



Making the California National Guard more Diverse

Minority & Female Officers in Senior Leadership Positions in the California National Guard

	Prior to MG Baldwin's Appointment	Today	% Increase
Senior Leaders in the CNG (30)	5 of 30	13 of 30	160%
Army Guard Brigade and Installation Commanders (11)	5 of 11	8 of 11	60%
Air National Guard Commanders (83)	9 of 83	21 of 83	133%

We have increased Minority & Female Senior Leaders in the Cal Guard by 121%





UNCLASSIFIED

Defense Equal Opportunity Institute Organizational Climate Survey

- In September 2012, the Defense Equal Opportunity Management Institute surveyed full-time members of the California National Guard regarding EO/EEO factors, Organizational Effectiveness factors, and Sexual Assault Prevention and Response factors
- Of the approximately 4000 full time members of the organization that were asked to participate, 3,122 completed the survey, or 77%
- The following slides illustrate the results of the California National Guard climate survey compared to those of the entire U.S. military, and the entire U.S. National Guard
- Scores rank from 1 to 5, with 5 being the best possible result

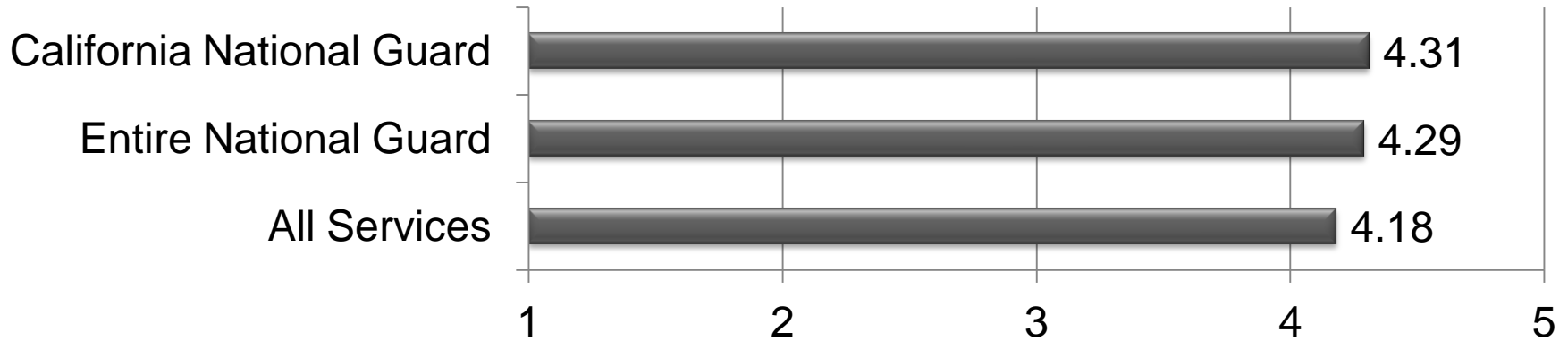




UNCLASSIFIED

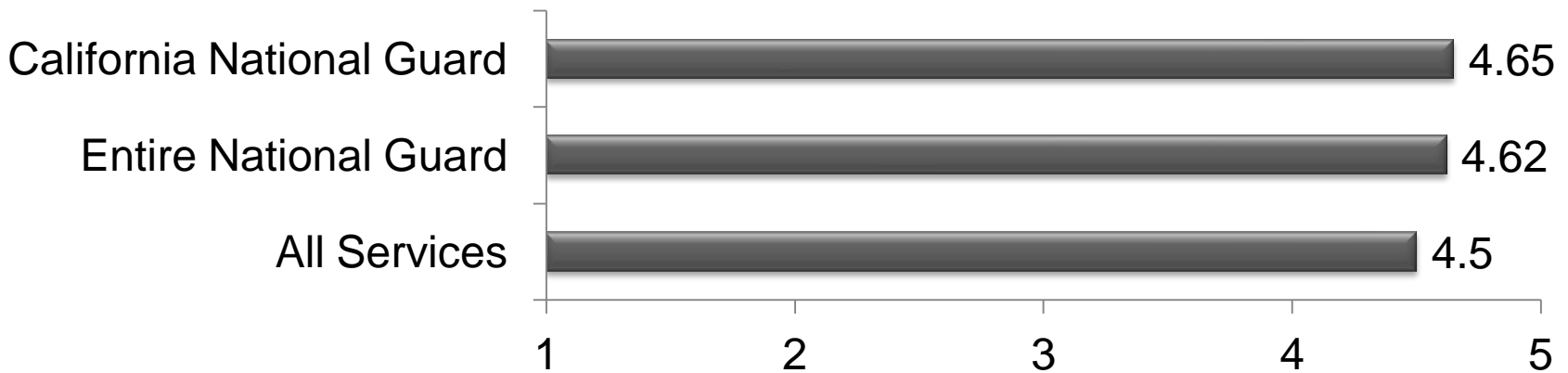
Defense Equal Opportunity Institute Organizational Climate Survey

Sexual Harassment / Discrimination



Your units score implies: Very little chance of occurring

Differential Command Behavior Toward Minorities



Your units score implies: Very little chance of occurring

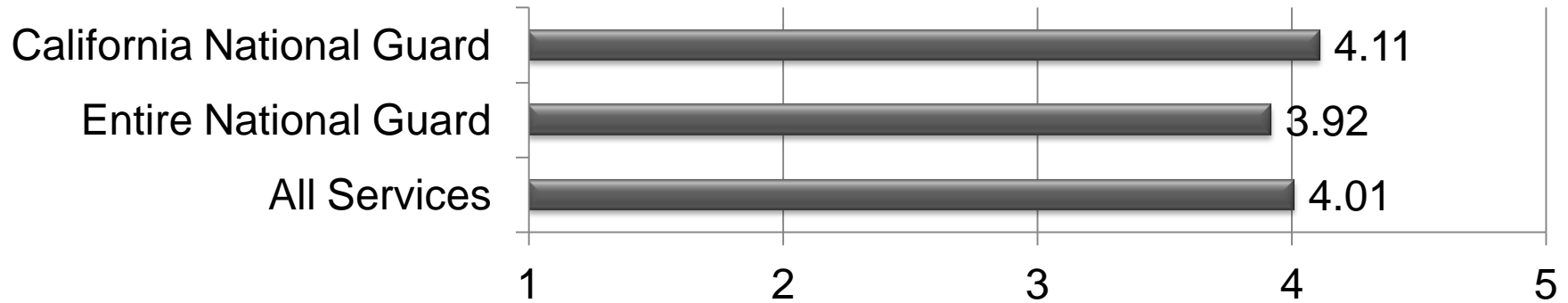




UNCLASSIFIED

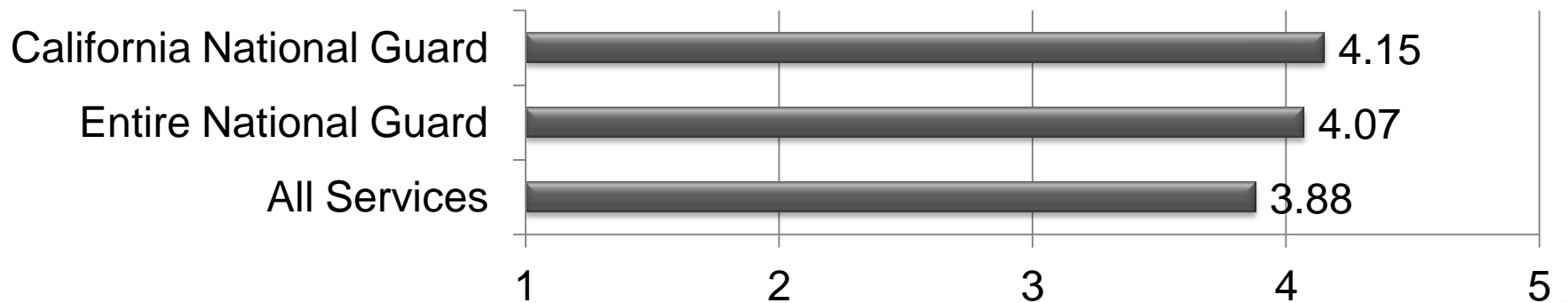
Defense Equal Opportunity Institute Organizational Climate Survey

Positive EO Behaviors



Your units score implies: Fairly high chance of occurring

Racist Behaviors



Your units score implies: Small chance of occurring

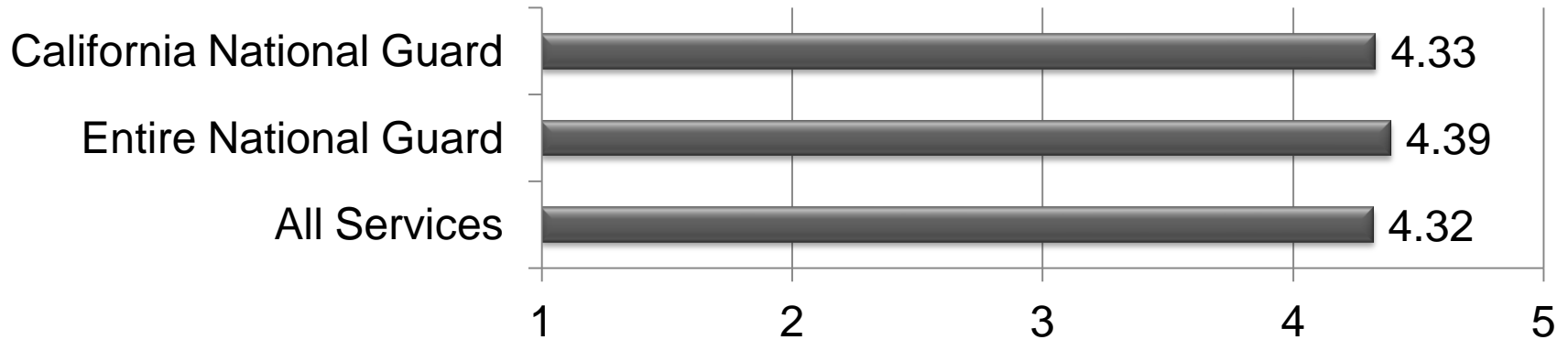




UNCLASSIFIED

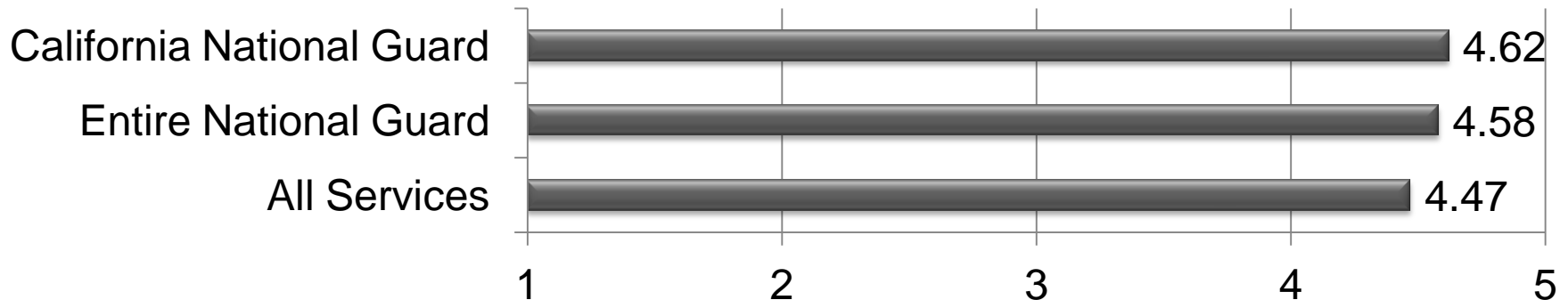
Defense Equal Opportunity Institute Organizational Climate Survey

Age Discrimination



Your units score implies: Very little chance of occurring

Religious Discrimination



Your units score implies: Very little chance of occurring

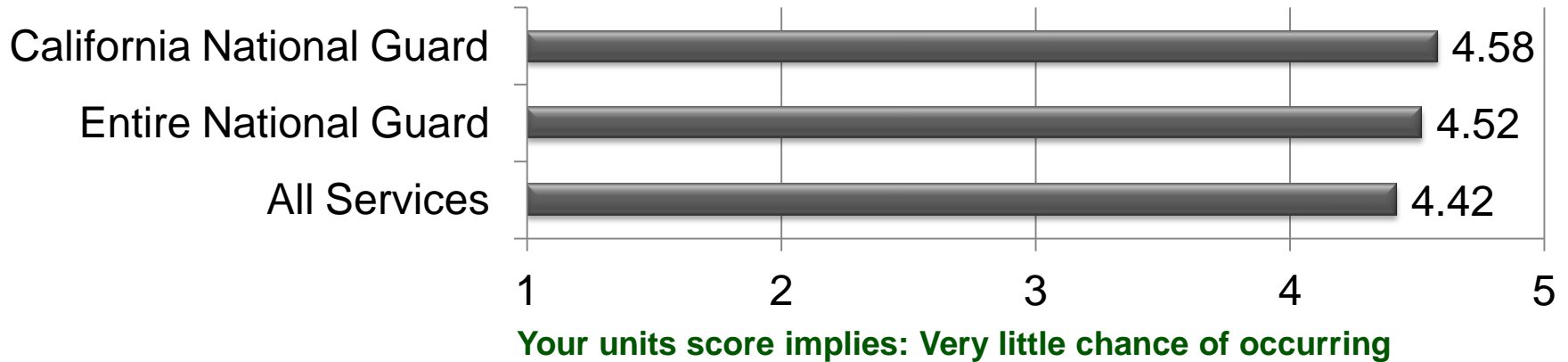




UNCLASSIFIED

Defense Equal Opportunity Institute Organizational Climate Survey

Disability Discrimination



Organizational Commitment

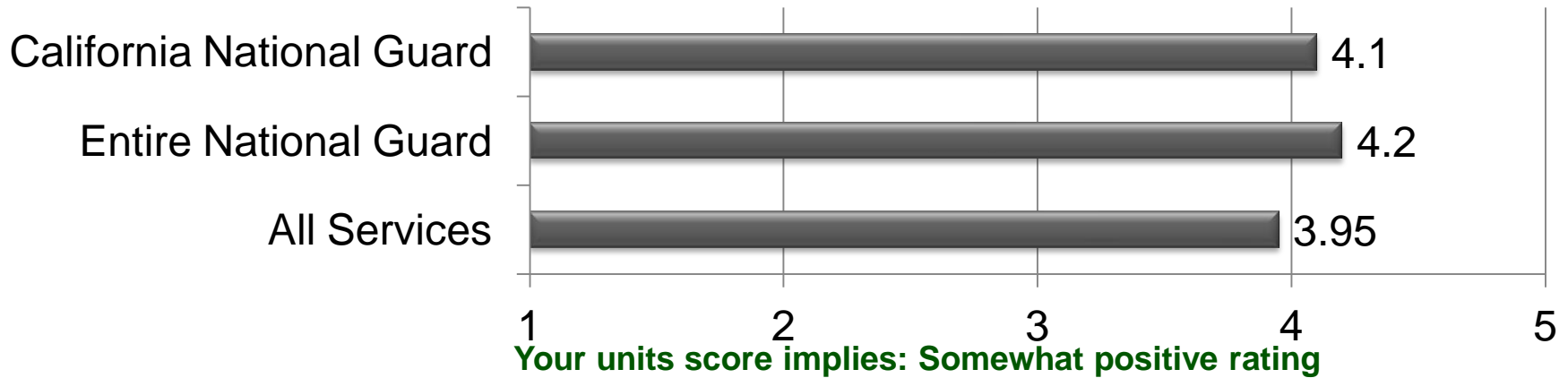




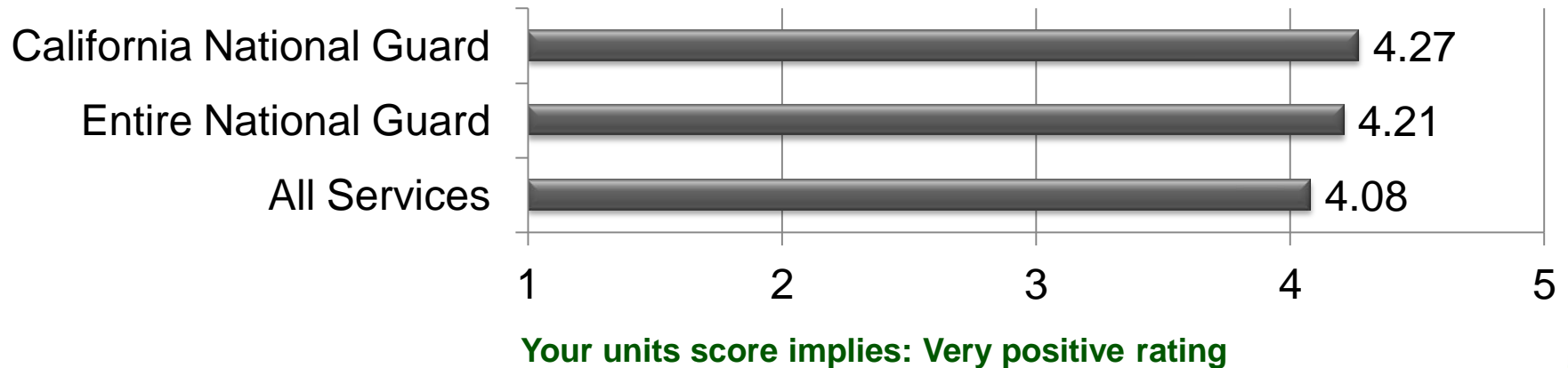
UNCLASSIFIED

Defense Equal Opportunity Institute Organizational Climate Survey

Work Group Cohesion



Work Group Effectiveness

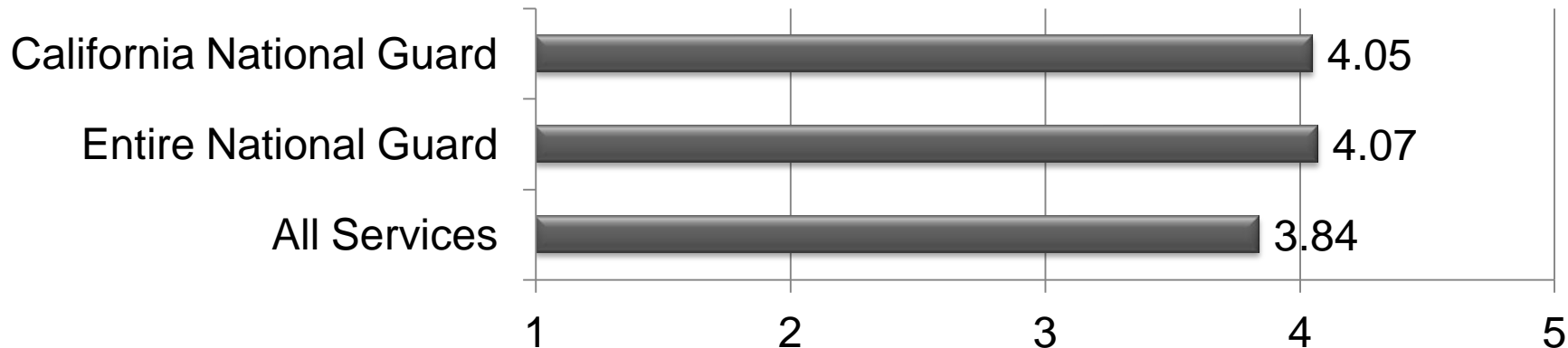




UNCLASSIFIED

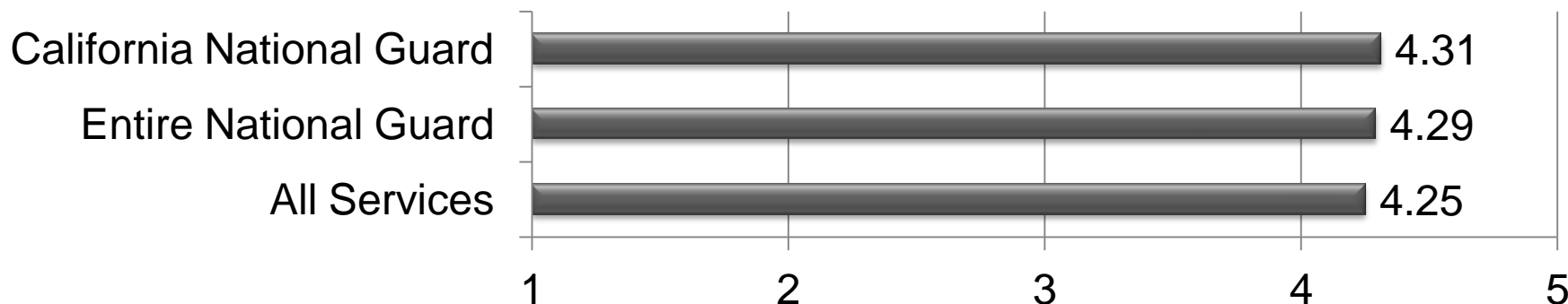
Defense Equal Opportunity Institute Organizational Climate Survey

Job Satisfaction



Your units score implies: Moderately satisfied

Leader Support for SAPR



Your units score implies: Positive perceptions of leadership support for SAPR functions

