



National Guard Bureau (NGB) Equal Opportunity Unit Climate Assessment Administrative Management System

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OPR: HQ AFPC EO



Requesting a UCA

- **UNIT INFORMATION:** Name of Organization/Commander/First Sergeant
- **PERSONNEL ASSIGNED:** Personnel Strength by Demographic
- **UNIT PROFILE:** Combat/Support/Service Support/TDA
- **SURVEY START/STOP DATES:** Input Dates
- **LOCALLY DEVELOPED QUESTIONS:** Limited to 10
- **UCA ADMINISTRATOR:** Name/Rank/Position/Phone



Survey Design

- **HOUSED ON A SECURED/DESIGNATED SERVER**
- **SURVEY CONSISTS OF 40 CORE QUESTIONS AND 10 LOCALLY DEVELOPED QUESTIONS**
- **DESIGNED TO ADDRESS KEY HUMAN RELATIONS CLIMATE FACTORS:**
 - **Cohesion and Pride**
 - **Motivation and Morale**
 - **Supervisory Support**
 - **Perceived Discrimination**
 - **Overt Discriminatory Behaviors**
 - **Command EO/EEO Policy**
 - **Locally Developed Questions**



- **7 POINT RESPONSE SCALE (Strongly Agree - Strongly Disagree)**
- **PROVIDES OPPORTUNITY FOR INDIVIDUAL COMMENTS**
- **LOADS QUESTIONS PERTINENT TO SURVEY RESPONDENTS DEMOGRAPHICS**
- **INCLUDES DEFINITIONS OF KEY CONCEPTS AND WORDS**
- **INCLUDES APPROVED DMDC RACE/ETHNIC CHOICES**
- **PROTECTS ANONYMITY OF RESPONDENT**



UCA Administration

- Inform Commander of positive aspects and benefits of the UCA during the In-Brief
 - Demographic breakdown ability
 - Assess both EO & OE areas
 - Unit related comparisons
 - Out & Abouts
 - LDQs
 - Anonymity features
 - Wing-wide UCA vs squadron UCA



UCA Administration

- Information you should obtain at UCA In-brief
 - POC
 - Start/End Dates
 - UCA Type
 - Squadron Breakouts
 - LDQs
- Provide Commander a copy of:
 - Survey
 - Sample LDQs



Using the scale below indicate the extent to which you agree or disagree with the following statements. Select **ONE** response for each statement.

Strongly Agree=7 Agree=6 Slightly Agree=5 Neither Agree or Disagree=4 Slightly Disagree=3 Disagree=2 Strongly Disagree=1

A. COHESION AND PRIDE

1. I like my job.
2. I feel accepted in the local community.
3. I am proud of my work area and what I do.
4. Coworkers do their fair share of the work.
5. Members in my work area help each other when we have problems.
6. I feel I am a valuable member of my work area.
7. I feel comfortable socializing with coworkers.
8. I feel comfortable participating in unit activities.
9. The working relationship between military and civilian members in my work area is favorable.

COMMENTS REGARDING COHESION AND PRIDE:



B. MOTIVATION AND MORALE

10. The work atmosphere makes it easy to do my job.
11. I am not under unreasonable stress on the job.
12. Overall, morale in the unit is high.
13. I am recognized for doing a good job.
14. My chain of command rewards and recognizes the most deserving members in my unit.
15. I feel motivated to give my best efforts to the mission of my unit.
16. My present commander/director has a positive influence on unit members.
17. My first sergeant has a positive influence on unit members.
18. My flight commander/flight chief has a positive influence on members assigned to his/her flight.
19. I believe my chain of command administers discipline fairly in the unit.
20. People in my work area do not practice favoritism.

If you responded with a 4 or less to Question 20, complete 20A.

- 20A. In what way or ways do you perceive favoritism being displayed?
1. Job Opportunities 2. Performance Report Ratings
3. Personal relationships used to make professional decisions
4. Based on race/sex/ethnic differences 5. Don't Know
6. Other (Specify)

COMMENTS REGARDING MOTIVATION AND MORALE:

**C. SUPERVISORY SUPPORT**

21. ___ There is open communication between me and my supervisor.
22. ___ I receive adequate training to perform my assigned duties.
23. ___ My supervisor tries to keep the atmosphere positive.
24. ___ My supervisor provides useful and timely performance feedback.
25. ___ My latest performance report of evaluation accurately reflects my duty performance.
26. ___ Mentoring has improved my National Guard Bureau experience.

COMMENTS REGARDING SUPERVISORY SUPPORT:

D. PERCEIVED DISCRIMINATION

27. ___ Discrimination based on RACE does not occur in my work area.
28. ___ Discrimination based on COLOR does not occur in my work area.
29. ___ Discrimination based on NATIONAL ORIGIN does not occur in my work area.
30. ___ Discrimination based on RELIGION does not occur in my work area.
31. ___ Discrimination based on SEX does not occur in my work area.
- 31A. ___ Discrimination based on DISABILITY does not occur in my work area.
- 31B. ___ Discrimination based on AGE does not occur in my work area.
32. ___ My chain of command provides equal opportunity regardless of your sex.

COMMENTS REGARDING PERCEIVED DISCRIMINATION:

**E. OVERT DISCRIMINATORY BEHAVIORS**

33. Racial slurs, comments and/or jokes are not used in my work area.
34. Religious slurs, comments and/or jokes are not used in my work area.
35. Sexual slurs, comments and/or jokes are not used in my work area.
36. Sexual harassment does not occur in my work area.

COMMENTS REGARDING OVERT DISCRIMINATORY BEHAVIORS

F. COMMAND EO/EEO POLICY

37. The unit commander's/director's policy on sexual harassment is clear.
38. The unit commander's/director's policy on discrimination is clear.
39. I feel free to use outside agencies to address concerns of discrimination or sexual harassment.
40. I believe I can use my chain of command to address concerns about discrimination and/or sexual harassment without fear of reprisal or retaliation.

COMMENTS REGARDING COMMAND EO/EEO POLICY:



G. LOCALLY DEVELOPED QUESTIONS

- 41. _____
- 42. _____
- 43. _____
- 44. _____
- 45. _____
- 46. _____
- 47. _____
- 48. _____
- 49. _____
- 50. _____

COMMENTS REGARDING LOCALLY DEVELOPED STATEMENTS/QUESTIONS:

H. ADDITIONAL COMMENTS:



UCA
◆ New
◆ Search
◆ Survey Sample
◆ LDQ Samples
◆ Recommendation Samples
◆ Final Report Sample
Reports
◆ Request Multiple Report
◆ Request Multiple Report With LDQs
◆ Available Multiple Reports
◆ Awaiting Multiple Reports
Special Reports
◆ Request Special Report
◆ Available Special Reports
◆ Awaiting Special Reports
Admin
◆ CAD System
◆ Tracking Report
◆ Unit Management
◆ Request Assistance



• UCA - SEARCH

SEARCH FOR

AFEOCA ID Organization

(** Leave this field empty to search for all)

Search



- **UCA - NEW ASSESSMENT**

NOTE: A minimum of 15 surveys must be completed to request a survey analysis report.

REASON FOR UCA

Directed Requested Required

UCA TYPE

Type 1: Survey/Interview Type 2: Survey only Type 3: Interview only

MAJCOM/FOA/DRU

ANG ▼

INSTALLATION

184 BW - McConnell AFB, KS

UNIT

Unit



Organization

Commander/Director

(Rank/Grade Last Name)

Commander/Director Email

First Sergeant

(Rank/Grade Last Name)



DEMOGRAPHICS OF PERSONNEL ASSIGNED

Note: Numbers entered for the SEX, RACE, HISPANIC/LATINO DECLARATION and RANK/GRADE categories MUST match the TOTAL number of assigned personnel.

TOTAL:

SEX:

Male

Female

RACE:

American Indian or Alaskan Native

Asian

Black or African-American

Native Hawaiian/Other Pacific Islander

White

Two or More Races

Declined to Respond

HISPANIC/LATINO DECLARATION:

Hispanic or Latino

Not Hispanic or Latino

Declined to Respond



RANK/GRADE:

Civil Service:

Junior: Grades 1-7, Non-Supervisory NSPS: Pay band 1.

Intermediate: Grades 8-11, Non-Supervisory NSPS Pay band 2 except for Professional pay schedules), Supervisory NSPS Pay band 1.

Senior: Grades 12 and higher, Non-Supervisory NSPS Pay bands 3 and 4, and Professional pay schedules, Supervisory NSPS Pay band 2.

Military:E1-E4 E5-E6 E7-E9 O1-O3 O4-Higher **Civil Service:****(DEFINITION)**Junior Civilian Intermediate Civilian Senior Civilian 

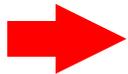


LOCALLY DEVELOPED QUESTION(S)

None Add Copy from existing AFEOCA ID

The question(s) added must be constructed in a way that a respondent can answer by using the response scale provided.

- Strongly Agree
- Agree
- Slightly Agree
- Neither Agree or Disagree
- Slightly Disagree
- Disagree
- Strongly Disagree



1. Choose from the question bank

2. Choose from the question bank

3. Choose from the question bank

4. Choose from the question bank



1. I know what actions to take if someone expresses a desire to do harm to themselves or others.
2. I am provided with the resources I need to do my job effectively.
3. I am satisfied with the communication flow in my unit.
4. I am given adequate time to maintain my physical conditioning.
5. My commander presents himself/herself as a competent leader.
6. I have adequate opportunity to pursue off-duty education.
7. I receive adequate support from my immediate supervisor to pursue off-duty education.
8. I understand how my flight supports the mission of the overall unit.
9. My present assignment motivates me to continue a career in the military.
10. My commander takes steps to ensure I am treated with respect.
11. The functional experts I work with assist me in my success.
12. The unit recognition program enhances our ability to perform our mission.
13. My work area is free of sexual misconduct.
14. I can raise concerns about issues that affect my job without fear of reprisal.
15. Relationships at work are professional in nature.

The “Sample LDQs” listing has been numbered to make it easier to find the LDQs selected by the Commander/Director.



- 16. Unit leadership addresses allegations of sexual harassment and/or unlawful discrimination in a prompt manner.
- 17. My work environment is free from unprofessional behavior.
- 18. I would seek the assistance of my flight chief.
- 19. I would seek the assistance of my first sergeant.
- 20. I would seek the assistance of the superintendent.
- 21. I would seek the assistance of my commander/director. I would seek the assistance of my supervisor.
- 22. A mandatory structured physical training program should be implemented in my unit.
- 23. I have received the necessary training to accomplish my job.
- 24. The commander understands what my job entails.
- 25. Additional duties are assigned fairly.
- 26. Additional duties are not interfering with my ability to perform my primary mission.
- 27. Adequate parking is provided for me when I arrive at work.
- 28. Airmen are given responsibility commensurate with their rank.
- 29. All unit personnel receive the same level of respect from leadership.
- 30. An atmosphere of respect exists in my work area.

[Back](#)[Next](#)



- 31. I am satisfied with my latest one-on-one rater feedback session with my rater.
- 32. Innovative ideas are highly encouraged.
- 33. Civilian managers supervise military personnel as effectively as they supervise civilian personnel.
- 34. Civilians are treated as valued members of the unit by squadron leadership.
- 35. Commander's Calls effectively pass on information I need to know.
- 36. Commander's Support Staff (Orderly Room) efficiently meet my needs.
- 37. Military managers supervise civilian personnel as effectively as they supervise military personnel.
- 38. Communication within the chain of command is timely.
- 39. Communication flow down from the chain of command is good.
- 40. Communication between flights is good.
- 41. Communication flows freely from senior leadership to all levels of the organization.
- 42. Important information moves freely up and down the chain.
- 43. Communication from my direct leadership is clear.
- 44. Communication within my section is effective.
- 45. I view contract employees as a part of the team.

[Back](#)[Next](#)



- 46. Contributions of all career fields are respected in my squadron.
- 47. Cultural heritage celebrations such as Black History Month and Hispanic Heritage Month help bring unit members closer together as a team.
- 48. Deployments are distributed fairly throughout the organization.
- 49. If I were to deploy my family members would have adequate resources on base to be taken care of.
- 50. I do not feel overburdened with additional duties.
- 51. I am given the time I need in my duty day to comply with the mandatory fitness program.
- 52. The unit orientation program is adequate for new employees.
- 53. This squadron takes an active role in caring for the needs of family members of deployed unit personnel.
- 54. I am able to make decisions to resolve customer issues on the spot without fear of reprisal.
- 55. I have the training and resources necessary to accomplish my job.
- 56. I have sufficient time in my duty day to conduct my core duties.
- 57. My supervisor disseminates information that has been presented in the weekly staff meeting.
- 58. I am satisfied with the physical surroundings of my work area.
- 59. I believe this unit works as a team.
- 60. I am rewarded for my duty performance.

[Back](#)[Next](#)



- 61. I am afforded opportunities to take leave.
- 62. I am assigned duties that are commensurate with my grade.
- 63. I am being fully utilized in my work center.
- 64. I am challenged by my job.
- 65. I am challenged in my duties.
- 66. I am comfortable approaching the Commander/Director with any issue.
- 67. I am comfortable discussing issues with my commander/Director.
- 68. I am comfortable going to my direct supervisor with work-related topics.
- 69. I am encouraged to present new ideas to our current workplace procedures.
- 70. I am encouraged to think of new ways to accomplish my unit's mission.
- 71. I am encouraged to participate in unit functions.
- 72. I can express my opinion within this organization without fear of reprisal.
- 73. I know what is expected of me at work.
- 74. I plan on making the military a career.
- 75. I receive periodic formal feedback from my rater.

[Back](#)[Next](#)



- 76. I receive the required time to participate in personal fitness.
- 77. The commander shows an interest in my welfare.
- 78. The commander is accessible.
- 79. The commander frequently visits my duty section.
- 80. The overall health of this unit is better now than one year ago.
- 81. The leave policy is administered fairly.

[Back](#)

Page 6 of 6

If you want to add an LDQ to the “Sample LDQ Listing” use the “Request for Assistance” function. Once approved by HQ NGB EO, the LDQ will be added.



- UCA - ROB12056**
- ◆ Profile
- ◆ Change Survey Type
- ◆ Modify
- ◆ Access Code Counter
- ◆ Change Survey Input Date
- ◆ Modify Comments
- ◆ Interview Question Generator
- Reports**
- ◆ Survey Analysis Report
- Critique**
- ◆ Critique Generator
- ◆ Critique Report
- << Back to Search**



• UCA - Access Code Counter

Get ROB12056 DEMOGRAPHICS



Access Code	autoROB120569Zv!x
Organization	116 MXS
Number of Assigned	235
Distributed Total	235
Used Total	31
Total Surveyed	27
Percentage of Completion	11%
Left	204
Stop Date	11/20/11



Print Access Code

Email Access Code

Email Status Report



Add to Existing TOTAL Delete from Existing TOTAL

Submit



TO: HQ USAFE DS

Message from: Col Giles

Thank you in advance for participating in this assessment of the human relations climate within our unit. This assessment provides you an opportunity to express your thoughts, opinions, and feelings regarding our organization. This assessment is being conducted by the Wing Military Equal Opportunity Office and will address morale; communications between unit members and their supervisors; attitudes and perceptions of assigned personnel of different ranks, races, ethnic backgrounds, and sexes; and overall organizational health.

To properly assess our unit's climate, I am requesting you complete a survey that will begin **01/22/07** and end **02/02/07**. In the event the end date is extended your access code will remain valid. The survey will ask you to provide demographic information such as your rank, race, and sex. The demographic information you provide will be used to ensure we have a proper representation of participants. To further protect your anonymity, when there are less than six respondents within a demographic area, individual responses will not be visible to me in the report generated by the Wing Military Equal Opportunity Office.

To begin the survey you must connect to the Internet. The survey can be found at URL:

<https://www.famnetuca.net/user/login/login02.cfm>

An ACCESS CODE is required to gain access to the survey. This case-sensitive code has been randomly generated for our unit only and is not associated with individual names or other personal identifying source. Upon entry allow yourself 15-20 minutes to complete the survey. The survey access code is: **autoRAM070160@!eC**

Where feasible, I plan to use the results to improve the human relations climate and to better the working environment within the organization. In turn, I look forward to sharing the results of the assessment with the members of our organization in the near future.

If you have additional questions concerning this assessment (**RAM07016**), or the survey you are being asked to complete, my point of contact is **SMSgt Floth** at **480-2341**.



3

UCA - Access Code Counter - Status Report
(sent by Mr. Dallaire - Dallaire5@msn.com)

AFECCA ID: LOS07023

Name of Organization: 22nd ARS Fuels Branch

Access Code: autoLOS07023zJE8?

Total Codes: 50

Used Total Codes: 0

Total Surveyed: 0

Percentage of Completion: 0%

Left: 50

Stop Date: 01/15/07



- ◆ Change Survey Input Date
- ◆ Modify Comments
- ◆ Interview Question Generator
- Reports**
- ◆ Survey Analysis Report
- Critique**
- ◆ Critique Generator
- ◆ Critique Report
- << Back to Search**

Number of Assigned	235
Distributed Total	235
Used Total	31
Total Surveyed	27
Percentage of Completion	11%
Left	204
Stop Date	11/20/11

[Print Access Code](#)

[Email Access Code](#)

[Email Status Report](#)



Add to Existing TOTAL
 Delete from Existing TOTAL

Add to Existing TOTAL
 Delete from Existing TOTAL
 (range 1-2000)

Add to Existing TOTAL
 Delete from Existing TOTAL
 (range 0-50)



5

<u>II. DEMOGRAPHICS:</u>	<u>ASSIGNED:</u>		<u>SURVEYED:</u>	
TOTAL:	97		65	67.0%
SEX: Male (MA)	50	51.5%	37	74.0%
Female (FE)	47	48.5%	28	59.6%
RACE:				
American Indian or Alaskan Native (AI)	0	0.0%	0	0.0%
Asian (AS)	14	14.4%	14	100.0%
Black or African-American (BL)	22	22.7%	10	45.5%
Native Hawaiian/Other Pacific Islander (PA)	3	3.1%	1	33.3%
White (WH)	51	52.6%	33	64.7%
Multi-Racial (MR)	0	0.0%	1	0.0%
Declined to Respond (DE)	7	7.2%	6	85.7%
HISPANIC/LATINO DECLARATION:				
Hispanic or Latino (HI)	7	7.2%	7	100.0%
NOT Hispanic or Latino (NH)	90	92.8%	54	60.0%
Declined to Respond (DE)	0	0.0%	4	0.0%
RANK/GRADE:				
Military:				
E1-E4	24	24.7%	14	58.3%
E5-E6	30	30.9%	17	56.7%
E7-E9	7	7.2%	6	85.7%
O1-O3	6	6.2%	5	83.3%
O4-Higher	18	18.6%	12	66.7%
Civil Service:				
Grades 1-7	10	10.3%	9	90.0%
Grades 8-11	2	2.1%	2	100.0%
Grades 12-Higher	0	0.0%	0	0.0%



TABLE OF CONTENTS

I.	INTRODUCTION: HOW TO INTERPRET YOUR UNIT CLIMATE ASSESSMENT (UCA) SURVEY ANALYSIS REPORT	3
II.	DEMOGRAPHICS OF ASSIGNED AND SURVEYED RESPONDENTS	4
III.	EXECUTIVE SUMMARY	7
IV.	OVERALL UNIT COMPARATIVE SUMMARY	14
V.	SURVEY ANALYSIS/COMMENTS REPORT	16



II. DEMOGRAPHICS OF ASSIGNED AND SURVEYED RESPONDENTS

	<u>ASSIGNED:</u>		<u>SURVEYED:</u>	
TOTAL:	88		41	46.6%
SEX:				
Male (MA)	36	40.9%	17	41.5%
Female (FE)	52	59.1%	24	58.5%
RACE:				
American Indian or Alaskan Native (AI)	0	0.0%	1	2.4%
Asian (AS)	3	3.4%	2	4.9%
Black or African-American (BL)	47	53.4%	9	22.0%
Native Hawaiian/Other Pacific Islander (PA)	1	1.1%	0	0.0%
White (WH)	33	37.5%	17	41.5%
Multi-Racial (MR)	0	0.0%	1	2.4%
Declined to Respond (DE)	4	4.5%	11	26.8%
ETHNICITY:				
Hispanic or Latino (HI)	4	4.5%	4	9.8%
Not Hispanic or Latino (NH)	84	95.5%	30	73.2%
Declined to Respond (DE)	0	0.0%	7	17.1%

**RANK/GRADE:****Military:**

E1-E4	14	15.9%	5	12.2%
E5-E6	19	21.6%	10	24.4%
E7-E9	9	10.2%	5	12.2%
O1-O3	6	6.8%	4	9.8%
O4-Higher	1	1.1%	1	2.4%

Civil Service:

Junior	15	17.0%	2	4.9%
Intermediate	19	21.6%	10	24.4%
Senior	5	5.7%	4	9.8%

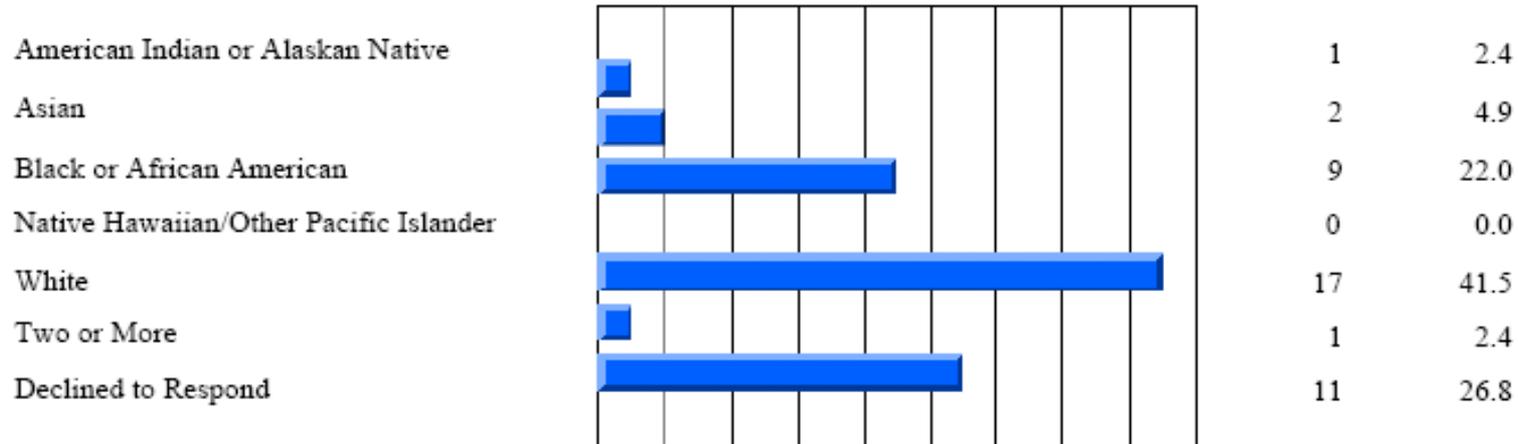


SEX

Frequency Percent

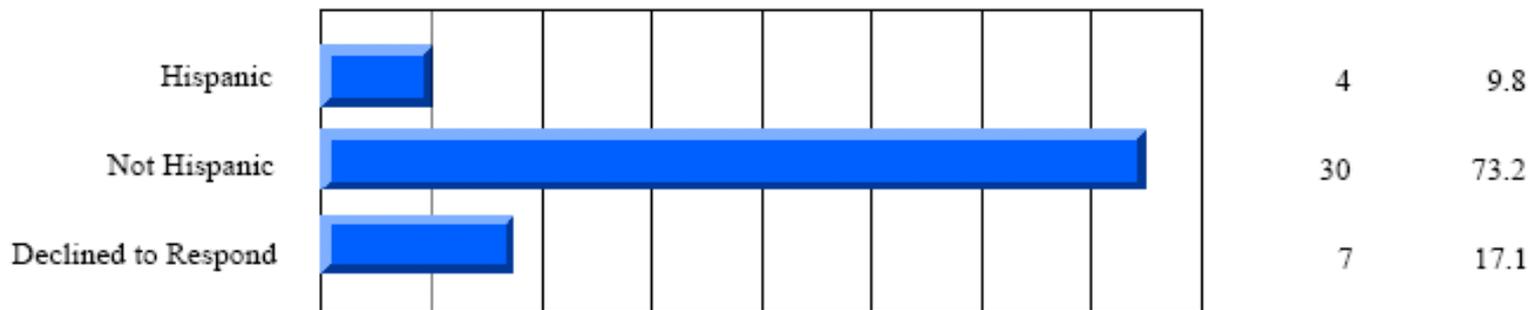


RACE





HISPANIC DECLARATION

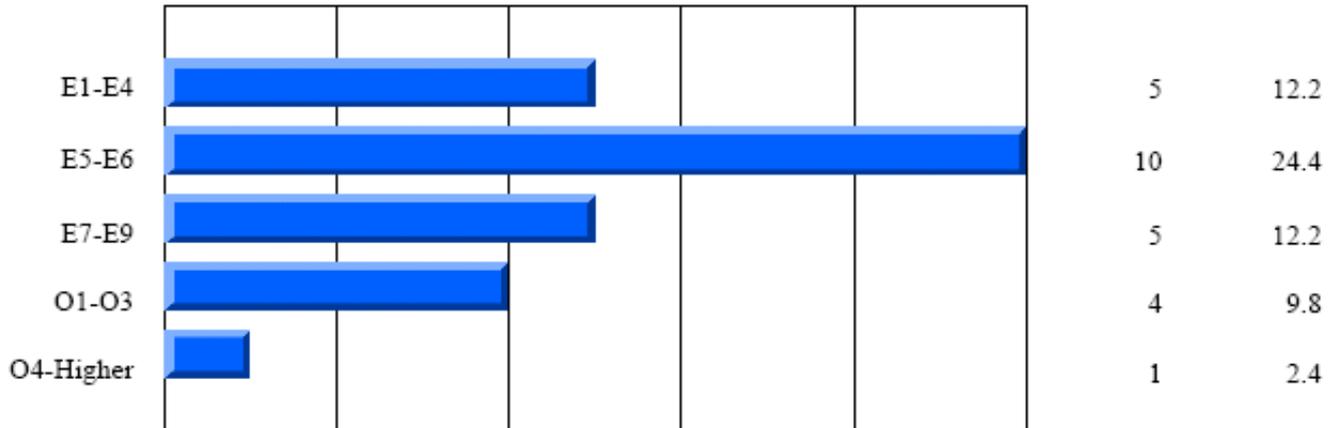




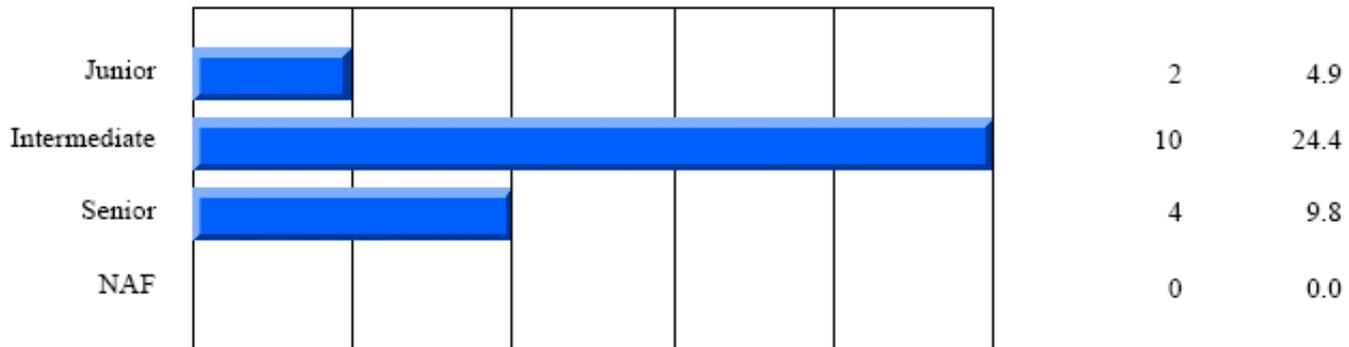
RANK/GRADE

Frequency Percent

Military



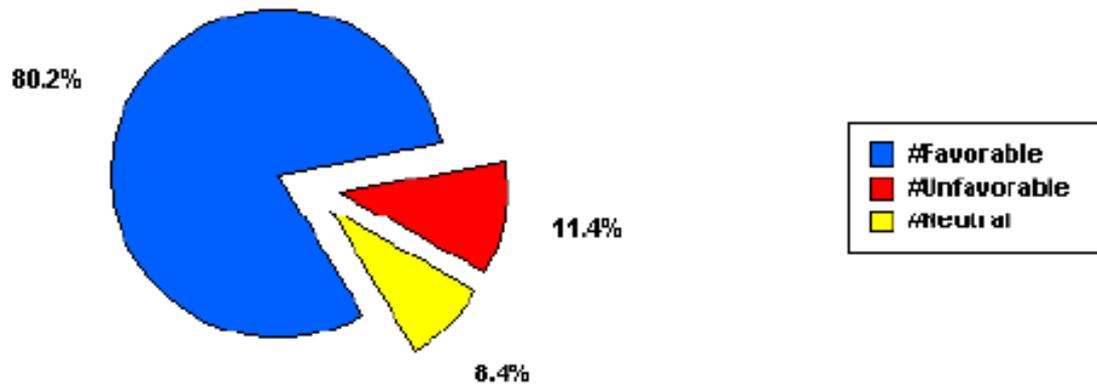
Civil Service/Others





III. EXECUTIVE SUMMARY OF SURVEY RESULTS

	Total	Favorable	Neutral	Unfavorable	
A. Cohesion and Pride					
1. I like my job.	41	34/ 82.9%	1/ 2.4%	6/ 14.6%	<input type="checkbox"/>
2. I feel accepted in the local community.	41	33/ 80.5%	5/ 12.2%	3/ 7.3%	<input type="checkbox"/>
3. I am proud of my work area and what I do.	41	37/ 90.2%	2/ 4.9%	2/ 4.9%	<input type="checkbox"/>
4. Coworkers do their fair share of the work.	41	34/ 82.9%	1/ 2.4%	6/ 14.6%	<input type="checkbox"/>
5. Members in my work area help each other when we have problems.	41	33/ 80.5%	4/ 9.8%	4/ 9.8%	<input type="checkbox"/>
6. I feel I am a valuable member of my work area.	41	35/ 85.4%	1/ 2.4%	5/ 12.2%	<input type="checkbox"/>
7. I feel comfortable socializing with coworkers.	41	31/ 75.6%	1/ 2.4%	9/ 22.0%	
8. I feel comfortable participating in unit activities.	41	29/ 70.7%	5/ 12.2%	7/ 17.1%	<input type="checkbox"/>
9. The working relationship between military and civilian members in my work area is favorable.	41	30/ 73.2%	11/ 26.8%	0/ 0.0%	<input type="checkbox"/>
Total	369	296/ 80.2%	31/ 8.4%	42/ 11.4%	<input type="checkbox"/>



Greater than 60% Favorable and Less than 20% Unfavorable = (+) BLUE

Greater than 30% Unfavorable or Less than 50% Favorable and greater than 20% Unfavorable = (-) RED

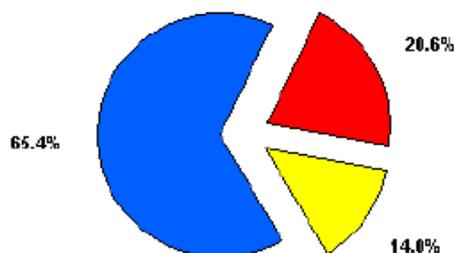
NOTE: In the event a percentage value is other than the above, a rating is not provided.

A zero tolerance level applies to question 27 through 36, therefore a single "Unfavorable" response is identified as (-) RED.



B. Motivation and Morale

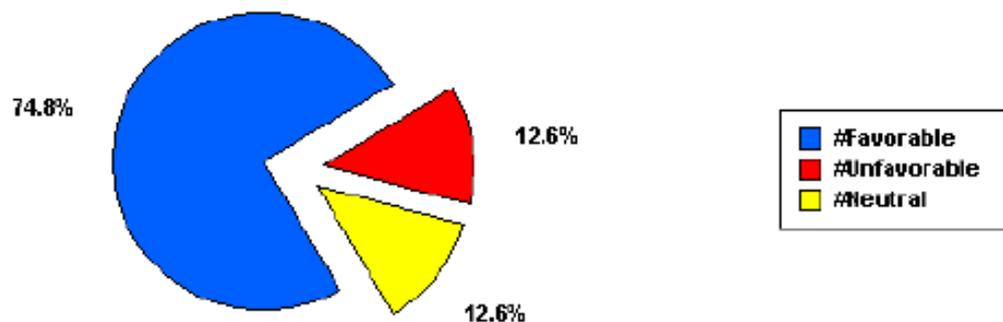
	Total	Favorable	Neutral	Unfavorable	
10. The work atmosphere makes it easy to do my job.	41	27/ 65.9%	3/ 7.3%	11/ 26.8%	
11. I am not under unreasonable stress on the job.	41	23/ 56.1%	4/ 9.8%	14/ 34.1%	-
12. Overall, morale in the unit is high.	41	17/ 41.5%	7/ 17.1%	17/ 41.5%	-
13. I am recognized for doing a good job.	41	30/ 73.2%	4/ 9.8%	7/ 17.1%	+
14. My chain of command rewards and recognizes the most deserving members in my unit.	41	20/ 48.8%	11/ 26.8%	10/ 24.4%	-
15. I feel motivated to give my best efforts to the mission of my unit.	41	36/ 87.8%	0/ 0.0%	5/ 12.2%	+
16. My present commander/director has a positive influence on unit members.	41	31/ 75.6%	7/ 17.1%	3/ 7.3%	+
17. My first sergeant has a positive influence on unit members.	41	29/ 70.7%	10/ 24.4%	2/ 4.9%	+
18. My flight commander/flight chief has a positive influence on members assigned to his/her flight.	41	27/ 65.9%	6/ 14.6%	8/ 19.5%	+
19. I believe my chain of command administers discipline fairly in the unit.	41	28/ 68.3%	7/ 17.1%	6/ 14.6%	+
20. People in my work area do not practice favoritism.	41	27/ 65.9%	4/ 9.8%	10/ 24.4%	
Total	451	295/ 65.4%	63/ 14.0%	93/ 20.6%	





C. Supervisory Support

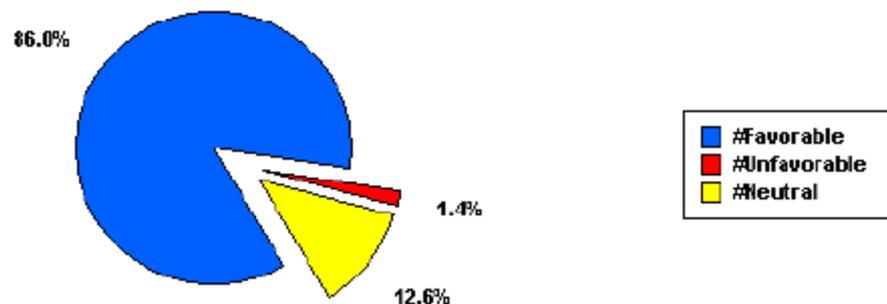
	Total	Favorable	Neutral	Unfavorable
21. There is open communication between me and my supervisor.	41	35/ 85.4%	3/ 7.3%	3/ 7.3% <input type="button" value="+"/>
22. I receive adequate training to perform my assigned duties.	41	32/ 78.0%	2/ 4.9%	7/ 17.1% <input type="button" value="+"/>
23. My supervisor tries to keep the atmosphere positive.	41	32/ 78.0%	4/ 9.8%	5/ 12.2% <input type="button" value="+"/>
24. My supervisor provides useful and timely performance feedback.	41	31/ 75.6%	4/ 9.8%	6/ 14.6% <input type="button" value="+"/>
25. My latest performance report of evaluation accurately reflects my duty performance.	41	28/ 68.3%	8/ 19.5%	5/ 12.2% <input type="button" value="+"/>
26. Mentoring has improved my Air Force experience.	41	26/ 63.4%	10/ 24.4%	5/ 12.2% <input type="button" value="+"/>
Total	246	184/ 74.8%	31/ 12.6%	31/ 12.6% <input type="button" value="+"/>





D. Perceived Discrimination

	Total	Favorable	Neutral	Unfavorable	
27. Discrimination based on RACE does not occur in my work area.	41	35/ 85.4%	5/ 12.2%	1/ 2.4%	-
28. Discrimination based on COLOR does not occur in my work area.	41	35/ 85.4%	5/ 12.2%	1/ 2.4%	-
29. Discrimination based on NATIONAL ORIGIN does not occur in my work area.	41	35/ 85.4%	5/ 12.2%	1/ 2.4%	-
30. Discrimination based on RELIGION does not occur in my work area.	41	37/ 90.2%	4/ 9.8%	0/ 0.0%	+
31. Discrimination based on SEX does not occur in my work area.	41	37/ 90.2%	4/ 9.8%	0/ 0.0%	+
31A. Discrimination based on DISABILITY does not occur in my work area.	16	14/ 87.5%	2/ 12.5%	0/ 0.0%	+
31B. Discrimination based on AGE does not occur in my work area.	16	13/ 81.2%	3/ 18.8%	0/ 0.0%	+
32. My chain of command provides equal opportunity regardless of your sex.	41	33/ 80.5%	7/ 17.1%	1/ 2.4%	-
Total	278	239/ 86.0%	35/ 12.6%	4/ 1.4%	-





E. Overt Discriminatory Behaviors

33. Racial slurs, comments and/or jokes are not used in my work area.

Total	Favorable	Neutral	Unfavorable
41	37/ 90.2%	4/ 9.8%	0/ 0.0%

34. Religious slurs, comments and/or jokes are not used in my work area.

41	37/ 90.2%	4/ 9.8%	0/ 0.0%
----	-----------	---------	---------

35. Sexual slurs, comments and/or jokes are not used in my work area.

41	37/ 90.2%	4/ 9.8%	0/ 0.0%
----	-----------	---------	---------

36. Sexual harassment does not occur in my work area.

41	37/ 90.2%	4/ 9.8%	0/ 0.0%
----	-----------	---------	---------

Total

164	148/ 90.2%	16/ 9.8%	0/ 0.0%
-----	------------	----------	---------





F. Command EO/EEO Policy

37. The unit commander's/director's policy on sexual harassment is clear.

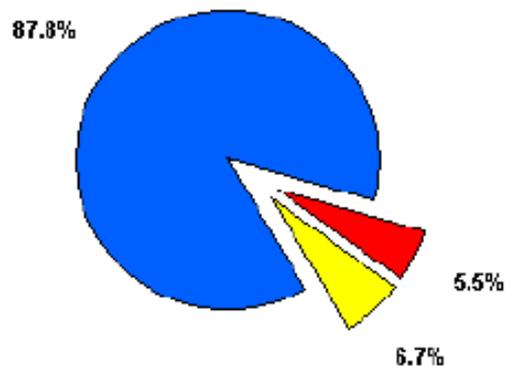
	Total	Favorable	Neutral	Unfavorable
37. The unit commander's/director's policy on sexual harassment is clear.	41	39/ 95.1%	1/ 2.4%	1/ 2.4%
38. The unit commander's/director's policy on discrimination is clear.	41	38/ 92.7%	2/ 4.9%	1/ 2.4%
39. I feel free to use outside agencies to address concerns of discrimination or sexual harassment.	41	35/ 85.4%	5/ 12.2%	1/ 2.4%
40. I believe I can use my chain of command to address concerns about discrimination and/or sexual harassment without fear of reprisal or retaliation.	41	32/ 78.0%	3/ 7.3%	6/ 14.6%
Total	164	144/ 87.8%	11/ 6.7%	9/ 5.5%

38. The unit commander's/director's policy on discrimination is clear.

39. I feel free to use outside agencies to address concerns of discrimination or sexual harassment.

40. I believe I can use my chain of command to address concerns about discrimination and/or sexual harassment without fear of reprisal or retaliation.

Total





G. Locally Developed Questions

41. I understand how my flight supports the mission of the overall unit.

Total	Favorable	Neutral	Unfavorable
41	38/ 92.7%	2/ 4.9%	1/ 2.4%

42. Additional duties are not interfering with my ability to perform my primary mission.

41	21/ 51.2%	4/ 9.8%	16/ 39.0%
----	-----------	---------	-----------

43. An atmosphere of respect exists in my work area.

41	32/ 78.0%	2/ 4.9%	7/ 17.1%
----	-----------	---------	----------

44. Important information moves freely up and down the chain.

41	30/ 73.2%	4/ 9.8%	7/ 17.1%
----	-----------	---------	----------

45. I have the training and resources necessary to accomplish my job.

41	26/ 63.4%	1/ 2.4%	14/ 34.1%
----	-----------	---------	-----------

46. I believe this unit works as a team.

41	27/ 65.9%	5/ 12.2%	9/ 22.0%
----	-----------	----------	----------

47. I am rewarded for my duty performance.

41	25/ 61.0%	10/ 24.4%	6/ 14.6%
----	-----------	-----------	----------

48. I am being fully utilized in my work center.

41	35/ 85.4%	3/ 7.3%	3/ 7.3%
----	-----------	---------	---------

49. I can express my opinion within this organization without fear of reprisal.

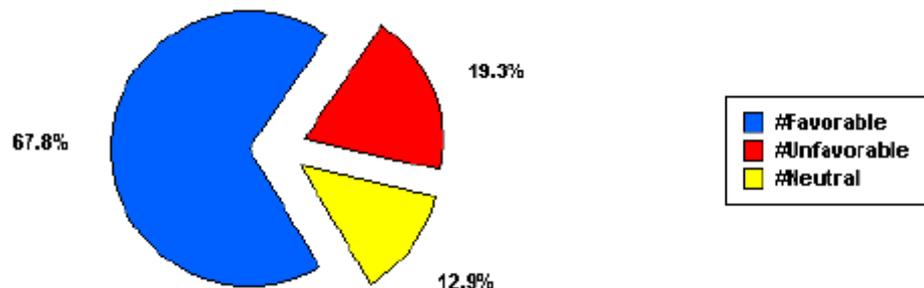
41	26/ 63.4%	5/ 12.2%	10/ 24.4%
----	-----------	----------	-----------

50. The overall health of this unit is better now than one year ago.

41	18/ 43.9%	17/ 41.5%	6/ 14.6%
----	-----------	-----------	----------

Total

410	278/ 67.8%	53/ 12.9%	79/ 19.3%
-----	------------	-----------	-----------





IV. OVERALL UNIT COMPARATIVE SUMMARY

Below you will find the overall unit comparative summary information. USAF Total, MAJCOM Total and "Squadron Type" represents the average for all unit climate assessment conducted within the past twelve months. It is ultimately your decision which areas take priority. The longer the bar, the more positive the overall response average is for the core area. It is important to recognize that information regarding specific demographic differences relating to sex, race, Hispanic declaration, and rank/grade could be hidden when solely relying on the comparative summary. Section V: Analysis provides a detailed breakout of each survey

A. Cohesion and Pride

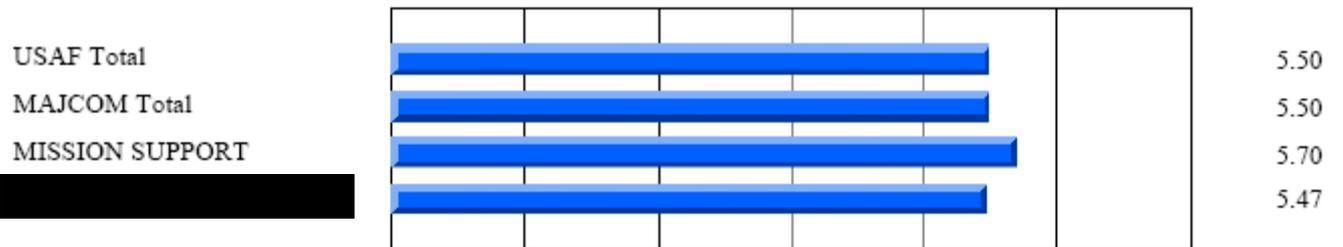


B. Motivation and Morale

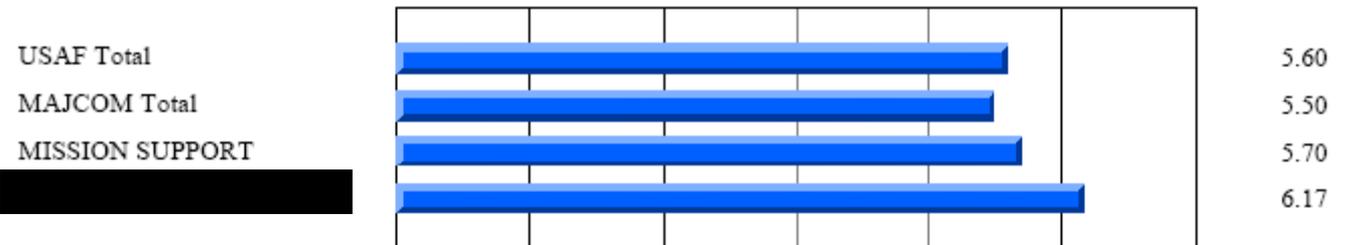




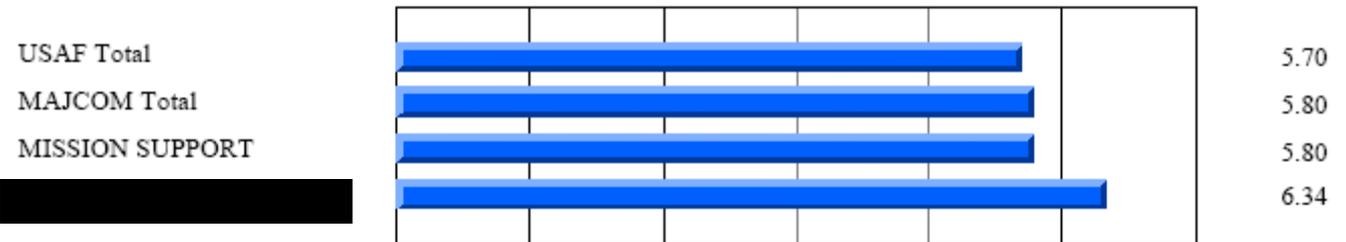
C. Supervisory Support



D. Perceived Discrimination



E. Overt Discriminatory Behaviors





F. Command EO/EEO Policy

Average

USAF Total

MAJCOM Total

MISSION SUPPORT



5.70

5.90

6.00

6.13

Very Positive Rating = Average of 7.0 to 6.0
 Fairly Positive Rating = Average of 5.9 to 5.0
 Neutral Rating = Average of 4.9 to 4.0
 Fairly Negative Rating = Average of 3.9 to 3.0
 Very Negative Rating = Average of 2.9 to 1.0

A. Cohesion and Pride

1. I like my job.

7 = Strongly agree; 6 = Agree; 5 = Slightly agree; 4 = Neither agree or disagree;
3 = Slightly disagree; 2 = Disagree; 1 = Strongly disagree

	TOTAL	7	6	5	4	3	2	1	AVERAGE
SEX									
Male	17	5/29.41%	8/47.06%	1/5.88%	0/0.00%	2/11.76%	1/5.88%	0/0.00%	5.65
Female	24	9/37.50%	9/37.50%	2/8.33%	1/4.17%	2/8.33%	1/4.17%	0/0.00%	5.79
RACE									
AI	1	*	*	*	*	*	*	*	*
AS	2	*	*	*	*	*	*	*	*
BL	9	3/33.33%	3/33.33%	0/0.00%	0/0.00%	2/22.22%	1/11.11%	0/0.00%	5.22
PA	0	*	*	*	*	*	*	*	*
WH	17	7/41.18%	8/47.06%	1/5.88%	0/0.00%	0/0.00%	1/5.88%	0/0.00%	6.12
MR	1	*	*	*	*	*	*	*	*
DE	11	3/27.27%	3/27.27%	2/18.18%	1/9.09%	2/18.18%	0/0.00%	0/0.00%	5.36
HISPANIC/LATINO DECLARATION									
HI	4	*	*	*	*	*	*	*	*
NH	30	11/36.67	13/43.33	2/6.67%	0/0.00%	2/6.67%	2/6.67%	0/0.00%	5.83
DE	7	2/28.57%	1/14.29%	1/14.29%	1/14.29%	2/28.57%	0/0.00%	0/0.00%	5.00
RANK/GRADE									
Military									
E1-E4	5	*	*	*	*	*	*	*	*
E5-E6	10	3/30.00%	2/20.00%	2/20.00%	0/0.00%	2/20.00%	1/10.00%	0/0.00%	5.10
E7-E9	5	*	*	*	*	*	*	*	*
O1-O3	4	*	*	*	*	*	*	*	*
O4-Higher	1	*	*	*	*	*	*	*	*
Civil Service									
Junior	2	*	*	*	*	*	*	*	*
Intermediate	10	4/40.00%	4/40.00%	0/0.00%	1/10.00%	1/10.00%	0/0.00%	0/0.00%	5.90
Senior	4	*	*	*	*	*	*	*	*
Other									
NAF	0	*	*	*	*	*	*	*	*
TOTAL	41	14/34.15	17/41.46	3/7.32%	1/2.44%	4/9.76%	2/4.88%	0/0.00%	5.73



A. Cohesion and Pride (Questions 1-2-3-4-5-6-7-8-9)

7 = Strongly agree; 6 = Agree; 5 = Slightly agree; 4 = Neither agree or disagree;
3 = Slightly disagree; 2 = Disagree; 1 = Strongly disagree

	TOTAL	7	6	5	4	3	2	1	AVERAGE
SEX									
Male	153	73/47.71	49/32.03	15/9.80%	9/5.88%	5/3.27%	1/0.65%	1/0.65%	6.10
Female	216	74/34.26	64/29.63	21/9.72%	22/10.19	14/6.48%	14/6.48%	7/3.24%	5.43
RACE									
AI	9	*	*	*	*	*	*	*	*
AS	18	*	*	*	*	*	*	*	*
BL	81	26/32.10	28/34.57	8/9.88%	3/3.70%	5/6.17%	9/11.11%	2/2.47%	5.40
PA	0	*	*	*	*	*	*	*	*
WH	153	78/50.98	42/27.45	11/7.19%	11/7.19%	5/3.27%	2/1.31%	4/2.61%	6.01
MR	9	*	*	*	*	*	*	*	*
DE	99	27/27.27	30/30.30	11/11.11	16/16.16	9/9.09%	4/4.04%	2/2.02%	5.30
HISPANIC/LATINO DECLARATION									
HI	36	*	*	*	*	*	*	*	*
NH	270	120/44.44	82/30.37	27/10.00	16/5.93%	9/3.33%	10/3.70%	6/2.22%	5.87
DE	63	24/38.10	12/19.05	3/4.76%	10/15.87	8/12.70%	4/6.35%	2/3.17%	5.22
RANK/GRADE									
Military									
E1-E4	45	*	*	*	*	*	*	*	*
E5-E6	90	24/26.67	30/33.33	10/11.11	13/14.44	4/4.44%	5/5.56%	4/4.44%	5.29
E7-E9	45	*	*	*	*	*	*	*	*
O1-O3	36	*	*	*	*	*	*	*	*
O4-Higher	9	*	*	*	*	*	*	*	*
Civil Service									
Junior	18	*	*	*	*	*	*	*	*
Intermediate	90	22/24.44	28/31.11	5/5.56%	13/14.44	10/11.11	9/10.00%	3/3.33%	5.00
Senior	36	*	*	*	*	*	*	*	*
Other									
NAF	0	*	*	*	*	*	*	*	*
TOTAL	369	147/39.84	113/30.62	36/9.76%	31/8.40%	19/5.15%	15/4.07%	8/2.17%	5.71



V. ANALYSIS/COMMENTS

1. The new shirt is great. Much better than our old shirt who never even spoke to anyone but the senior enlisted. Our Chief is also a blessing...always willing to listen. I have never had to deal with our commander but she does come around to check on us and say hello.
2. Personally I can supervise myself. My supervisor is really no help for me. There's been many times when I have asked for help, and there reply was the answer I already knew. I know what to expect from a supervisor and I know that's not what I will be when I become an NCO! Our higher ups are very helpful. I know I can talk to my First Sgt.
3. It often feels like decisions are just piled on without an evaluation of how they add to the workload of the personnel at the bottom of the pile.
4. MY FEED BACK WAS NOT GIVEN IN A TIMELY MANNER AND I DISAGREED WITH THE MAJORITY OF MY FEEDBACK MY SUP IS COMPARING ME TO OTHERS THAT ARE MY SAME RANK BUT THEY HAVE BEEN IN MUCH LONGER THAN ME I HAVEN'T EVEN BEEN AT THIS BASE A YEAR. THERE IS NO WAY I CAN DO WHAT THEY DO. IS THAT FAIR?
5. As always.... leading from the front is the best way.
6. The leadership lets us know how things are, and how they're going to be.
7. As with most organizations, I believe communication from senior leadership to the troops could be improved. I think actually seeing the squadron commander in our flight meeting and talking with folks would be beneficial to morale.
8. Offer the new PT program M-F am and afternoon only; ten slots versus 9. Possibly move the slots to 0630-0800 and 1600-1700 to decrease impact on work sections. Keeping the lunch hour in exchange for an hour of additional time per week is a good tradeoff.



UCA - ANR07003

- ◆ Profile
- ◆ Change Survey Type
- ◆ Modify
- ◆ Access Code Counter
- ◆ Change Input Date
- ◆ Modify Comments
- ◆ Interview Question Generator

Reports

- ◆ Survey Analysis Report
(generated on 12/11/06)

Critique

- ◆ Critique Generator
- ◆ Critique Report

[<< Back to Search](#)

- UCA - Critique Generator

AFOCA ID:	ANR07003
Start Date:	11/17/06
Stop Date:	12/01/06
Organization:	316 Mission Support Squadron
Commander/Director:	Lt Col Scheidt

Generate Critique

No Critique Required

You can generate a "Critique" and it will be emailed directly to the Commander/Director.

**UCA - LOS06004**

- ◆ Profile

- ◆ Change Survey Type

- ◆ Modify

- ◆ Access Code Counter

- ◆ Change Input Date

- ◆ Modify Comments

- ◆ Interview Question Generator

Reports

- ◆ Survey Analysis Report
(generated on 08/06/06)

Critique

- ◆ Critique Generator

- ◆ Critique Report

[<< Back to Search](#)

- **UCA - Critique Report**

Print

1-Strongly Disagree; 2-Disagree; 3-Slightly Disagree; 4-Neither Agree or Disagree;
5-Slightly Agree; 6-Agree; 7-Strongly Agree

1. The UCA team coordinated with my unit prior to the visit.

Strongly Agree

2. The team thoroughly explained the UCA process and available UCA options.

Strongly Agree

3. Team members conducted the visit in a professional and courteous manner.

Strongly Agree

4. The sampling of personnel surveyed or interviewed by the UCA team was representative of my unit as a whole.

Strongly Agree

5. The team kept me informed throughout the visit.

Strongly Agree

6. The UCA helped identify potential problems or issues that may affect unit effectiveness.

Strongly Agree

7. When required, the team provided options for resolution of problems.

Strongly Agree

8. The UCA report accurately reflected the findings.

Strongly Agree



UCA
◆ New
◆ Search
◆ Survey Sample
◆ LDQ Samples
◆ Recommendation Samples
◆ Final Report Sample
Reports
◆ Request Multiple Report
◆ Request Multiple Report With LDQs
◆ Available Multiple Reports
◆ Awaiting Multiple Reports
Special Reports
◆ Request Special Report
◆ Available Special Reports
◆ Awaiting Special Reports
Admin
◆ CAD System
◆ Tracking Report
◆ Unit Management
◆ Change Password
◆ Request Assistance

UCA - SEARCH

SEARCH FOR

AFEOCA ID Organization

(** Leave this field empty to search for all)

Search

The Climate Assessment Data (CAD) System offers ...

- Provides a deeper level of analysis than provided on the survey analysis report
- Allows quick access to queries by unit, wing, MAJCOM, or AF
- Maintains anonymity of data (5 of Less)





- UCA - CLIMATE ASSESSMENT DATA SYSTEM

There are 3 steps in building a Climate Assessment Data (CAD) report (as shown below).

Step 1:

Select the survey question(s). (Displayed in "blue" on the sample report).

Step 2:

Select the demographic information. (Displayed in "green" on the sample report).

Step 3:

Select AFEOCA ID, Squadron Type, or Base, MAJCOM, or AF. (Displayed in "red" on the sample report).

Sample Report:

UCA 07001		1. I like my job.			13. I am recognized for doing a good job.		
		Favorable	Neutral	Unfavorable	Favorable	Neutral	Unfavorable
	Male, E1-E4	30%	50%	20%	80%	20%	0%
	Female, E1-E4	10%	50%	40%	40%	40%	20%
Your MAJCOM (01/01/2006-01/01/2007)		1. I like my job.			13. I am recognized for doing a good job.		
		Favorable	Neutral	Unfavorable	Favorable	Neutral	Unfavorable
	Male, E1-E4	33%	55%	12%	50%	20%	30%
	Female, E1-E4	20%	50%	30%	50%	10%	40%

Start Building Report



• UCA - CLIMATE ASSESSMENT DATA SYSTEM

STEP 1 STEP 2 STEP 3

[Clear Selected Question\(s\)](#)

Next

Select Survey Question(s)

- 1. I like my job.
- 2. I feel accepted in the local community.
- 3. I am proud of my work area and what I do.
- 4. Coworkers do their fair share of the work.
- 5. Members in my work area help each other when we have problems.
- 6. I feel I am a valuable member of my work area.



Selected Survey Question(s)

- 15. I feel motivated to give my best efforts to the mission of my unit.



• UCA - CLIMATE ASSESSMENT DATA SYSTEM

[STEP 1](#) **STEP 2** [STEP 3](#) [Clear Selected Demographics](#) [Next](#)

Available Demographics

SEX: HISPANIC DECLARATION:
RACE: RANK/GRADE:



Selected Demographics:

- MALE, WHITE, NOT HISPANIC, E1 - E4



• UCA - CLIMATE ASSESSMENT DATA SYSTEM

[STEP 1](#) [STEP 2](#) **STEP 3**

[Clear Selected Data Items](#)

[Preview Report without Data](#)

Get the Report



Available Data Items

AFEOCA ID SQUADRON TYPE BASE, MAJCOM, OR AF

AIR FORCE AF SPACE COMMAND PETERSON AFB

Date Range:

Start Date: End Date:



Selected Data Items:

PETERSON AFB (10/01/2009-05/18/2010)



A	B	C	D	E
PETERSON AFB (10/01/2009-05/18/2010)		15. I feel motivated to give my best efforts to the mission of my unit.		
		Favorable	Neutral	Unfavorable
	MALE, WHITE, NOT HISPANIC, E1 - E4	78% (38 of 49)	10% (5 of 49)	12% (6 of 49)

How will you use the CAD system in support of your climate assessment responsibilities?



UCA
♦ New
♦ Search
♦ Survey Sample
♦ LDQ Samples
♦ Recommendation Samples
♦ Final Report Sample
Reports
♦ Request Multiple Report
♦ Request Multiple Report With LDQs
♦ Available Multiple Reports
♦ Awaiting Multiple Reports
Special Reports
♦ Request Special Report
♦ Available Special Reports
♦ Awaiting Special Reports
Admin
♦ CAD System
♦ Tracking Report
♦ Unit Management
♦ Change Password
♦ Request Assistance



• UCA - UNIT MANAGEMENT

Existing Units:

- 1 SPCS (Inactive!)
- 10 ABW (Inactive!)
- 10 SWS (Inactive!)
- 12 SWS
- 13 ASOS (Inactive!)
- 16 SPCS (Inactive!)
- 21 AMDS
- 21 CES (Inactive!)
- 21 CONS (Inactive!)
- 21 CPTS (Inactive!)
- 21 CS (Inactive!)

Unit Name:

Active: Yes No

More than 50 assigned: Yes No

Add



UCA
♦ New
♦ Search
♦ Survey Sample
♦ LDQ Samples
♦ Recommendation Samples
♦ Final Report Sample
Reports
♦ Request Multiple Report
♦ Request Multiple Report With LDQs
♦ Available Multiple Reports
♦ Awaiting Multiple Reports
Special Reports
♦ Request Special Report
♦ Available Special Reports
♦ Awaiting Special Reports
Admin
♦ CAD System
♦ Tracking Report
♦ Unit Management
♦ Change Password
♦ Request Assistance



• UCA - UNIT MANAGEMENT

Existing Units:

<input checked="" type="radio"/> 1 SPCS (Inactive!)
<input type="radio"/> 10 ABW (Inactive!)
<input type="radio"/> 10 SWS (Inactive!)
<input type="radio"/> 12 SWS
<input type="radio"/> 13 ASOS (Inactive!)
<input type="radio"/> 16 SPCS (Inactive!)
<input type="radio"/> 21 AMDS
<input type="radio"/> 21 CES (Inactive!)
<input type="radio"/> 21 CONS (Inactive!)

Unit Name:

Active: Yes No [Delete](#)

More than 50 assigned: Yes No

Units with less than 50 assigned will be identified on the Tracking Report with a blue asterisk and not display as overdue.

* Active: Inactivate a unit when the name has changed, when the exact same unit is listed twice, or when a unit has been deactivated.

* Delete: Permanently remove an "Inactive" unit from the "Existing Units" listing.

Cancel

Update



UCA
◆ New
◆ Search
◆ Survey Sample
◆ LDQ Samples
◆ Recommendation Samples
◆ Final Report Sample
Reports
◆ Request Multiple Report
◆ Request Multiple Report With LDQs
◆ Available Multiple Reports
◆ Awaiting Multiple Reports
Special Reports
◆ Request Special Report
◆ Available Special Reports
◆ Awaiting Special Reports
Admin
◆ CAD System
◆ Tracking Report
◆ Unit Management
◆ Change Password
◆ Request Assistance



• **UCA - NEW ASSESSMENT**

NOTE: A minimum of 15 surveys must be completed to request a survey analysis report.

REASON FOR UCA	<input type="radio"/> Directed <input type="radio"/> Requested <input checked="" type="radio"/> Required	21 SW/EO 12 SWS 721 MSG 721 CS 21 MDSS 21 AMDS 21 DS 21 MDOS 311 AS 367 RCS 721 SFS 76 SPCS AFOTEC Det 4 NORAD/J3 AFSPC 21 OG NSSI 544 ISRG 561 NOS 561 NOS/Det 1 561 NOS/Det 2 561 NOS/Det 3
UCA TYPE	<input checked="" type="radio"/> Type 1: Survey/Interview <input type="radio"/> Type 2: Survey only <input type="radio"/> Type 3: Interview only	
MAJCOM/FOA/DRU	AFSPC	
INSTALLATION	PETERSON AFB	
UNIT	Unit Organization Commander/Director (Rank/Grade Last Name) Commander/Director Email First Sergeant (Rank/Grade Last Name)	

Review and update-- AF Related breakdown



UCA
♦ New
♦ Search
♦ Survey Sample
♦ LDQ Samples
♦ Recommendation Samples
♦ Final Report Sample
Reports
♦ Request Multiple Report
♦ Request Multiple Report With LDQs
♦ Available Multiple Reports
♦ Awaiting Multiple Reports
Special Reports
♦ Request Special Report
♦ Available Special Reports
♦ Awaiting Special Reports
Admin
♦ CAD System
♦ Tracking Report
♦ Unit Management
♦ Change Password
♦ Request Assistance

- UCA - TRACKING REPORT

Tracking Report For PETERSON AFB:

> 50 Assigned	Unit Name	Latest AFEOCA ID	Commander Name	Latest AFEOCA End Date	Due Date	Notes
	NORAD/J3	PET0502	Maj Gen Watts	12/01/2004	12/01/2006	View Notes
	21 AMDS	PET0622	Lt Col Charles R. Carlton	05/19/2006	05/19/2008	View Notes
	21 OG	PET08031	Colonel Crawford	03/20/2008	03/20/2010	View Notes
	311 AS	PET08033	Lt Col Miller	05/28/2008	05/28/2010	View Notes
	21 MDOS	PET08035	Lt Col McFatter	09/21/2008	09/21/2010	
	NSSI	PET08036	Col Gibson	10/15/2008	10/15/2010	
	12 SWS	PET09001	Lt Col Meteyer	11/10/2008	11/10/2010	
	721 CS	PET08037	Lt Col Hluska	11/24/2008	11/24/2010	
	367 RCS	PET09002	Lt Col Maethner	02/02/2009	02/02/2011	
*	21 SW/E0	PET07004	Col Rodney Reed	01/19/2007	01/19/2009	
*	721 MSG	PET07012	Lt Col Bullock	05/04/2007	05/04/2009	

RED: Overdue

YELLOW: Within 30 days of becoming overdue.



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Additional DEOMI Products



Directorate of Research/J9



DEOMI Products

- DEOMI Diversity Management Climate Survey (DDMCS)
 - 50 Item survey
 - 9 Factors
 - Benefits
 - Inclusion
 - Justice
 - T&D
 - Accountability
 - Mentoring
 - Leadership
 - Work Group Effectiveness
 - Work Group Cohesion

- New 3C Website (Defenseculture.org)
 - Training Videos
 - Unit & Personal Assessments
 - Research and Resources



DEPARTMENT OF DEFENSE

3C

Cross Cultural Competence

BUILDING COMPETENCIES FOR OUR 21ST CENTURY TOTAL FORCE
 search

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Home

CULTURE

3C is a set of culture-general knowledge, skills, abilities, and attributes (KSAAAs) developed through education, training, and experience that provide the ability to operate effectively within a culturally complex environment. 3C is further augmented through the acquisition of cultural, linguistic, and regional proficiency, and by their application in cross-cultural contexts.

~ Draft DoD Policy





DEOMI Products

- DEOMI.org
 - Special Observance Material
 - Training Videos
 - Short Takes
 - Snapshots
 - On-Line Courses
 - Virtual Simulation



Thank You