



MLDC Research Areas

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Legal Implications
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This issue paper aims to aid in the deliberations of the MLDC. It does not contain the recommendations of the MLDC.

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Demographic Profile of the Officer, Enlisted, and Warrant Officer Populations of the National Guard

September 2008 Snapshot

Abstract

In this issue paper, we present a consistent demographic profile of the officer, enlisted, and warrant officer populations that form the two components of the National Guard: the Air National Guard and the Army National Guard. We divide the paper into three sections. The first examines the officer corps, separating the flag/general officers from officers in grades O-1 through O-6. In the second section, we consider the enlisted ranks, comparing those in ranks E-1 through E-6 with those in ranks E-7 through E-9. In the third section, we look at the warrant officer population, comparing it with the entire enlisted force. In all cases, data are displayed in charts and tables by gender and race/ethnicity categories, and they are reported as percentages and as raw counts to facilitate comparisons and illustrate differences in magnitude. Although the data presented here are in the form of 2008 snapshots, we also provide an appendix with yearly data starting in 2000.

During the September 2009 meeting of the MLDC, each of the Services presented a briefing with basic demographic statistics. However, because each Service gave slightly different information in a different format, it proved difficult to make comparisons across Services. Therefore, we have developed a series of issue papers (IPs) to present consistent gender and race/ethnicity profiles across all Services, focusing on five specific groups:

- active-duty officers
- active-duty enlisted

- active-duty warrant officers¹
- Reserve
- National Guard.

This IP looks at the two components of the National Guard: the Air National Guard and the Army National Guard. We divide the IP into three parts:

- Part I: National Guard Officer Corps, which compares officers in ranks O-1 through O-6 with flag/general officers
- Part II: National Guard Enlisted Force, which compares enlisted personnel in ranks E-1 through E-6 with those in ranks E-7 through E-9
- Part III: National Guard Warrant Officer Corps, which compares the entire enlisted force with the warrant officer corps.

In each part, we discuss both gender and race/ethnicity.

Data

In the main text of this IP, we provide demographic snapshots from September 2008; the appendix contains yearly snapshots from 2000 through 2008. To ensure consistency, we use a common dataset from the Defense Manpower Data Center (DMDC).

For race/ethnicity, the data are reported in the following categories:

- non-Hispanic Asians and Pacific Islanders (API, NH)
- non-Hispanic blacks (black, NH)
- Hispanics
- non-Hispanic others (other, NH), which includes American Indians, Alaska natives, and “more than one race”
- “unknown.”

To maintain consistency with the time-series data in our appendix, we deviate slightly from the MLDC race/ethnicity categories presented in Military Leadership Diversity Commission (2009). In our data, Pacific Islanders are grouped with “Asian” instead of with “non-Hispanic others.”

To give a complete picture, we report both percentages and their underlying counts. Percentages allow the reader to make comparisons across the components despite differences in size. The counts show how much the components vary in size. More importantly, the counts show which percentages are based on large numbers and which are based on small numbers—a factor with important implications for what to take away from the data.

Interpreting the Data: Care Is Required

This is primarily a descriptive paper, and two key features of the information presented limit the conclusions that can be drawn from it. First, small numbers mean that small differences in underlying counts can cause seemingly large differences in shares.² This makes it difficult to determine whether differences in shares across components are meaningful. For example, Figure 1 shows that women constituted 8.6 percent of the flag/general officer corps in the Air National Guard and 4.5 percent in the Army National Guard. On the face, this difference of over 4 percentage points may seem large. However, if there had been just six fewer female flag/general officers in the Air National Guard, the female share in that component would have fallen to 4.6 percent, essentially erasing any difference between the two components.³

Second, this paper includes no information about why differences across components may exist. Thus, it would be inappropriate to interpret differences in the profiles presented here as evidence of the presence or absence of discrimination in either the Army National Guard or the Air National Guard. Rather, differences in both percentages and counts reflect the combined impact of institutional and structural differences across the components, such as differences in

- the career-field mix and demographic distributions across career fields
- the application over time of the combat-exclusion laws and policies
- accession profiles over time
- in average individual preferences to serve in one Service rather than another
- policies
- diversity climate.

Other IPs address several of these topics.

Part I: National Guard Officer Corps

Gender

Figure 1 presents, for both components of the National Guard, the percentages of female and male officers in grades O-1 through O-6 and the percentages of female and male flag/general officers. Table 1 shows the raw counts.

Figure 1. Percentage of Female and Male Officers, by Component and Rank, September 2008

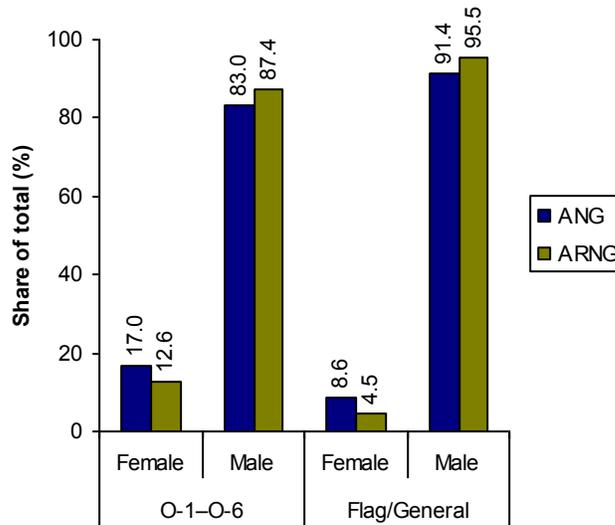


Table 1. Number of Officers, by Component, Gender, and Rank, September 2008

Component	Total	O-1-O-6		Total	Flag/General	
		Male	Female		Male	Female
ANG	13,963	11,596	2,367	152	139	13
ARNG	31,483	27,525	3,958	202	193	9

Points to Take Away from Figure 1

- Regarding O-1 through O-6 female shares,
 - At 17.0 percent, the Air National Guard had a larger female share than the Army National Guard.
- Regarding flag/general officer female shares,
 - As in the O-1 through O-6 ranks, the female share of the Air National Guard was larger than the female share in the Army National Guard.
 - There are component-specific differences in the extent to which the gender profiles of flag/general officers mirrored those of O-1 through O-6 officers.⁵ This can be seen by calculating the ratio of the female share of flag/general officers to the female share of other officers. For example, in the Air National Guard, the share of women in the O-1 through O-6 ranks was 17.0 percent, while the share in the flag/general ranks was only 8.6 percent, yielding a ratio of 0.51 (8.6/17.0 = 0.51). In the Army National Guard, the ratio was 0.36. Ratios close to 1.0 indicate that the two groups within a component closely mirrored each other in terms of gender makeup.

Points to Take Away from Table 1

- The officer corps of the Army National Guard was about twice the size of the officer corps in the Air National Guard.
- The total number of flag/general officers was very small in both cases—152 flag/general officers in the Air National Guard, and 202 in the Army National Guard. Therefore, as previously noted, any change in the numbers could have substantially changed the female share.

Race and Ethnicity

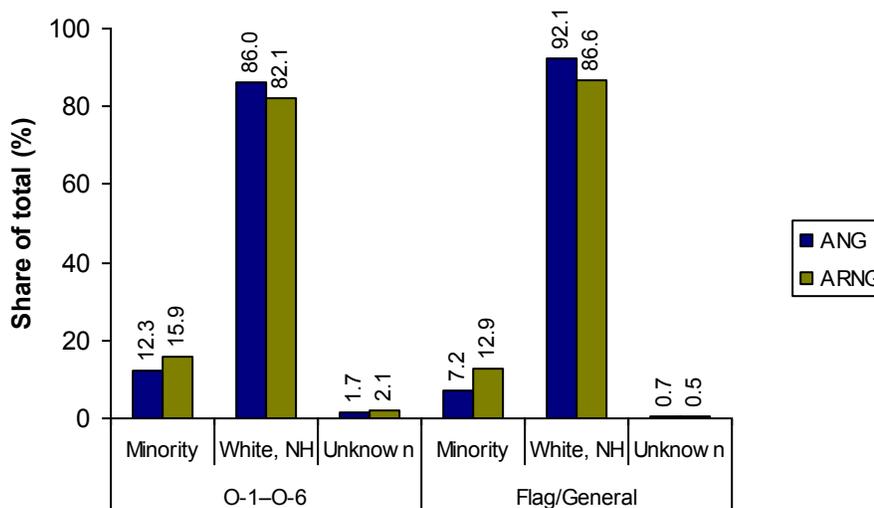
In this section, we first combine all race/ethnicity categories⁵ into a single group in order to contrast that group with non-Hispanic whites (white, NH) and those whose race/ethnicity are unknown. We call this combined group “minority.” Later, we examine each race/ethnicity category individually. Because our focus is specifically on race/ethnicity in this section, we do not further categorize by gender. That is, both women and men are included in the categories used in this section.

Figure 2 presents, by race/ethnicity category, the percentages of officers in grades O-1 through O-6 with the percentages of flag/general officers. Table 2 shows the raw counts.

Points to Take Away from Figure 2

- Regarding O-1 through O-6 minority shares,
 - With 15.9 percent, the Army National Guard had somewhat higher minority representation than the Air National Guard.
- Regarding flag/general officer minority shares,
 - The 12.9-percent minority share in the Army National Guard is noticeably larger than the minority share in the Air National Guard. We do note, however, that this seemingly large difference is based on very small numbers. As seen in Table 2, only 11 of 152 flag/general officers were from a minority group in the Air National Guard, and only 26 of 202 were categorized as minorities in the Army National Guard.
 - For minority shares, the ratios of flag/general to other officers were as follows: Air National Guard = 0.59 and Army National Guard = 0.81. With a ratio relatively close to 1.0, the two groups of the Army National Guard mirrored each other in terms of minority representation.

Figure 2. Percentage of Officers by Component, Race/Ethnicity Category, and Rank, September 2008



Points to Take Away from Table 2

- As with the female counts, the number of minority flag/general officers was very small, and, as can be seen in Table 4, the numbers became even smaller when further broken down into specific race/ethnicity categories.

Figure 3 presents detailed race/ethnicity shares of officers in ranks O-1 through O-6. Table 3 shows the raw counts.

Points to Take Away from Figure 3

- Regarding non-Hispanic Asians and Pacific Islanders (API, NH),
 - With a difference of only one-tenth of a percentage point, the Air National Guard and the Army National Guard had nearly identical representation in this category.

- Regarding non-Hispanic blacks (black, NH),
 - Black representation was higher in the Army National Guard than in the Air National Guard by slightly over 3 percentage points.
- Regarding Hispanics,
 - The Air National Guard and the Army National Guard had 3.9 percent and 5.0 percent representation in this category, respectively.
- Regarding non-Hispanic others (other, NH),
 - The shares in this category were very small: 1.3 percent for the Air National Guard, and 0.4 percent for the Army National Guard.
- Regarding “unknown,”
 - The share of officers of “unknown” race/ethnicity was fairly even across components, making up 1.7 percent and 2.1 percent of the Air National Guard and Army National Guard populations, respectively.

Table 2. Number of Officers, by Component, Race/Ethnicity Category, and Rank, September 2008

Component	Total	O-1-O-6			Total	Flag/General		
		White, NH	Minority	Unknown		White, NH	Minority	Unknown
ANG	13,963	12,012	1,715	236	152	140	11	1
ARNG	31,483	25,840	4,993	650	202	175	26	1

Figure 3. Percentage of Officers in Ranks O-1 Through O-6, by Component and Race/Ethnicity Category, September 2008

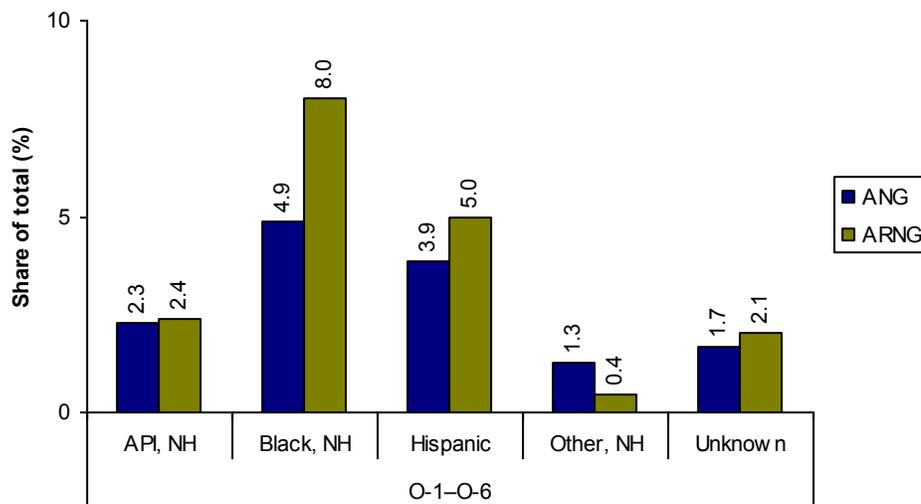


Table 3. Number of Officers in Ranks O-1 Through O-6, by Component and Race/Ethnicity Category, September 2008

Component	API, NH	Black, NH	Hispanic	Other, NH	White, NH	Unknown
ANG	316	681	543	175	12,012	236
ARNG	749	2,532	1,572	140	25,840	650

Figure 4 presents detailed racial/ethnic shares of flag/general officers, and Table 4 shows the raw counts. We reiterate that, as in the case of female shares of flag/general officers, the race/ethnicity categories should be interpreted with caution because the numbers are so small. This is especially true when looking at the percentages in Figure 4. A small change in raw counts could have affected the percentages significantly.

Points to Take Away from Figure 4

- Regarding non-Hispanic Asians and Pacific Islanders (API, NH),
 - With a difference of only one-half of a percentage point, representation in this category was fairly even across components.
 - The ratios of the flag/general officers to O-1 through O-6 officers were as follows: Air National Guard = 0.87 and Army National Guard = 0.63. As previously noted, ratios close to 1.0 indicate similar profiles when comparing the two groups within a component.
- Regarding non-Hispanic blacks (black, NH),
 - Non-Hispanic blacks made up a larger percentage of the Army National Guard flag/general officer population than they did in the Air National Guard.

- However, the ratios of the flag/general officers to O-1 through O-6 officers were very close: Air National Guard = 0.67 and Army National Guard = 0.63.
- Regarding Hispanics,
 - There was significant variation in Hispanic representation between the two components. The Air National Guard had 0.7-percent representation, and the Army National Guard has 5.9-percent representation. We do note, however, that these percentages are based on very small numbers. In the case of the Air National Guard, for example, there was only one Hispanic flag/general officer, and in the case of the Army National Guard, there were 12.
 - The ratios of the flag/general officers to O-1 through O-6 officers were as follows: Air National Guard = 0.18 and Army National Guard = 1.18. With a ratio over 1.0, the Army National Guard stands out in this category. This ratio indicates that there were proportionally more Hispanics in the flag/general officer ranks than there were in ranks O-1 through O-6.
- Regarding non-Hispanic others (other, NH),
 - In the Air National Guard, 1.3 percent of the flag/general officer population was in the “other” category; in the Army National Guard, 0.5 percent was.

Figure 4. Percentage of Flag/General Officers, by Component and Race/Ethnicity Category, September 2008

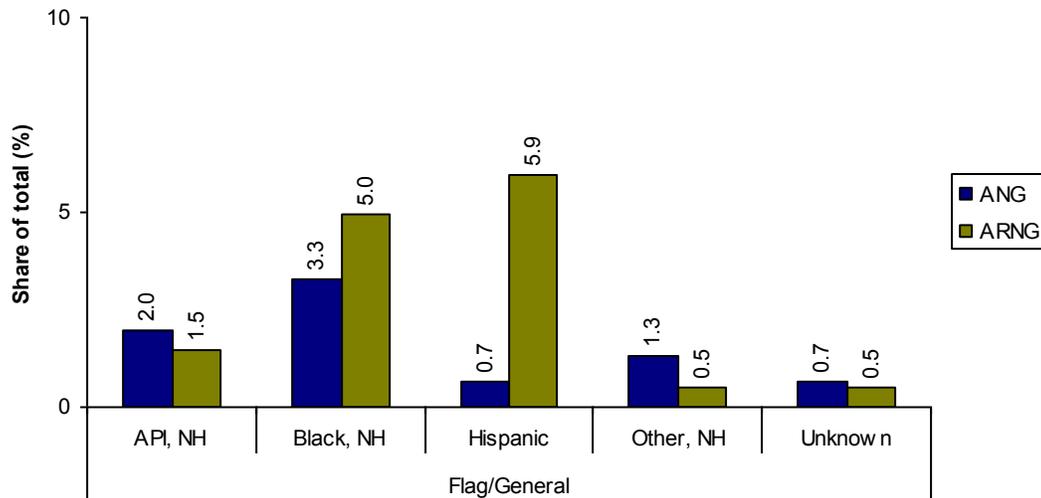


Table 4. Number of Flag/General Officers, by Component and Race/Ethnicity Category, September 2008

Component	API, NH	Black, NH	Hispanic	Other, NH	White, NH	Unknown
ANG	3	5	1	2	140	1
ARNG	3	10	12	1	175	1

- The ratios of the flag/general officers to O-1 through O-6 officers were as follows: Air National Guard = 1.00 and Army National Guard = 1.25.
- Regarding “unknown,”
 - With 0.7 percent and 0.5 percent, respectively, the Air National Guard and the Army National Guard had fairly even representation in this category.
 - The ratios of the flag/general officers to O-1 through O-6 officers were as follows: Air National Guard = 0.41 and Army National Guard = 0.24.

Point to Take Away from Table 4

- As previously mentioned, the total number of flag/general officers was very small, and, when these numbers are broken out by race/ethnicity category, they become even smaller. Thus, it is important to interpret these numbers with caution.

Part II: National Guard Enlisted Force

Gender

Figure 5 presents, for both components of the National Guard, the percentages of female and male enlisted personnel in ranks E-1 through E-6 and the percentages of female and male enlisted personnel in ranks E-7 through E-9. Table 5 shows the raw counts.

Points to Take Away from Figure 5

- Regarding the E-1 through E-6 female shares,
 - With 19.2 percent, the Air National Guard had higher female representation than the Army National Guard.
- Regarding the E-7 through E-9 female shares,
 - As with the E-1 through E-6 ranks, the Air National Guard had a larger female share than the Army National Guard.
 - There were component-specific differences in the extent to which the gender profiles of the E-7 through E-9 group mirrored those of the lower ranks. This can be seen by calculating the ratio of the female share of senior personnel to the female share of the E-1 through E-6 ranks. For example, in the Air National Guard, the share of women in the lower ranks was 19.2 percent, while the share in the senior ranks was 17.2 percent, yielding a ratio of 0.90 (17.2/19.2 = 0.90). In the Army National Guard, the ratio was 0.63. Ratios close to 1.0, as in the case of the Air National Guard, indicate that the two groups within a component closely mirrored each other in terms of gender makeup.

Points to Take Away from Table 5

- Regarding the E-1 through E-6 ranks,
 - There was significant variation across components in the size of the E-1 through E-6 ranks. With just under 300,000 personnel in the lower ranks, the Army National Guard was over four times the size of the Air National Guard.

Figure 5. Percentage of Female and Male Enlisted Personnel, by Component and Rank, September 2008

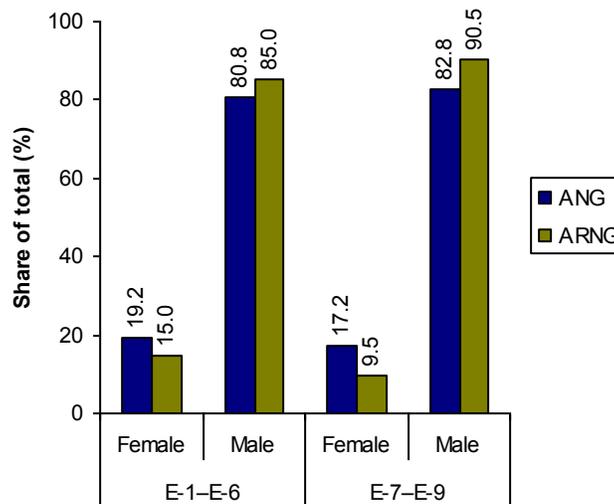


Table 5. Number of Enlisted Personnel, by Component, Gender, and Rank, September 2008

Component	Total	E-1-E-6		Total	E-7-E-9	
		Male	Female		Male	Female
ANG	69,910	56,518	13,392	23,652	19,595	4,057
ARNG	289,489	246,163	43,326	32,116	29,067	3,049

- Regarding the E-7 through E-9 ranks,
 - There was considerably less variation in size in the senior ranks than in the lower ranks.

Points to Take Away from Figure 6

- Regarding the E-1 through E-6 minority shares,
 - Across components, minority representation was fairly even. With 25.4 percent, the Army National Guard had slightly higher minority representation than the Air National Guard, which had 21.2 percent.
- Regarding the E-7 through E-9 minority shares,
 - Again, representation across components in this category as relatively even. The Army National Guard had 20.8-percent minority representation, and the Air National Guard had 17.2-percent representation.
 - As noted in the earlier section on gender, we calculated ratios to determine how closely the senior ranks mirror the lower ranks. For minority shares, the ratios of E-7 through E-9 personnel to other personnel were as follows: Air National Guard = 0.81 and Army National Guard = 0.82. With a ratio relatively close to 1.0, in both the Air National Guard and the Army National Guard, the senior ranks came fairly close to mirroring the lower ranks of their respective components.

Point to Take Away from Table 6

- As noted in the discussion of Table 5, there was significant variation in the size of the enlisted force in ranks E-1 through E-6 when comparing the two components: The Army National Guard was substantially larger than the Air National Guard. There was less variation when comparing the size of the senior ranks of the two components.

Figure 7 shows detailed race/ethnicity shares of enlisted personnel in ranks E-1 through E-6. Table 7 shows the raw counts.

Points to Take Away from Figure 7

- Regarding non-Hispanic Asians and Pacific Islanders (API, NH),
 - At 3.5 percent, the Air National Guard representation in this category was 1.5 percentage points higher than that of the Army National Guard.
- Regarding non-Hispanic blacks (black, NH),
 - For both the Air National Guard and the Army National Guard, the share in this category was larger than the shares in any other minority race/ethnicity category. The Army National Guard stands out with 14.1 percent non-Hispanic blacks, and the Air National Guard had 9.6-percent representation in this category.

Figure 6. Percentage of Enlisted Personnel, by Component, Race/Ethnicity Category, and Rank, September 2008

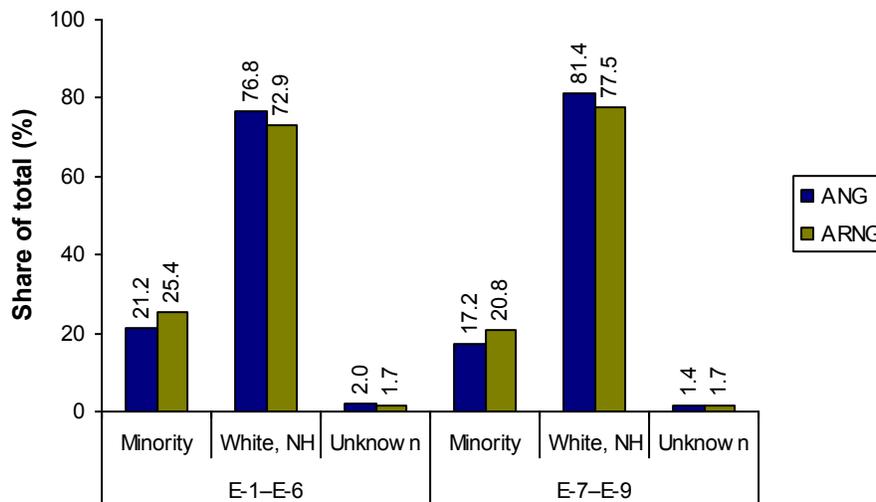


Table 6. Number of Enlisted Personnel, by Component, Race/Ethnicity Category, and Rank, September 2008

Component	Total	E-1-E-6			Total	E-7-E-9		
		White, NH	Minority	Unknown		White, NH	Minority	Unknown
ANG	69,910	53,685	14,848	1,377	23,652	19,251	4,063	338
ARNG	289,489	211,004	73,514	4,971	32,116	24,892	6,680	544

- Regarding Hispanics,
 - The Air National Guard and the Army National Guard had 6.1-percent and 8.4-percent representation in this category, respectively.
- Regarding non-Hispanic others (other, NH),
 - The Air National Guard had a higher share in this category than the Army National Guard, with 2.0-percent and 0.9-percent shares, respectively.
- Regarding “unknown,”
 - With a difference of only three-tenths of a percentage point, the two components had nearly identical representation in this category.

Figure 8 shows detailed race/ethnicity shares of enlisted personnel in ranks E-7 through E-9. Table 8 shows raw counts.

Figure 7. Percentage of Enlisted Personnel in Ranks E-1 Through E-6, by Component and Race/Ethnicity Category, September 2008

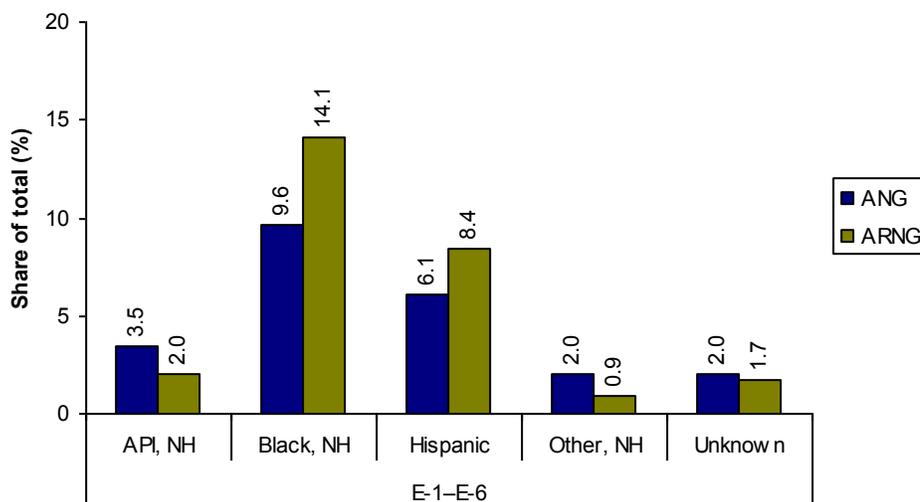


Table 7. Number of Enlisted Personnel in Ranks E-1 Through E-6, by Component and Race/Ethnicity Category, September 2008

Component	API, NH	Black, NH	Hispanic	Other, NH	White, NH	Unknown
ANG	2,478	6,687	4,287	1,396	53,685	1,377
ARNG	5,898	40,874	24,249	2,493	211,004	4,971

Figure 8. Percentage of Enlisted Personnel in Ranks E-7 Through E-9, by Component and Race/Ethnicity Category, September 2008

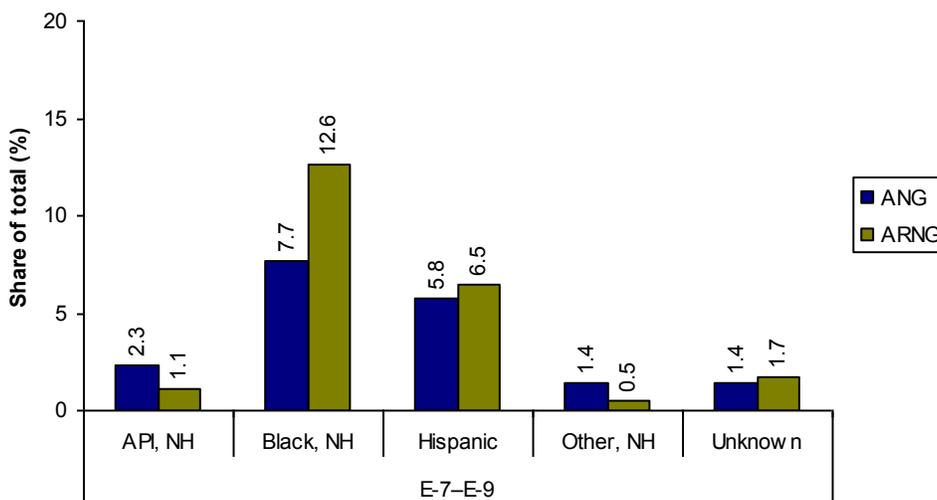


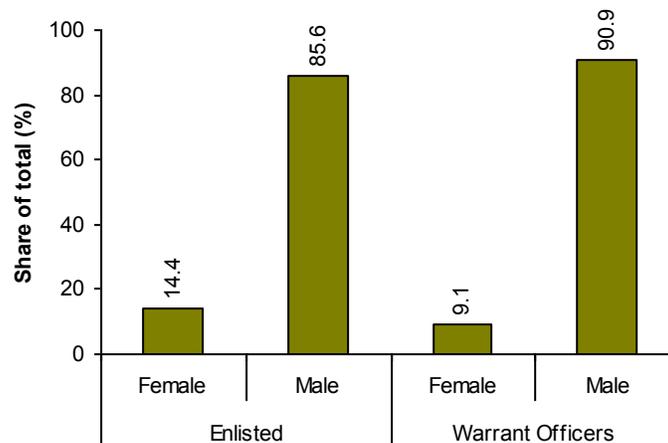
Table 8. Number of Enlisted Personnel in Ranks E-7 Through E-9, by Component and Race/Ethnicity Category, September 2008

Component	API, NH	Black, NH	Hispanic	Other, NH	White, NH	Unknown
ANG	539	1,821	1,366	337	19,251	338
ARNG	367	4,045	2,095	173	24,892	544

Points to Take Away from Figure 8

- Regarding non-Hispanic Asians and Pacific Islanders (API, NH),
 - The shares in this category were relatively small. The Air National Guard had 2.3-percent representation, and the Army National Guard had 1.1-percent representation.
 - As previously discussed, we calculated ratios to determine how closely the senior ranks of a given component mirrored the lower ranks in that same component. The ratios in the case of this category were as follows: Air National Guard = 0.66 and Army National Guard = 0.55.
- Regarding non-Hispanic blacks (black, NH),
 - Of all minority race/ethnicity categories, non-Hispanic blacks had the highest representation. With 12.6 percent in this category, the Army National Guard stands out. The Air National Guard had 7.7-percent representation.
 - The ratios were as follows: Air National Guard = 0.80 and the Army National Guard = 0.89. With ratios relatively close to 1.0, the senior enlisted ranks of the two components were similar to the lower ranks in terms of black, NH representation.
- Regarding Hispanics,
 - The Hispanic category had relatively high representation, with 5.8 percent in the Air National Guard and 6.5 percent in the Army National Guard.
 - The ratios were as follows: Air National Guard = 0.95 and Army National Guard = 0.77. The Air National Guard stands out with a ratio just under 1.0, indicating similar representation in the lower and upper ranks of the component.
- Regarding non-Hispanic others (other, NH),
 - Overall, this category had low representation. The Air National Guard had a 1.4-percent share, and the Army National Guard had a 0.5-percent share.
 - The ratios in this category were as follows: Air National Guard = 0.70 and Army National Guard = 0.56.
- Regarding “unknown,”
 - With 1.4- and 1.7-percent shares, respectively, both the Air National Guard and the Army National Guard had low overall representation in this category.
 - The ratios were follows: Air National Guard = 0.70 and Army National Guard = 1.00.

Figure 9. Percentage of Female and Male Enlisted Personnel and Warrant Officers, September 2008



Part III: National Guard Warrant Officer Corps

In this section, we compare warrant officers with the overall enlisted population because, for the most part, warrant officers must advance through the enlisted ranks before becoming warrant officers. This comparison gives us information on the extent to which the warrant officer population, which is more senior, “looks like” the enlisted population.

The Air National Guard is not included in this section because there are no warrant officers in that component.

Gender

Figure 9 shows the percentage of female and male enlisted personnel and warrant officers. Table 9 shows raw counts.

Points to Take Away from Figure 9

- Regarding enlisted personnel,
 - Women made up 14.4 percent of the enlisted population.
- Regarding warrant officers,
 - With a 9.1-percent share, women made up less of the warrant officer population than of the enlisted population.

- As mentioned in previous sections of this IP, we calculated ratios to determine how closely the lower ranks mirrored the upper ranks in their demographic makeup. In the case of women in the Army National Guard, the ratio of female warrant officers to female enlisted personnel was 0.63. Ratios close to 1.0 indicate that the upper and lower ranks in the same component mirrored each other.

Point to Take Away from Table 9

- There is a significant difference in the size of the enlisted force compared with the warrant officer corps. There are 321,605 enlisted personnel and 7,061 warrant officers.

Race and Ethnicity

As noted in the earlier officer and enlisted sections, in the portions of this paper that pertain to race/ethnicity, we first combine all race/ethnicity categories into a single group in order to contrast that group with non-Hispanic whites (white, NH) and those whose race/ethnicity are unknown. We call this combined group “minority.” Later, we examine each race/ethnicity category individually. Because our focus is specifically on race and ethnicity in this section, we do not further categorize by gender. That is, both women and men are included in the categories used in this section.

Figure 10 presents the percentage of enlisted personnel and warrant officers by race/ethnicity category. Table 10 shows raw counts.

Table 9. Number of Enlisted Personnel and Warrant Officers, by Gender, September 2008

Component	Total	Enlisted		Warrant Officers		
		Male	Female	Total	Male	Female
ANG	321,605	275,230	46,375	7,061	6,415	646

Figure 10. Percentage of Enlisted Personnel and Warrant Officers, by Race/Ethnicity Category, September 2008

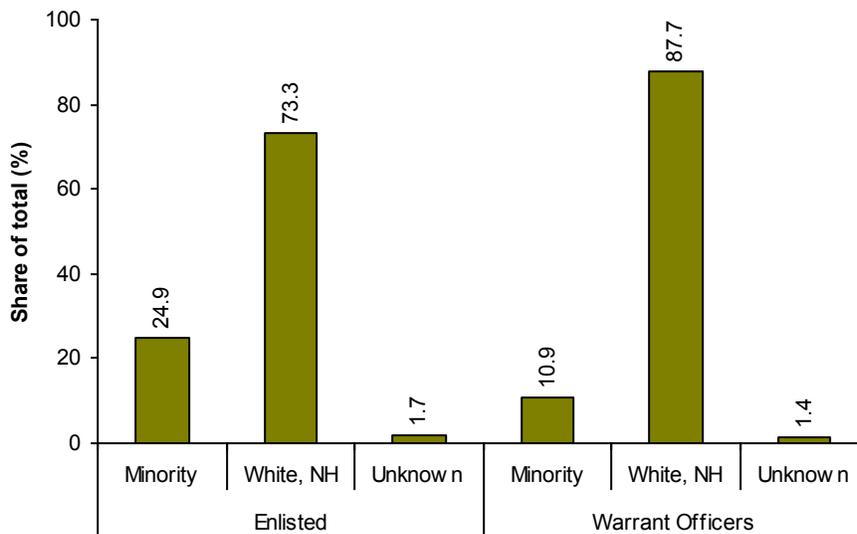


Table 10. Number of Enlisted Personnel and Warrant Officers, by Race/Ethnicity Category, September 2008

Component	Enlisted				Warrant Officers			
	Total	White, NH	Minority	Unknown	Total	White, NH	Minority	Unknown
ANG	321,605	235,896	80,194	5,515	7,061	6,194	767	100

Points to Take Away from Figure 10

- Regarding enlisted personnel,
 - Minorities made up nearly one-quarter of the Army National Guard enlisted force. White, non-Hispanics made up 73.3 percent, and the “unknown” category had a 1.7-percent share.
- Regarding warrant officers,
 - The minority share of the warrant officer population, 10.9 percent, was smaller than the minority share in the enlisted force. The white, NH, share was, therefore, higher than the corresponding enlisted share at 87.7 percent, and the “unknown” category was about the same, with 1.4 percent.
 - The ratio of minority warrant officers to minority enlisted personnel was 0.44. This ratio, well below 1.0, indicates that the two groups were not very similar in terms of minority makeup.

Figure 11 shows detailed race/ethnicity shares by category for enlisted personnel, and Table 11 shows the raw counts.

Points to Take Away from Figure 11

- Regarding non-Hispanic Asians and Pacific Islanders (API, NH),
 - With a 1.9-percent share, representation in this category was fairly low.

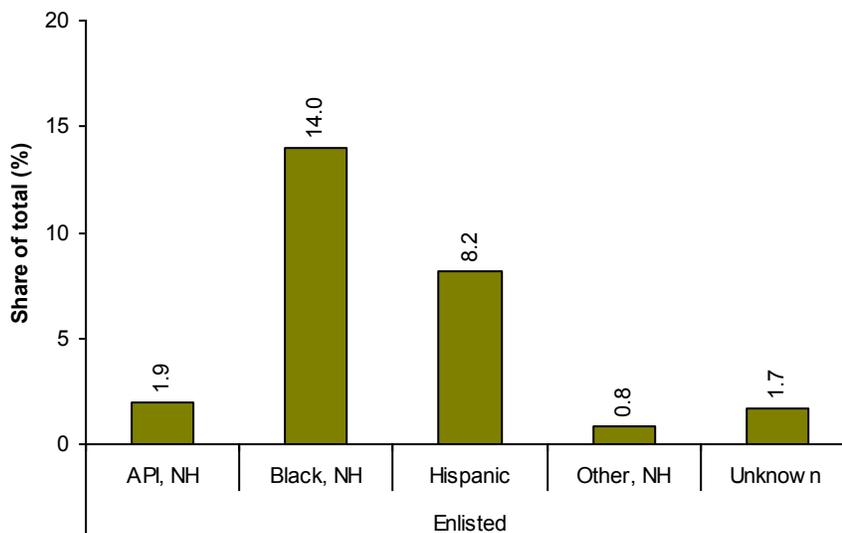
- Regarding non-Hispanic blacks (black, NH),
 - This category had the highest representation of any of the minority race/ethnicity categories.
- Regarding Hispanics,
 - The 8.2-percent Hispanic share was the third highest of the race/ethnicity categories.
- Regarding non-Hispanic others (other, NH),
 - This category, which includes American Indians, Alaska natives, and “more than one race,” had only a 0.8-percent share.
- Regarding “unknown,”
 - The share of enlisted personnel in this category was 1.7 percent.

Figure 12 shows detailed race/ethnicity shares for warrant officers, and Table 12 shows the raw counts.

Points to Take Away from Figure 12

- Regarding non-Hispanic Asians and Pacific Islanders (API, NH),
 - With a 1.1-percent share, representation in this category was low.

Figure 11. Percentage of Enlisted Personnel, by Race/Ethnicity Category, September 2008



- We calculated ratios to determine whether the warrant officer corps mirrored the enlisted population in terms of racial/ethnic makeup. Ratios close to 1.0 indicate similarity between the two. The ratio in the case of the API, NH category was 0.58.
- Regarding non-Hispanic blacks (black, NH),
 - Non-Hispanic blacks had the largest representation among the minority race/ethnicity categories.
 - The ratio of warrant officers to the enlisted population in this category was 0.36, indicating that the two ranks did not mirror each other.
- Regarding Hispanics,
 - With a 4.3-percent share, Hispanics followed closely behind non-Hispanic blacks in representation.
- The ratio of warrant officers to the enlisted population in this category was 0.52.
- Regarding non-Hispanic others (other, NH),
 - This category was very small, with 0.5-percent representation.
 - The ratio in this category was 0.63.
- Regarding “unknown,”
 - The share of warrant officers whose race/ethnicity is unknown was 1.4 percent.
 - The ratio in the case of the “unknown” category was 0.82.

Table 11. Number of Enlisted Personnel, by Race/Ethnicity Category, September 2008

Component	API, NH	Black, NH	Hispanic	Other, NH	White, NH	Unknown
ANG	6,265	44,919	26,344	2,666	235,896	5,515

Figure 12. Percentage of Warrant Officers, by Race/Ethnicity Category, September 2008

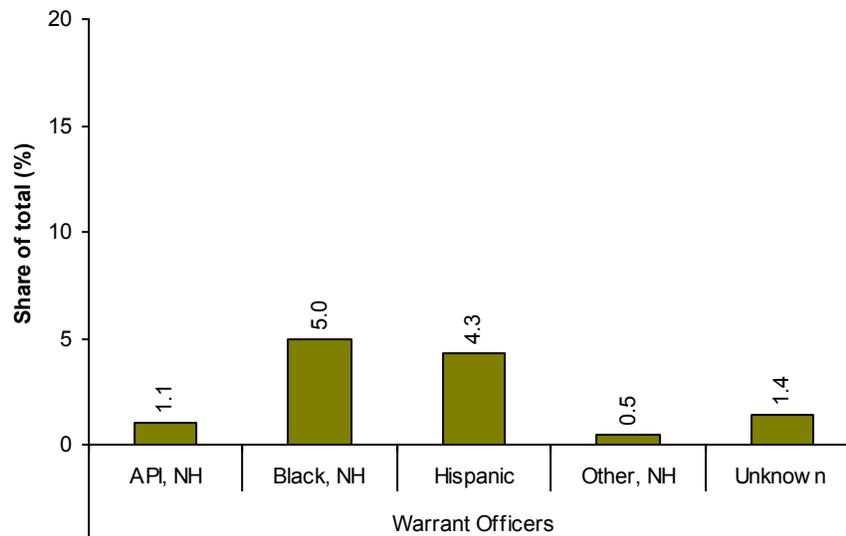


Table 12. Number of Warrant Officers, by Race/Ethnicity Category, September 2008

Component	API, NH	Black, NH	Hispanic	Other, NH	White, NH	Unknown
ANG	75	353	303	36	6,194	100

Summary

In this IP, we present consistent demographic profiles of the officer, enlisted, and warrant officer populations that form the two components of the National Guard: the Air National Guard and the Army National Guard. We look at both gender and race/ethnicity categories, and we present both percentages and raw counts to facilitate comparisons and show differences in magnitude. The snapshot data used in this paper are from September 2008 and come from DMDC. In an appendix, we display data from 2000 through 2008 to capture changes over time.

In this paper, we do not discuss factors that may explain any differences or similarities perceived in the numbers. We urge caution in any interpretation not only because the factors are not explored but because, in several cases, the sample sizes are very small.

Notes

¹See Military Leadership Diversity Commission (2010a) for data on active-duty officers. See Military Leadership Diversity Commission (2010b) for data on the active-duty enlisted ranks. See Military Leadership Diversity Commission (2010c) for data on the active-duty warrant officer corps.

²It is important to keep this in mind when looking at the series of snapshots presented in the appendix: Small changes in numbers from year to year can produce apparently large changes in shares.

³A standard indicator of whether differences in shares are large or small is whether they are statistically significant, which measures the likelihood that the differences could have occurred by chance alone. Whether a difference is statistically significant depends greatly on sample size: Very small differences can be statistically significant if the sample size is large enough; large differences can be statistically insignificant if the sample size is small enough. In this IP, we do not present tests of statistical significance because the results are sample-size driven and give little insight into the meaning of the differences across the components.

⁴Differences in the profile of senior officers relative to other officers can occur for many reasons. In a closed personnel system, changes in the demographic makeup of accessions over time will cause demographic-diversity disconnects between senior and junior cohorts. Then, differences in promotion and retention rates can either offset or exacerbate disconnects that arise due to changes in the accession mix. Additional information is required to understand what causes changes in the accession mix and differences in retention and promotion rates. Such information includes data on changes in the external environment and knowledge of policies and practices that affect accessions, retention, and promotion.

⁵These include non-Hispanic Asian Pacific Islander (API, NH), non-Hispanic black (black, NH), Hispanic, and non-Hispanic other (American Indians, Alaska natives, and “more than one race”).

References

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