

Diversity, Equity & Inclusion Study



Why Diversity, Equity & Inclusion?

- As part of the development of the MOAA 2022 – 2027 Strategic Plan, the Board’s Strategic Planning Committee felt it was important to obtain the views of MOAA’s membership on DEI.
- Since 2019, corporate boards, non-profit boards, and federal and state agencies have been reassessing their policies and practices in light of increased public sensitivity to racial, ethnic, and other minorities.
- The Strategic Planning Committee recognized that currently serving officers and those who will be drawn to military service in the future are more racially and ethnically diverse than earlier generations of officers.
 - How do MOAA members feel about the changing demographics of the military and our association?
 - What actions, if any, should MOAA take to ensure MOAA can continue to attract current and future officers?
 - Will the needs and priorities of future generations of officers differ from the priorities and objectives of today?

Board Priority

- The board understood that DEI is an issue on which MOAA members have differing views and perspectives
 - Some feel MOAA should not change in any way
 - Some feel MOAA should demonstrate more leadership in addressing racial justice, citing the desegregation of the armed forces after WW II.
- The board also understood its obligation to represent all of MOAA's membership, not just the loudest voices or the message points pushed in the media
 - The survey was developed by company with expertise in drawing out thoughts and beliefs about controversial issues, such as race and ethnicity
 - The objective: Understand the perspectives and expectations of MOAA members

Objectives of MOAA's Study

- Provide useful data to be considered in MOAA's strategic planning process
- The survey does not signal any change in MOAA's mission or priorities
- As with other strategic issues, the survey data is being collected to inform the board what policy changes or updates, if any, are warranted to prepare for the future

Key Milestones



Council and Chapter Affairs

August 18, 2021



Announcements

- Welcome Back Victoria
- LOE results timeline
- COVID response
- Resources for Veterans

Chapter Health Overview

- Our Councils and Chapters are central to the MOAA mission
- We are prioritizing development of a Chapter Health Program that is
 - Holistic in nature
 - Involves both assessment and execution
 - Closely involves our volunteer leadership
- Dual track process
 - Strategic review and program development
 - Current assessment and immediate action



What is involved

- Determine what and how to measure
 - Establish a baseline
- Inclusive of all recognition and incentive programs
 - LOE/Communications awards
 - Recruitment and Quarterly Incentives
- Aligned with National MOAA guidance
 - 2022-2025 Strategic Plan and Metrics
 - Board of Directors (Council and Chapter Affairs Committee) oversight

Your Role is Integral

- Strategic Review and Development
 - Advice and counsel
- Current Assessment and Immediate Action
 - Your active current and predictive assessment of chapter health
 - Your involvement in improving chapter health
- Prioritizing and communicating chapter health

Discussion/Questions



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