



People First May 2021

WHAT IS OPERATION PEOPLE FIRST?

Launched during fall 2020, Operation People First is an enduring campaign to build trust and strengthen bonds for all 90,000 Soldiers across III Corps. People are at the center of all we do. We strive for fit, disciplined, highly-trained, cohesive teams led by engaged leaders. Operation People First 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 immersive, interactive and intense scenario-based training that includes role-play in work and social settings.
- On Mar. 1, 2021, Fort Hood rolled out **Supporting Warrior Action Team Training**. The unique, Soldier-designed training **empowers** junior and mid-level leaders to promote an environment with zero tolerance of sexual assault and sexual harassment. Soldiers completing S.W.A.T. training will be able to identify harmful behavior and stop sex crimes before they happen. S.W.A.T. equips Soldiers with the tools to **fundamentally change** 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

- On Apr. 30, 2021, across III Corps and Fort Hood, we implemented a **policy** requiring commanders to select investigating officers from **outside** a subject's brigade-sized element for formal sexual harassment complaints.
- 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 Apr. 29, 2021 Lendlease formally announced Fort Hood will receive **\$420 million** of the investment to improve housing for enlisted Soldier families.
- Fort Hood **barracks renovations** will provide modernized laundry rooms, showers and improved layouts. Several renovations of the **\$327.4 million** post-wide project are complete, and Fort Hood senior leaders routinely visit construction sites to monitor progress.
- A **\$688.5 million** project to build **new barracks** at Fort Hood will help alleviate the 3,000 bed shortage, providing quality housing for Soldiers.
- Fort Hood Department of Public Works has installed **flood lighting** around some barracks and parking lots to **improve safety** and **security**. III Corps conducted site surveys and identified **\$61 million** in security upgrades, including **installation camera systems** and lighting requirements.



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.
- Junior enlisted and leader **Special Victim Counsel (SVC) Training** provides awareness of the SVC program and more in-depth understanding of how to connect victims with SVC services. SVCs are **uniformed lawyers** serving under the Army's Office of The Judge Advocate General to provide victims of an alleged sex-related offense with counsel throughout the legal process. SVCs **advocate** for victims' rights following a sexual assault where a Soldier is the alleged perpetrator, providing clients access to **legal representation** that victims of non-military sexual assaults typically do not have.
- 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 in March 2021.