



SJDEC Demographic Report – 16 February 2023

DEI Goals and Scorecard (1-5)

DEI Goal 1: Ensure the composition of the Nevada National Guard is reflective of State demographics; from initial entry (recruiting) through all levels of Officer, Non-Commissioned Officer and Warrant Officer Leadership. (National JDEC Goal #1)

DEI Goal 2: Develop, plan and execute tailored Diversity, Equity, and Inclusion training for all members and all leadership levels in the Nevada National Guard. (National JDEC Goal #2)

DEI Goal 3: Ensure leaders at all levels champion and demonstrate commitment, engagement, and support to all Diversity, Equity, and Inclusion program priorities and understand what is required to achieve success. (National JDEC Goal #2)

DEI Goal 4: Review regularly the policies and procedures applying to promotion, selection, assignment and awards to ensure fair and equitable consideration and opportunities to all Soldiers and Airmen. (National JDEC Goal # 3)

DEI Goal 5: Promote the value a diverse, inclusive and equitable culture has on building and sustaining a lethal, capable, deployable and ready force in alignment with the TAG's Diversity, Equity, and Inclusion Strategic Priority. (National JDEC Goal #2)

Population FY23 1st Quarter

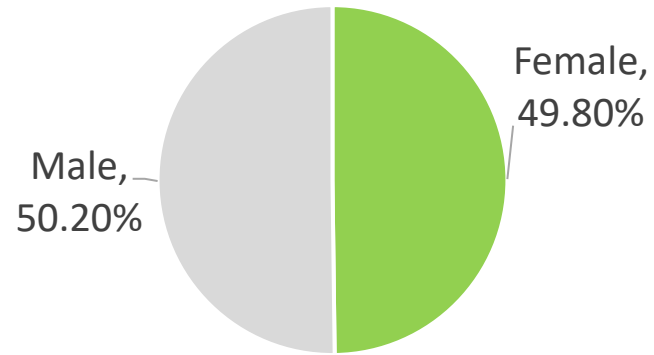
Gender									Our		
	Air (FY23)	Army (FY23)	Tech	Grand Total	Air (FY23)	Army (FY23)	Tech	Guard Population	NV Population	Goal	Diff
Female	300	830	107	1237	26.16%	25.31%	21.75%	25.15%	49.80%	26.80%	-1.65%
Male	847	2449	385	3681	73.84%	74.69%	78.25%	74.85%	50.20%	73.20%	1.65%
Grand Total	1147	3279	492	4918	100.00%	100.00%	100.00%	100.00%			

Race									Our		
	Air (FY23)	Army (FY23)	Tech	Grand Total	Air (FY23)	Army (FY23)	Tech	Guard Population	NV Population	Goal	Diff
American Indian or Alaska Native	8	30	8	46	0.70%	0.91%	1.63%	0.94%	1.40%	1.00%	-0.06%
Asian	47	339	25	411	4.10%	10.34%	5.08%	8.36%	8.80%	8.50%	-0.14%
Black or African American	42	258	20	320	3.66%	7.87%	4.07%	6.51%	9.80%	7.50%	-0.99%
Native Hawaiian or other Pacific Islander	20	32	15	67	1.74%	0.98%	3.05%	1.36%	0.80%	1.10%	0.26%
Other	25	40	23	88	2.18%	1.22%	4.67%	1.79%	14.00%	1.00%	0.79%
Two or More	61	132	4	197	5.32%	4.03%	0.81%	4.01%	14.00%	3.90%	0.11%
White	944	2448	397	3789	82.30%	74.66%	80.69%	77.04%	51.20%	76.90%	0.14%
Grand Total	1147	3279	492	4918	100.00%	100.00%	100.00%	100.00%			

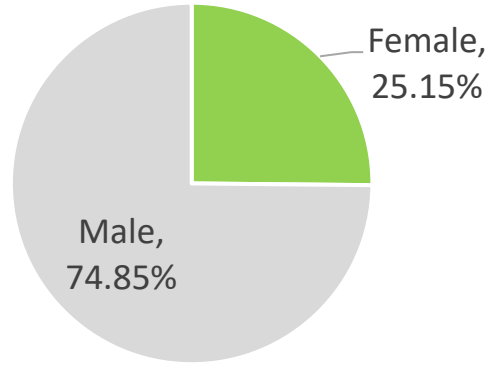
Hispanic									Our		
	Air (FY23)	Army (FY23)	Tech	Grand Total	Air (FY23)	Army (FY23)	Tech	Guard Population	NV Population	Goal	Diff
Hispanic	209	1014	90	1313	18.22%	30.92%	18.29%	26.70%	29.20%	23.80%	2.90%
Non Hispanic	938	2265	402	3605	81.78%	69.08%	81.71%	73.30%	70.80%	76.20%	-2.90%
Grand Total	1147	3279	492	4918	100.00%	100.00%	100.00%	100.00%			

Gender Population FY23 1st Quarter

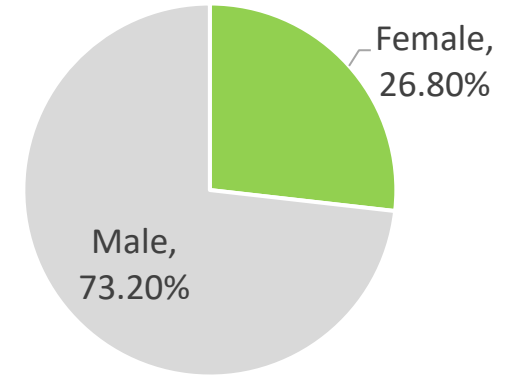
Nevada Population Gender



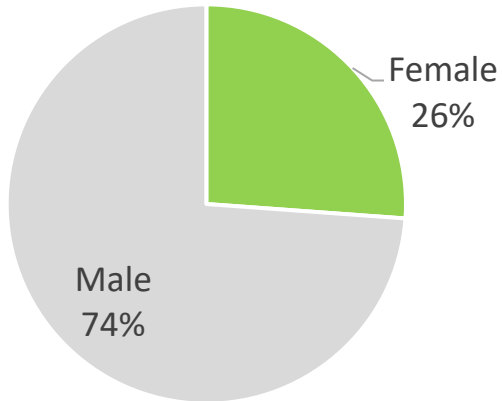
Nevada Guard Population



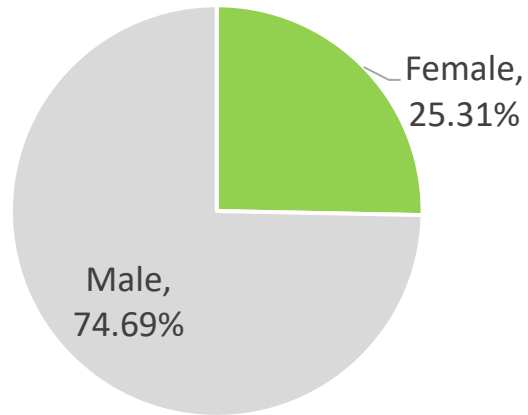
Nevada Guard Goal



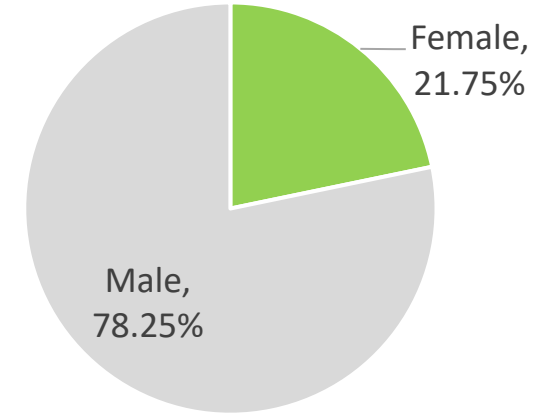
Air (FY23)



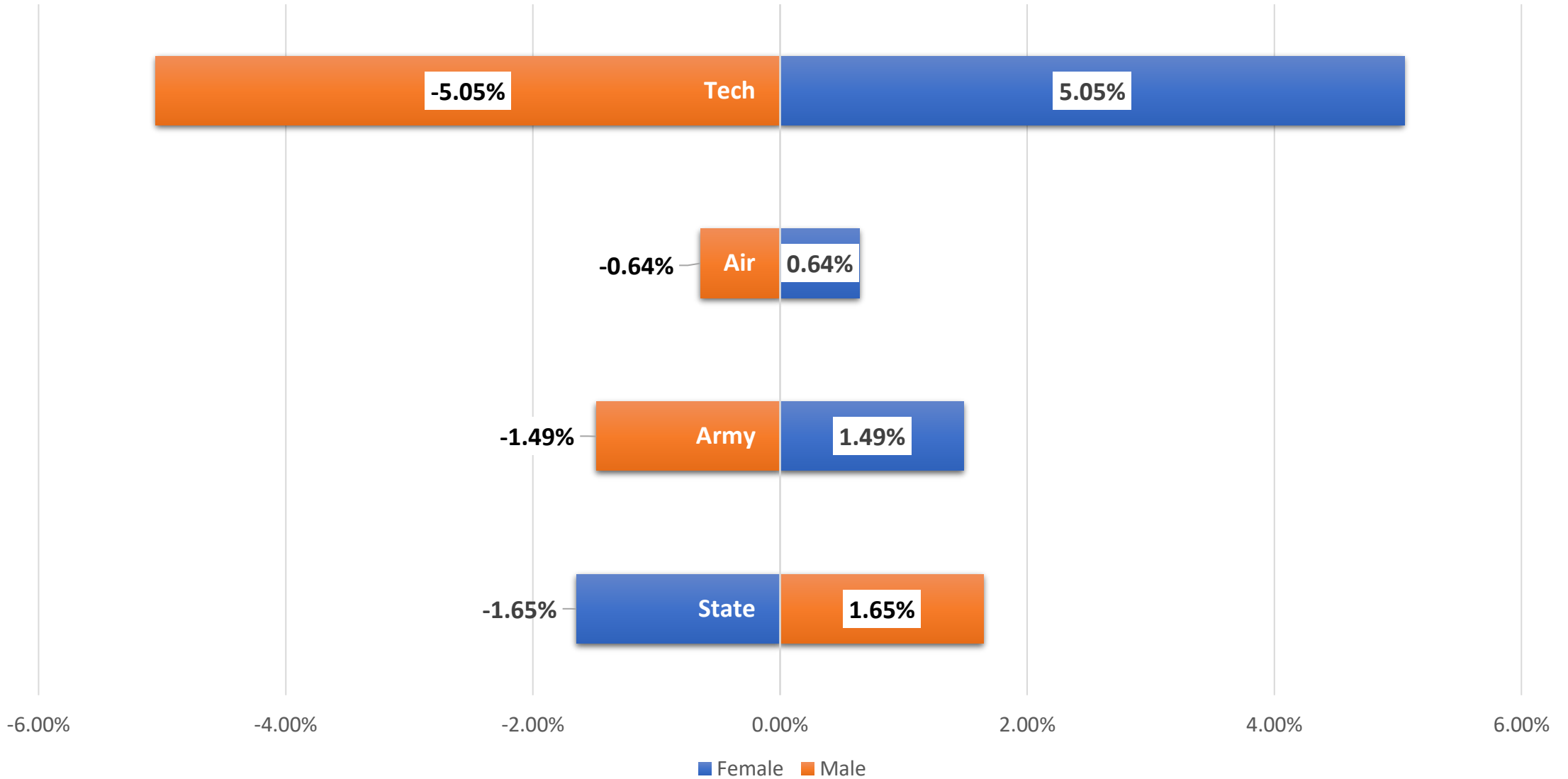
Army (FY23)



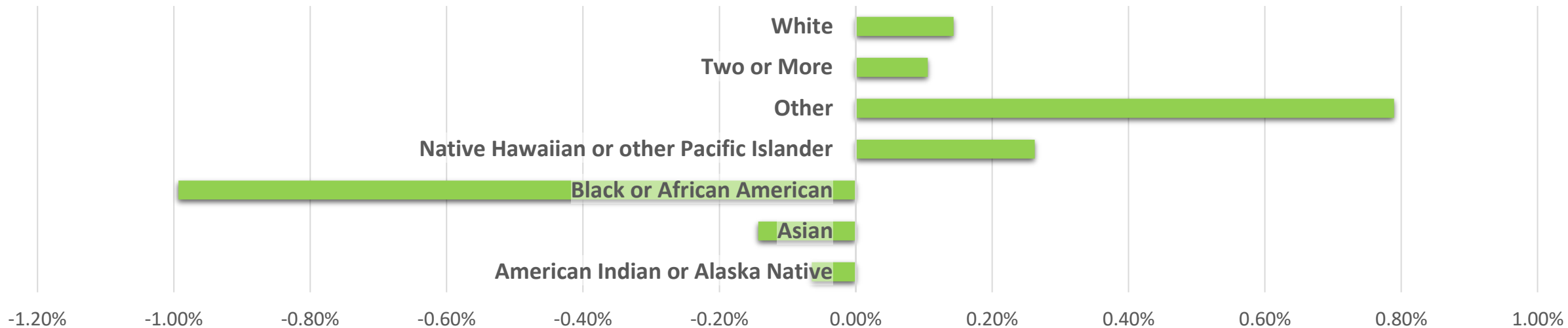
Technicians



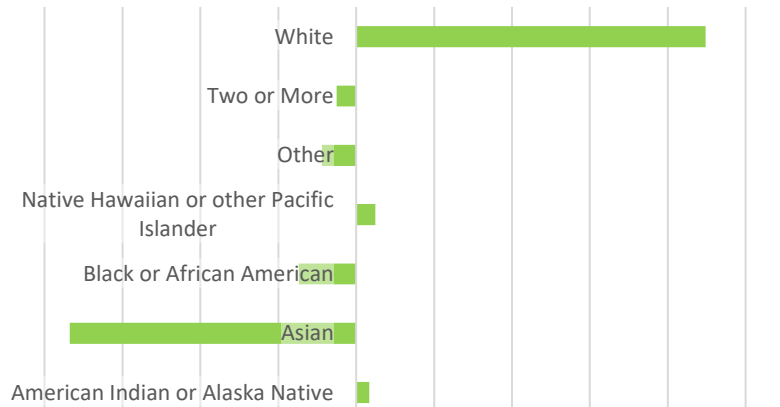
State/Army/Air/Tech Population V.S. Gender Goals FY23 1st Quarter



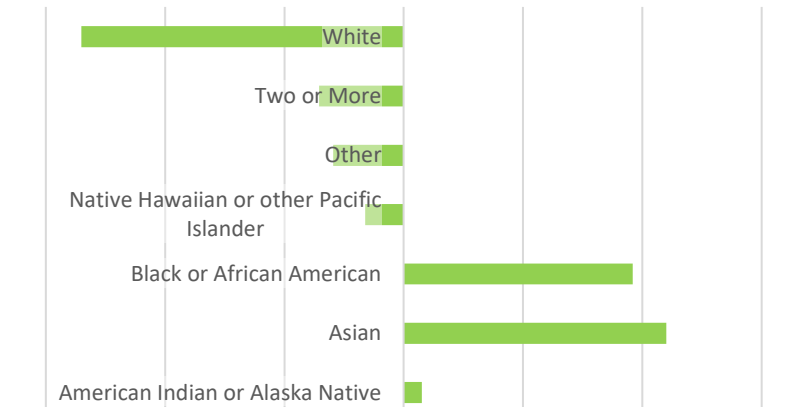
Difference of Guard Population V.S. Goals FY23 1st Quarter



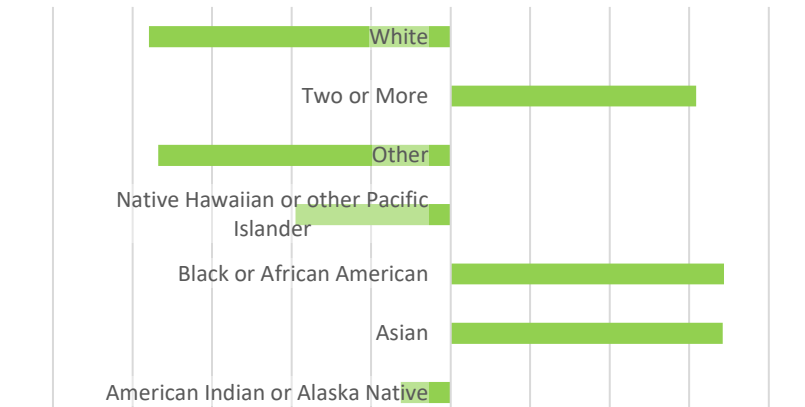
Army



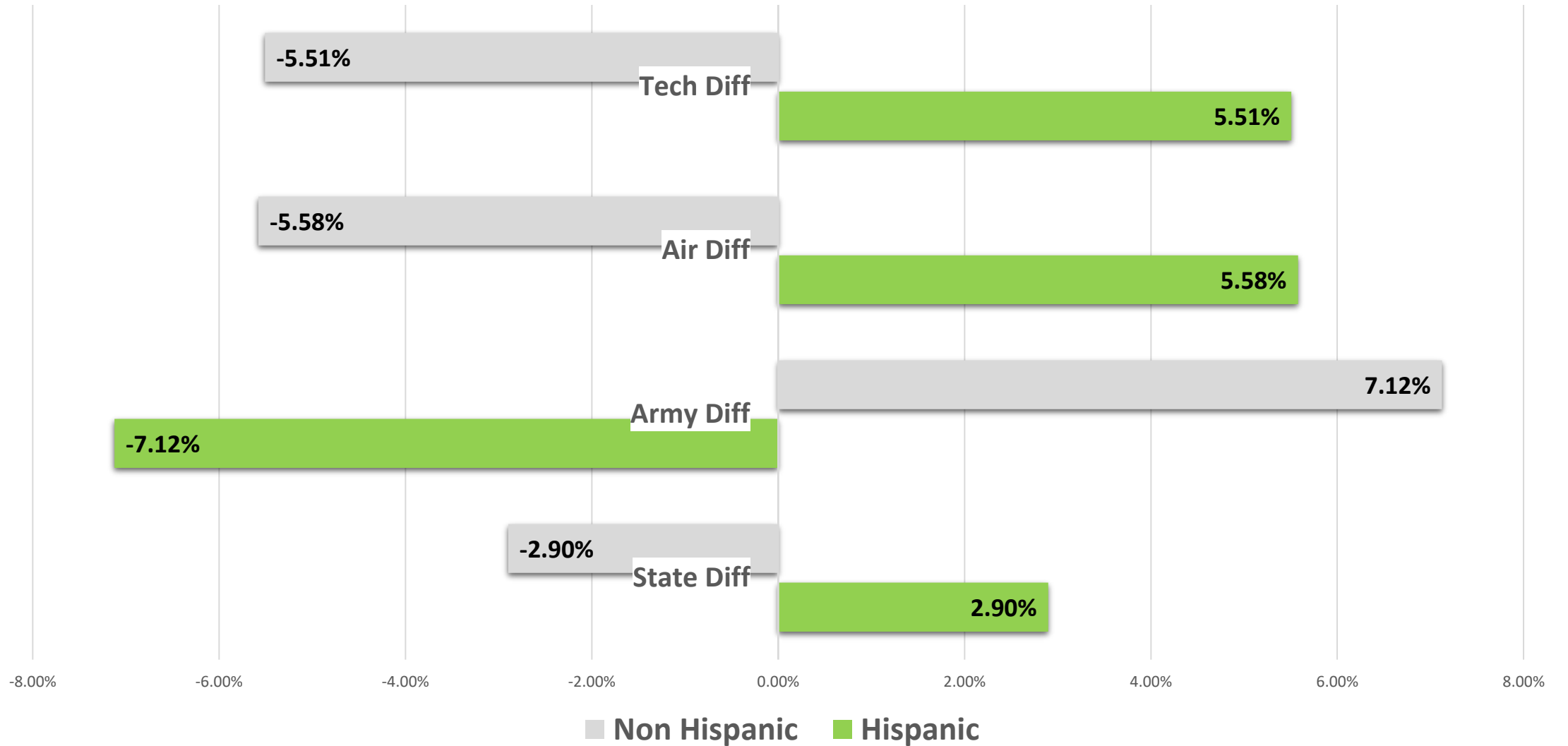
Air



Tech



State/Army/Air/Tech Population V.S. Hispanic Goals FY23 1st Quarter



Gender, Race, & Hispanic Populations FY22 V.S. FY23

Gender	FY 22					FY 23				
	Guard			Our		Guard			Our	
	Air (FY22)	Army (FY22)	Population	Goal	Diff	Air (FY23)	Army (FY23)	Population	Goal	Diff
Female	26.34%	25.01%	25.00%	26.80%	-1.80%	26.16%	25.31%	25.15%	26.80%	-1.65%
Male	73.66%	74.99%	75.00%	73.20%	1.80%	73.84%	74.69%	74.85%	73.20%	1.65%
Grand Total	100.00%	100.00%	100.00%			100.00%	100.00%	100.00%		

Race	FY 22					FY 23				
	Guard			Our		Guard			Our	
	Air (FY22)	Army (FY22)	Population	Goal	Diff	Air (FY23)	Army (FY23)	Population	Goal	Diff
American Indian or Alaska Native	0.77%	0.87%	0.92%	1.00%	-0.08%	0.70%	0.91%	0.94%	1.00%	-0.06%
Asian	3.84%	10.66%	8.51%	8.50%	0.01%	4.10%	10.34%	8.36%	8.50%	-0.14%
Black or African American	3.92%	7.90%	6.59%	7.50%	-0.91%	3.66%	7.87%	6.51%	7.50%	-0.99%
Native Hawaiian or other Pacific Islander	1.62%	0.93%	1.30%	1.10%	0.20%	1.74%	0.98%	1.36%	1.10%	0.26%
Other	0.00%	0.45%	0.76%	1.00%	-0.24%	2.18%	1.22%	1.79%	1.00%	0.79%
Two or More	7.59%	3.93%	4.48%	3.90%	0.58%	5.32%	4.03%	4.01%	3.90%	0.11%
White	82.27%	75.26%	77.44%	76.90%	0.54%	82.30%	74.66%	77.04%	76.90%	0.14%
Grand Total	100.00%	100.00%	100.00%			100.00%	100.00%	100.00%		

Hispanic	FY 22					FY 23				
	Guard			Our		Guard			Our	
	Air (FY22)	Army (FY22)	Population	Goal	Diff	Air (FY23)	Army (FY23)	Population	Goal	Diff
Hispanic	17.48%	34.55%	28.94%	23.80%	5.14%	18.22%	30.92%	26.70%	23.80%	2.90%
Non Hispanic	82.52%	65.45%	71.06%	76.20%	-5.14%	81.78%	69.08%	73.30%	76.20%	-2.90%
Grand Total	100.00%	100.00%	100.00%			100.00%	100.00%	100.00%		