National Guard Bureau

AFFIRMATIVE ACTION AND AFFIRMATIVE ACTION PLAN
1. Define Affirmative Action.

2. Explain Affirmative Action Plan’s purpose.

3. What’s ARNG policy on AAP?

4. AAP addresses what in combat readiness?
5. Why is the ARNG AAP essential?

(Note: App E, Chap 1)

6. List the 10 DoD mandatory AAP categories. (D-10)

7. Identify HR/EO and EOA responsibilities, roles and duties regarding the AAP? (Chap 1 & 2)
9. Who submits the AAP to NGB-EO and how often?

10. What are the objectives for an AAP?

11. List directorates responsible for EO at State HQs level.

(Note: Chap 2 and Appendix E, Chap 1)
12. List the seven areas of an AAP and define.

(NOTE: Handout and App E, Chap 2)
Affirmative Action Plan
ARNG EO Program

• Exercise II - Write APP
• Group 1 - Promotions
• Group 2 - Professional Military Education
• Group 3 - Separations/Discharges
• Group 4 - Retention
• Group 5 - Assignments
• Group 6 - Discipline
Subject: Leadership Counseling

Proponent: Brigade CSM

Objective: Ensure that soldiers receive adequate counseling

Affirmative Action: All supervisors must keep a copy of FM 22-100, Leadership Counseling at their work area. Ensure counseling is conducted IAW FM 22-100.

Goals: Counsel soldiers at least quarterly on performance

Milestones: Provide quarterly counseling schedules to Brigade each month.
Topics for additional groups

• Group 1: Affirmative Action Plan
• Group 2: EOA Training
• Group 3: Newcomer’s Orientation
• Group 4: EO Policy Statements
• Group 5: Human Resources Committee
• Group 6: Board, Councils, and Committees
Exercise I:  Intro - 05 min
              Research - 15 min
              Briefk - 10 min

Exercise II: Prepare AAP Charts - 20 min
            Break - 10 min
            Brief AAP Charts - 15 min
            Close - 05 min