



# *Joint Diversity Executive Council Meeting - Agenda*

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- Roll Call – Maj Nelson
- Opening Comments – JDEC Chair - BG Crane
- Discussion on the following topics:
  - Diversity baseline numbers
  - SJDC Checklist 2021
  - JDEC Charter
  - Vision & Mission Statement
  - Current Diversity & Inclusion Initiatives
  - Guidelines for the Council
  - Additional members of the council/sub-committees
  - Future JDEC meeting times
- Additional comments from JDEC members
- Closing Remarks



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Opening Comments  
BG Bill Crane



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## Overview of Diversity Baseline Numbers within the WVNG





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3		MALE									FEMALE							Grand Total			
4	Grade	TOTAL MALES	Percentage	TOTAL MALE MINORITIES	White	Black	Black/White	Am. Indian, Alaskan Native	Asian	Hawaiian	TOTAL FEMALES	Percentage	White	Black	Black/White	Am. Indian, Alaskan Native	Asian		Hawaiian		
5	O-7	0	#DIV/0!	0	0	0	0	0	0	0	0	#DIV/0!	0	0	0	0	0	0	0	0	
6	O-6	4	100%	0	4	0	0	0	0	0	0	0%	0	0	0	0	0	0	0	0	4
7	O-5	29	81%	1	28	0	0	0	1	0	7	19%	7	0	0	0	0	0	0	0	36
8	O-4	41	91%	0	39	2	0	0	0	0	4	9%	3	0	0	0	1	0	0	0	45
9	O-3	34	85%	0	33	1	0	0	0	0	6	15%	6	0	0	0	0	0	0	0	40
10	O-2	7	64%	0	6	1	0	0	0	0	4	36%	4	0	0	0	0	0	0	0	11
11	O-1	9	90%	0	9	0	0	0	0	0	1	10%	1	0	0	0	0	0	0	0	10
12	E-9	17	89%	0	17	0	0	0	0	0	2	11%	2	0	0	0	0	0	0	0	19
13	E-8	35	80%	0	35	0	0	0	0	0	9	20%	8	0	0	0	1	0	0	0	44
14	E-7	135	85%	1	134	0	0	0	1	0	24	15%	22	1	0	0	0	1	0	0	159
15	E-6	145	82%	3	138	4	0	1	2	0	31	18%	26	4	0	1	0	0	0	0	176
16	E-5	155	85%	3	151	1	0	1	1	1	28	15%	27	1	0	0	0	0	0	0	183
17	E-4	95	71%	3	89	3	0	0	3	0	39	29%	35	2	0	0	2	0	0	0	134
18	E-3	85	82%	0	81	4	0	0	0	0	19	18%	17	1	0	0	1	0	0	0	104
19	E-2	8	73%	0	8	0	0	0	0	0	3	27%	3	0	0	0	0	0	0	0	11
20	E-1	16	67%	1	15	0	0	0	1	0	8	33%	7	1	0	0	0	0	0	0	24
21																					
22	Grand Total	815		12	787	16	0	2	9	1	185		168	10	0	1	5	1			1000
23		81.5%		1.2%	78.7%	1.6%	0.0%	0.2%	0.9%	0.1%	18.5%		16.8%	1.0%	0.0%	0.1%	0.5%	0.1%			
24																					
25																					
26																					



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		130th																
		MALE								FEMALE								
Grade	TOTAL MALES	Percentage	TOTAL MALE MINORITIES	White	Black	Black/White	Am. Indian, Alaskan Native	Asian	Hawaiian	TOTAL FEMALES	Percentage	White	Black	Black/White	Am. Indian, Alaskan Native	Asian	Hawaiian	Grand Total
O-7	2	0%	0	1	1	0	0	0	0	0	0%	0	0	0	0	0	0	2
O-6	10	0%	0	9	1	0	0	0	0	1	9%	1	0	0	0	0	0	11
O-5	51	0%	0	50	1	0	0	0	0	5	9%	4	1	0	0	0	0	56
O-4	37	2%	1	36	0	0	1	0	0	15	29%	15	0	0	0	0	0	52
O-3	52	0%	0	52	0	0	0	0	0	10	16%	8	2	0	0	0	0	62
O-2	13	0%	0	13	0	0	0	0	0	8	38%	8	0	0	0	0	0	21
O-1	17	0%	0	17	0	0	0	0	0	8	32%	7	0	0	0	1	0	25
E-9	21	0%	0	21	0	0	0	0	0	3	13%	3	0	0	0	0	0	24
E-8	41	0%	0	40	1	0	0	0	0	9	18%	9	0	0	0	0	0	50
E-7	131	0%	0	129	2	0	0	0	0	24	15%	22	2	0	0	0	0	155
E-6	156	1%	1	147	8	0	0	1	0	35	18%	27	6	0	1	1	0	191
E-5	146	1%	1	139	6	0	1	0	0	24	14%	22	0	0	1	1	0	170
E-4	111	1%	2	101	8	0	1	0	1	28	20%	25	0	0	0	1	2	139
E-3	94	0%	0	89	5	0	0	0	0	30	24%	27	2	0	0	1	0	124
E-2	4	0%	0	4	0	0	0	0	0	1	20%	1	0	0	0	0	0	5
E-1	13	0%	0	12	1	0	0	0	0	4	24%	4	0	0	0	0	0	17
<b>Grand Total</b>	<b>899</b>		<b>5</b>	<b>860</b>	<b>34</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>205</b>		<b>183</b>	<b>13</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>1104</b>
	81.4%		0.5%	77.9%	3.1%	0.0%	0.3%	0.1%	0.1%	18.6%		16.6%	1.2%	0.0%	0.2%	0.5%	0.2%	

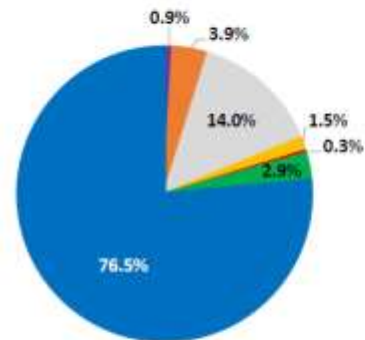




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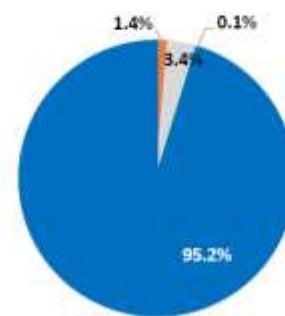
## RACE COMPARISON STATE: WEST VIRGINIA

NATION WIDE ARNG/ANG



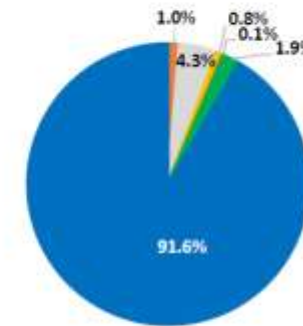
STATE	ANG		ARNG	
443,545	107,414		336,131	
AMER IND/ALASKN	690	0.6%	3,310	1.0%
ASIAN	3,552	3.3%	13,685	4.1%
BLACK	9,856	9.2%	52,385	15.6%
MULTI-RACE	2,916	2.7%	3,780	1.1%
NHOPI	1,133	1.1%	21	0.0%
OTHER	2,524	2.3%	10,362	3.1%
WHITE	86,743	80.8%	252,588	75.1%

ELIGIBLE POP in STATE



ELIGIBLE POPULATION	AGE GROUP
49,223	(17-24 years old)
AMER IND/ALASKN	0
ASIAN	662
BLACK	1,634
MULTI-RACIAL	0
NHOPI	0
OTHER	29
WHITE	46,096

STATE NATIONAL GUARD



STATE	ANG		ARNG	
6,177	2,125		4,052	
AMER IND/ALASKN	5	0.2%	14	0.3%
ASIAN	17	0.8%	44	1.1%
BLACK	65	3.1%	201	5.0%
MULTI-RACE	19	0.9%	30	0.7%
NHOPI	5	0.2%	0	0.0%
OTHER	17	0.8%	103	2.5%
WHITE	1,997	94.0%	3,660	90.3%

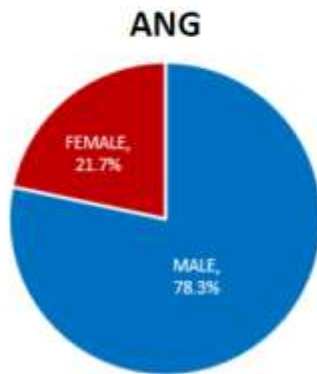
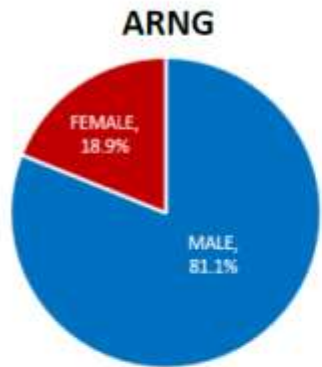
SOURCE: DPRO SEP 2020, JAMR OCT 20, MILPERS SEP 2020



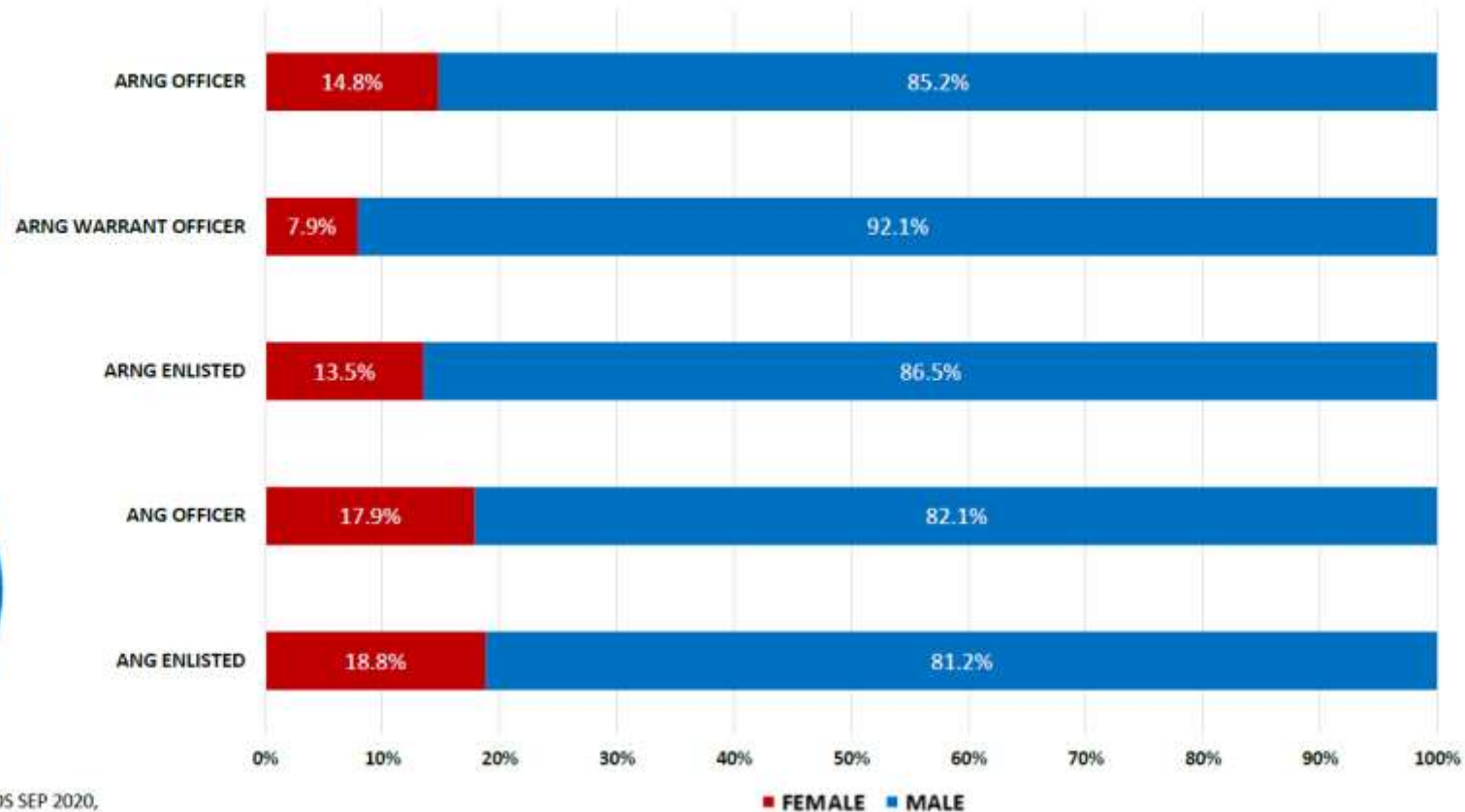


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ARMY Female: 15.5%  
AIR FORCE Female: 21.1%



## GENDER COMPARISON BY CORPS STATE: WEST VIRGINIA

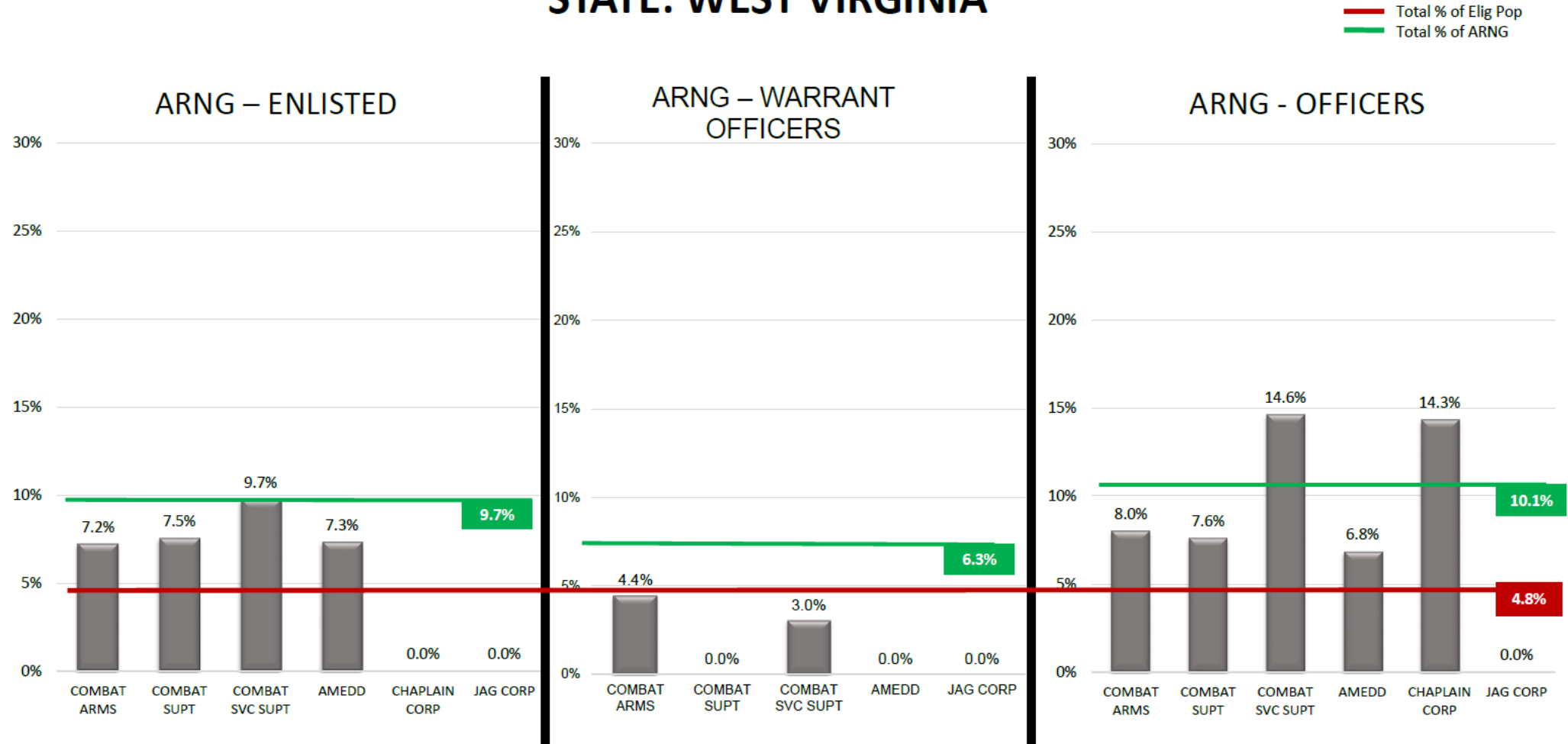


SOURCE: DPRO SEP 2020, MILPDS SEP 2020,  
DMDC SEP 2020



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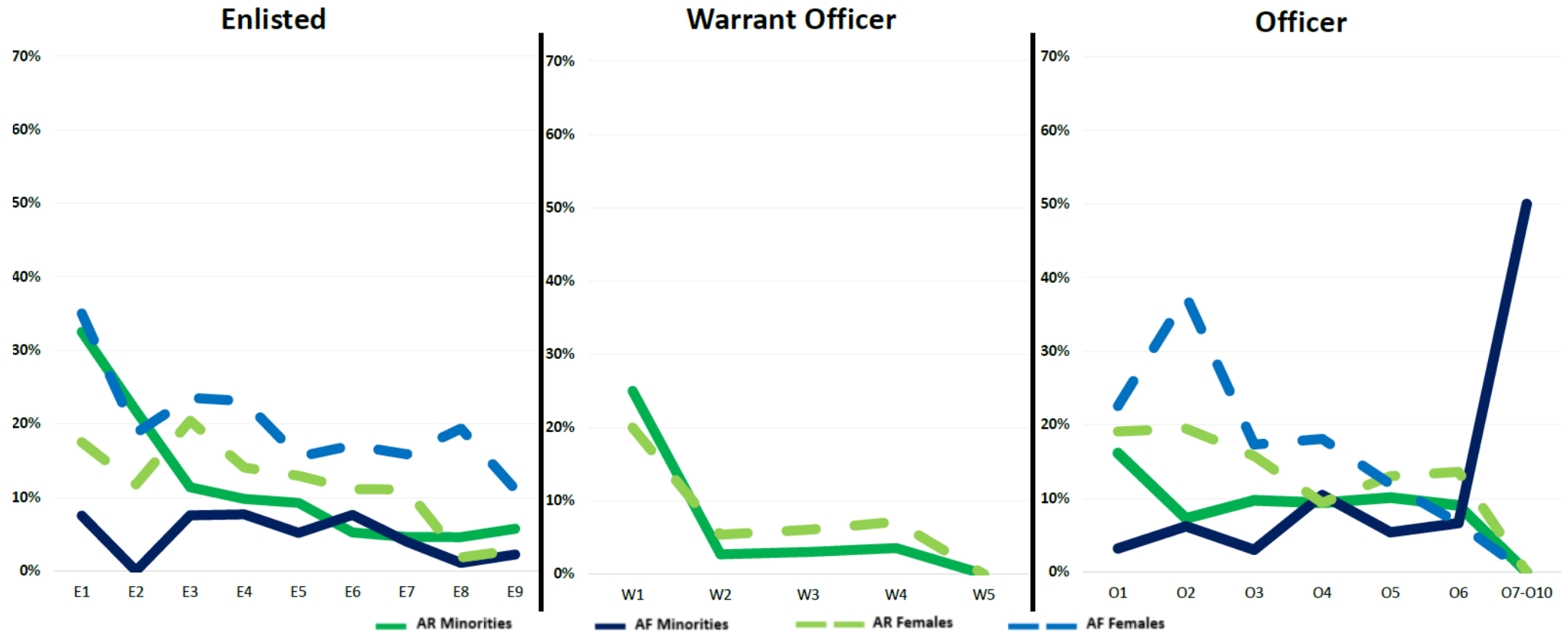
## MINORITY REPRESENTATION BY BRANCH STATE: WEST VIRGINIA





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## REPRESENTATION BY RANK STATE: WEST VIRGINIA





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## State Joint Diversity Council (SJDC) Implementation The Adjutant General (TAG) Checklist 2021



# State Joint Diversity Council (SJDC) Implementation The Adjutant General (TAG) Checklist 2021

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- Does your state have a strategic plan for your diversity initiatives? **The West Virginia National Guard (WVNG) has a strategic plan that has been published and is available on the West Virginia National Guard Human Resources Office (WVNG HRO) webpage. Also, an updated strategic plan is currently in draft.**
- Is it aligned with NGB's diversity and inclusion strategic plan? (Goal 1, 2) **Yes**
- Does your state have a State Joint Diversity Council and a charter that describes membership? (Goal 2, 3) **Yes**
- Does your state have a career development initiative or mentoring program designed to craft tailored individual development plans for your military and civilian employees? (Goal 4) **No**
- Are the following posted on the states public website:
  - **Diversity and Inclusion Strategic Plan - Posted on the WVNG HRO website. The updated Plan will be posted once the final draft is generated and it is approved by TAG.**
  - **SJDC Meeting Minutes – The minutes will be posted on the Private (CAC) website once the committee resumes meeting in 2021.**
  - **State Guard Demographics – This can be posted on the WVNG HRO website.**
  - **Annual MD-715 Report – This is not currently posted but once the MD715 report is completed, it can be posted if the TAG request.**



# State Joint Diversity Council (SJDC) Implementation The Adjutant General (TAG) Checklist 2021

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- Does your state conduct or participation in annual diversity training, programs in addition to required EO/EEO/SHARP training? (Goal 3, 4) **Yes**
- Does your state conduct community outreach targeting under-represented demographic groups? (Goal 3) **Yes**
- Does the TAG meet at least bi-annually with your state diversity council to review how your state is progressing on the execution of the state D&I strategic plan? (Goal 1, 2, 3, 4) **Yes**
- Does your state complete and submit quarterly updates to the Regional and NGB Office of Equality & Inclusion? (Goal 1, 2, 3, 4) **No**
- Do you have a GO who is actively serving on the Regional JDEC? (Goal 3) **Was done previously by Brig Gen Walker**



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Discussion on:  
JDEC Charter



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Discussion on:  
Mission & Vision Statement





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## Update on Diversity & Inclusion Initiative



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Discussion on:  
Guidelines for the JDEC



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Discussion on:  
Additional members of the JDEC/Sub-Committees



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Discussion on:  
Future meeting dates/times for JDEC



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Closing Comments  
BG Bill Crane