



The

# AFMC Diversity & Inclusion Newsletter



*Diversity is a Noun; Inclusion is a Verb*

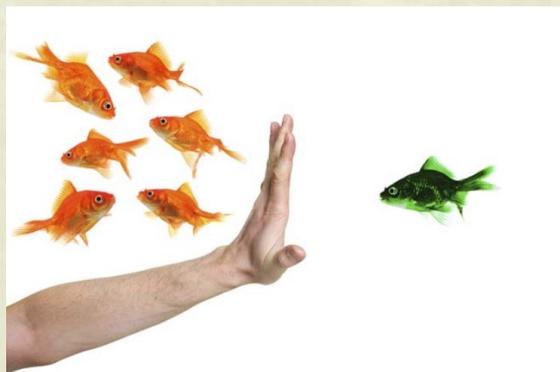
A I R F O R C E M A T E R I E L C O M M A N D

## How Unconscious Bias Impacts the Workplace?

Unconscious bias is when personal feelings or incorrect judgment occur due to stereotyping or memories of our past experiences. These biases can happen automatically and without the person being aware of this taking place. These biases are sometimes so ingrained in our workplace culture and where we live that they go unnoticed by many people.

In this article, Suzanne Price provides a review of how unconscious bias impacts our workplace. She provides a description of five common biases seen in the workplace and a proposal on how to mitigate this unintentional behavior.

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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DSN 787-2125

## DIVERSITY AND INCLUSION INFORMATIONAL LINKS

**D**o you need help with Career Planning?  
Are you looking for a Mentor?

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

[MyVector](#)

**H**ave 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 May.

[May2016 Religious Holidays](#)

Assimilation: Hidden in Plain Sight  
The Illusion of Inclusion Part IV  
By: Dr. Hellen Turnbull

**D**r. Hellen Turnbull continues her five-part series entitled *Illusion of Inclusion* found in The Diversity Journal. This month's edition is titled: **Assimilation: Hidden in Plain Sight**

“Collusion in the context of assimilation is the process of adjusting our style to ensure that we keep ourselves politically safe and that we keep members of the dominant culture comfortable. Over the years, I have witnessed many instances where people have accommodated others in the conversation, while all the time knowing that they held a different view, but felt the person was not ready to hear 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>.

### SPECIAL OBSERVANCE MONTHS

**T**he 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 has two observance themes:

#### Holocaust Day of Remembrance

**Dates:** 1-8 May 2016 **Authorization:** Public Law 96-388 and Presidential Proclamation

##### DEOMI Presentation

[Day of Remembrance Presentation](#)

##### Poster

[2016 Day of Remembrance Poster](#)

##### A Personal Account

[Voices From The Holocaust](#)

##### Why Observe Day of Remembrance

[Rationale for Remembrance](#)

#### Asian American and Pacific Islander Month

**Dates:** 1-31 May 2016 **Authorization:** Title 36, U.S. Code, Section 102.

**Theme:** Walk Together, Embrace Differences, Build Legacies

##### DEOMI Presentation

[Asian American Pacific Islander Presentation](#)

##### Poster

[Asian American Pacific Islander Poster](#)

##### Facts of the Day

[Asian American Pacific Islander Facts](#)

##### Links

[Federal Asian Pacific American Council](#)

[Asian/Pacific American Heritage Association](#)