

## Demographic Focus Group Meeting

Demographic Group:  
Veteran Status

Focus Group:  
Veterans

Host:

**Will Oren, Engineering  
Division Head**



# Agenda Items & Minutes Allocated

TOPIC	MINUTES
INTRODUCTIONS/OPENING	5 (Will, Ernest, Steven, Gina)
INTRODUCTION BY PARTICIPANTS	15 (Around the “Room”)
RULES OF “ENGAGEMENT”	5
D&I SURVEY DATA FOR VETERANS	5
DISCUSSION	25
MEETING SUMMARY/NEXT STEPS	5
MEETING CLOSE OUT	2



# Respectful Communication Guidelines

The Guidelines are written in an acronym, **RESPECT** (*adapted from Eric Law's original version*).



- **R** = take **RESPONSIBILITY** for what you say and feel.
- **E** = use **EMPATHETIC** listening.
- **S** = be **SENSITIVE** to differences in communication styles.



- **P** = **PONDER** what you hear and feel before you speak.
- **E** = **EXAMINE** your own assumptions and perceptions.



- **C** = keep **CONFIDENTIALITY**.
- **T** = **TRUST** that greater truth comes through diversity.



# Ground Rules

---

1. Please mute microphones when not speaking, and raise your hand if you want to speak
2. Be present in the moment, put away any distractions.
3. Let the host take the lead as we follow the Agenda.
4. Actively listen when others are speaking.
5. Wait to be prompted to speak.
6. Offer feedback when prompted.
7. Respect the opinions shared by others.
8. Keep confidentiality of others' information shared at the meeting.
9. Suggest options or solutions to improve situations shared (as appropriate).
10. Do not share information you are uncomfortable sharing. If there is something private, you would like to convey contact your AD/DH, HR or Leadership Sponsor after the meeting or via email.

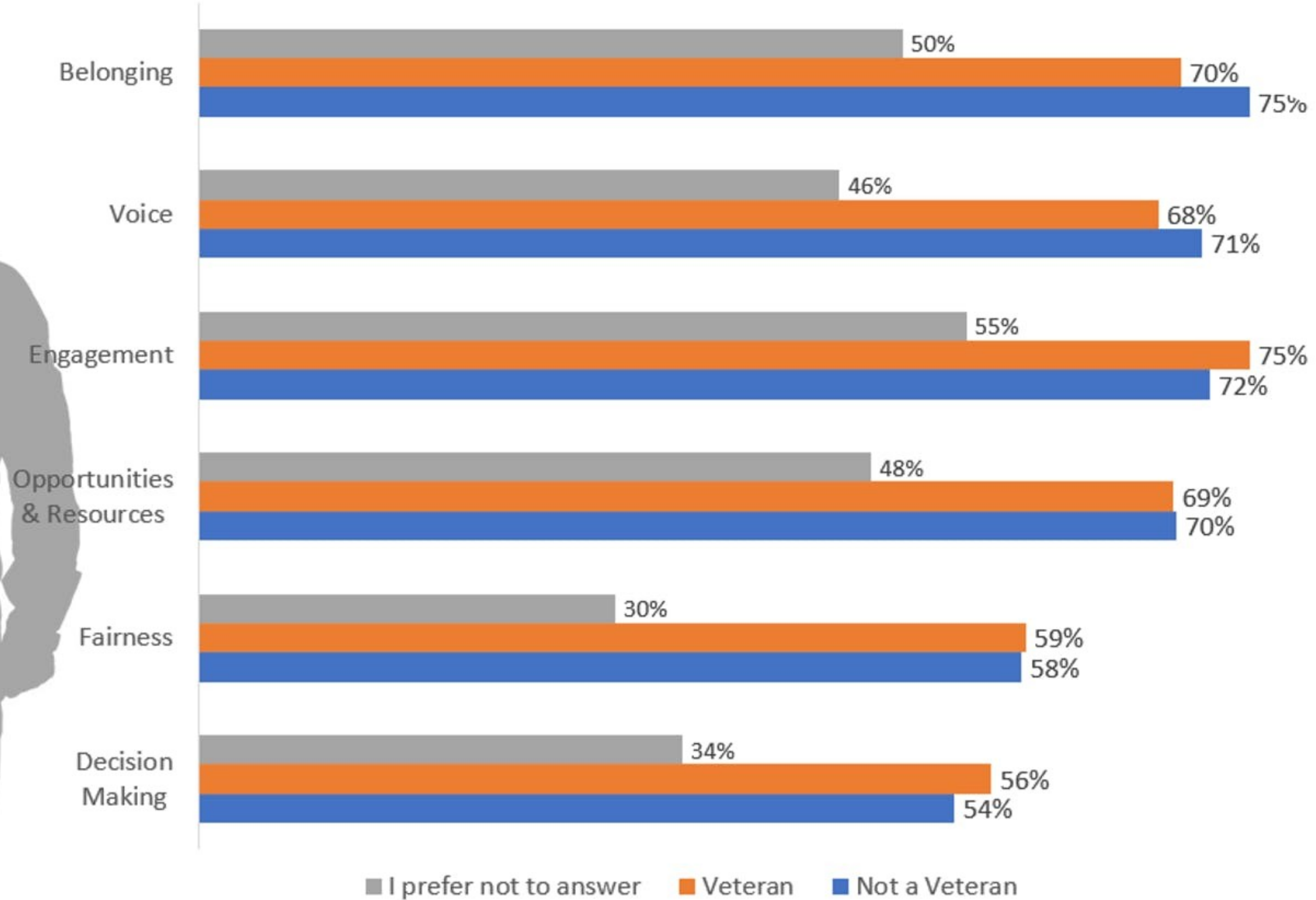




# How do you feel about the weather today?



# WHY ARE WE HERE? SURVEY DATA FROM VETERANS





# What do you hope to get out of this meeting and what does its success look like to you?

Information

Learn about vet experience

Find ways to support the lab in getting better wrt diversity

Understanding

Actionable feedback that will help the Lab.  
Success is positive change, small or large.

Become an active listener so we can better support our veterans.

No prior expectations.

Understanding of how the Lab views Vets

Understanding long term strategy for employing more veterans.

# What do you hope to get out of this meeting and what does its success look like to you?

I wanted to know what it is was all about. I have never felt like I didn't have a voice for being a vet so I was curious if other vets have.

Find out how the lab would like to use the strength of their veterans

Great discussion about how diversity and veterans tie together.

Understanding

What is the mission of the meeting?

None

More recognition for the Vets at the lab

Ensure veterans have needed support

I have never had a problem with being a veteran at the lab



# What do you hope to get out of this meeting and what does its success look like to you?

It seems like others are working in slow motion sometimes. I'd like to see more self starting, accountability and ownership.

Being a Veteran has never impacted my experience at the lab.

Does JLab management understand the basic structure of military? Over the years, many do not understand, especially in recruiting?

# What challenges are you experiencing as a Veteran at the lab and how do they affect you in your role?

No significant challenges. The Lab is a great place to work.

No challenges as a vet.

Absolutely ZERO. The lab does a fantastic job recognizing the veterans. Thank you to Mike and Rebecca for your work with telling our stories.

None specific to being a veteran

No specific challenges as a vet.

Negative feedback from customers in the lab, referencing that "this is not the military" when it comes to enforcing rules.

I felt like my years of prior service did not matter even as an NCO and i was treated as a "kid" when I came to the lab even though i was older

No real challenges. I do appreciate the work Mike Robbins has done with Rebecca Duckett in supporting the Veterans and telling our stories.

Need more cake



# What challenges are you experiencing as a Veteran at the lab and how do they affect you in your role?

No challenges specific to being a veteran. However, other challenges involving bullying and shame culture.

It seems like others are working in slow motion sometimes. I'd like to see more self starting, accountability and ownership.

Military usually have to figure out how to get the mission accomplished at all costs because lives are on the line. The lab environment is different and doesn't always allow that. Too risk adverse maybe.

Sometimes it is difficult to explain to others how your experiences match up with the equipment at the lab and they do not understand some of the lingo

We missed our cake this past year but that's okay

OKay

Thanks for the shoutouts! - Mike Robbins

Over the years, the JLab respect of veterans has improved?

post list of possible topic

# What challenges are you experiencing as a Veteran at the lab and how do they affect you in your role?

post list of possible topics



# What specific changes would be most impactful and meaningful to you and why?

succession planning

There are military transition centers at the local posts and bases that welcome employers and former military to speak to members that are getting out.

Ref discussion taking place right now regarding recruiting. Hit the base Transition Programs hard with visit from recruiters. Also, that is just the beginning. Look past lack of advanced degrees etc to the basic competencies.

Focus on taking care of your people, not only with prodev activities but with making sure fixes you implement are robust and done the right way. Also that you interact with them and keep them challenged.

Suggest HR go and visit Military bases in surrounding area to talk with folks about to retire.

Engaging/applying the experience most vets possess towards the labs mission.

Navy has a program for people leaving the Navy. I found JLab during this program. Do we still interface with them? It was called TAPS then, probably something else now.

Transiting really is a big deal and the issues can linger

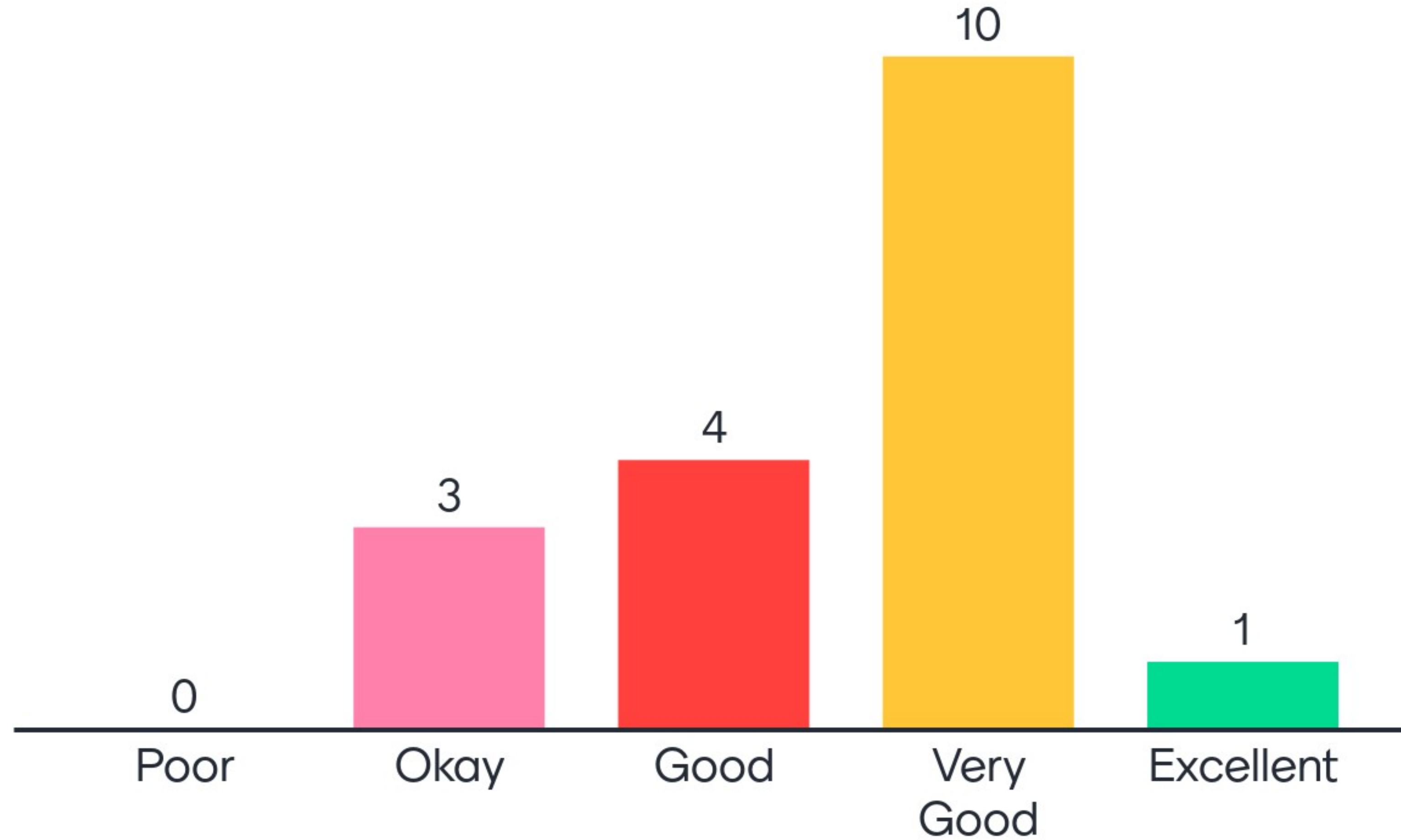
Translating military jargon to a language that a hiring manager will understand is a significant issue with recruiting veterans.

# What specific changes would be most impactful and meaningful to you and why?

Good thoughts



# How was the meeting for you?



# What would you like to see in the next meeting?

Cake

Cake

Discussion on recruitment and retention of veterans.

ways for people to contribute to the lab

Develop a plan or team to reach out to our local military transition centers

Develop a plan for veterans to utilize soft skills (i.e. leadership training) to better help the culture at the lab. AND CAKE.

Notice on the vet/nonvet initial slide that those that did not answer this question seemed a lot less satisfied.

Discussion about some of the intrinsic skills we might find in vets that are not apparent in resumes.

Yep...cake



# What would you like to see in the next meeting?

Recommendations and path forward. Regarding transition - if a new employee is recently transitioned, pair them with a tenured Lab employee who's a vet

find ways to support open communication at the lab

For me to transition it was easy because I already knew some of the leaders at JLab cause they were past military. I think that is still important for today and the future

# Next Steps...





Thank You!

The next meeting date and time will be posted in the Weekly Briefs.

