CHARTER

The name of this council will be: Louisiana National Guard Joint Diversity Executive Council (JDEC).

The purpose of this Council is to provide advice to The Adjutant General in order to fulfill the diversity and inclusion program's mission and vision. The Louisiana National Guard will pursue the following goals which align with National Guard Bureau guidance.

GOALS

- **Develop a ready, reliable, and accessible community-based workforce that reflects the communities we serve. DIVERSITY WORKPLACE.**
- **Cultivate a flexible, collaborative, and inclusive work environment that leverages diversity and empowers all contributors. INCLUSIVE WORKPLACE**
- **Develop structures and strategies to equip leaders with the ability to manage diversity at all levels of the organization, be accountable, measure results, refine approaches on the basis of such data, and institutionalize a culture of inclusion. SUSTAINMENT**
- **Develop and increase diversity partnerships, both internal and external to the National Guard. BUILDING STAKEHOLDER ENGAGEMENT, COMMUNITY RELATIONS**
- **Institutionalize communication synchronization, engagement and outreach throughout the Louisiana National Guard. COMMUNICATION SYNCHRONIZATION, ENGAGEMENT AND OUTREACH**
- **Develop and implement education and training on diversity and inclusion principles throughout the organization. DIVERSITY AND INCLUSION COMPETENCY**

As a team, the council will execute and oversee the following:

1. Development of plans, solicitation of ideas and be a driving force for the implementation of Diversity and Inclusion plans within Louisiana National Guard programs.
2. Recommendation of programs and advise The Adjutant General on all matters concerning diversity to include the health of the organization with regard to diversity and inclusion.
3. Recommend Diversity Policy to The Adjutant General.
4. Monitor and evaluate the effectiveness of The Adjutant General's diversity and inclusion program and policies.
5. Establish a forum of communication focusing on diversity and inclusion within the Louisiana National Guard.
6. Recommendations of outreach efforts to achieve access opportunity to under-represented populations.
7. Provide recommendations to The Adjutant General on methods to build an organization that leverages the LANG's diverse workforce; sustains a workforce climate of equity and fosters an environment where individuals have the opportunity to prosper and effectively advance their careers.
8. Assist in developing a Louisiana National Guard Diversity and Inclusion Strategy.

ARTICLE I – MEMBERSHIP

Section I – Membership: The Louisiana National Guard Joint Diversity Executive Council shall be appointed by the Adjutant General and be comprised of Army and Air National Guard military and civilian personnel. The following members are voting members. At a minimum, the Council will be composed of the following:

Chairman - Assistant Adjutant General (Army or Air)

Vice-Chairman – Assistant Adjutant General (Army or Air)

Senior Enlisted Advisor-Army

Senior Enlisted Advisor-Air

Command Chief Warrant Officer

Direct Reporting Units – Commanders/Senior Enlisted Advisors

256th IBCT

225th ENG BDE

139th RSG

159th FW

204th TAOG

61st TC

199th Ldr Reg

Strategic Planner (J-5)

Recruiting and Retention (Army & Air)

State Military Department Director's Representative

SECTION II - In the absence of the Chairman and Vice Chairman, the senior Council member will become Acting Chairman.

SECTION III – The following members are non-voting members who serve as advisory representatives and will include, as a minimum:

Human Resources Officer

Human Resource Advisor (Air)

The State Judge Advocate

State Chaplain

State Equal Employment Manager (SEEM) – Army

Equal Opportunity (EO) – Air

SECTION IV – The recorder shall be the secretary as elected by the Council.

SECTION V: Committees and Working Groups will be established as needed. The Council will strive to compose its committees and working groups cross culturally.

SECTION VI – Period of Membership on the Louisiana National Guard Joint Diversity Executive Council shall be from appointed by the Adjutant General until officially relieved from assignment/appointment. Assignment is by position; therefore, if a member leaves the position, the new position holder will replace the former member on the council.

SECTION VII – In the event a principal member is unable to attend a meeting, the AO/XO, Vice/Deputy, CSM or Alternate SMD Representative may represent and hold full voting privileges.

ARTICLE II – MEETINGS

Section I – Council Meetings: The council shall meet at the call of the Chairman at least quarterly. Attendance at the council meetings will be limited to members, advisors, and invited participants. Members will be considered present by electronic means such as Teleconference (TC) or Video Teleconference (VTC) when coordinated prior to meeting and at the call of the Chairman. The proposed agenda for each meeting will be forwarded in advance of the meeting by the Chairman, based on input from the council and working groups. The agenda will be distributed to all council members, advisors and other participants as appropriate.

Section II – Quorum: Before transacting council business, a quorum consisting of not less than the Chairman (or Acting Chairman in his/her absence) and eight other council members must be present.

Section III – Voting: Quorum required, Chairman is the tie-breaker.

ARTICLE III – ADMINISTRATION

Section I – Administration: The Council will operate under the general guidance of The Adjutant General.

Section II – Committees: The Chairman shall have broad latitude to appoint committees, select committee chairmen, study issues, make recommendations and other actions deemed necessary to accomplish the task. The council may be augmented by persons external to the council, as required, based on the task and areas of expertise necessary. Unless designated as a “standing committee” by the Chairman, all committees will be dissolved upon completion of their task, as determined by the Chairman.

Section III – Working Groups: The Chairman shall have broad latitude to appoint working groups, select committee chairmen to lead the working group, and make recommendations and other actions deemed necessary to accomplish the task.

ARTICLE IV REPORTS

Section I – Reports of Council Meetings: Standing reports shall be as directed by the Chairman. The recorder shall furnish a copy of the minutes of the council meetings to each member and advisor within 30 days following adjournment of the meeting.

Section II – Reports of Committee Meetings: Each committee chairman shall furnish a written report of the (specific name) committee’s findings and recommendations to council members and advisors within 30 days following completion of the committee’s assigned task.

Section III – Reports of Working Groups: Each Working Group chairman shall furnish a written report of the (specific name) Working Group’s findings and recommendations to council member, advisors or committee within 30 days following completion of the Working Group’s assigned task.

ARTICLE V AMENDMENTS

Charter Amendments: Amendments to the Charter may be made by a majority vote of the Council membership.

This Charter for the Louisiana National Guard Joint Diversity Executive Council is approved this date:

1 February 2014



GLENN H. CURTIS

MG, LAARNG

The Adjutant General