Defense Advisory Committee on Women in the Services (DACOWITS) RFI

Sep 2014

Col Shirley Raguindin
Chief Diversity Officer
240-612-8392
shirley.raguindin@ang.af.mil

ANG Diversity & Inclusion

- Central Issue: Diversity directives/documents in place, time to execute plans
- Objectives of Discussion:
  - Foundation: EO 13583, 2013 NDAA, AF Diversity Roadmap, AFI 36-7001
    - NDAA: Officers/Sr. Enlisted will reflect diverse US eligible population
  - Execution:
    - Continue ANG Diversity Strategic Plan
  - Where we are:
    - Officer/enlisted race/ethnicity accessions track with eligible population
    - Female, minority and Latino officer categories on uptrend since 2006; but recently declined in 2013 for Female GOs due to retirements
- COA: Support for diversity & inclusion roadmap/initiatives across total force
- COA: Continued progress with ANG Diversity Strategic Plan

Assignment Working Group RFI

- <u>RFI #2: ANG does not specifically goal by gender</u>
  - No numerical recruiting goal for female officers
  - No goals for the accession of women officers by recruitment sources (OTS, direct commission)
- <u>RFI #3: ANG Outreach to Attract Women as Officer Candidates:</u>
  - CSAF Diversity Focus Day Priorities and Initiatives
  - Military Leadership Diversity Commission (MLDC) Recommendation #9 to eliminate combat exclusion policies for women
  - ANG Diversity Strategic Plan, ANG Demographics

SECAF/CSAF Diversity Focus Day Priorities & Initiatives

- **Priorities:**
  - **Institutionalize, Attract, Recruit, Develop and Retain**
- **Initiatives:**
  - **Implement annual accountability reviews with MAJCOM/CCs (30 Dec 14)**
  - **Properly resource the AF Diversity Office (30 Sep 13)**
  - **Shift some diversity outreach from strategic to tactical level (30 Dec 13)**
  - **Place City Outreach Coordinators in diverse cities (30 Sep 13)**
  - **Develop an accessions strategy informed by diversity (31 Dec 13)**
  - **Establish applicant pool diversity goals (30 Oct 13)**
  - **Educate AF Leadership/Airmen about diversity importance (30 Nov 13)**
  - **Forge AF Sabbatical Program: Career Intermission Pilot Program (Dec 14)**
  - **Increase female/minority officer retention (30 Nov 13)**

MLDC – Women in the Services Review

Total AF detailed implementation plan to SECDEF to:

- Eliminate gender-restrictive policies
- Develop and implement occupationally-specific, operationally-relevant, gender-neutral physical performance standards
- Integrate women into closed occupational specialties in a climate where they can succeed

Deadlines:

Approved plan to OSD 15 May 13

Validated gender-neutral standards will be used to assess and assign NLT Sep 15

Integration activities complete NLT 1 Jan 16

Implementing Diversity & Inclusion (D&I) Across ANG

DESCRIPTION & POC

Implementing D&I in the ANG (AFI 36-7001)

POC: ANGDC (ANGI 36-2110); Lt Gen Clark, ANGDC Chair

Red = Changes from FY13

DATA

- NDAA 13 Annual Report
- MLDC 40% complete; 55% in progress; 5% not started
- ANGDC 59% completed; 82% barriers removed
- ANG Nationwide Survey
- NGB Top 25 in US – Rated #7 from #14 in 2013

STATUS

- AFDC Quarterly FY14
- CORONA, Quarterly FY 14 ANGDC Quarterly FY14
- NGB to adopt ANG strategy of Operationalizing Diversity
- JDEC 7 Regions: CNGB approved JDEC New Goals

WAY AHEAD

- Going from Measures to Metrics
- Data Transparency to Influence Policies, Procedures, Practices
- Accountability

ANG Diversity Progress Overview as of 18 Aug 14

	Delta fr Dec 13
– **ANG Diversity Strategic Plan**	
• **59% or (27 of 46 Goals) Complete**	**+38%**
• **82% or (18 of 22 Barriers) Complete**	**+52%**
– **MLDC Progress**	Delta fr Dec 13
• **40% Completed (Green)**	**+10%**
• **55% In Progress (Yellow)**	**- 10%**
• 5% Not Started (Red)	NC
– **NDAA 13 Annual Report**	**100%**
– **NDAA 14 Annual Report**	**In Progress**

Assessment FY14 & Forecast FY15

	ANG Diversity Strategic Plan Goals	FY 12	FY 13	FY 14 4Q	FY15 Forecast
1	Leadership Commitment				
2	Workforce & Force Management				
3	Professional Development, Career Counseling, Mentoring				
4	Policy and Procedures				
5	Diversity & Inclusion Leadership Education and Training				
6	Strategic Communications				
7	Strategic Engagement and Community Outreach				
8	Recruiting and Retention				

Progress Key

Operational and/or CF Approved

In Progress and/or Pending CF Appr; On Track *Can meet due date*

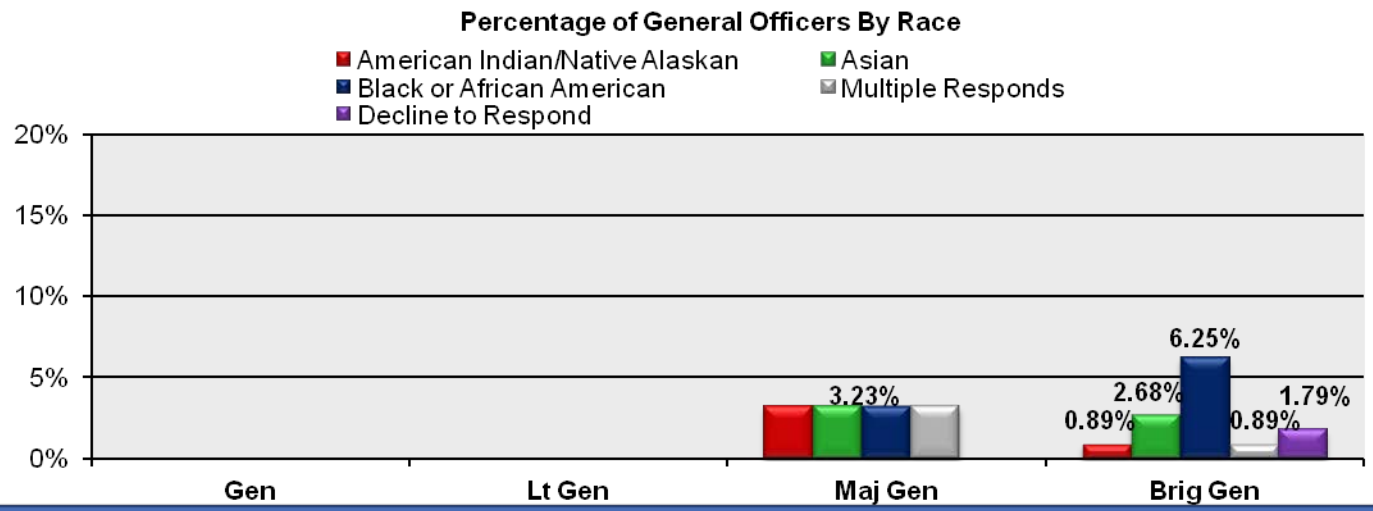
Initiated but Slow Progress

Initiated, No progress Or Not Started

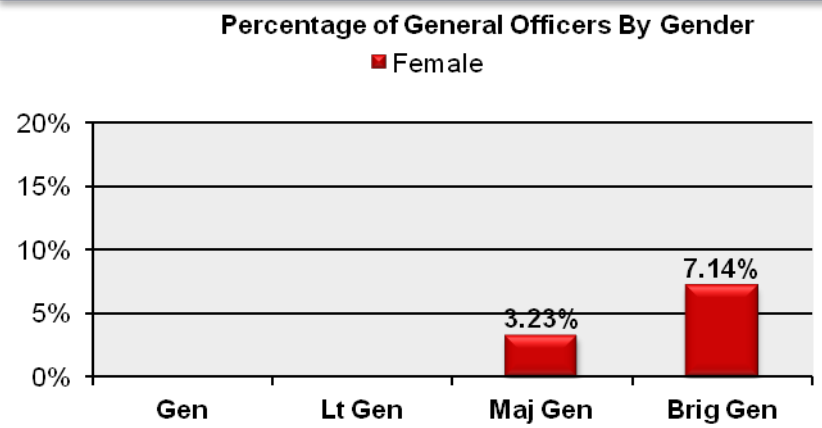
ANG Demographics

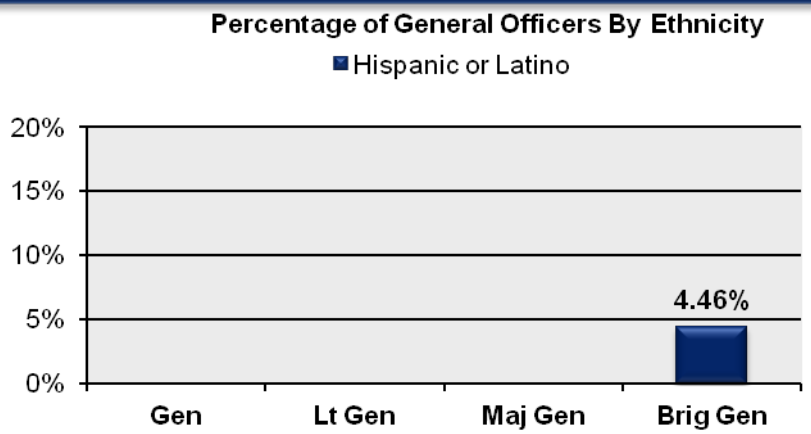
ANG General Officer (GO) by Rank

Demographic Snapshot as of March 2013



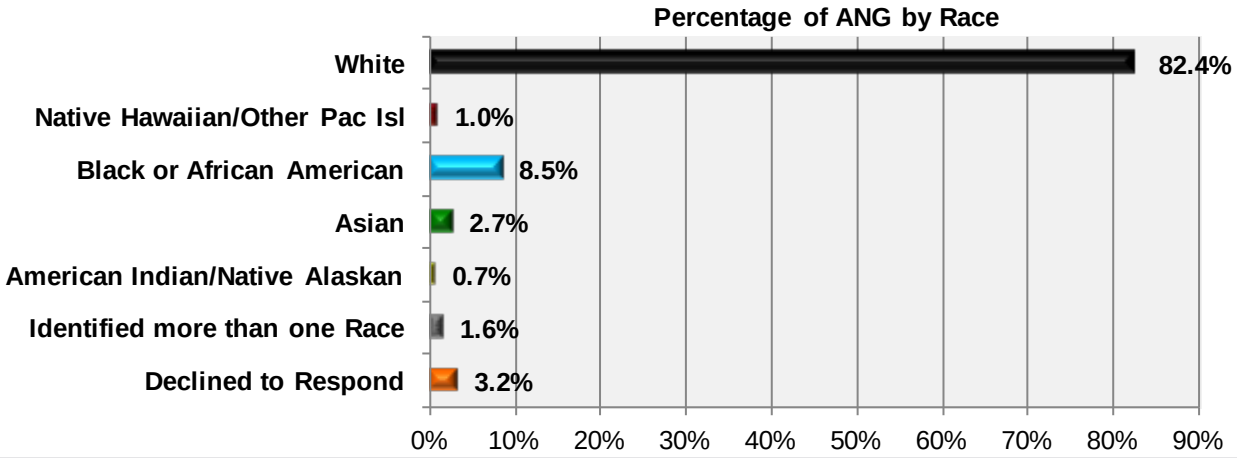
87.8% of all GOs in ANG are White (vs 93.6% Active; 95.5% AFR)



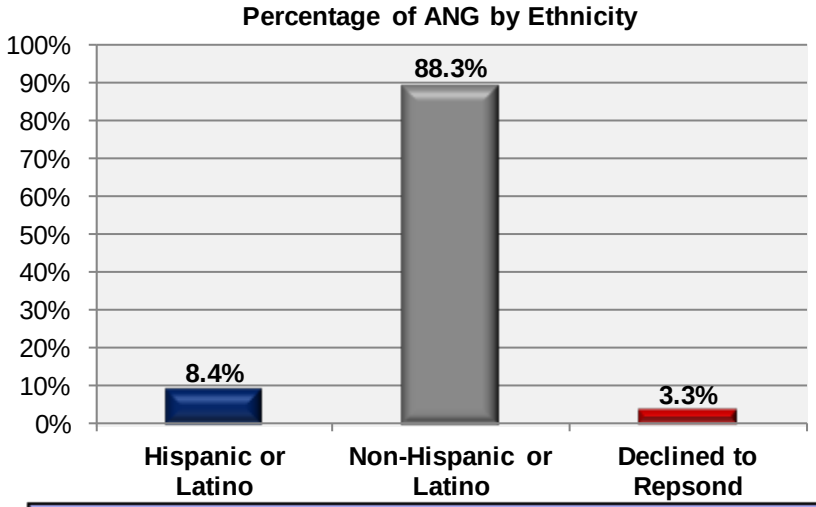


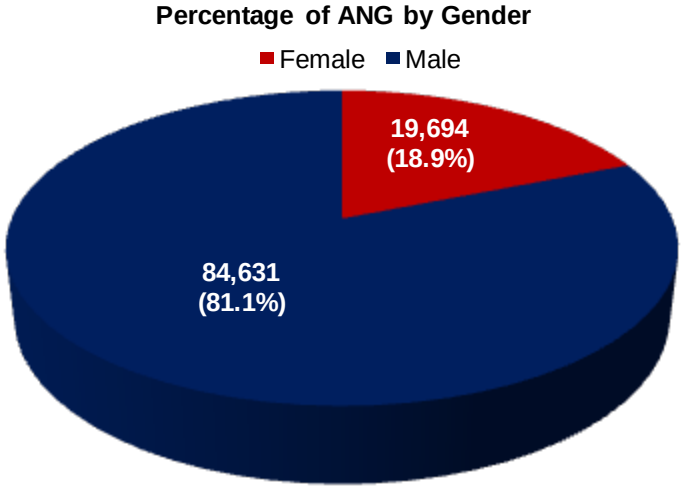
Female Go Trending Up 2011 to 8.51% but Declined in 2013 to 3.23% (-5.28%)

ANG Demographic Snapshot as of February 2013



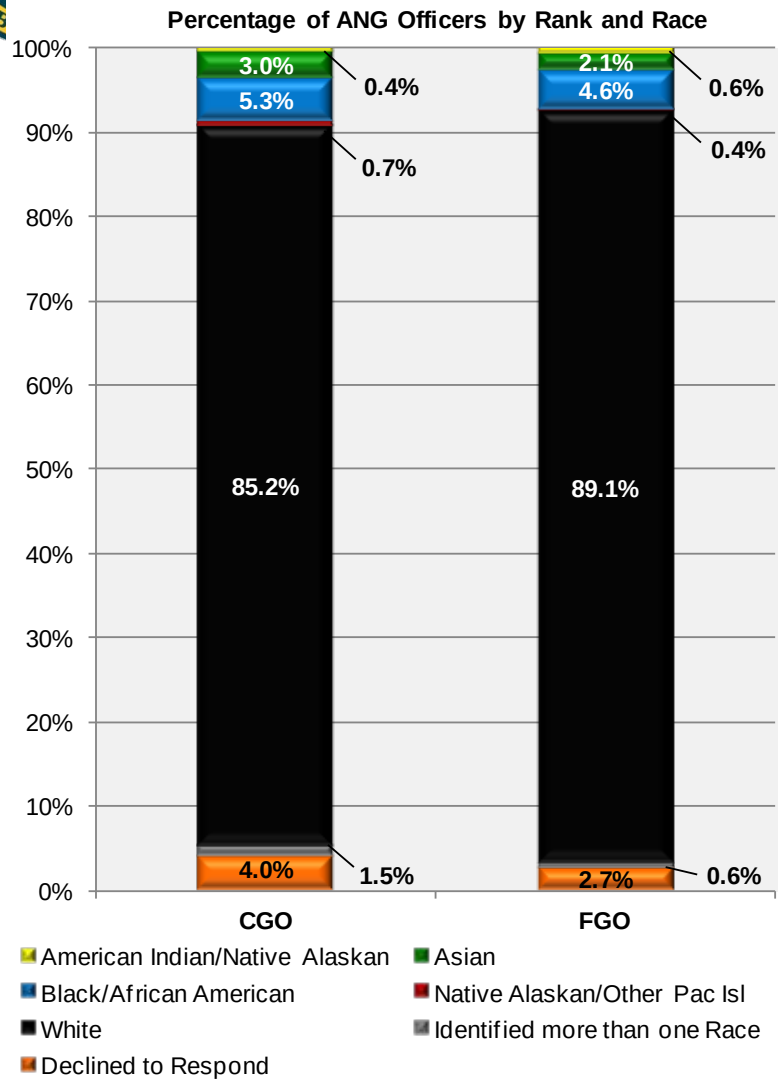
Total ANG Population: 104,325

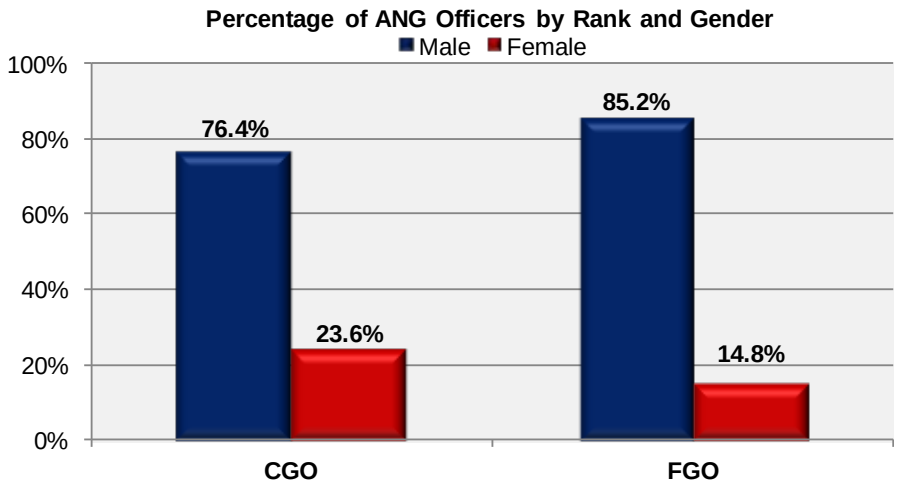


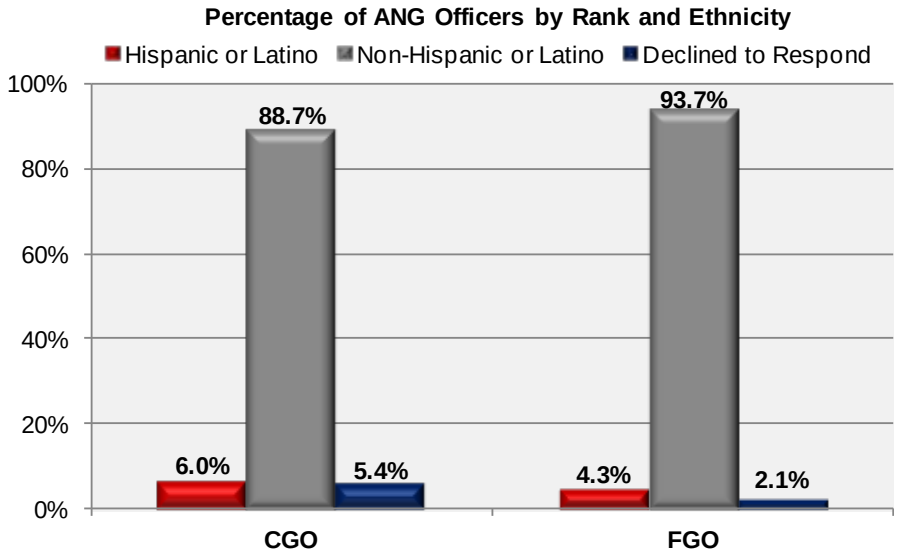


20 Year Trend: All Female, Minority and Latino categories on Upward Trend except for American Indian (AI) / Native Alaskan (NA) (-0.1%).

ANG Officers by Rank Demographic Snapshot as of Sep2012

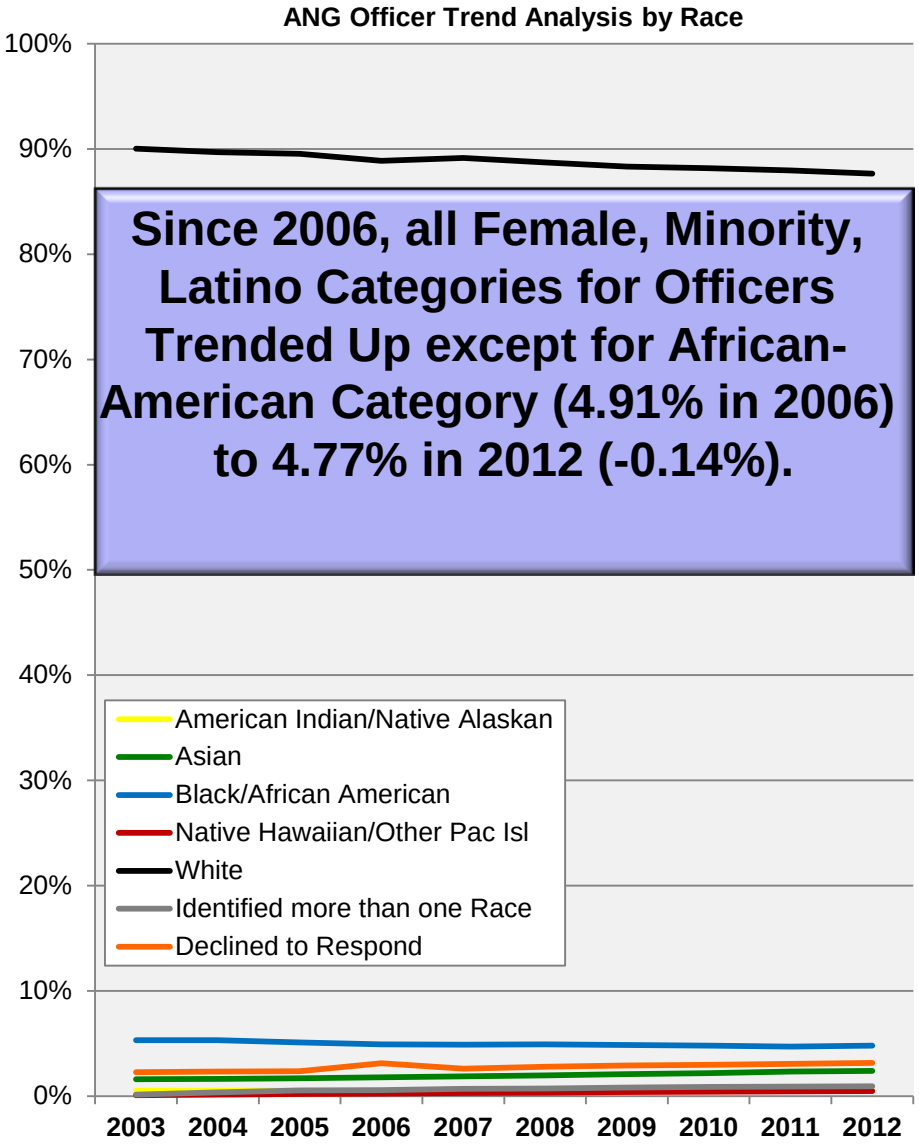




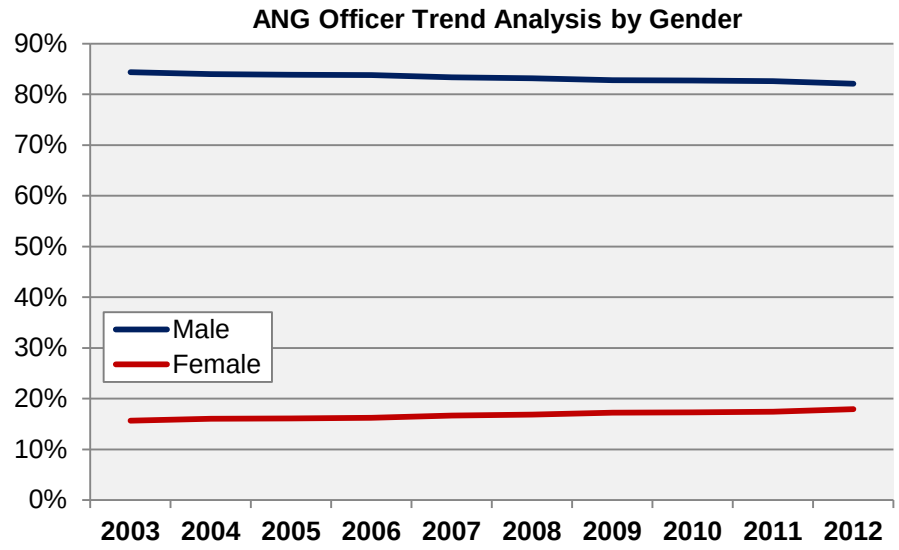


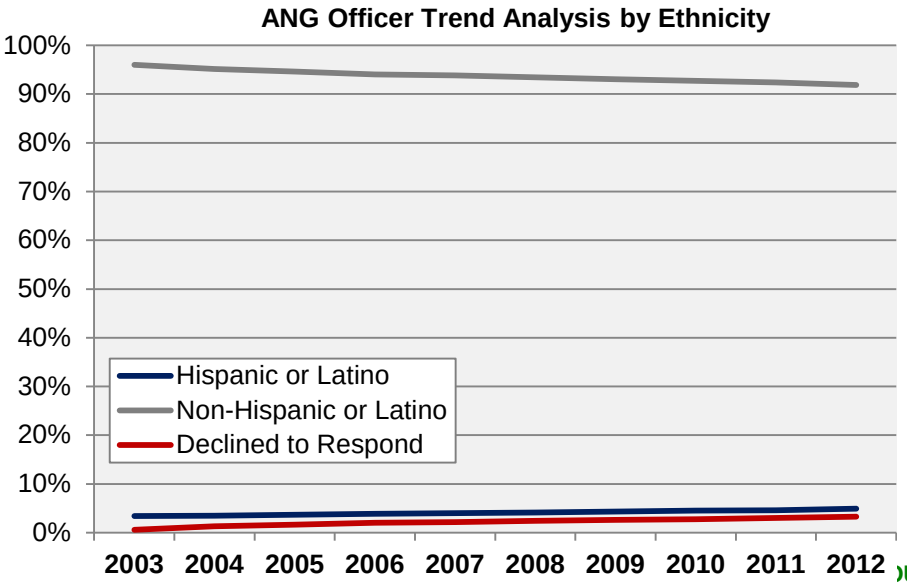
All Female and Minority FGO groups on Upward Trend since 2006. Pipeline Concern for CGO in African-Am, AI/NA Declined 5.6% in 2006 to 5.1% in 2012

ANG Officers Demographic Trend



Since 2006, all Female, Minority, Latino Categories for Officers Trended Up except for African-American Category (4.91% in 2006) to 4.77% in 2012 (-0.14%).





ANG Strategic Outreach

ANG Outreach Activities

- NGB Best Practice Women in Aviation event led by Brig Gen Carol Timmons, ATAG, Delaware ANG
- Joint Women's Leadership Symposium in 2014 attended by ANG, Washington National Harbor, MD
- Officer Women Leadership Symposium, 20-21 Sep 14, Arlington, VA announced events ANG-wide; http://academywomen.org/events/
- Monthly ANG Leadership and Diversity Newsletter highlights nation-wide best practices, leadership, development, mentorship, new initiatives and demographic trends that impact workforce.
- Pentagon Federal Women's Program: CFD Member

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