



The

# AFMC Diversity & Inclusion Newsletter

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



## A P o i n t O f V i e w :

### Inclusion is a Verb, Diversity is a Noun

By: Travis Jones , The Winters Group, Inc. March 3, 2016

If you have spent much time with The Winters Group at all you have inevitably heard the phrase, “Diversity is the mix; inclusion is making the mix work.” We like to emphasize it not only because it is important, but because it is so easy to forget—or avoid, confuse, or neglect. The distinction is simple. Diversity just *is*. It is the mix of difference that exists “where two or more are gathered.” Inclusion is making the differences *work* in harmony, creativity, and efficiency. So why the need to continuously emphasize the difference? The challenge stems from ability; not from complexity. In other words, it’s not the difference in meanings that trip us up, but the difference in what we do with the meanings. I think an analogy will help.

I have been learning Spanish now for almost 10 years and anyone will tell you that the most difficult part of Spanish (for English speakers at least) is the verbs. Not only does Spanish have more verbs than English, but the verbs are always changing much more than English verbs. If you remember your grammar 101, verbs are action words they are the words that *do* things. Nouns are descriptive words they point to things. This wouldn’t be so bad if my goal was just to remember words in another language. But the whole point of learning the language is to actually use it in real life. I’m always reminded of how important verbs are when I’m ordering a coffee, trying to find the bathroom, or telling a story. Without verbs, I can simply blurt out random things “coffee”, “bathroom”, “airplane!” I can’t ask someone to *pour* milk in my coffee, *point* which direction to the bathroom, or explain that I had to *run* to the airplane. Of course I can get by with nouns, but it always comes with lots of confusion and extra nouns until we figure it out.

This is a lot like what happens in diversity and inclusion work when we confuse Diversity—the noun—with inclusion—the verb. I see this confusion all the time, for example, when working with clients who feel confident in their levels of cultural competence because they can point to and explain diversity the mix. But when they talk about how they take action to *do* something with diversity they stumble much like I do when I can’t find the verb to make the noun come to life. It is inclusion that is the hard part. I’m not saying that diversity is not complex, it is. Part of what we do in this work is make the case that diversity is broad and layered, even when you think “everyone looks just like me.”

The path to understanding the complexity of diversity is largely knowledge based like memorizing nouns. But the path to more inclusion is largely action based like verbs. And verbs are much harder (like Spanish). To take the analogy one step further, just like a more fruitful and lively conversation needs both nouns and verbs, so a more vibrant and effective diversity and inclusion includes both elements to flourish. Without this important distinction, the confusion can creep in that pointing out diversity is the same as making the diversity work and inclusion is our ultimate aim.

<http://www.theinclusionsolution.me/a-point-of-view-inclusion-is-a-verb-diversity-is-a-noun/>

## 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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## Real Stories of Inclusion: Team Inclusion—Focus on Relationship Building

By: Mary-Frances Winters, The Winters Group



Mary-Frances Winters of The Winters Group presents in this article a different model on building an inclusive team.

“While, the inclusion approach may take longer in the beginning and it may seem to some that valuable time is being wasted on irrelevant “fluff”, in the long run when team members feel valued and respected they will be more engaged and productive. Additionally, when the different skills are leveraged, more innovative and creative solutions are possible.”

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

## FREE Webinar—Unconscious Bias: The Hidden Barrier

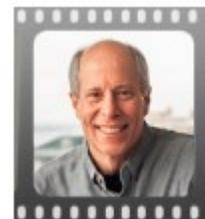
By: Howard Ross

If you are human, you are biased.

From this fundamental truth, Howard Ross explores the unconscious biases we each carry within us. In this previously recorded Webinar, Ross examines how these biases inform every decision we make on a daily basis. Far from simply being malicious prejudgments of others, biases define what kind of decision makers we become in the workplace.

To Access this FREE 60 minute Webinar:

- 1) Open the following URL (CAC login required) : <https://usafprod.skillport.com>
- 2) Search “Unconscious Bias: The Hidden Barrier”
- 3) Select “Live Event: Unconscious Bias: The Hidden Barrier Link”
- 4) Select “Video” for Play Option



## 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 July:

[July 2016  
Religious Holidays](#)