



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
LAND COMPONENT, JOINT FORCES HEADQUARTERS KANSAS
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NGKS-AAG

24 October 2014

MEMORANDUM FOR All Kansas Army National Guard Commanders

SUBJECT: ATAG Policy Letter #21, Kansas Army National Guard Command Climate Assessment

1. This policy implements an enhanced command climate assessment policy for the Kansas Army National Guard (KSARNG). Command climate assessments aid Commanders to establish and maintain a positive command climate, which promotes a Ready and Resilient Force.
2. All KSARNG commanders will conduct an initial command climate assessment within 60 days of assuming command, to be followed by a subsequent assessment 12 months later and annually thereafter while retaining command.
3. Climate assessments will be coordinated through the State Equal Opportunity Office, who will assist with the survey setup, administration and final reporting using the Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS).
4. At their discretion, commanders may administer the survey more often; however, it is recommended that any climate survey be followed by a sensing session or focus group. Since the survey is first administered shortly after a change of command, the results should not be seen as a reflection upon the new commander but simply as a starting point for improving the unit's command climate.
5. Questions regarding this memorandum should be addressed to SFC Craig Ledet, State Equal Opportunity Specialist, at 785-274-1168.

A handwritten signature in black ink, appearing to read "R. Windham", is positioned above the typed name.

ROBERT E. WINDHAM
BG, GS, KSARNG
Commanding