



The
AFMC Diversity & Inclusion Newsletter



Diversity is a Noun; Inclusion is a Verb

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

Inclusion and the Benefits of Diversity in the Workplace

To some, the concepts of Diversity and Inclusion appear to be synonymous.

With the rapid pace at which the workforce is changing across the globe, it is important to understand how Diversity and Inclusion have different meanings and how together they can work to promote an organization's success.

The Talented Intelligence site presented an informative article that demonstrates the differences of Diversity and Inclusion and how these concepts best work together. The article also contains three best practices to help build a strong Diversity and Inclusion foundation for any organization.

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



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: CAC log in 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](#)

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.

[April 2016 Religious Holidays](#)

**The Affinity Bias Conundrum:
The Illusion of Inclusion Part III
By: Dr. Hellen Turnbull**

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

The Affinity Bias Conundrum

Is it realistic to believe that we can keep it from happening or manage our way out of it? Or is affinity bias such an entrenched part of human behavior that we cannot hope to change it?

To read more of Dr. Turnbull’s article, please click [here](#).

Dr. 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://pdrjrn.com/tedxhelen>.

Diversity on the Job: Diversity and You

Just as organizations must respond to demographic and social changes that introduce new languages, cultures, values, and attitudes to the workplace, so must you as an individual. To understand and appreciate diversity, you must develop an understanding of yourself and the ways in which you and others view the world.

This one hour free course is offered to help build a better understanding of D&I in the workplace.

To take the course, open Skillsoft (link below—CAC log in required), then search for “Diversity on the Job: Diversity and You”. Press “Launch” to take the course.

To take the course 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 AFMC’s workforce. These observances recognize the achievements made by members of specific racial, religious, ethnic, and gender groups in our society. Observances promote mutual respect, understanding, teamwork, harmony, pride and esprit de corps among all groups. AFMC employees are encouraged to attend Installation observance month events. Please contact your Installation special observance representatives for more information. This month’s observance theme is:

Sexual Assault Awareness Month

Dates: 1-30 April 2016 **Authorization:** DoD Directive 6495.01

Theme: Eliminate Sexual Assault: Know Your Part. Do Your Part

AF/PA Talking Points

[Sexual Assault Prevention Month](#)

SAPR Poster



DEOMI Presentation

[Sexual Assault Awareness Month Presentation](#)

AF/PA Talking Points

[Sexual Assault Awareness and Prevention Month Facts of the Day](#)