

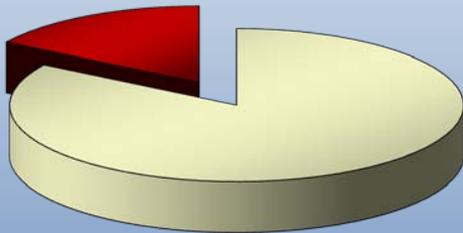


**Wisconsin National Guard  
2011 DEOMI Diversity Management Climate Survey (DDMCS)  
Results:  
Army Guard and Air Guard Specific By Age**



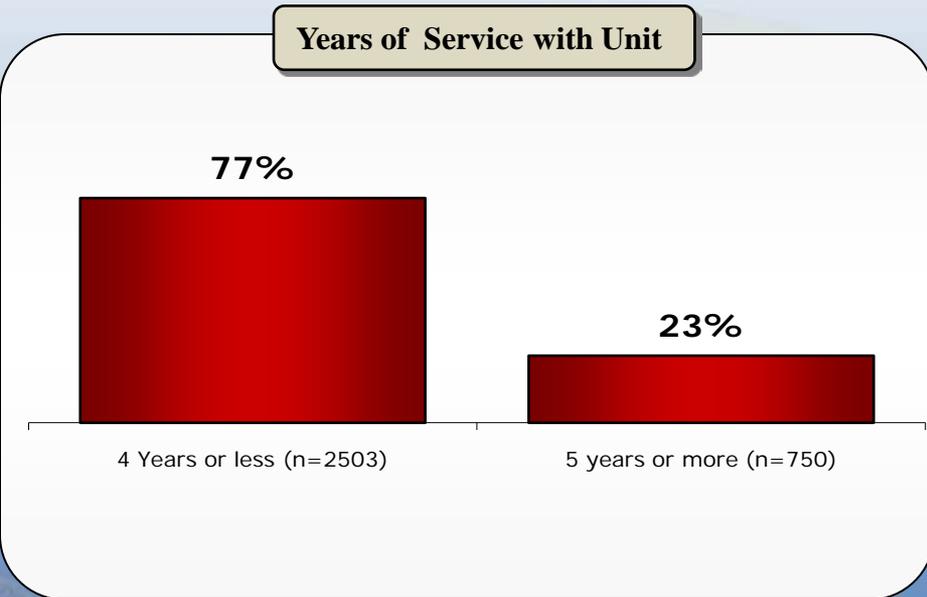
# Army Guard Responses

**Female**  
**(n=533)**  
**16%**



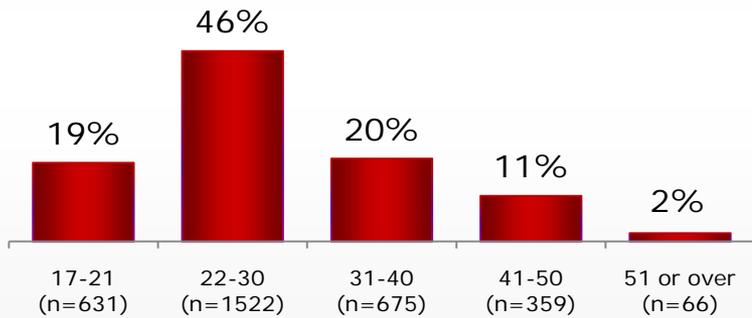
**Male**  
**(n=2720)**  
**83%**

**Years of Service with Unit**

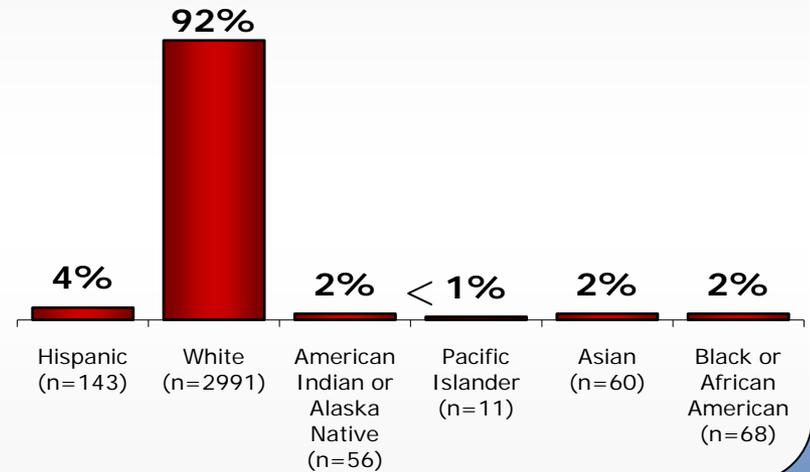


# Army Guard Responses

Age

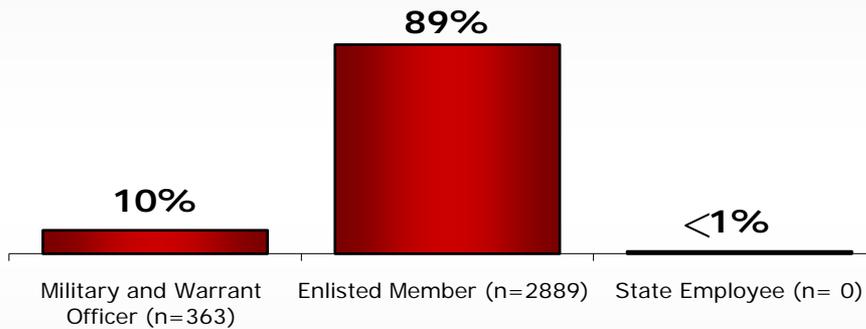


Ethnicity/Race

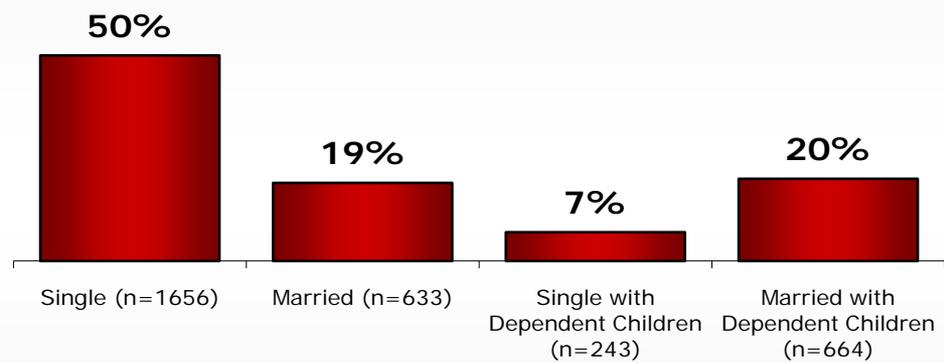


# Army Guard Responses

## Employment Status



## Marital Status



## *Army Guard Responses*

<b>Army National Guard</b>	<b>17-21</b>	<b>22-30</b>	<b>31-40</b>	<b>41-50</b>	<b>51+</b>
Gender					
Male	496	1242	596	327	59
Female	135	280	79	32	7
Race					
American Indian or Alaska Native	13	26	11	6	0
Asian	15	39	5	1	0
Black or African American	14	28	16	9	1
Pacific Islander	5	4	1	1	0
White	583	1404	620	324	60
Hispanic	34	67	33	5	4

## Army Guard Responses

Army National Guard	17-21	22-30	31-40	41-50	51+
Employment Status					
Military and Warrant Officer	2	9	124	87	24
Enlisted	629	129	551	272	42
State Employee	0	0	0	0	0
Years of Service with Unit					
4 years or less	630	1157	442	241	33
5 years or more	1	365	233	118	33
Marital Status					
Single	568	903	128	41	16
Married	29	264	167	140	33
Single w/ Dependent Children	21	115	80	27	0
Married w/ Dependent Children	8	217	288	136	15

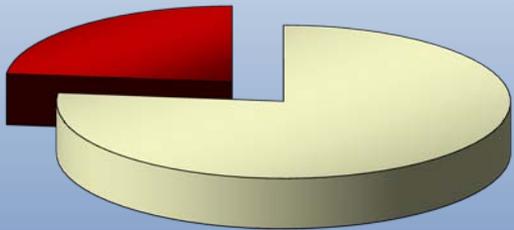
# Army Guard Responses

Items	Age										Frequency: Not Observed or experienced
	17-21		22-30		31-40		41-50		51+		
	Rating	Index Score									
<b>Benefits of Diversity</b>	<b>4.3</b>	<b>83%</b>	<b>4.3</b>	<b>83%</b>	<b>4.3</b>	<b>83%</b>	<b>4.2</b>	<b>80%</b>	<b>4.2</b>	<b>80%</b>	<b>139</b>
<b>Leadership</b>	<b>4.0</b>	<b>75%</b>	<b>4.1</b>	<b>78%</b>	<b>4.2</b>	<b>80%</b>	<b>4.2</b>	<b>80%</b>	<b>4.4</b>	<b>85%</b>	<b>1500</b>
<b>Personal Accountability</b>	<b>4.0</b>	<b>75%</b>	<b>4.0</b>	<b>75%</b>	<b>4.0</b>	<b>75%</b>	<b>4.0</b>	<b>75%</b>	<b>4.2</b>	<b>80%</b>	<b>264</b>
<b>Inclusion</b>	<b>4.0</b>	<b>75%</b>	<b>3.9</b>	<b>73%</b>	<b>3.9</b>	<b>73%</b>	<b>4.0</b>	<b>75%</b>	<b>4.1</b>	<b>78%</b>	<b>2206</b>
<b>Justice</b>	<b>4.1</b>	<b>78%</b>	<b>4.0</b>	<b>75%</b>	<b>3.9</b>	<b>73%</b>	<b>4.0</b>	<b>75%</b>	<b>4.1</b>	<b>78%</b>	<b>773</b>
<b>Training and Development</b>	<b>3.8</b>	<b>70%</b>	<b>3.6</b>	<b>65%</b>	<b>3.5</b>	<b>63%</b>	<b>3.5</b>	<b>63%</b>	<b>3.7</b>	<b>68%</b>	<b>3406</b>

**4.2 (rating) or 80% (index) = optimal score**

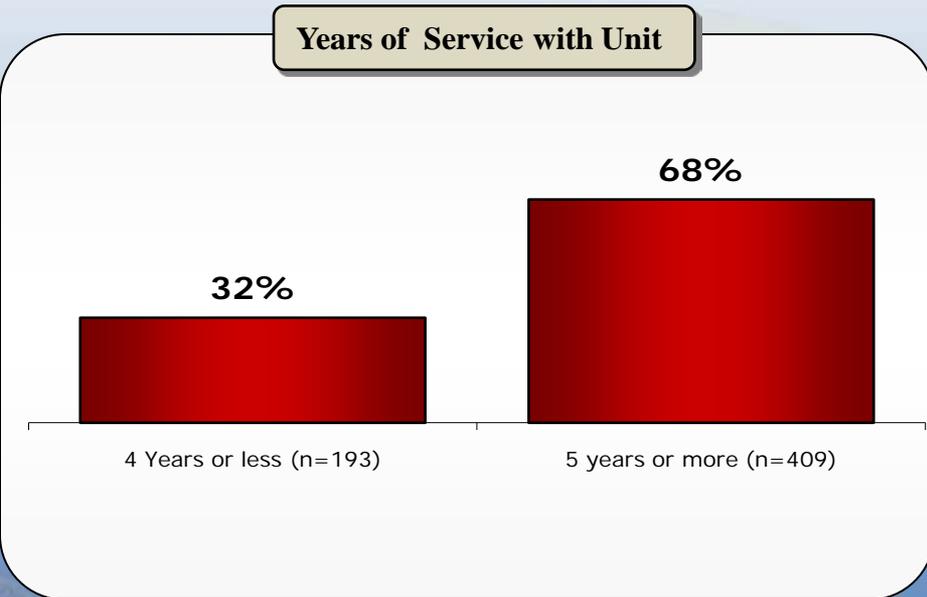
# Air Guard Responses

**Female**  
**(n=141)**  
**23%**



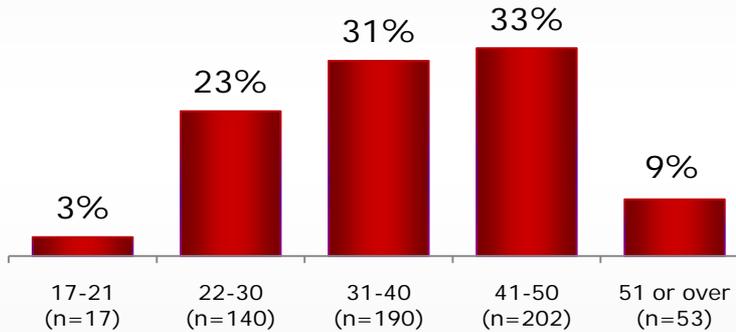
**Male**  
**(n=461)**  
**76%**

**Years of Service with Unit**

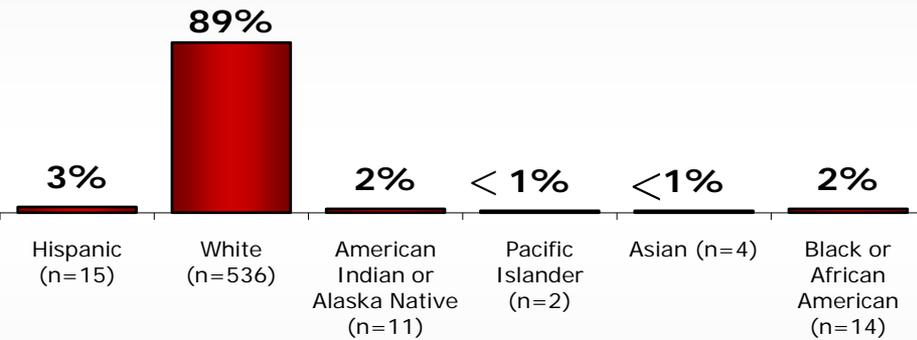


# Air Guard Responses

## Age

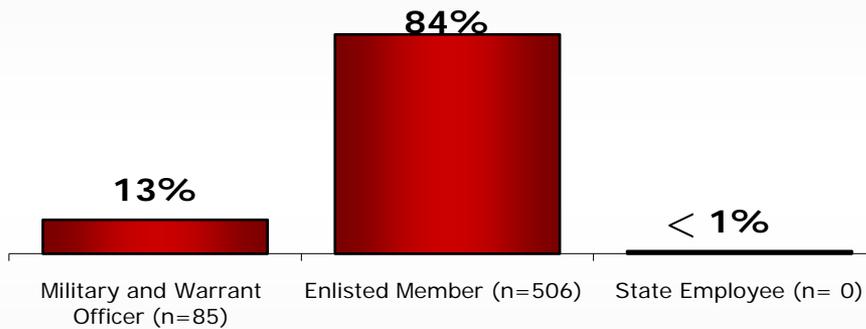


## Ethnicity/Race

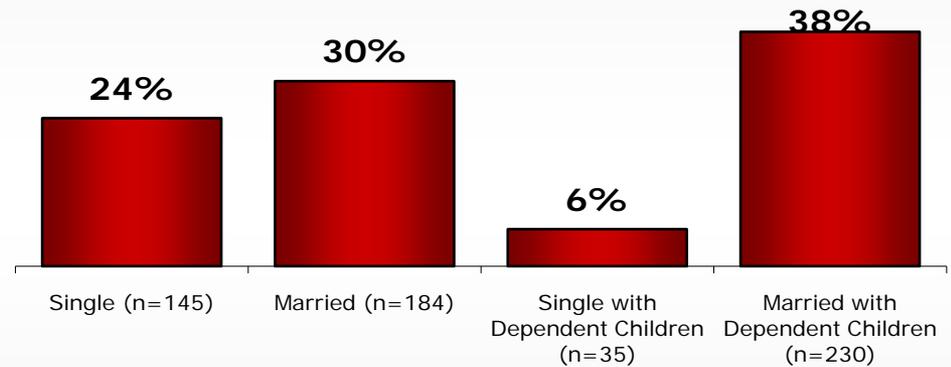


# Air Guard Responses

## Employment Status



## Marital Status



## *Air Guard Responses*

<b>Air National Guard</b>	<b>17-21</b>	<b>22-30</b>	<b>31-40</b>	<b>41-50</b>	<b>51+</b>
Gender					
Male	12	90	139	174	46
Female	5	50	51	28	7
Race					
American Indian or Alaska Native	0	2	4	5	0
Asian	0	0	3	0	1
Black or African American	1	5	3	4	1
Pacific Islander	0	0	1	1	0
White	16	123	168	178	51
Hispanic	0	3	8	4	0

## *Air Guard Responses*

<b>Air National Guard</b>	<b>17-21</b>	<b>22-30</b>	<b>31-40</b>	<b>41-50</b>	<b>51+</b>
<b>Employment Status</b>					
Military and Warrant Officer	0	9	34	31	11
Enlisted	17	129	152	168	40
State Employee	0	0	0	0	0
<b>Years of Service with Unit</b>					
4 years or less	17	79	56	34	7
5 years or more	0	61	134	168	46
<b>Marital Status</b>					
Single	17	77	29	17	5
Married	0	24	49	79	32
Single w/ Dependent Children	0	8	14	12	1
Married w/ Dependent Children	0	29	96	90	15

# Air Guard Responses

Items	Age										Frequency: Not Observed or experienced
	17-21		22-30		31-40		41-50		51+		
	Rating	Index Score									
<b>Benefits of Diversity</b>	<b>4.3</b>	<b>83%</b>	<b>4.4</b>	<b>85%</b>	<b>4.3</b>	<b>83%</b>	<b>4.4</b>	<b>85%</b>	<b>4.5</b>	<b>88%</b>	<b>16</b>
<b>Leadership</b>	<b>3.9</b>	<b>73%</b>	<b>4.1</b>	<b>78%</b>	<b>4.2</b>	<b>80%</b>	<b>4.3</b>	<b>83%</b>	<b>4.3</b>	<b>83%</b>	<b>352</b>
<b>Personal Accountability</b>	<b>4.1</b>	<b>78%</b>	<b>4.1</b>	<b>78%</b>	<b>4.0</b>	<b>75%</b>	<b>4.1</b>	<b>78%</b>	<b>4.1</b>	<b>78%</b>	<b>69</b>
<b>Inclusion</b>	<b>4.2</b>	<b>80%</b>	<b>4.0</b>	<b>75%</b>	<b>3.9</b>	<b>73%</b>	<b>3.9</b>	<b>73%</b>	<b>4.1</b>	<b>78%</b>	<b>484</b>
<b>Justice</b>	<b>4.2</b>	<b>80%</b>	<b>4.0</b>	<b>75%</b>	<b>3.9</b>	<b>73%</b>	<b>4.3</b>	<b>83%</b>	<b>4.1</b>	<b>78%</b>	<b>122</b>
<b>Training and Development</b>	<b>3.8</b>	<b>70%</b>	<b>3.7</b>	<b>68%</b>	<b>3.5</b>	<b>63%</b>	<b>3.8</b>	<b>70%</b>	<b>3.8</b>	<b>70%</b>	<b>538</b>

**4.2 (rating) or 80% (index) = optimal score**