

AIR NATIONAL GUARD

JDEC DIVERSITY UPDATE

“OPERATIONALIZING DIVERSITY”



Lt Col Shirley Raguindin
NGB/CFD
Director, Diversity Operations

ANG Engaged in GWOT Since 9/11



221,291 Total Deployments (of 106,927 of Airmen) since 9/11
3,374 Airmen currently deployed in 37 countries

-- DCAPES 1 Jun 2011



Diversity Update

- Dash Board of Major Initiatives
- Accomplishments
 - Stand Up of NGB/CFD
 - ANG Diversity Strategic Plan Update
- Training – Leadership Challenge Program



NGB/CFD, Diversity Operations Update

13 Jun 2011

	Stand Up Goals	Target Dates 2011	FY11- Q3 Status
1	AF Diversity Committee with SAF/MR	On Track	
2	Training (LCP, Yellow Ribbon 4 Lenses, DADT)	FY11 Q4	
3	Strategic Engagement, Community Outreach	30 Jun	
4	Policies (ANGI 36-2110, HRA; Diversity Policy)	30 Jun	
5	Draft Measures & Metrics	FY11-Q3	
6	Draft Diversity Strategic Plan	FY11-Q4	
7	ANG Diversity Committee (ANGDC) (Charter & Membership)	FY11-Q3	
8	UFR LCP due to +128% Demand FY11 – awaiting FMB approval	FY11-Q4 FY12 Q1	

Progress Key



Fully Operational and/or DANG Approved



Draft Completed and/or Pending DANG Appr; On Track *Can meet due date*



Initiated but not complete: *Slow Progress*



Initiated, No progress Or Not Started





NGB/CFD Accomplishments

- Building Infrastructure for Success
 - Aligned with SPS SC, ARNG, JDEC and USAF
 - Clear messages to “Operationalize” Diversity
 - Leadership Challenge Program (LCP) Training
- Improving Processes
 - Clarified HRA Duties; and standardized
 - Policies (ANG Diversity Policy; ANGI 36-2110)
 - Streamline Quarterly Reporting
 - Internal/External Updates (milBook)
- Improved Systems
 - Demographic data via Command HR Intelligence System (CHRIS), RAW and IDEAS



ANG Draft Diversity Strategic Plan

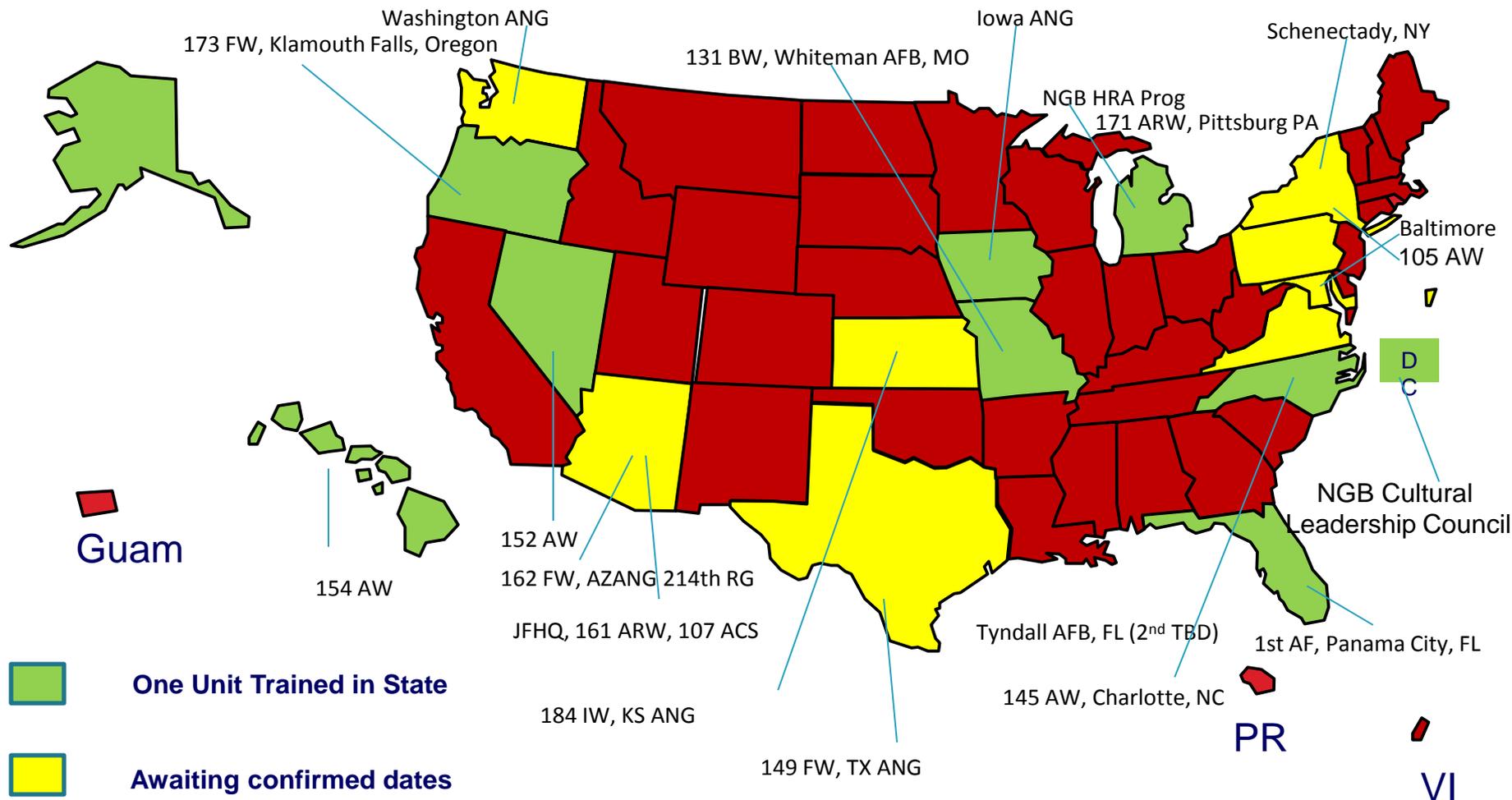
Connects and aligns to:

- National Defense Strategy (2008)
- Quadrennial Defense Review (2010)
- National Military Strategy (2011)
- Personnel and Readiness Strategic Plan (2010-12)
- Civilian Human Capital Strategic Plan
- MLDC Recommendations



ANG Diversity Operations Leadership Challenge Program (LCP) CY11 Classes Scheduled

As of 31 Jan 2011



No training received

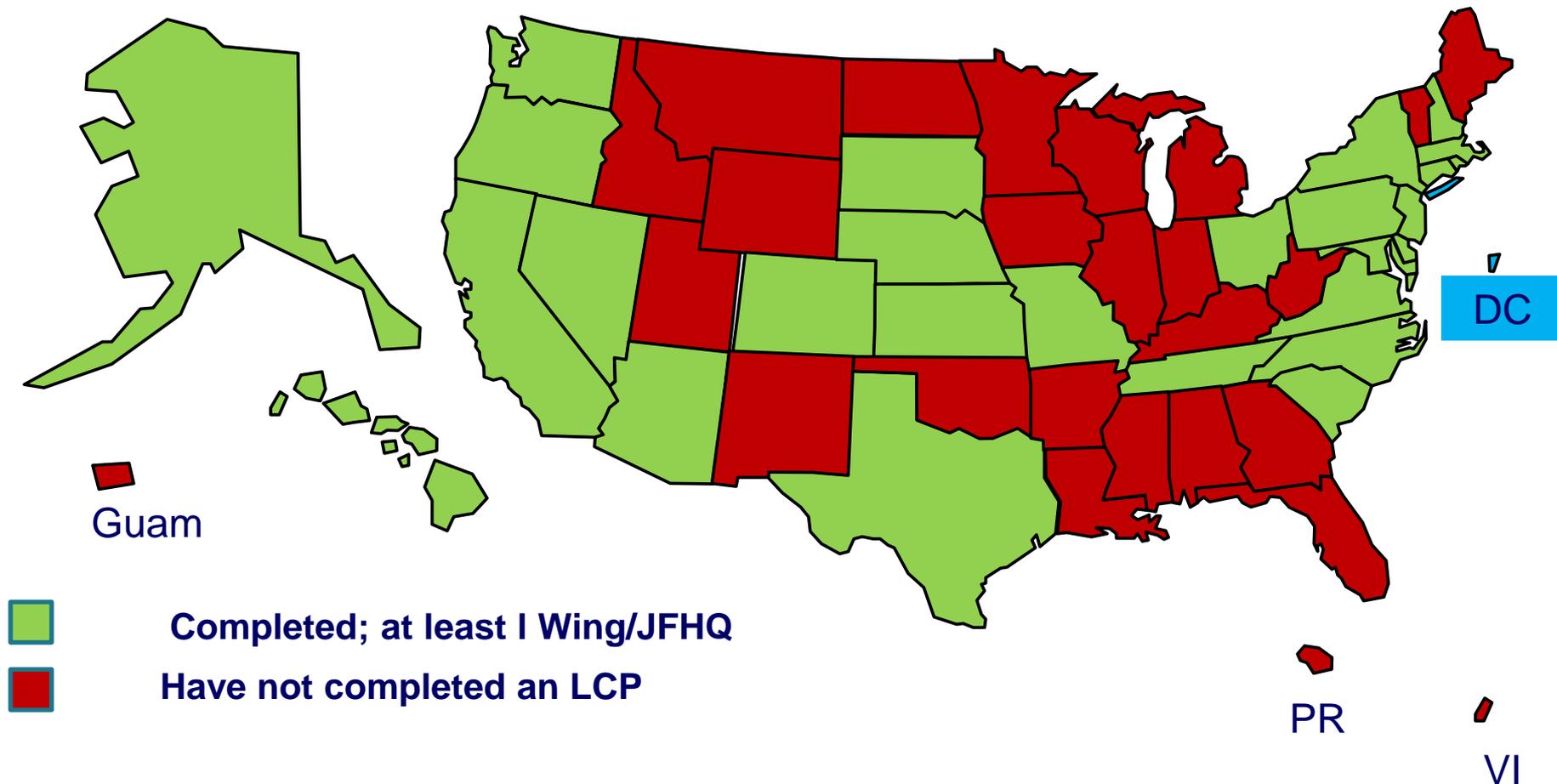
Guarding America - Defending Freedom





ANG Diversity Operations Leadership Challenge Program (LCP) FY09/10 Classes

Projected Completion by FY 12/Q1



Guarding America - Defending Freedom





ANG Strategic View

- Achieve an organizational culture where diversity is valued as a personal readiness/combat multiplier--critical to mission success
- Create and sustain an organization that is dedicated to mission effectiveness, valuing diversity, and ensuring each individual has the opportunity and means to reach individual maximum potential



LCP - Diversity as a Leadership Principle Foundation

- Self-Awareness is key
- Provide understanding of each individuals' personal preferences/behaviors, how each interact with their co-workers and how they are viewed by others
- Address people's unconscious biases
- Emphasize the strength and power in accepting individual differences producing a stronger “whole”



VIDEO

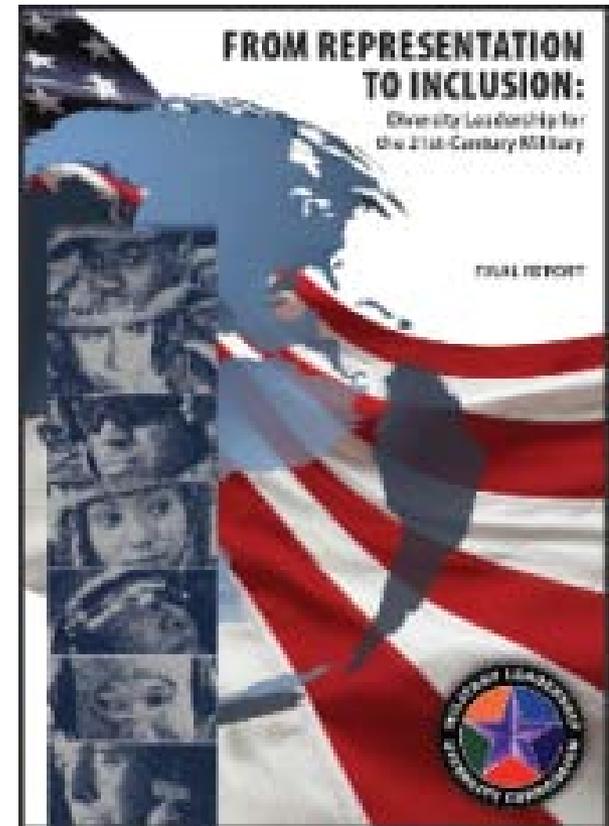
Guarding America - Defending Freedom





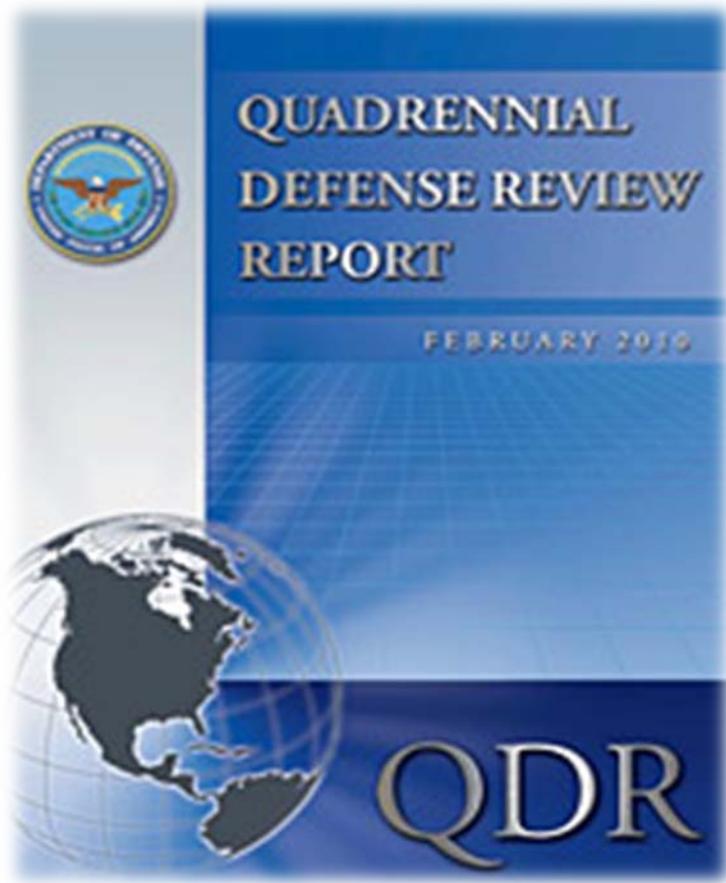
Military Leadership Diversity Commission (MLDC) Findings

- “Recommends Services consider commitment to diversity in officer promotions and require diversity leadership education and training at all levels.”
- Recommends a new, broader definition of diversity that would add backgrounds and skills largely missing from today’s military...”





QDR Findings



“To gain the best return on investment and experience,...it is necessary to modify career paths to permit the educational (training) and assignment experiences required to meet the challenges the military faces in the 21st century.”



Summary

- Training Guardsmen technically and tactically for exercises or conflict is “a given”
- *Yet*, leaders are daily looked upon for how they interact, evaluate and treat people
- *But*, do we formally train or culturally prepare leaders to act in a way that helps embrace the richness of thought and talent of all people?



BACK UP SLIDES



Diversity as a Leadership Strategy

Connects and aligns to:

- National Defense Strategy (2008)
- Quadrennial Defense Review (2010)
- National Military Strategy (2011)
- Personnel and Readiness Strategic Plan (2010-12)
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Diversity Definition

IAW AFD 36-70

Composite of individual characteristics, experiences and abilities consistent w/ AF Core Values & Mission:

- Includes but not limited to:
Personal, geographic, socioeconomic, cultural knowledge, educational and work backgrounds; language abilities, physical attributes, philosophical/spiritual perspectives, age, race, ethnicity and gender.
- Includes:
 - Demographic Diversity
 - Cognitive / Behavioral Diversity
 - Organizational/Structural Diversity
 - Global Diversity



Go Where the Talent Is...

Workforce Trends

75% of our youth ineligible to serve in all volunteer military

- Sec Ginsberg, SAF/MR

Estimated 5 generations in the workplace by 2020

Women: Ratio on campus is 60:40; majority graduating with professional & Dr. degrees

50% of workforce is now under age 30 (Millennials)

US Population in 2050

Caucasians	53%
African Americans	14%
Asian/*Other	11%
Hispanics	23%

(*) Includes Native American, Alaskan Natives, Pacific Islanders, and may not total to 100% due to rounding

Source: US Census Bureau 2002