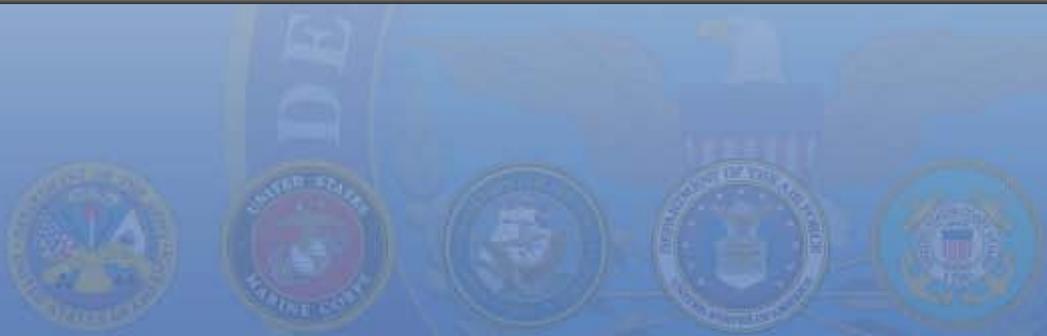




**Wisconsin National Guard
2011 DEOMI Diversity Management Climate Survey (DDMCS)
Results**



Survey Background: Content and Administration

- The DDMCS survey contains 9 demographic questions, 48 rating scale items. Personnel rated extent of agreement, and answered 3 short answer questions.

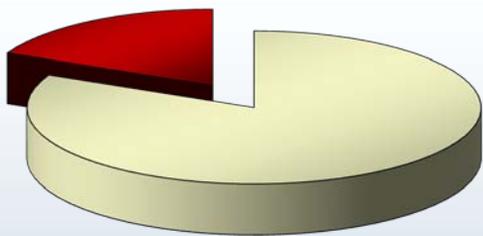
Evaluation
1 = Totally Disagree
2 = Disagree
3 = Neither Agree nor Disagree
4 = Agree
5 = Totally Agree
6 = Not observed or experienced

Respondent Characteristics

155 Units Represented
3988 Useable Surveys
4240 Completed

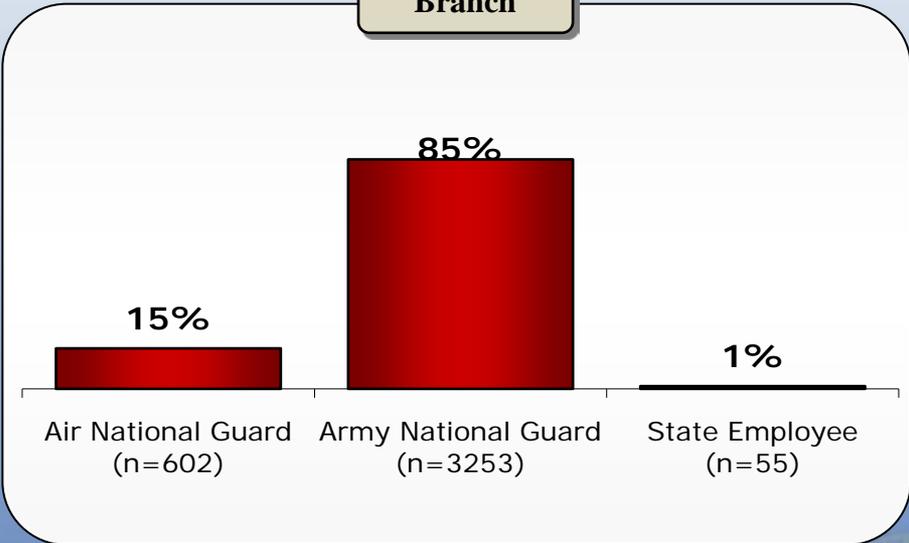
Female
(n=704)
18%

Gender

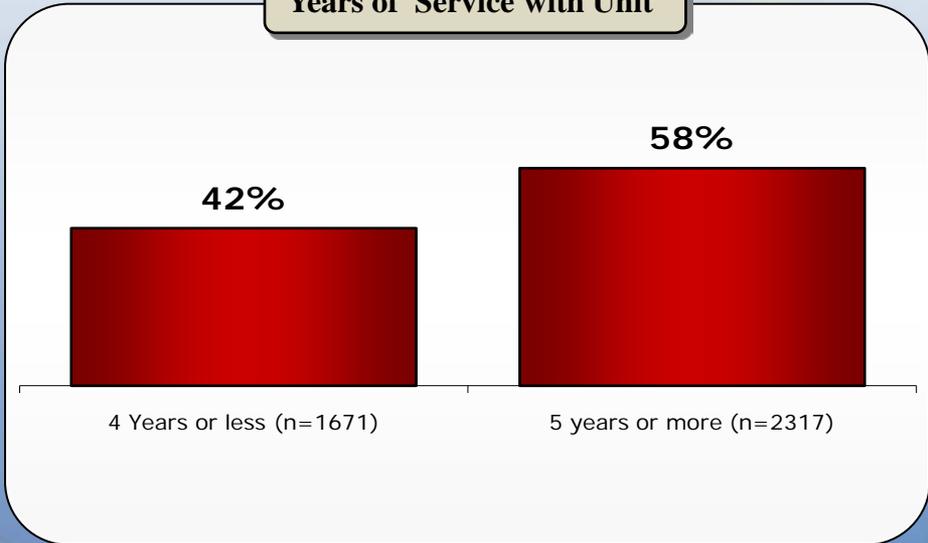


Male
(n=3284)
86%

Branch



Years of Service with Unit



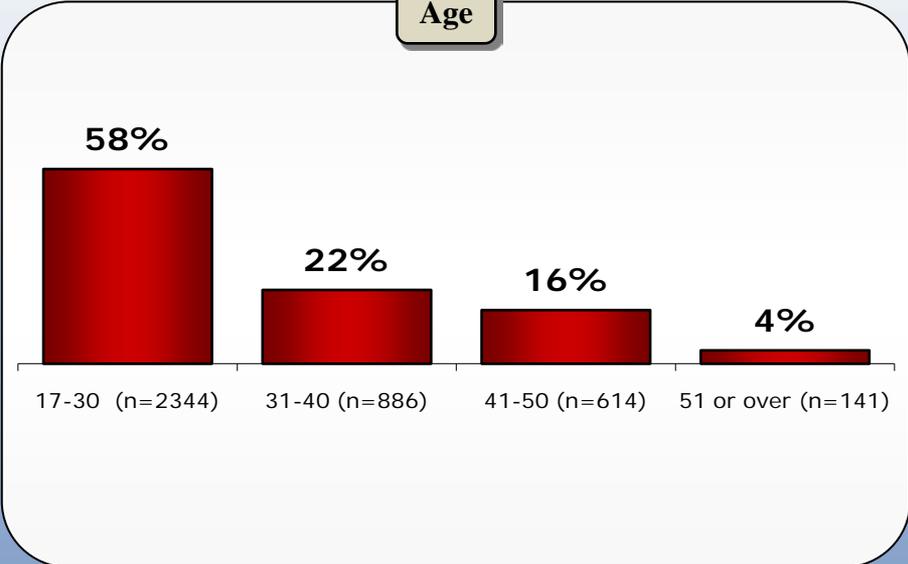
Note: 'n' = number of respondents

Note: % of respondents in each category are calculated based only on those respondents who answered the various questions

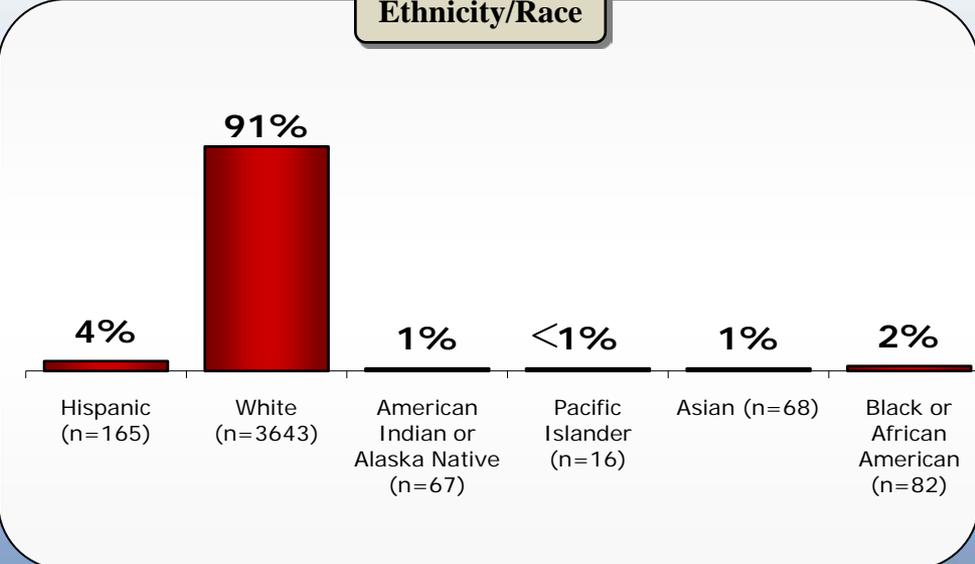


Respondent Characteristics

Age



Ethnicity/Race



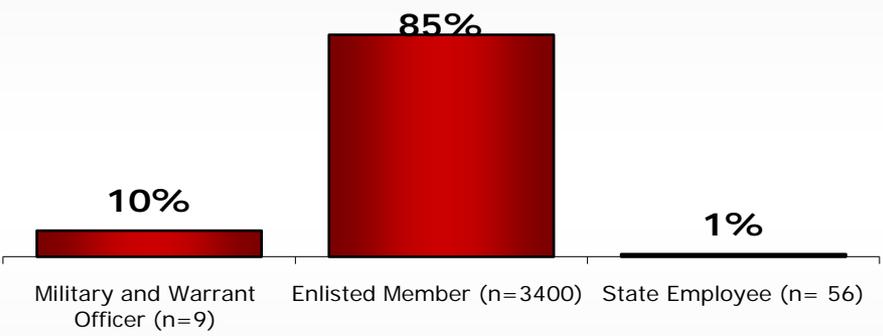
Note: 'n' = number of respondents

Note: % of respondents in each category are calculated based only on those respondents who answered the various questions

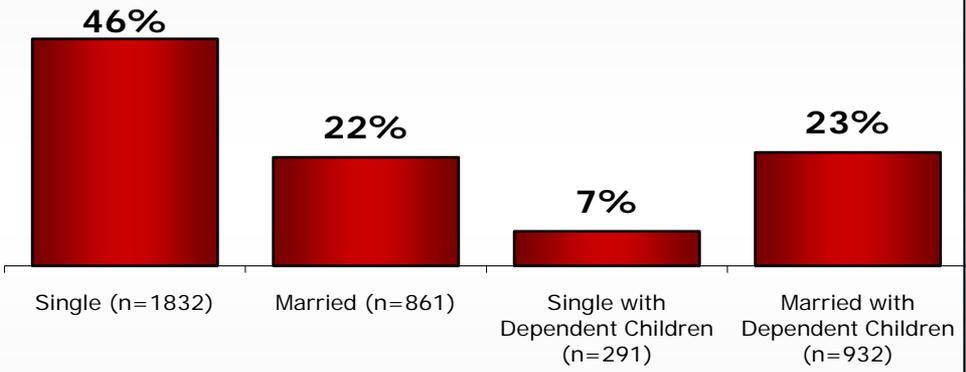


Respondent Characteristics

Employment Status



Marital Status



Note: 'n' = number of respondents

Note: % of respondents in each category are calculated based only on those respondents who answered the various questions



Snap Shot: Dimensions

Items	Rating	Index Score	Frequency: Not Observed or experienced
Benefits of Diversity	4.3	83%	89
Leadership	4.2	80%	744
Personal Accountability	4.1	78%	262
Inclusion	4.0	75%	1123
Justice	4.1	78%	614
Training and Development	3.6	65%	1636

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

Highest Rated Items

Top 5 Items with the Highest Scores	Average Scores	Index Score
An environment of mutual respect and integrity enhances critical thinking.	4.6	90%
Diverse skill sets add to mission readiness.	4.5	88%
I encourage the respect of others in the workplace.	4.5	88%
I encourage individuals with different backgrounds to perform to their fullest potential.	4.5	88%
As a leader, I make myself aware of the talents and capabilities of my team members.	4.4	85%



Unfavorably Rated Items

Items with Unfavorable Scores	Average Score	Index Score
I am the last to know about important changes in the organization.*	2.5*	28%*
Most of the time I know which projects my co-workers are working on.	3.9	73%
In my organization, I have access to a mentoring program.	3.7	68%
I know who my mentor is.	3.7	68%
My mentor and I have established specific goals for me to work towards.	3.6	65%

*Negatively worded, lower score desired (1.8 or 21%)

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

Unfavorably Rated Items

Items with Unfavorable Scores	Average Score	Index Score
I seek out diversity education and training during my own time.	3.9	73%
I have attended a Service sponsored training session or workshop on diversity within the past year.	3.4	60%
I have attended a training session or workshop on diversity outside of my Service within the past year.	3.0	51%
I am scheduled to attend a diversity training session within the year.	3.1	53%

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



Not Observed or Experienced: Responses of 500 or more

Items	Frequency	Percentage
I know who my mentor is.	513	13%
My mentor and I have established specific goals for me to work towards.	622	16%
I engage others when conducting our military operations.	752	19%
I have attended a Service sponsored session or workshop on diversity within the past year.	902	23%
I have attended a training session or workshop on diversity outside of my Service within the past year.	1042	26%
Past training and education efforts regarding diversity in my organization have been effective.	555	14%
I am scheduled to attend a diversity training session within the year.	1063	27%