

Attachment 3

Plan of Action and Milestones

To support a comprehensive and standardized approach to inform National Guard members of the 2023 Force Wide Climate Assessment (FWCA) Survey and the Workplace and Gender Relations (WGR) Survey and maximize voluntary participation the POAM table for each actionable item is listed below. This POAM encompasses actions directed by OUSD (P&R) for the Services and CNGB to implement FWCA and WGR as well as those actions directed to Unit-level organizations to conduct the surveys and encourage Service member participation.

OSD or Service Affiliation: National Guard Bureau

Actions to Align the 2023 Force-Wide Climate Assessment (FWCA) Survey and Workplace Gender Relations (WGR) Survey			
POAM Milestone	Office(s) of Primary Responsibility	Estimated Completion Date (e.g., November 12, 2021)	Status (i.e., Not Started, In Progress, Complete)
OPA-FWCA & WGR Kick Off (05/25/23)	OPA/DEI	05/25/23	Complete
NGB FWCA & WGR Working Group (05/18/23)	NGB J1/DEI	1 Dec 23	In Progress
Talking points for NGB DEI Director to inform CNGB of survey dates and engagement strategy	NGB DEI	08 June 23	Complete
CNGB Decision Point/LOEs	NGB DEI	1 June 23	Complete
DOS Decision Brief/Approval	NGB DEI	09 June 23	Complete
CNGB/DARNG/DANG Speaking Points (TAG call)	NGB J1/DEI	6 July & monthly	In Progress
CNGB Email to the Force (Leadership)	NGB J1 / DEI	1 Aug 23	Not Started
DEOCS/WGR Survey Implementation Plan for States	NGB-J1-WRF/DEI/SAPR	15 July 23	In Progress
AAR Hotwash	NGB-J1-WRF/DEI/SAPR	1 Dec 23	Not Started

Point of Contact: Ms. Zbyszinski and BG White

Survey Administration (NGB DEI & NGB J1)			
POAM Milestones	Office(s) of Primary Responsibility	Estimated Completion Date (e.g., November 12, 2021)	Status (i.e., Not Started, In Progress, Complete)
Staff NGB POAM for Coord	NGB DEI	7 June 23	Complete
Response to OUSECDEF	NGB J1/ DEI	30 June 23	Complete
Leadership Tool Kit (Load into TMT)	NGB DEI	24 July 23	In Progress
Assessment to Solutions (A2S) Materials	NGB DEI	15 July 23	In Progress
Commanders Message	NGB DEI	15 July 23	In Progress
TMT Tasker Build for NGB/ARNG/ANG	NGB DEI	15 July 23	In Progress
Action Officer/Survey Administrator Training	NGB DEI	25 July 23	OPA Led
DEI Enterprise/Practitioner Communication (Monthly)	NGB DEI	30 July 23	In Progress

Point of Contact: MAJ Waweru/Lt Col Rodarte

Socialization/Marketing (Stakeholder NGB PA)			
POAM Milestones	Office(s) of Primary Responsibility	Estimated Completion Date (e.g., November 12, 2021)	Status (i.e., Not Started, In Progress, Complete)
CNGB Email to the Force	NGB DEI/NGB PA	24 July 23	In Progress
Talking Points for TAG All Calls July-Nov	NGB PA	Monthly 2023	In Progress
Push Info to State PAOs (Weekly)- Following TAG call (If talking points same, just use talking points)	NGB PA	1 Aug 23	In Progress
Incorporate Messaging Materials (Monthly) to PAOs (TAG Talking points and extend a little)	NGB PA	1 Aug 23	In Progress
Messaging materials for TAGs use (If more than talking points; Use existing TAG messages and PA break down)	NGB PA	1 Aug 23	In Progress

Invite to Participate (CNGB Memo) Ms. Elizabeth Powell	NGB PA	21 July 23	In Progress
Social Media (State Website)	NGB PA	15 Aug 23	In Progress
Survey Reminders (Internal to DEOCS)	OPA	Ongoing	Complete
Senior Enlisted Advisor Video	OPA	5 July 23	Complete

Point of Contact: LTC Jamie Davis

Stakeholder (J1 and IPPW)			
POAM Milestones	Office(s) of Primary Responsibility	Estimated Completion Date (e.g., November 12, 2021)	Status (i.e., Not Started, In Progress, Complete)
Wellness Challenge during Fielding Period	NGB J1	15 July 23	In Progress
Webinars for IPPW Field Personnel	NGB J1 W	24 July 23	In Progress
Toolkit for IPPW Field Personnel	NGB J1 W	24 July 23	In Progress

Point of Contact: Ms. Mary Hale/LTC Mehdi A. Kohanbani/Ms. Erin Healy

Stakeholder (J1 and SAPR)			
POAM Milestones	Office(s) of Primary Responsibility	Estimated Completion Date (e.g., November 12, 2021)	Status (i.e., Not Started, In Progress, Complete)
Webinars for SAPR Field personnel on WGR Implementation	NGB J1 S	24 July 23	In Progress
Toolkit for SAPR Field Personnel WGR Awareness	NGB J1 S	24 July 23	In Progress

Point of Contact: Ms. Sharon Bryant and Ms. Stephanie Fors

Stakeholder States/Territories and the District of Columbia (States)			
POAM Milestones	Office(s) of Primary Responsibility	Estimated Completion Date (e.g., November 12, 2021)	Status (i.e., Not Started, In Progress, Complete)
Identify Action Officers to Administer DEOCS	State Leadership	1 -31 August	Not Started
Obtain access to DEOCS portal	State Action Officers	30 Aug 23	Not Started
Attend DE&I virtual training on DEOCS survey initiation	State Action Officers	30 Aug 23	Not Started
Build and Open DEOCS surveys	State Action Officers	31 Oct 23	Not Started
Support Marketing and Awareness Efforts	State Public Affairs	1 Aug – 30 Nov	Not Started