



WVNG

Joint Diversity Executive Council

15 Feb 2022



Agenda

- Introduce Co-Chair – BG Munger
- Inclusion & Diversity Tasker Review
- JDEC Charter Review
- Review Efforts to Date – TAG Commentary
- Diversity Strategic Plan Development – Define Problem



WV JDEC Co-Chair

- BG Michaelle Munger
- 27 Years of Service
- Active/Reserve/National Guard/Contractor/Dependent
- Commissioned through ROTC – mailer
- Army Brat
- JAWS Graduate – Strategy Emphasis



WVARNG JDEC Update

Feb 2022



WVARNG JDEC Agenda

- WVARNG Demographics
- Breastfeeding and Pregnancy Policies
- WVARNG Lactation Rooms plan
- Status of EOAs/EOLs
- Command Climate surveys, trend analysis
- Updated Transgender Policy
- Professional Development Events
- Miscellaneous Comments



Diversity Demographics

As of: 7 Oct 2021	ASSIGNED				
MSC	OFF	ENL	OFF PCT	ENL PCT	TOTAL
77th Brigade	141	1409	96.6%	97.1%	97.1%
AFRICAN AMERICAN	5	90	3.5%	6.4%	6.1%
FEMALES	13	132	9.2%	9.4%	9.4%
OTHER MIN	8	66	5.7%	4.7%	4.8%
111th Brigade	208	1532	109.5%	98.9%	100.1%
AFRICAN AMERICAN	2	70	1.0%	4.6%	4.1%
FEMALES	23	259	11.1%	16.9%	16.2%
OTHER MIN	12	59	5.8%	3.9%	4.1%
SOD-E	23	21	109.5%	110.5%	110.0%
AFRICAN AMERICAN	0	0	0.0%	0.0%	0.0%
FEMALES	1	2	4.3%	9.5%	6.8%
OTHER MIN	1	3	4.3%	14.3%	9.1%

As of: 1 Feb 2022	ASSIGNED				
MSC	OFF	ENL	OFF PCT	ENL PCT	TOTAL
77th Brigade	143	1341	96.0%	90.7%	91.2%
AFRICAN AMERICAN	5	91	3.5%	6.8%	6.5%
FEMALES	12	128	8.4%	9.5%	9.4%
OTHER MIN	10	63	7.0%	4.7%	4.9%
111th Brigade	206	1449	108.4%	93.2%	94.9%
AFRICAN AMERICAN	2	60	1.0%	4.1%	3.7%
FEMALES	24	249	11.7%	17.2%	16.5%
OTHER MIN	9	57	4.4%	3.9%	4.0%
SOD-E	25	22	119.0%	115.8%	117.5%
AFRICAN AMERICAN	0	0	0.0%	0.0%	0.0%
FEMALES	1	3	4.0%	13.6%	8.5%
OTHER MIN	1	3	4.0%	13.6%	8.5%



Diversity Demographics

As of: 7 Oct 2021	ASSIGNED				
MSC	OFF	ENL	OFF PCT	ENL PCT	TOTAL
AITEC	30	70	83.3%	94.6%	90.9%
AFRICAN AMERICAN	3	1	10.0%	1.4%	4.0%
FEMALES	3	7	10.0%	10.0%	10.0%
OTHER MIN	1	3	3.3%	4.3%	4.0%
197th RGT	30	66	88.2%	93.0%	94.0%
AFRICAN AMERICAN	0	1	0.0%	1.5%	1.0%
FEMALES	3	11	10.0%	16.7%	14.6%
OTHER MIN	2	1	6.7%	1.5%	3.1%
R&R	3	85	100.0%	154.5%	151.7%
AFRICAN AMERICAN	1	5	33.3%	5.9%	6.8%
FEMALES	0	12	0.0%	14.1%	13.6%
OTHER MIN	0	4	0.0%	4.7%	4.5%

As of: 1 Feb 2022	ASSIGNED				
MSC	OFF	ENL	OFF PCT	ENL PCT	TOTAL
AITEC	32	68	89.9%	91.9%	90.9%
AFRICAN AMERICAN	3	1	9.4%	1.5%	4.0%
FEMALES	3	8	9.4%	11.8%	11.0%
OTHER MIN	1	3	3.1%	4.4%	4.0%
197th RGT	29	65	85.3%	91.5%	89.5%
AFRICAN AMERICAN	0	1	0.0%	1.5%	1.1%
FEMALES	3	11	10.3%	16.9%	14.9%
OTHER MIN	2	1	6.9%	1.5%	3.2%
R&R	3	86	100.0%	156.4%	153.4%
AFRICAN AMERICAN	1	5	33.3%	5.8%	6.7%
FEMALES	0	9	0.0%	10.5%	10.1%
OTHER MIN	0	4	0.0%	4.7%	4.5%



Diversity Demographics

As of: 7 Oct 2021	ASSIGNED				
MSC	OFF	ENL	OFF PCT	ENL PCT	TOTAL
Training Center	10	28	90.9%	93.3%	92.7%
AFRICAN AMERICAN	2	1	20.0%	3.6%	7.9%
FEMALES	1	7	10.0%	25.0%	21.1%
OTHER MIN	0	0	0.0%	0.0%	0.0%
Med Det	33	46	126.9%	93.3%	92.7%
AFRICAN AMERICAN	1	4	3.0%	8.7%	6.3%
FEMALES	14	18	42.4%	39.1%	40.5%
OTHER MIN	3	2	9.1%	4.3%	6.3%
JFHQ	121	139	142.4%	109.4%	122.6%
AFRICAN AMERICAN	9	5	7.4%	3.6%	5.4%
FEMALES	21	41	17.4%	29.5%	23.8%
OTHER MIN	6	7	5.0%	5.0%	5.0%

As of: 1 Feb 2022	ASSIGNED				
MSC	OFF	ENL	OFF PCT	ENL PCT	TOTAL
Training Center	10	25	90.9%	83.3%	85.4%
AFRICAN AMERICAN	2	1	20.0%	4.0%	8.6%
FEMALES	1	4	10.0%	16.0%	14.3%
OTHER MIN	0	0	0.0%	0.0%	0.0%
Med Det	34	45	130.8%	132.4%	131.7%
AFRICAN AMERICAN	1	4	2.9%	8.9%	6.3%
FEMALES	15	18	44.1%	40.0%	41.8%
OTHER MIN	3	1	8.8%	2.2%	5.1%
JFHQ	117	127	139.3%	100.0%	115.6%
AFRICAN AMERICAN	9	5	7.7%	3.9%	5.7%
FEMALES	21	36	17.9%	28.3%	23.4%
OTHER MIN	6	7	5.1%	5.5%	5.3%



WVARNG Reenlistments

As of: 2 Feb 2022			
MSC	Eligible	Re-enlisted	PCT
77th Brigade	270	101	37.4%
AFRICAN AMERICAN	11	5	45.5%
FEMALES	29	6	20.7%
OTHER MIN	7	5	71.4%
111th Brigade	283	100	35.3%
AFRICAN AMERICAN	12	3	25.0%
FEMALES	36	15	41.7%
OTHER MIN	14	5	35.7%
SOD-E	1	1	100.0%
AFRICAN AMERICAN	0	0	0.0%
FEMALES	1	1	100.0%
OTHER MIN	0	0	0.0%
AITEC	2	1	50.0%
AFRICAN AMERICAN	0	0	0.0%
FEMALES	0	0	0.0%
OTHER MIN	0	0	0.0%
197th RGT	1	0	0.0%
AFRICAN AMERICAN	0	0	0.0%
FEMALES	1	0	0.0%
OTHER MIN	0	0	0.0%

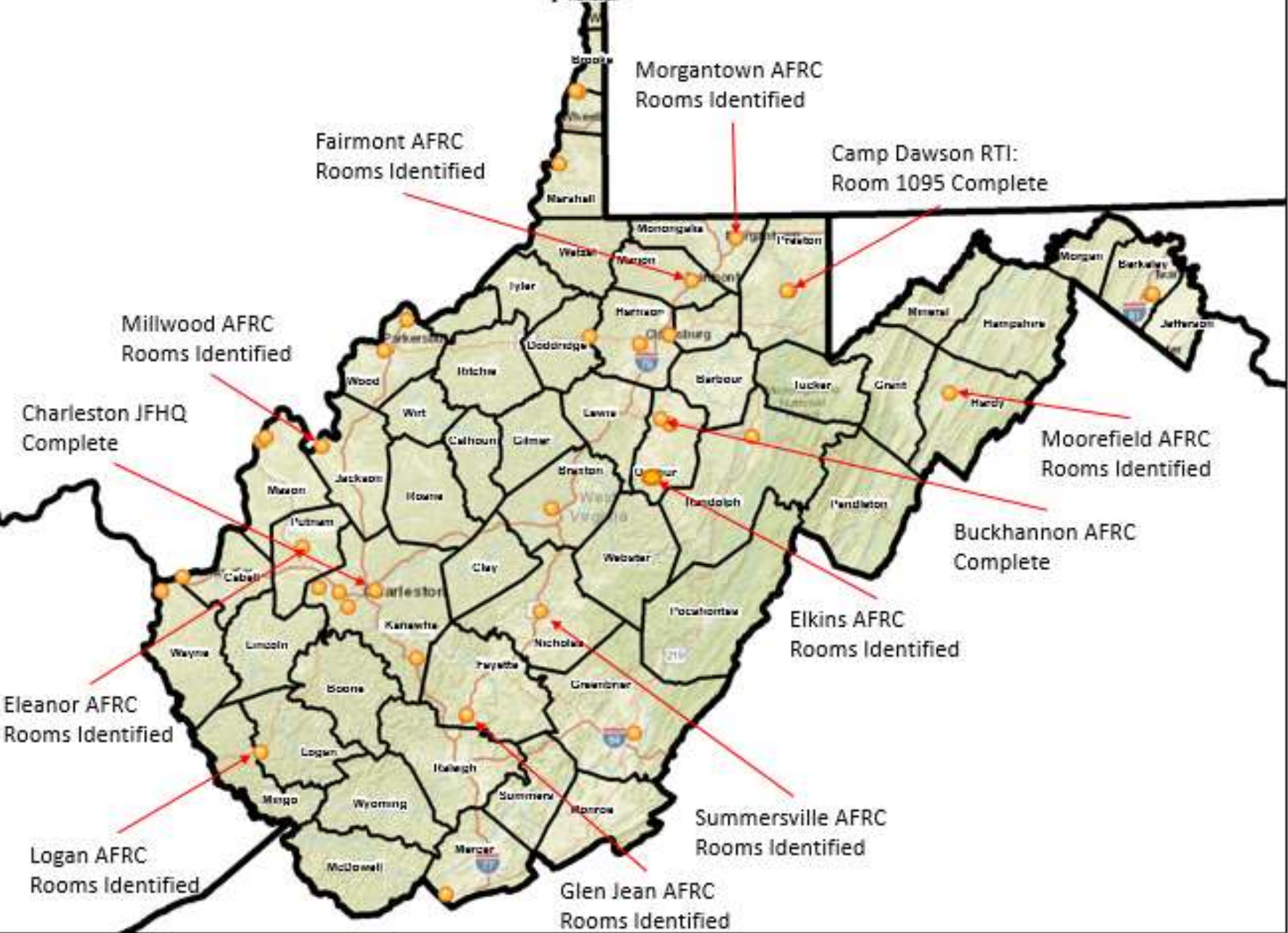
As of: 2 Feb 2022			
MSC	Eligible	Re-enlisted	PCT
R&R	8	8	100.0%
AFRICAN AMERICAN	1	1	100.0%
FEMALES	4	4	100.0%
OTHER MIN	1	1	100.0%
Training Center	1	1	100.0%
AFRICAN AMERICAN	0	0	0.0%
FEMALES	1	1	100.0%
OTHER MIN	0	0	0.0%
Med Det	5	3	60.0%
AFRICAN AMERICAN	0	0	0.0%
FEMALES	2	2	100.0%
OTHER MIN	2	1	50.0%
JFHQ	6	2	33.3%
AFRICAN AMERICAN	1	1	100.0%
FEMALES	3	0	0.0%
OTHER MIN	0	0	0.0%
TOTAL	577	217	37.6%
AFRICAN AMERICAN	25	10	40.0%
FEMALES	77	29	37.7%
OTHER MIN	24	12	50.0%



Breastfeeding and Pregnancy Policy

- Policy published – requested revisions with CoS
- AAG-Army to sign updated policy

WVARNG Installation Lactation Room Map



Current status of lactation rooms for the WVARNG

- Additional site visits are required
- CFMO working on identifying necessary renovations and locations where lactation pods are needed.

Facility	Install Status
Glen Jean	Site Visit Needed
Parkersburg	Site Visit Needed
Williamstown	Site Visit Needed
Gassaway	Site Visit Needed
Clarksburg	Site Visit Needed
Belington	Site Visit Needed
Moorefield	Site Visit Needed
Martinsburg	Site Visit Needed
Bridgeport	Site Visit Needed
Moundsville	Site Visit Needed
Bluefield	Site Visit Needed
Wheeling	Site Visit Needed
Lewisburg	Site Visit Needed
Wheeling	Site Visit Needed
Clarksburg	Site Visit Needed
Logan	Site Visit Needed
Parkersburg	Site Visit Needed
Point Pleasant	Site Visit Needed
Rock Branch	Site Visit Needed
Kenova	Site Visit Needed
Saint Albans	Site Visit Needed
Dunbar	Site Visit Needed
Southridge	Site Visit Needed
Bluefield	Site Visit Needed
Gallagher	Site Visit Needed



Army Trained EOA and EOL Status

EOA

Trained	Untrained	Vacant
3	4	0

- 1LT Watson – currently enrolled 10 Jan - 25Mar
- SFC Champaign – waitlist for 21 Mar - 13May
- MSG Carter – packet being finalized
- SFC Pates – packet initiated

EOL

Trained	Untrained	Vacant
33	52	0

Unit	Number of Vacancies
N/A	



Command Climate Survey

Units that have requested a Command Climate Survey:

Unit Name
1092nd EN BN
601st EN CO
156th MP CO
SOD E
FWAATS
RRB
753rd EOD
115th EN VCC
771st HHD/1935th CCT
157th MP CO
1092nd FSC
AITEC

Units that need to request a Command Climate Survey:

Unit Name
197th RTI
MEDDET
111th EN BDE
771st TC
3664th Maintenance Co
863rd MP Co
772nd TC
C Co 2/104th Aviation
Det 28
248th AVM
B Co 1/224th Aviation
C Co 1/150th Aviation
821st EN Co
119th EN Co
922nd EN Co
WVNG-TC
77th BDE
2/19th SF BN (A)
1528th FSC
Co E FSC
1/201st FA
1/201st Support Co
1/150th CAV
D 230th FSC



Transgender Policy

Timeline/Numbers of Trained for Transgender Policy:

- Tier 1 (Legal, Medical, Chaplain, IG, G-1, DCS): 22 DEC 21
- Tier 2 (Commanders/Leaders at all levels): 22 MAR 22
- Tier 3 (Units/Soldiers): 30 SEP 22



Transgender policy

- Overview: The new policy and training provides overview of allowing open service of transgender Soldiers, while educating leaders and SMs of their roles and responsibilities associated with the process.
- Key Points from training:
 - Transgender Soldiers are subject to the same standards as any other Soldier with the same DEERs gender marker.
 - Until the transition is complete the Soldier will continue to follow guidelines associated with their DEERs gender marker.
 - The care required to transition is individualized and often does not include surgical treatment (IMPORTANT)
 - Once gender transition is complete and the Soldier's gender marker in DEERs is changed, the Soldier is expected to adhere to all military standards associated with the Soldier's gender marker in DEERs and use billeting, bathroom, and shower facilities in accordance with the DEERs gender marker



Transgender Policy Cont.

- Key points from training (cont.)
 - It is the Soldiers responsibility to initiate the process
 - Treat the Soldiers with respect during process and after transition is complete
 - Violations of EO Policies may result in disciplinary actions under UCMJ
 - Transition completion is an administrative status that does not preclude future medical necessary treatment
- Key Medical Standards for transgender applicants:
 - History of sex reassignment or genital reconstruction surgery is disqualifying unless all of the following conditions are met, as certified by a licensed medical provider:
 - A period of 18 months has elapsed since the date of the most recent of any such surgery.
 - No functional limitations or complications persist, and any additional surgery is not required.



OPD/NCOPD Events with I&D Focus

- 28 Apr 2021: Lunch and Learn with WVNG SARC and WVNG SEEM on Denim Day
- 29 Sep 2021: Lunch and learn on current pregnancy policies
- I&D integral part of FY22 Commander and 1SG course
- CSM directive for NCOPD
- FY22 Senior Leader Workshop – dedicated classes on emotional intelligence, Buddy Aid, and EO/EEO



Miscellaneous Comments

- Strong Bonds Event



BG Holt and CSM Money Penny Comments



WVANG JDEC Update

Feb 2022



Topics

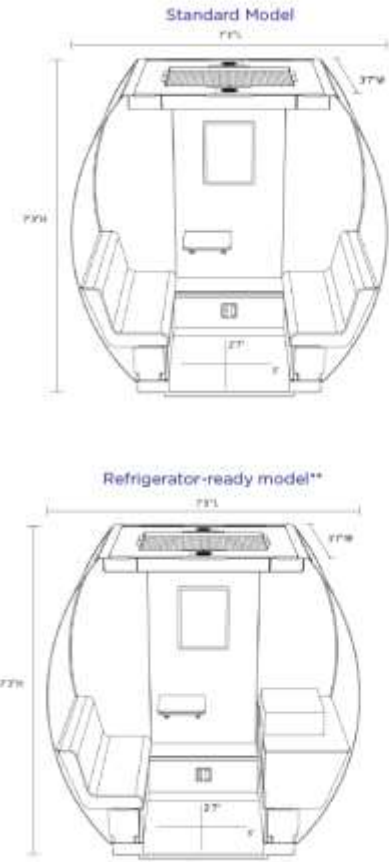
- Regional JDEC Rep
- Lactation Rooms
- Resource Guide for New/Breastfeeding Mothers
- Unisex Restroom Facilities
- Commander's Hotline
- Professional Development and Mentoring Course
- Quarterly NCO Professional Development Sessions
- Leader's Book
- Transgender Awareness Training
- Demographic Data
- Diversity Goals



Regional JDEC Representative

- Brig Gen Cochran is new WV rep
- Brig Gen Walker, currently Region Chair, will step down
- Region JDEC meeting 15 Feb, 1400-1530

Lactation Rooms



130AW Future
Lactation Pod(s)



Lactation room now open for nursing mothers on base



167AW Plane Talk
Newsletter

A lactation room has been established in the medical clinic of the 167th Airlift Wing to provide nursing mothers a private and comfortable space to express milk during their duty day. Maj. Jamie McDavid, Master Sgt. Rebecca Reeves and Tech Sgt. Tiffani Anders designed the space with the comforts of home in mind and includes dim lighting, a comfortable chair, a sink and microwave, and milk storage bags, pump cleaning supplies, snacks and drinks. Nursing mothers can use the QR code on the door to schedule time in the room which was established in accordance with Air Force Guidance Memorandum 2020-36-01. There are plans to create another lactation room on the west side of the installation in the near future.



Resource Guide

- 130AW –
 - A new ANG Sup to DAFI 23-101 is moving through the approval chain with changes to the clothing procedures for maternity uniforms. At a minimum, we will publish current guidance but our hope is to include the new information that's coming.
 - Suggestion – Seek approval for additional state funded officer uniform allowance for maternity uniforms
- 167AW –
 - Finalized policy and resource guide trifold under final review Mar UTA (to include Scheduling App directions and QR Code by 167 AW/CCE & 167 AW/PA)



167th Airlift Wing Pregnancy and Post-partum Guide	
Pregnancy Confirmation and Air Force Form 469	2
Maternity Uniforms and Ordering a Breast Pump	3
Fitness and Testing	4
Diastasis Recti and Pelvic Floor Therapy	4
Childcare during Unit Training Assemblies	5
Separation	6
Maternity Leave - AGR	7
Maternity Leave - Title 5, Title 32, DSG	8
Baby Blues Post-partum Depression/Anxiety	9
Breast Feeding and Pumping on duty	10
DEERS TRICARE, BAH, Family Care Plan	11



Unisex Restroom Facilities

- Both Wing's acknowledge
- Will incorporate in future design and construction



Commander's Hotline

- 167AW has existing Commander's Hotline
- 130AW will promote and receive feedback via WVNG Feedback Line in lieu of creating a separate Commander Hotline



Professional Development and Mentoring Course; Quarterly NCO Professional Development Sessions; Leader's Book

- Tasked to new State Command Chief, CMSgt Ives to lead working group with representatives from HQ and both Wings
- Will include emotional intelligence training
- Will obtain intent from CSM Jones



Transgender Awareness Training

- One time requirement in 2017
- Zero tolerance towards discriminating against sexual orientation, etc, is in HRE, EO and Diversity/Inclusion training briefings, transgender is not specifically specified
- Per ANG/EO, there are currently talks on new guidance and policies but nothing is in place as of yet

130AW

By pay grade, gender, majority/minority demographics

State	Pay Grade	TOTAL	Majority						Minority						TOTAL
			Male		Female		Unknown		Male		Female		Unknown		
		#	#	%	#	%	#	%	#	%	#	%	#	%	#
West Virginia 130 AW (M7)	O03	57	43	75%	11	19%	0	0	1	2%	2	4%	0	0	57
	O04	56	38	68%	16	28%	0	0	2	4%	0	0	0	0	56
	O05	57	51	89%	4	7%	0	0	2	4%	0	0	0	0	57
	O06	12	12	100%	0	0	0	0	0	0	0	0	0	0	12
	O07	3	1	33%	0	0	0	0	2	67%	0	0	0	0	3
	O08	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	O09	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	W03	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	W04	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	W05	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	E08	53	43	81%	8	15%	0	0	1	2%	1	2%	0	0	53
	E09	22	18	82%	3	14%	0	0	1	4%	0	0	0	0	22
	TOTAL	260	206	79%	42	15	0	0	26	4.7	13	2.4	0	0	260

130AW

By pay grade, gender, majority/minority demographics

State	Pay Grade		GENDER		White, not of Hispanic Origin		Hispanic		Black, not of Hispanic Origin		Asian / Pacific Islander		American Indian or Alaskan Native		Other or Unknown		TOTAL
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
West Virginia 130 AW (M7)	Officers	N	181	45	169	41	3	0	3	3	0	1	2	0	5	0	
		%	80%	20%	75%	18%	1%	0	1%	1%	0	.44%	.88%	0	2%	0	
	Warrant Officers	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Enlisted	N	696	167	649	145	14	7	27	7	2	6	1	2	5	1	
		%	81%	19%	75%	17%	2%	.81%	3%	.81%	.23%	.69%	.11%	.23%	.57%	.11%	
	TOTAL	N	877	212	818	186	17	7	30	10	2	7	3	2	10	1	
		%	81%	19%	75%	17%	2%	.64%	3%	.91%	.18%	.64%	.27%	.18%	.91%	.09%	

167AW

By pay grade, gender, majority/minority demographics

State	Pay Grade	TOTAL	Majority						Minority						TOTAL
			Male		Female		Unknown		Male		Female		Unknown		
		#	#	%	#	%	#	%	#	%	#	%	#	%	#
West Virginia 167 AW (M8)	O03	46	38	82	8	17	0	0	3	0.06	0	0	0	0	46
	O04	47	39	82	8	17	0	0	6	0.09	1	0.02	0	0	47
	O05	34	28	82	6	18	0	0	1	0.03	0	0	0	0	34
	O06	5	5	100	0	0	0	0	0	0	0	0	0	0	5
	O07	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	O08	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	O09	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	O10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	W03	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	W04	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	W05	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	E08	46	37	80	9	19	0	0	0	0	1	0.02	0	0	46
	E09	17	15	88	2	1	0	0	0	0	0	0	0	0	17
	TOTAL	195	162	86	33	14	0	0	10	0.18	2	0.04	0	0	195

167AW

By pay grade, gender, majority/minority demographics

State	Pay Grade		GENDER		White, not of Hispanic Origin		Hispanic		Black, not of Hispanic Origin		Asian / Pacific Islander		American Indian or Alaskan Native		Other or Unknown		TOT AL
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
West Virginia 167 AW (M8)	Officers	N	126	25	107	20	6	5	4	0	1	1	0	0	8	4	
		%	83.4	16.5	70.8	13	0.04	0.03	0.02	0	0.01	0.01	0	0	0.05	0.02	
	Warrant Officers	N	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Enlisted	N	723	164	663	148	26	7	12	8	6	4	2	1	14	6	
		%	81.5	18	74.7	16.6	0.02	0.007	0.006	0.009	0.006	0.004	0.002	0.001	0.1	0.06	
	TOTAL	N	849	189	770	168	32	12	16	8	7	5	2	1	22	23	
		%	81.7	18.2	72.4	11.3	1.3	0.4	3.6	1.1	0.7	0.2	0.2	0	2.3	0.6	



2020 WV Census Data

- West Virginia population declined 3.2% from 2010-2020
- West Virginia total population - 1,782,959
- West Virginia African American population - 64,186 (3.6%)
- West Virginia Other Minority population - 49,922 (2.8%)
- West Virginia Female population - 900,394 (50.5%)
 - Data includes all ages, educational backgrounds, and other qualifying/disqualifying factors for entrance into the WVANG



WVANG CY 2021 Diversity Strength Trends

- African Americans
 - 130AW +0.3%
 - 167AW -0.1%
- Other Minorities
 - 130AW -0.4%
 - 167AW -0.1%
- Females
 - 130AW +0.6%
 - 167AW -0.5%
- WVANG Minority
 - Losses = 9
 - Gains = 10
- WVANG Females
 - No change
- Key takeaway
 - Despite 1 year of increased, focused emphasis, there is essentially no change



WVANG Diversity Goals

- WVNG JDEC Charter 6i. Develop and maintain appropriate metrics to establish a baseline for measuring and tracking organizational demographics in order to define goals for recruiting and the retention of under-represented groups and determine special emphasis sub-committees.
- WV African American population - 3.6%
 - Current WVANG Goal - 3.2%
 - Current WVANG Strength - 3.3%
 - Proposed WVANG Goal –
- WV Other Minority population - 2.8%
 - Current WVANG Goal - 1.8%
 - Current WVANG Strength - 3.3%
 - Proposed WVANG Goal –
- WV Female population - 50.5%
 - Current WVANG Female Goal - 17%
 - Current WVANG Female Strength - 18.5% (FY19-21 avg = 18.6%)
 - Proposed WVANG Goal –



Summary

- Regional JDEC Rep
- Lactation Rooms
- Resource Guide for New/Breastfeeding Mothers
- Unisex Restroom Facilities
- Commander's Hotline
- Professional Development and Mentoring Course
- Quarterly NCO Professional Development Sessions
- Leader's Book
- Transgender Awareness Training
- Demographic Data
- Diversity Goals



WVANG JDEC Update

Feb 2022



JDEC Charter

- Mission: The mission of the West Virginia National Guard (WVNG) Joint Diversity Executive Council (JDEC) is to promote a diverse workforce that reflects the diverse population of West Virginia; promotes an inclusive culture that enables differences among personnel to improve WVNG best practices, readiness, lethality, and supports an individual's ability to contribute to the mission; and uses data to evaluate the effectiveness of the WVNG's Inclusion and Diversity efforts.



JDEC Charter

- Purpose: The purpose of the WVNG JDEC is to serve as a forum of senior leaders who will collaborate on inclusion and diversity initiatives, assign resources, develop policy, analyze trends, and assist in holding leaders accountable to meet WVNG inclusion and diversity goals and objectives.



JDEC Charter

- Responsibilities of the WVNG JDEC:

- a. Cultivate an inclusive workforce across the WVNG and ensure field representation of Soldiers, Airmen, and Civilians in discussions.
- b. Draft the WVNG Inclusion and Diversity Strategic Plan and revise as needed.
- c. Recommend allocation of resources to accomplish goals and objectives outlined in the forthcoming WVNG's Inclusion and Diversity Strategic Plan.
- d. Hold leaders accountable to meet WVNG's I&D strategic goals and objectives.
- e. Analyze data for trend analysis to inform future goals and objectives.
- f. Analyzing, identifying, defining and reducing or eliminating triggers and barriers affecting the organization's ability to diversify the military and full-time labor forces.
- g. Address triggers and barriers affecting the strategic goals, readiness and organizational climate of the West Virginia National Guard.



JDEC Charter

- Responsibilities of the WVNG JDEC (continued):

- h. Facilitate observance programs and events to honor all federal observances and diverse cultures to increase cross-cultural knowledge, build community out-reach and networking through diversity, equality and inclusion initiatives.
- i. Develop and maintain appropriate metrics to establish a baseline for measuring and tracking organizational demographics in order to define goals for recruiting and the retention of under-represented groups and determine special emphasis sub-committees.
- j. Appoint sub-committees to facilitate the programs or events above as needed.
- k. Conduct semi-annual assessment of the council's effectiveness and record accomplishment relative to goals, responsibilities, challenges and barriers encountered as well as recommended solutions.



Efforts to Date

- Formally established a Joint Diversity Executive Council to facilitate change and identify issues for senior leadership engagement within the WVNG. The JDEC has met twice in 2021.
- The West Virginia Army and Air National Guard established and or updated policies and procedures for leadership to engage with and provide required support for pregnant, post-partum and breastfeeding mothers.
- Accommodations for pregnant and breastfeeding mothers are being implemented at units across the state.
- All future construction within the WVNG will incorporate unisex bathrooms.
- An anonymous feedback line called the **WVNG Feedback Line** for Soldiers, Airmen and civilian employees will be launched in 2022.
- The WVARNG is developing a plan to ensure consistent representation for minorities or underrepresented individuals on all boards.
- The WVARNG developed a Lunch and Learn program to cover items of interest identified through listening sessions or feedback from the field, which has been held monthly on topics including pregnancy, sexual assault, joint officer management, equal employment, etc.
- In response to input from the field on balancing military and family life, the WVARNG coordinated babysitter training for service member's families.
- The WVARNG is creating a metrics-based Officer Career Management Program that precludes the perception of unfairness or bias.
- In response to the request for mentorship and camaraderie, numerous groups have been formed to meet the growing needs of Soldiers and Airmen to include a WVNG women's group, Warrant Officers, Reserve Mentorship, Athletic Club, and Book Club
- The WVARNG created a position for an inclusion, diversity and equity officer that will assist command staff with support to the State Equal Opportunity Office, Sexual Assault Response Coordinator and oversee the command climate survey program to provide trend analysis in order to identify issues and solutions for senior leadership.



Efforts to Date

- The promotion of the WVARNG's 1st female Chief Warrant Officer 5, Christie Smith.
- The second African American general officer, Brig. Gen. David "DC" Cochran, in the WVANG's history was promoted and assumed command in July 2021.
- Promotion of the WVARNG's first female general officer, BG Michaelle Munger.
- WVARNG has increased average female enlistments to 20% average over last five months.
- In the WVANG, minority representation in the squadron command position has tripled in the past year from one squadron to three, with one member identifying as a member of the LGBT community currently servicing as a commander.
- Female representation for E-9s in the WVANG have tripled from one to three in the past year.



Strategic Plan Development

- Define Problems/Concerns: Where are we and where do we want to go.
- Bin current efforts into focus areas
- Focus Areas:
 - Recruitment
 - Retention
 - Accessions
 - Promotions
 - Organizational Climate
- Diversity Strategic Messaging
 - Personnel with diverse backgrounds, experiences, outlooks, and ways of thinking contribute to the effective agility, a key component of the DoDs ability to adapt to constant changes in a dynamic, complex threat environment
 - The DoD can achieve greater strategic advantages against adversaries by leveraging the background and thought diversity of all personnel, and by creating an inclusive environment in which leaders value and encourage personnel to provide ideas necessary to drive innovation and mission success.
 - A more diverse workforce, to include diverse backgrounds, perspectives, and expertise, enhances overall DoD culture and enables DoD to address complex global security challenges and achieve other mission requirements.



Strategic Plan Development

- TAG Guidance
- Data Collection to determine problems – Comparable to Army/ARNG/State and or relevant civil labor force statistics
- Training Requirements for Leaders/Seem: what are they/are we there?
- WVNG Strategic Communication Plan: Web Site with Stats/Message to the Force/Mentorship/Policy
- External Strategic Outreach (Colleges, trade schools, high schools, STEM programs)
- Internal Strategic Outreach – leaders, Soldiers/Airmen, civilians
- Review internal policies to include diverse and merit-based solutions - transparency
- Review retention initiatives
- Is framework established to monitor organizational climate
- Review mentorship models informal and formal....develop mentorship program



Way Ahead

- Define where the WVNG is in each focus area: use data gathering/metrics
- Define where the WVNG wants to be in each focus area
- Establish why the WVNG isn't there and that becomes the problem/challenge
- Draft plan to attack the problem/challenges in the focus areas establishing goals and objectives
 - Tools: draft policy, actionable tasks, address staffing, social media, data gathering, surveys, etc.
- Message the plan via strategic communications
- Track progress