



# People First

April 2021

## WHAT IS OPERATION PEOPLE FIRST?

III Corps [announced](#) Operation People First on November 19, 2020. Operation People First is all about building cohesive teams and has three main focus areas:

- Getting to know Soldiers
- Certifying leaders
- Leaders holding leaders accountable

Operation People First is for all III Corps Soldiers which includes [Fort Hood](#) and [Fort Bliss](#), Texas; [Fort Carson](#), Colorado; and [Fort Riley](#), Kansas and [Fort Sill](#), Oklahoma.

## HOW DO YOU PUT OPERATION PEOPLE FIRST INTO ACTION?



### Getting to Know Soldiers

- Leaders focus on a Soldier's "**Golden Triangle**" of support that includes their direct leader, a trusted friend and family. Leaders check in with a Soldier's Golden Triangle often to help them get to know their Soldiers better.
- Commanders have dedicated more than **6 million work hours** – specifically for team building and counseling with their Soldiers – to get to know them better and strengthen their bonds.
- Leaders **visit barracks** to check on Soldiers, see how they're living and coping with life away from work.



### Certifying Leaders

- Leaders maintain records of all Soldier counselings, training records, and Golden Triangle contact information. These **Leader's Books** also have procedures for EO complaints and sexual harassment/sexual assault reporting
- Certified Leaders wear full-color unit patches on **Foundation Days** (team-building), signifying they are trained on the People First fundamentals.
- As of April 1, 2021, Fort Hood has **42 full-time professional Victim Advocates**, and 22 hold **upper level credentials** (Level II-IV) from the Defense Sexual Assault Advocate Certification Program/ National Organization for Victim Assistance.
- Soldiers participate in **SHARP 360** training at Fort Hood. Trained SHARP and Victim Advocates lead the scenario-based training that includes role-play in work and social settings. The training is designed to be immersive, interactive and intense.
- On Mar. 1, 2021, Fort Hood rolled out **Supporting Warrior Action Team Training**, a Soldier-developed intense training aimed at identifying harmful behavior and stopping sex crimes before they happen. Soldiers who complete S.W.A.T. training will be better equipped to create fundamental change in both command climate and organizational culture.



- The Department of Emergency Services now provides a brief at each III Corps and Fort Hood company commander and first sergeant course regarding the purpose of **military protective orders** and how they benefit Soldiers, commanders, and units.



## Leaders Holding Leaders Accountable

- The Fort Hood installation commander now leads and directs the monthly **Sexual Assault Review Board (SARB)** process.
- Company-level commanders update victims on SARB results within 72 hours.
- The Fort Hood commanding general directed all III Corps units to conduct **Fatality Review Boards** for all deaths, retroactive to Jan. 1, 2021, to identify issues and systemic concerns.
- Fort Hood has reinvigorated its **Good Order and Discipline Boards** and updated its list of off-limits establishments to protect the safety and health of military personnel and their families.
- Fort Hood routinely publishes **Teal Hash** messages and **Phantom Justice** courts martial updates giving Soldiers and Leaders a transparent look into the outcome of sexual assault and sexual harassment cases across Fort Hood. The reports are stripped of names to preserve identity, but the reports provide a deeper look into how Fort Hood is handling these crimes.
- The Commanding General's Hotline is available 24/7 at 254-618-7486.
- The SHARP Hotline is available 24/7 at 254-319-4671.

## WHAT ELSE HAS CHANGED?



### Barracks and Housing Improvements

- On Jan. 27, 2021, the Army announced a surge of **\$1.1 billion** for barracks and housing improvements and construction across 6 installations. Fort Hood will receive **\$519 million** in the next few years to improve on-base housing options.
- Fort Hood barracks renovations will provide modernized laundry rooms, showers and improved layouts. Several renovations of the **\$262 million** post-wide project are complete, and Fort Hood senior leaders routinely visit construction sites to monitor progress.
- Fort Hood Department of Public Works has installed **flood lighting** around some barracks and parking lots to **improve safety** and **security**. Additionally, Fort Hood garrison officials are currently working with the Department of the Army to secure funding for improving physical security measures.



### Training and Mentorship

- Units across Fort Hood conduct **women's mentorship programs**, where soldiers and leaders can share their experiences and build cohesion with each other.
- Across III Corps, Soldiers participate in **diversity** and **inclusion** workshops.
- More than 88,000 Soldiers participated in the Corps-wide **Extremism Stand-Down** training as directed by the Secretary of Defense.



## LINKS TO PEOPLE FIRST MEDIA

[Army outlines actions taken across the force to implement Fort Hood Independent Review Committee recommendations](#)

Source: Army.mil, Apr. 16, 2021

Link: <https://www.army.mil/article/245330>

[Army prepares to release final investigations into potential leadership failures at Fort Hood](#)

Source: Military.com, Apr. 16, 2021

Link: <https://www.military.com/daily-news/2021/04/16/army-prepares-release-final-investigations-potential-leadership-failures-fort-hood.html>

[Cove leaders extend partnership with other cities, Fort Hood](#)

Source: Killeen Daily Herald, Apr. 16, 2021

Link: [https://kdhnews.com/copperas\\_cove\\_herald/cove-leaders-extend-partnership-with-other-cities-fort-hood/article\\_5ca87ba0-9eda-11eb-8fcb-0b86ec09227e.html](https://kdhnews.com/copperas_cove_herald/cove-leaders-extend-partnership-with-other-cities-fort-hood/article_5ca87ba0-9eda-11eb-8fcb-0b86ec09227e.html)

[‘Technicians of Tomorrow’ program launches at Fort Hood](#)

Source: Army.mil, Apr. 16, 2021

Link:

[https://www.army.mil/article/245324/technicians\\_of\\_tomorrow\\_program\\_launches\\_at\\_fort\\_hood](https://www.army.mil/article/245324/technicians_of_tomorrow_program_launches_at_fort_hood)

[Project Hero makes stop at Fort Hood during 300-mile trek through Texas](#)

Source: KXXV (ABC 25), Apr. 15, 2021

Link: <https://www.kxxv.com/hometown/fort-hood/project-hero-makes-stop-at-fort-hood-during-300-mile-trek-through-texas>

[‘Positive steps’ Army chief of staff reports on Fort Hood progress](#)

Source: KCEN (NBC 6), Apr. 15, 2021

Link: <https://www.kcentv.com/video/news/positive-steps-army-chief-of-staff-reports-on-fort-hood-progress/500-5ec84614-e69a-4ff6-bff4-cb7f4e6b6eed>

[Vanessa Guillen gate to be unveiled next Monday](#)

Source: KCEN (NBC 6), Apr. 15, 2021

Link: <https://www.kcentv.com/article/news/local/vanessa-guillen/vanessa-guillen-gate-to-be-unveiled/500-74aed16a-4f43-4906-bdf3-09f220baa77d>

[Army chief of staff visits Fort Hood, discusses warfighter exercise, ‘People First’ initiative](#)

Source: Killeen Daily Herald, Apr. 15, 2021

Link: [https://kdhnews.com/military/army-chief-of-staff-visits-fort-hood-discusses-warfighter-exercise-people-first-initiative/article\\_38dddee0-9e3a-11eb-8418-93b007ff14a1.html](https://kdhnews.com/military/army-chief-of-staff-visits-fort-hood-discusses-warfighter-exercise-people-first-initiative/article_38dddee0-9e3a-11eb-8418-93b007ff14a1.html)

[Partnership renewed: community recognizes environmental ambassadors](#)

Source: Fort Hood Sentinel, Apr. 15, 2021

Link: [http://www.forthoodsentinel.com/news/partnership-renewed/article\\_4ef8e13c-9d5b-11eb-b2d9-2bdecf3f04c3.html](http://www.forthoodsentinel.com/news/partnership-renewed/article_4ef8e13c-9d5b-11eb-b2d9-2bdecf3f04c3.html)



[Command team discusses People First, extremism](#)

Source: Fort Hood Sentinel, Apr. 8, 2021

Link: [http://www.forthoodsentinel.com/news/command-team-discusses-people-first-extremism/article\\_bbb01c50-97d9-11eb-b07b-4bed1bd26d1f.html](http://www.forthoodsentinel.com/news/command-team-discusses-people-first-extremism/article_bbb01c50-97d9-11eb-b07b-4bed1bd26d1f.html)

[Some female soldiers say the Army's uniform and grooming policy updates is a step in the right direction](#)

Source: KXXV (ABC 25), Apr. 2, 2021

Link: <https://www.kxxv.com/hometown/fort-hood/female-soldiers-applaud-armys-uniform-and-grooming-policy-updates>

[Fort Hood soldiers receive training to recognize, combat extremist behaviors](#)

Source: KWKT (Fox 44), Apr. 2, 2021

Link: <https://www.fox44news.com/news/local-news/fort-hood-soldiers-receive-training-to-recognize-combat-extremist-behaviors/>

[Troopers recognized for water buffalo support](#)

Source: Fort Hood Sentinel, Mar. 25, 2021

Link: [http://www.forthoodsentinel.com/news/troopers-recognized-for-water-buffalo-support/article\\_814f3c6c-8cdf-11eb-add9-d7e6449b5778.html](http://www.forthoodsentinel.com/news/troopers-recognized-for-water-buffalo-support/article_814f3c6c-8cdf-11eb-add9-d7e6449b5778.html)

[Fort Hood housing residents receive 'egg-cellent' delivery](#)

Source: Army.mil, Mar. 19, 2021

Link: [https://www.army.mil/article/244476/fort\\_hood\\_housing\\_residents\\_receive\\_egg\\_cellent\\_delivery](https://www.army.mil/article/244476/fort_hood_housing_residents_receive_egg_cellent_delivery)

[Beyond Fort Hood: how Fort Bliss has taken lessons from its neighbor to combat sexual assault](#)

Source: Stars and Stripes, Mar. 19, 2021

Link: <https://www.stripes.com/news/us/beyond-fort-hood-how-fort-bliss-has-taken-lessons-from-its-neighbor-to-combat-sexual-assault-1.666532>

[Fort Bliss hosts Ironclad Summit](#)

Source: DVIDS

Link: <https://www.dvidshub.net/news/391783/fort-bliss-hosts-ironclad-summit>

['Brave Rifles' medics take extra step to save a life](#)

Source: Fort Hood Herald, Mar. 10, 2021

Link: [https://kdhnews.com/fort\\_hood\\_herald/across\\_the\\_fort/brave-rifles-medics-take-extra-step-to-save-a-life/article\\_e03fad22-811f-11eb-bd59-c79652bf0020.html](https://kdhnews.com/fort_hood_herald/across_the_fort/brave-rifles-medics-take-extra-step-to-save-a-life/article_e03fad22-811f-11eb-bd59-c79652bf0020.html)

[Military families at Fort Hood to receive 4,000 lbs of donated food](#)

Source: KXXV (ABC 25), Mar. 10, 2021

Link: <https://www.kxxv.com/hometown/bell-county/military-families-at-fort-hood-to-receive-4-000-lbs-of-donated-food#:~:text=HARKER%20HEIGHTS%2C%20TX%20%E2%80%94%20On%20March,military%20families%20at%20Fort%20Hood.>



[Crime prevention measures, sexual assault training part of changes sparked by Fort Hood report](#)

Source: Stars and Stripes, Mar. 9, 2021

Link: <https://www.stripes.com/news/us/crime-prevention-measures-sexual-assault-training-part-of-changes-sparked-by-fort-hood-report-1.665102>

["Rugged" Engineers Receive New S.W.A.T. Training](#)

Source: Defense Visual Information Distribution Service, Mar. 3, 2021

Link: <https://www.dvidshub.net/image/6542763/rugged-engineers-receive-new-swat-training>

[Fort Bliss commander wants leaders in barracks more often to stop sexual harassment, assault](#)

Source: Military.com, Feb. 25, 2021

Link: <https://www.military.com/daily-news/2021/02/25/fort-bliss-commander-wants-leaders-barracks-more-often-stop-sexual-harassment-assault.html>

[Operation Ironclad: Creating a better community at Fort Bliss](#)

Source: Army.mil, Feb. 24, 2021

Link:

[https://www.army.mil/article/244302/operation\\_ironclad\\_creating\\_a\\_better\\_community\\_at\\_fort\\_b\\_liss](https://www.army.mil/article/244302/operation_ironclad_creating_a_better_community_at_fort_b_liss)

['Brave Rifles' soldiers awarded for taking down gunman on Fort Hood](#)

Source: Killeen Daily Herald, Feb. 23, 2021

Link: [https://kdhnews.com/military/brave-rifles-soldiers-awarded-for-taking-down-gunman-on-fort-hood/article\\_b96004cc-7639-11eb-90c8-5b951605179d.html](https://kdhnews.com/military/brave-rifles-soldiers-awarded-for-taking-down-gunman-on-fort-hood/article_b96004cc-7639-11eb-90c8-5b951605179d.html)

[Road to recovery: Fort Hood crew work hard to repair winter storm damage](#)

Source: Army.mil, Feb. 25, 2021

Link:

[https://www.army.mil/article/243698/road\\_to\\_recovery\\_fort\\_hood\\_crews\\_work\\_hard\\_to\\_repair\\_winter\\_storm\\_damage](https://www.army.mil/article/243698/road_to_recovery_fort_hood_crews_work_hard_to_repair_winter_storm_damage)

[Fort Hood delivers 'water buffaloes' to Central Texas towns](#)

Source: KXXV (ABC 25), Feb. 22, 2021

Link: <https://www.kxxv.com/hometown/bell-county/fort-hood-delivers-water-buffaloes-to-central-texas-towns-recovering-from-winter-freeze>

[Battalions Put Fort Hood's Operation People First Into Action Through Bonding Activities, SHARP Training](#)

Source: KXXV (ABC 25), Jan. 28, 2021

Link: <https://www.kxxv.com/hometown/fort-hood/battalions-put-fort-hoods-operation-people-first-into-action-through-bonding-activities-sharp-training>

[Cav Validating Crews, Eliminating Corrosives](#)

Source: Fort Hood Sentinel, Jan. 28, 2021

Link: [http://www.forthoodsentinel.com/news/cav-validating-crews-eliminating-corrosives/article\\_65a2dde0-60dc-11eb-a756-8bc1a5e93068.html](http://www.forthoodsentinel.com/news/cav-validating-crews-eliminating-corrosives/article_65a2dde0-60dc-11eb-a756-8bc1a5e93068.html)



[SMA Receives Feedback: Soldiers Weigh In On People First Initiative](#)

Source: Fort Hood Sentinel, Jan. 14, 2021

Link: [http://www.forthoodsentinel.com/news/sma-receives-feedback/article\\_00b0f736-55e8-11eb-b0ee-fba8ce2dd270.html](http://www.forthoodsentinel.com/news/sma-receives-feedback/article_00b0f736-55e8-11eb-b0ee-fba8ce2dd270.html)

[First Team Takes Action To Put People First](#)

Source: Defense Visual Information Distribution Service, Dec. 18, 2020

Link: <https://www.dvidshub.net/news/385359/first-team-takes-action-put-people-first>

[What Is The Teal Hash Report? 6 News Looks At SHARP Program Quarterly Report](#)

Source: KCEN (NBC 6), December 17, 2020

Link: <https://www.kcentv.com/article/news/military-matters/what-is-the-teal-hash-report-6-news-looks-at-sharp-program-quarterly-report/500-e24c7215-de6e-4d90-b636-32a2256f1fd6>

['Operation People First' Initiative Includes Fort Hood, Other Military Posts](#)

Source: KCEN (NBC 6), Nov. 20, 2020

Link: <https://www.kcentv.com/article/news/military-matters/fort-hood-operation-people-first-initiative-expands-to-other-military-posts/500-d334b4e9-0797-41b5-8bed-eaf98f1b0f8f>

## FORT HOOD PEOPLE FIRST MEDIA RELEASES

[New company orients Soldiers, leaders to what right is](#) (Apr. 16, 2021)

Link: <https://forthoodpresscenter.com/new-company-oriens-soldiers-leaders-to-what-right-is/>

[Investing in future leaders one mile at a time](#) (Apr. 8, 2021)

Link: <https://forthoodpresscenter.com/investing-in-future-leaders-one-mile-at-a-time/>

[Command team discusses People First, extremism](#) (Apr. 8, 2021)

Link: [http://www.forthoodsentinel.com/news/command-team-discusses-people-first-extremism/article\\_bbb01c50-97d9-11eb-b07b-4bed1bd26d1f.html](http://www.forthoodsentinel.com/news/command-team-discusses-people-first-extremism/article_bbb01c50-97d9-11eb-b07b-4bed1bd26d1f.html)

[Training helps Soldiers recognize, combat extremist behaviors](#) (Apr. 1, 2021)

Link: <https://forthoodpresscenter.com/training-helps-soldiers-recognize-combat-extremist-behaviors/>

[Fort Hood initiates soldier-designed program to prevent sex crimes](#) (Mar. 8, 2021)

Link: <https://forthoodpresscenter.com/fort-hood-initiates-soldier-designed-program-to-prevent-sex-crimes/>

[Fort Hood Soldiers Care for Their Community](#) (Feb. 25, 2021)

Link: <https://forthoodpresscenter.com/fort-hood-soldiers-care-for-their-community/>

[Winter Weather Unites Fort Hood and Central Texas](#) (Feb. 22, 2021)

Link: <https://forthoodpresscenter.com/winter-weather-unites-fort-hood-and-central-texas/>

[1CD Soldiers Show Selfless Service During Winter Storm](#) (Feb. 22, 2021)

Link: <https://forthoodpresscenter.com/1cd-soldiers-show-selfless-service-during-winter-storm/>



[13th ESC Units Provide Water Support to Local Community](#) (Feb. 22, 2021)

Link: <https://forthoodpresscenter.com/13th-esc-units-provide-water-support-to-local-community/>

[Above and Beyond the Call of Duty](#) (Feb. 22, 2021)

Link: <https://forthoodpresscenter.com/above-and-beyond-the-call-of-duty/>

[Operation People First: Fort Hood, III Corps Command Team Remains Focused On Future](#)  
(Dec. 10, 2020)

Link:

[https://www.army.mil/article/241632/operation\\_people\\_first\\_fort\\_hood\\_iii\\_corps\\_command\\_team\\_remains\\_focused\\_on\\_future](https://www.army.mil/article/241632/operation_people_first_fort_hood_iii_corps_command_team_remains_focused_on_future)

[Fort Hood Continues “People First” Campaign, Incorporates Pentagon Report Recommendations](#) (Dec. 8, 2020)

Link: <https://forthoodpresscenter.com/fort-hood-continues-people-first-campaign-incorporates-pentagon-report-recommendations/>

[III Corps Command Team Announces People First Plan](#) (Nov. 19, 2020)

Link:

[https://www.army.mil/article/241030/iii\\_corps\\_command\\_team\\_announces\\_people\\_first\\_plan](https://www.army.mil/article/241030/iii_corps_command_team_announces_people_first_plan)

