



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST INFANTRY DIVISION AND FORT RILEY
7424 APENNINES DRIVE
FORT RILEY, KANSAS 66642

AFZN-EO

20 DEC 2023

MEMORANDUM FOR RECORD

SUBJECT: CY24 Equal Opportunity Focus Topics

1. Equal Opportunity (EO) incidents continue to remain a significant concern across the Army. 1ID saw a significant decrease in cases during FY23; sustained emphasis on key topics will continue to improve the climate on FRKS.
2. The following topics will be discussed at the lowest levels as part of OVW:
 - a. JAN 2024 - Maintaining Work Life Balance
 - b. FEB 2024 - Leadership (Passive / Active / Reactive / Proactive)
 - c. MAR 2024 - Mitigating Racially / Sexually Harassing Behaviors
 - d. APR 2024 - Fraternalization / Hazing / Bullying
 - e. MAY 2024 - Improving Communication Across Differences
 - f. JUN 2024 - Improving Connectedness
 - g. JUL 2024 - Managing Stress
 - h. AUG 2024 - Developing Responsible Drinking Habits
 - i. SEP 2024 - Cultivating Positive Relationships
 - j. OCT 2024 - Increasing Bystander Intervention
 - k. NOV 2024 - Building Professionalism
 - l. DEC 2024 - Developing Unit Cohesion
3. Addressing these topics will assist with the prevention of EO incidents, ensure we provide a workplace for our Soldiers free from harassment and unlawful discrimination based on race, color, sex (including gender identity and pregnancy), religion, sexual orientation, or national origin, and provide an environment free of unlawful and offensive behavior.
4. POC is LTC Garnto, Dara at 785-239-8079 or dara.l.garnto.mil@army.mil.

DARA L. GARNTO
LTC, MI
Equal Opportunity Program Manager



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S: 29 DEC 2023

AFZN-EO

4 DEC 2023

MEMORANDUM FOR Commanding General, 1ID and FRKS

SUBJECT: CY24 Equal Opportunity Focus Topics

1. FOR DECISION.
2. PURPOSE. To obtain approval of CY 2024 Equal Opportunity focus topics.
3. RECOMMENDATION. CG approves the focus topics listed below.

APPROVED

DISAPPROVED

SEE ME *JM*

*combine
leadership
Add harassment,
fraternization,
and bullying*

4. BACKGROUND. Equal Opportunity (EO) incidents continue to remain a significant concern across the Army. 1ID saw a significant decrease in cases during FY23; emphasizing key topics will continue to improve the climate on FRKS.

5. DISCUSSION. EO focus topics will be discussed at the lowest levels as part of OVW. This will assist with the prevention of EO incidents, ensure we provide a workplace for our Soldiers free from harassment and unlawful discrimination based on race, color, sex (including gender identity and pregnancy), religion, sexual orientation, or national origin, and provide an environment free of unlawful and offensive behavior. Suggested focus topics, based on feedback from brigade commanders, brigade equal opportunity advisors, and recent command climate assessments, include:

- a. JAN 2024 - Maintaining Work Life Balance
- b. FEB 2024 - Passive vs Active Leadership
- c. MAR 2024 - Improving Communication Across Differences
- d. APR 2024 - Mitigating Racially / Sexually Harassing Behaviors
- e. MAY 2024 - Reactive vs Proactive Leadership
- f. JUN 2024 - Improving Connectedness
- g. JUL 2024 - Managing Stress
- h. AUG 2024 - Developing Responsible Drinking Habits

