

Wing HRA (Human Resource Advisor)

	192nd Fighter Wing (VaANG) 159 Sweeney Blvd, Suite 107 Headquarters Bldg 764, 1st Floor Joint Base Langley-Eustis, VA 23665-2213	
SMSGT SAMANTHA L. MITCHELL Human Resource Advisor		
<i>Developing and Engaging Diverse American Airmen</i>		
Phone: (757) 764-5289 DSN: 574-5289 Fax: (757) 764-6967 (DSN 574) Cell: (757) 771-6232 Samantha.mitchell.4@us.af.mil		



HRA PRIORITIES

HRAs are: *Part of the leadership team taking care of the ANG's most powerful weapon system, our Human Resources!*

- *Support Airmen Development
- *Foster an inclusive environment
- *Continue to advise leadership on issues that strengthen our force

What an HRA Does:

Strengths	Responsibilities	
Leveragers of talent	Promote fairness and equity	Communicate DANG Diversity vision and goals
Inclusion experts	Assemble demographic data	Facilitate leadership development courses
Culture change agents	Nurture mentorship programs	Foster teambuilding
Relationship builders	Attract and develop talent	Develop strategic initiatives for inclusion

- Effective HRAs operate as culture change agents who are diversity and inclusion subject matter experts at their assigned Wings.
- HRAs advise and assist ANG senior leadership on strategic initiatives that directly affect organizational culture and on the development and effective utilization of all Airmen in the ANG.
- HRAs are the focal point of diversity demographics, and if used as such, can provide timely and important demographic information to Wing leaders that can directly affect recruiting and retention efforts during force management conversations.
- HRAs understand that the responsibility for a leader is to create an environment of diversity and inclusion that creates a culture that attracts, inspires, and develops talented and accountable Airmen, and unleashes their full potential.
- HRAs keep open lines of communication going between team agencies that can aide in force development and retention; these include: Family Support Center, Education Office, DPH, EO, Finance, UCAs, Recruiters, ROMs, Yellow Ribbon Program, and Chaplains.
- HRAs work closely with EO, DPH, and First Sergeants they can keep a pulse on the organization. Also, they act as witnesses to Wing personnel behavior when new polices are implemented. HRAs that communicate this “pulse check” to Wing leadership can help guide them on a proactive versus reactive solution to situations that may arise.
- They are facilitators of Wing mentoring programs which leverage the talent in each Airman.
- HRAs work in conjunction with the Command Chief during selection boards for OAY and promotions to ensure fairness and equality.
- HRAs are plugged into the changing world and how that change affects the culture within their Wing. They tap into resources like 4 Lenses Temperament Assessment to help workers understand how they prefer to receive and give information, what they value, as well as Influence Style Indicator assessment to leverage leadership impact, and Change Style Indicator assessment to improve change effectiveness.