



NATIONAL GUARD BUREAU
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22 MAY 24

MEMORANDUM FOR THE ADJUTANTS GENERAL AND THE COMMANDING
GENERAL OF THE DISTRICT OF COLUMBIA

Subject: National Guard 2024 Command Climate Assessment

References: See Attachment F

1. This memorandum provides guidance to the National Guard (NG) on the implementation of the Department of Defense 2024 Command Climate Assessment (CCA), to include the 2024 Defense Organizational Climate Survey, in accordance with the references (Attachment F).
2. Historically, CCAs in the NG were required bi-annually. The Secretary of Defense has directed an annual requirement to measure unit command climate and develop post-survey plans of action. The annual cadence aims to tackle unhealthy trends early and reinforce protective behaviors.
3. Each State, Territory, and the District of Columbia can initiate their 2024 CCAs between 01 August 2024 and 31 October 2024. Surveys must be opened no later than 31 October 2024 to meet the close-out deadline of 30 November 2024. NG Commanders may field their CCAs in the earliest months of the fielding window to facilitate timely post-survey plans.
4. Commanders should appoint members of their organization to serve as action officers in accordance with DODI 6400.11 Change 1. National Guard specific requirements are outlined in attachment A. Documents and guidance for the implementation of the National Guard's 2024 CCA are located on the [NGB J1 GKN CCA SharePoint site](#).
5. It is imperative that the NG encourage maximum participation in this voluntary survey to provide accurate data in support of Comprehensive Integrated Primary Prevention plan development across the 54 States, Territories, and District of Columbia. Command engagement in CCA advertisement and participation is highly encouraged.

6. Points of contact are Lieutenant Colonel Mehdi Kohanbani, NGB-J1-W-P; 703-607-7776, and Major Louise Waweru, NGB-DI-EM; 703-627-7790.



WENDY B. WENKE
Major General, USAF
Director, Manpower and Personnel
National Guard Bureau

Attachments:

- A - National Guard Bureau Command Climate Assessment Implementation Guidance
- B - Command Climate Assessment Plan of Action and Milestones
- C - Survey Administration and Marketing Guidance
- D - Command Action Plan Template
- E - Definitions
- F - References

cc:

SEEMs
IPPW
DEI Practitioners (EO/EEO)
SARCs and SAPR Victim Advocates