

METRICS REPORT QUICK TIPS

Introduction:

The Diversity Metrics Report is designed to provide the States, Territories, and the District of Columbia (hereafter referred to as “states”) with empirical diversity, equity and inclusion (DEI) demographic representation data. Research shows there are linkages between higher performance and racial/ethnic and gender diversity within organizations.

With the assistance of Regional and State Joint Diversity Councils (RJDC and SJDC), the National Guard (NG) will routinely examine barriers and evaluate programs to advance DEI within each state.

This Quick Tips document can be used as a state report navigation tool. Questions are provided to prompt further analysis. We welcome feedback and suggestions from states that have developed more sophisticated metrics or identified more effective measures.

Slide 1: Representation by Race

This slide provides racial representation in the Army National Guard (ARNG) and the Air National Guard (ANG). From left to right, the slide includes nationwide NG representation, state eligible population (aged 17-24, with a high school diploma or GED equivalent) demographics, and state NG representation.

Questions to Consider:

- How does the demographic diversity of your formation compare to the nationwide NG and the eligible state population?
- Are there additional state measures or trends that should be considered?
- Does the state formation reflect the community it serves?

DoD Racial Identification (*DODI 1020.05, September 9, 2020*):

- American Indian and Alaskan Native
- Asian
- Black
- Multi-Race
- Native Hawaiian and Other Pacific Islander (NHOPI)
- Other
- White

Slide 2: Gender Representation by Corps

This slide provides gender representation in the enlisted, warrant officer, and officer corps for the state ARNG and the ANG. The left side of the slide includes US Army and US Air Force data and nationwide ARNG and ANG gender representation.

Questions to Consider:

- How does the gender diversity of your formation compare to the Active Component? To the ARNG and ANG nationwide?
- Does gender representation vary significantly between the enlisted, warrant officer, and officer corps?
- Do any “barriers to entry” come to mind as you review the gender representation data?

Slide 3: Hispanic Representation by Corps

This slide provides ethnic (Hispanic) representation in the enlisted, warrant officer, and officer corps for the state ARNG and the ANG. The left side of the slide includes nationwide ARNG and ANG Hispanic representation and the state eligible Hispanic population.

Questions to Consider:

- How does the ethnic diversity of your formation compare to the nationwide ARNG, ANG and state eligible population?
- Does Hispanic representation vary significantly by corps?
- Is there a diverse pipeline of talent to sustain representation throughout all levels within the state?

Slide 4: ANG Minority Representation by AFS / Competitive Category

This slide provides minority representation by enlisted Air Force Specialty (AFS) and officer competitive category. The green line depicts the combined state ANG minority representation by category. The red line depicts the state eligible population (aged 17-24, with a high school diploma or GED equivalent) identifying as non-white.

“Minority Representation” includes all NG members and members of the state population self-reporting a racial identification other than white.

Slide 4: ANG Minority Representation by AFS / Competitive Category (continued)

Questions to Consider:

- Does minority representation vary significantly between the enlisted and officer corps?
- Consider the categories most likely to produce Senior Enlisted Leaders and Senior Officers. Is minority representation present in these groups?
- What does the distribution of diverse talent look like? Are there gaps with very little to no diverse representation?

Slide 5: ARNG Minority Representation by Branch

This slide provides minority representation by ARNG branch in the enlisted, warrant officer, and officer corps. The green line depicts the combined state ARNG minority representation by branch. The red line depicts the state eligible population (aged 17-24, with a high school diploma or GED equivalent) identifying as non-white.

Questions to Consider:

- Does minority representation vary significantly between the corps?
- Consider the branches most likely to produce Senior Enlisted Leaders and Senior Officers. Is minority representation present in these groups?
- The warrant officer corps is recruited from the enlisted corps. Is minority representation similar in these two groups?
- What does the distribution of diverse talent look like? Are there gaps with very little to no diverse representation?

Slide 6: Representation by Rank

This slide provides minority and gender representation across all enlisted, warrant officer, and officer ranks for both the ARNG and the ANG.

Questions to Consider:

- What do the overall representation trends present? Are they increasing or decreasing?
- Is the Senior Leadership team inclusive from a representation perspective?
- Is there a diverse pipeline of talent to sustain representation throughout all levels within the state?
- Do changes in representation coincide with career milestones (reenlistment) and/or organizational limiting factors (promotion/rank structure)? Are equity programs available at these career junctures?