



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

Diversity and Inclusion: The Strength of our Air Force

Maj. Gen. Timothy Zadalis, U.S. Air Forces in Europe and Air Forces Africa Vice Commander, spoke with USAFE squadron commanders Mar. 24 at Ramstein Air Base, Germany, about the importance of Diversity and Inclusion.

Diversity and inclusion is about creating a culture of individuals with the right competencies, characterized by their differences, and free to make their fullest contribution to the success of the group. Diversity is about the mix and inclusion is how you make the mix work.

"We are all a part of something bigger than the way I want to be treated," said Zadalis.

According to Zadalis, D&I is not about programs. It is not about women and minorities or excluding white men. It is not about just tolerating others or a lowering of standards.

To read more of Maj Gen Zadalis' 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 June.

[June 2016
Religious Holidays](#)

**By Whose Standards Do We Measure Ourselves:
The Illusion of Inclusion Part V
By: Dr. Hellen Turnbull**

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

By Whose Standard Do We Measure Ourselves

When faced with a challenging situation, we may tell ourselves we don't measure up and then adjust our style to be accepted. Dr. Turnbull provides insight on how others may view us and proposals on how to address these perceptions.

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>.

Guiding Leaders Toward Inclusive Mentoring

At first glance, inclusion and mentoring may appear to be conceptually at odds—with inclusion focused on differences and traditional mentoring focused on matching mentor and mentee based on similarities. What traditional mentoring programs overlook is that the most unlikely pairings generate the best results.

Bernadette Peiters, the National Director of Diversity, Director of Human Resources, Northeast Region BDO USA, LLP, provides an insightful article discussing the advantages of having a diverse mentoring relationship.

To read more of Bernadette's article, 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 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:



LGBT Pride Month

Dates: 1-30 June 2016 **Authorization:** Presidential Proclamation
Theme: Celebration!

AF/PA Talking Points

DEOMI Presentation

[LGBT Pride Month](#)

[LGBT Pride Month Presentation](#)

LGBT Pride Month Proclamations

Facts of the Day

[2016 Presidential LGBT Pride Month Memo](#)

[LGBT Pride Month Facts of the Day](#)

[2016 DoD LGBT Pride Month Memo](#)