



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

Inclusive Workplaces Linked to Increased Organizational Performance

According to Catalyst.org’s new global report, employees who feel included at work are more likely to be innovative and better team players.

Want to build high-performing teams? Make employees feel more included at work, says Catalyst’s new global report, *Inclusive Leadership: The View From Six Countries*, which surveyed over 1,500 employees from Australia, China (Shanghai), Germany, India, Mexico and the United States.

It showed that employees—both women and men—who felt included were more likely to report going above and beyond the call of duty and suggest new product ideas and ways of getting work done. The report also identified four leadership behaviors that predicted whether or not employees felt included.

To read more about how Inclusion in workplace impacts organizational performance, 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 August.

[August 2016 Religious Holidays](#)

Creating an Atmosphere of Inclusiveness in the Workplace
By: Yuezhou Huo

As the world economy continues to become more and more global, and workplaces have grown increasingly diverse, the awareness of the strengths and advantages a diverse workforce offers is also gaining momentum.

In this article, Yuezhou Huo, an intern with Johnson Cornell University, provides a discussion of diversity in the workplace and shares seven tips to foster an inclusive work environment and to make every member of a team feel valued.

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

DoD Policy Change for Transgender Service Members

On 30 June 2016, Secretary of Defense Ash Carter announced that transgender individuals will now be able to openly serve in the U.S. armed forces.

The policy will be phased in during a one year period with the full policy completely implemented NLT 1 July 2017. appear to be conceptually at odds—with

To read more about the policy change, 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:

Women’s Equality Day

Date: 26 August 2016 **Authorization:** Joint Resolution of Congress, 1971 and Presidential Proclamation

Theme: Celebrating Women’s Right to Vote

Women’s Equality Day Information

[Facts of the Day](#)

[DEOMI Presentation](#)

[Library of Congress Collection](#)

[Poster](#)