



The

AFMC Diversity & Inclusion Newsletter



Diversity is a Noun; Inclusion is a Verb

A I R F O R C E M A T E R I E L C O M M A N D

10 Ways Employees can support Diversity and Inclusion

In most organizations, diversity and inclusion is best approached with a top-down, bottom-up strategy. While it is imperative that Diversity and Inclusion efforts are supported by the CEO (Commander) and actively engages leaders, one cannot discount the impact of employee involvement. Engaging employees at all levels is the most effective way to reach critical mass and communicate the importance of diversity and inclusion. Often employees are eager to join in the process but lack the know-how and confidence to take action. It is important to let employees know that there are many ways to contribute and support Diversity and Inclusion efforts and does not necessarily require expertise in the field.

This article offers some concrete tips that are designed to engage employees at all levels within the organization. Remember it is important to commit to the process, value the thoughts and ideas of everyone, and celebrate along the way.

To read more, please click on the picture below:



SITES OF INTEREST:

[AFMC Diversity & Inclusion Homepage](#)

[AF Diversity & Inclusion Homepage](#)

[Air War College Diversity](#)

[AF E-learning :](#)

(Several Diversity & Inclusion courses, books, articles & videos. NOTE: An account set up is required.)

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DIVERSITY AND INCLUSION INFORMATIONAL LINKS

Do you need help with Career Planning?

Are you looking for a Mentor?

If so, click the below link to start the connection process:

[MyVector](#)

Are you looking for top talent and fresh ideas to help your organization with a project this coming summer? If so, the Workforce Recruitment Program (WRP) may be your answer.

Applications are due 31 Mar 16

For more information, click below:

[2016 WRP Candidates Now Available](#)

Have you ever wondered what is the significance of all the various religious holidays?

If so, click below to learn about the religious holidays being observed during the month of February.

[March 2016 Religious Holidays](#)

Four Sides of the Same Coin

Dr. Helen Turnbull continues her five-part series entitled *The Illusion of Inclusion* found in The Diversity Journal.

Four Sides of the Same Coin—Part 2

“Dominance and subordination are two sides of the same coin. For dominance to exist, subordination must be its “kissing cousin.” ... How do I perceive my own dominance or subordination and how do others perceive it? ”

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

Dr. Helen Turnbull is the CEO of Human Facets, LLC and a world recognized thought leader in global inclusion and diversity. See her TEDx presentation on “The Illusion of Inclusion” at: <http://pdjrn.com/tedxhelen>.

Updated Maternity Leave Policy

Secretary James published a memo on 9 February formally extending maternity leave for Active Duty female members to 12 weeks. The memo also provides guidance on how to handle those who are currently on maternity leave. There are efforts to extend paternity and adoption leave, but this will require legislation before it can be implemented.

To learn more, please click [here](#).



Special Observance Months

The Air Force 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:

Women’s History Month

Dates: 1 – 31 March 2016 **Authorization:** Public Law 100-9

Theme: *“Working to Form a More Perfect Union: Honoring Women in Public Service and Government”*

AF / PA Talking Points

DEOMI Presentation

[Women’s History Month](#)

[Honoring Women in Public Service and Government](#)

Rosie the Riveter

Women’s History Facts

[Rosie the Riveter—My Mother, My Hero](#)

[Women’s History Month Facts](#)