



The

AFMC Diversity & Inclusion Newsletter

*Diversity is the mix.
What we do with the mix is Inclusion.*



January 2016

The AFMC Inclusion Newsletter is a monthly compilation of published items and commentary with a focus on diversity, inclusion, culture, and human relations issues. This newsletter is also a management tool intended to serve the informational needs of AFMC professionals in the continuing assessment of diversity and inclusionary policies, programs, and activities.

OPR: AFMC/A1

AFMC Diversity and Inclusion Program

In July 2015, Gen Pawlikowski published a list of what AFMC values as a command. Included in the list was Diversity and Inclusion. Since that time, Diversity and Inclusion (D&I) has been a routine topic mentioned in Commander Calls, news articles, staff meetings and hallway conversations. In the upcoming newsletters, we will provide articles to provide a better understanding of AFMC's D&I program. This month, we will review the definition of both Diversity and Inclusion to demonstrate the differences.

What is Diversity?

The Air Force defines diversity as a composite of individual characteristics, experiences, and abilities consistent with the Air Force Core Values and the Air Force Mission. Air Force diversity includes, but is not limited to: personal life experiences, geographic background, socioeconomic background, cultural knowledge, educational background, work background, language abilities, physical abilities, philosophical/spiritual perspectives, age, race, ethnicity and gender.

Diversity encompasses: 1) Demographic diversity (race, gender, religion, disability, etc.); 2) Cognitive/Behavioral diversity (differences in styles of work, thinking and learning); 3) Organizational/Structural diversity (career field, component, service, etc.); 4) Global diversity (knowledge of foreign language and cultural).

What is Inclusion?

The Air Force D&I Roadmap defines Inclusion as a culture that connects each employee to the organization; encourages collaboration, flexibility, and fairness; and leverages diversity throughout the organization so that all individuals are able to participate and contribute to their full potential. Inclusion is about fostering a community of open-mindedness, shared ideas, and healthy debate.

According to Mary-Frances Winters in her book, *Diversity at Work: The Practice of Inclusion*, "Inclusion is defined as creating an environment that acknowledges, welcomes and accepts different approaches, styles, perspectives and experiences, so as to allow all to reach their potential and result in enhanced organizational success".

Another way to describe Inclusion is to use the word "engagement".

How does Diversity and Inclusion Work?

Ms. Winters describes diversity is about counting heads while Inclusion is about making heads count. Additionally, she describes Diversity as a noun describing a state and she describes Inclusion as a verb that requires action.

Next month's newsletter will discuss the target audience of the AFMC D&I program.

Organizations are reminded Diversity and Inclusion is a Total Force program focused on issues that impact all AFMC officers, enlisted and civilian employees. Special observances are conducted to recognize the continuous achievements of all Americans to American culture and to increase awareness, mutual respect, and understanding. They are designed to enhance cross-cultural and cross-gender awareness and promote harmony among the AFMC workforce.

For more information about how to conduct a special observance, please visit: www.DEOMI.org

Special Observance Months

Special observances are conducted to enhance cross-cultural awareness as they promote and celebrate the significance of diversity among all military members and civilian employees. These observances recognize the achievements made by members of specific racial, religious, ethnic, and gender groups in our society; as well as, promote mutual respect, understanding, teamwork, harmony, pride and esprit de corps among all groups. AFMC employees are encouraged to attend Installation observance month events. For more information about observance events, please contact your local Installation special observances Representative. This month's observance theme is:

Martin Luther King Jr. Birthday

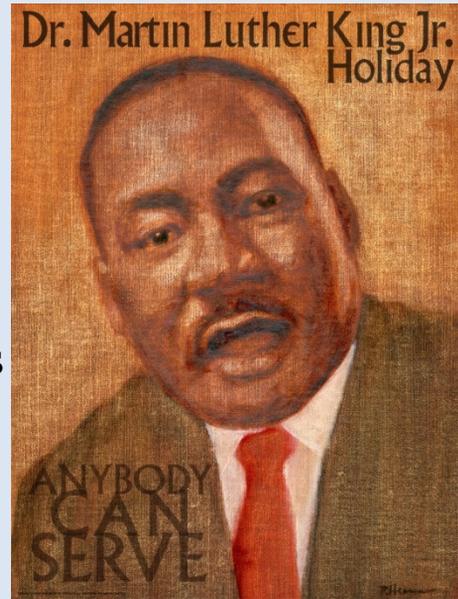
Date: 18 Jan 2016 **Authorization:** Public Law 98-144

Theme: *Remember! Celebrate! Act! A Day On, Not a Day Off!*

Why Do We Celebrate MLK Birthday?

The passing of Dr. Martin Luther King Jr. Day can sometimes feel second nature to people. It can pass us by without much thought on some occasions, perhaps many of us feeling like the actions of the holiday's namesake didn't have an impact on us, or don't apply to us. But how many of us stop to thoughtfully consider the impact of Dr. King? Why does our nation observe a day of remembrance for him? If we take a minute to reflect on his actions, we might find that his actions made significant changes for the entire country.

To read more, click [here](#).



Martin Luther King Jr. holiday is a National Day of Service. Please find more information about this holiday by clicking on the following link: [MLK 2016 Presentation](#)

Martin Luther King Jr. was born on January 15, 1929, in Atlanta, Georgia. He became a prominent leader in the American Civil Rights Movement in 1955 when he served as spokesman for the Montgomery Bus Boycott, a campaign by the African-American population of Montgomery, Alabama, to force integration of the city's buses. He is widely regarded as America's pre-eminent advocate of nonviolence and one of the greatest nonviolent leaders in world history. <http://www.thekingcenter.org/about-dr-king>

INCLUSIVENESS AWARENESS RESOURCES

The AF e-learning collection provides many courses, books, videos and other no-cost learning opportunities which are available on demand. In December, an Inclusiveness Newsletter was posted by the Civilian Development Resource Center (Military readers: Do NOT think these resources are only for civilian employees, military can (and should!) access this site too). The Inclusiveness Newsletter provided several resources to help readers learn more about Diversity and Inclusion. Included in this newsletter are links for several free courses, books, articles and videos. The courses, "Diversity on the Job: Diversity and You", "The Importance of Diversity and the Changing Workplace", and "Management Essentials: Managing a Diverse Team" are excellent courses and worth accomplishing. A link to the Inclusiveness Newsletter can be found by clicking [here](#).

SECDEF OPENS COMBAT JOBS TO WOMEN

WASHINGTON — The Defense Department will lift all gender-based restrictions on military service starting in January 2016, Defense Secretary Ash Carter announced.

The historic change will clear the way for women to serve alongside men in combat arms units. "The important factor in making my decision was to have access to every American who could add strength to the joint force," he said.

In effect, Carter's decision will open to women about 220,000 jobs in all, or about 10 percent of the entire active and reserve force. Most of those jobs are in Army and Marine Corps infantry and armor units. [Read more ...](#)

DIVERSITY AND INCLUSION INFORMATIONAL LINKS

[SEARCHING FOR A MENTOR? TRY MYVECTOR](#)

[2016 WORKFORCE RECRUITMENT PROGRAM OPPORTUNITIES - NLT 31 MAR 16](#)

[JANUARY 2016 RELIGIOUS HOLIDAY OBSERVATIONS](#)

WEB RESOURCES RELATED TO DIVERSITY AND INCLUSION MANAGEMENT

[AFMC Diversity and Inclusion Homepage](#) - This is the official web site for AFMC that addresses Diversity and Inclusion. Past issues of The Inclusion Newsletter can also be found here.

[AF Diversity Homepage](#) - This is the official web site for The U.S. Air Force that addresses Diversity within the organization.

[Air War College Diversity](#) -The US Air Force Air War College Library provides various Diversity awareness readings and resources