

Attachment 4

Definitions

Force Wide Climate Assessment Survey (FWCA)-Decentralized: The SECDEF directed a Force Wide Climate Assessment (FWCA) for 2023, aligned with the “actions to address and prevent Sexual Assault and Sexual Harassment” memo. The NGB will utilize the DEOCS portal to accomplish this directive. The 2023 fielding window for all annual DEOCS/CCA is 1 August to 30 November.

Defense Organizational Climate Survey (DEOCS): DEOCS is a Congressionally mandated unit-level climate survey that is available to all military commanders and Department of Defense (DoD) civilian organization leaders. Beginning in 2023, the fielding window for all annual DEOCS is 1 August to 30 November. Surveys are accomplished on the DEOCS portal through the Assessment to Solutions (A2S) website. (Annually)

Workplace Gender Relations Survey (WGR)-Centralized: OPA will select a sample of National Guard Service members to participate in the WGRS to measure workplace relations. Selected National Guard Service members will receive an invitation to complete the WGRS following completion of the FWCA in DEOCS. (Every two years)

Command Climate Assessment (CCA): CCAs have been conducted within the NG for over 25 years. Command Climate Assessments utilize DEOCS data, focus groups, and other unit data, to assess the health of the force. All National Guard Service members are given the opportunity to participate in the Command Climate Assessment.

Office of People Analytics (OPA): OPA was established in 2016 to develop cutting-edge analytical methods and solutions for more effective personnel management in the Department of Defense (DOD). OPA administers scientific surveys across a variety of topics to better understand issues impacting military members, DOD civilians, and others in the DOD community. OPA is the proponent for analyzing the FWCA data.