

**NATIONAL GUARD BUREAU
ARMY NATIONAL GUARD**

ANNUAL NARRATIVE and STATISTICAL REPORT on EO PROGRESS

NGR 600-21 "Equal Opportunity Program in the Army National Guard" dated 14 September 2001 governs the collection of data reported.

Date (20170316)

STATE: MI **PERIOD COVERED:** 01OCT15-30SEP16 **RESPONSIBLE OFFICER:** LTC Patrick Mayabb, MIARNG HREO

1. FORMAL COMPLAINT SUMMARY INFORMATION

Disposition	Race	Color	Religion	Gender, not S/H	Sexual Harassment (Includes Sexual Orientation)	Reprisal	National Origin
Settled							
Withdrawn							
Appealed & Pending NGB FAD							
FAD - No Finding of Discrimination	1	1					1
FAD - Finding of Discrimination							
Other			1	1	1		
Total Formal Complaints	4		a. Total # ADR	0	b. Total # ADR Settled	0	
Total Informal Complaints	21		a. Total # ADR	2	b. Total # ADR Settled	2	

2. EQUAL OPPORTUNITY ADVISORS BY UNIT
(Do not include Equal Opportunity Leaders [EOLs])

Unit and Level of Command	Rank / Name	Position	DEOMI Qualified		Race	Gender	Assigned Date	Replacement Date
			Yes (Date)	No				
MI Joint Force Headquarters	MSG Beck	EO Specialist	Jun 2013		White	Male	Apr 2016	4 APR 19
MI Joint Force Headquarters								
63 rd Troop Command	MSG Buckley	EOA	May 2015		White	Male	May 2014	August 2016
272 nd Regional Support Group	MSG Beck	EOA	Jun 2013		White	Female	Aug 2012	May 2016
177 Military Police	MSG Sanchez	EOA	Aug 2014		White/Hispanic	Male	Jun 2013	March 2017
MI Joint Force Headquarters	WO1 Taylor	SEEM	Feb 2016		African American	Female	Aug 2015	August 2018

3. STAFF ASSISTANCE VISITS (SAV) / EOLS / DEOCS / EO / HAZING AND BULLYING TRAINING:

MACOM	SAV (Completed/ Required)	EOLs (Trained/Required)	DEOCS * (Completed/Required)	EO Training (Attended/Required)	Hazing and Bullying Training (Attended/Required)		Senior Leaders Attending EO Training (O5s and Above, CW4s and Above, E8s and Above) / Total
JFHQ	7 / 13	9 / 17	7 / 13	971 / 994	971 / 994	971 / 994	22, 35, 51 / 88
63 rd TC	19 / 21	16 / 24	17 / 21	1363 / 2268	1363 / 2268	1363 / 2268	6, 8, 21 / 35
272 nd RSG	23 / 27	26 / 27	22 / 27	1910 / 1978	1910 / 1978	1910 / 1978	8, 13, 22 / 43
177 th MP	21 / 28	22 / 30	12 / 25	1654 / 2100	1654 / 2100	1654 / 2100	7, 11, 29 / 47

4. COMMENTS REGARDING TRAINING i.e. SUCCESSES, BARRIERS, FEEDBACK:

Gender Issues with Combat arms units are being resolved at the unit level, which has led to a positive climate overall, compared to 2015.
 Two EOLC conducted within the state during FY16 created 77 trained Unit EOLs and improved our Trained EOLs numbers across the state.
 Transferring of trained EOLs throughout units led to a disconnect with the EO office, lack of contact, and difficulty tracking actual assigned EOLs.
 Due to the transition of Commanders and NCOs, inexperienced leaders contributed to a reduction in unit morale compared to 2014. (via DEOCS)
 Unit recovery from deployment is enhanced at armories with fewer UIC's stationed there. (via DEOCS)

5. IDENTIFY COMMUNITY AFFAIRS INVOLVEMENT:

-MING officially entered the mission to support the Flint Water Crisis

-MIARNG SSG Jon French developed a weapon sighting system that allows combat wounded veterans who have lost eyesight the ability to shoot firearms. The French Visually Impaired Sighting System (VISS). All profits from the sale of VISS are used to help provide VISS to wounded US military veteran's and help support the organizations that foster veteran's and veteran's family growth.

-Michigan Youth Challenge Academy celebrated their 33rd graduating class since 1999. MYCA adds immeasurable value back to the Michigan Communities.

-MIARNG Aviators provided support to a "Bucket List" request by landing a helicopter in Howell, Michigan, the hometown of Conrad Huntley who is dealing with an undiagnosed tumor.

-MIARNG Multi Role Bridge Company invited 7 High Schools to "Spend a day with the MING"

-MING JFHQ organized and managed a Lansing Area American Red Cross Blood Drive.

-MIARNG Family Support has participated in Joint Community Forces (JCF), Veteran Community Action Team (VCAT), Buddy 2 Buddy, and 4H liaisons with Michigan State University.

6. ADJUTANT GENERAL ASSESSMENT OF THE OVERALL HUMAN RELATIONS CLIMATE:

All levels of MIARNG Leadership are committed to the fair and equitable treatment of our Soldiers. MIARNG's workplace promotes trust, opportunity, fairness, and open communication among all members of the MIARNG. We will continue to train, build and strive for a more harmonious and productive work environment. I believe that our support for diversity will assist us in accomplishing our goals of Leadership Commitment and Awareness, Education and Training/Diversity Awareness, Career Management, Policy Creation, Community Outreach & Involvement, and a Visible Recruiting and Retention.

Equal Opportunity Advisors (EOA), under the direction of the HR EO manager, are educating their commanders and Equal Opportunity Leaders about the impact of diversity and equal opportunity has on combat readiness and mission accomplishment. Commanders are dedicated to creating a professional and positive work environment within their organizations. EOA's are being included in operations planning.

The MIARNG remains dedicated to treating our service members with dignity and respect. We fully embrace Equal Opportunity as the foundation of effective peacetime and combat readiness.

ACTION OFFICER

SIGNATURE

TAYLOR THAS DANIELLE 1164577445

DATE 20170403

TAG

SIGNATURE

DATE 20170403

Note: Your demographic data is available online. To review it for your analysis, go to <https://public.tableau.com/profile/armg.cso.eo#!/> and select "Annual Statistical Report on Equal Opportunity." If you

see anything that you believe to be in error, please contact us at ng.ncr.ngb-arng.mbx.eo-and-diversity-office@mail.mil.