Diversity & Inclusion:
What It Is,
Why We Care,
& What We Can Do

Squadron ## D&I Reps
[fill with own names]

Semester Overview

- **7 Sept (Today): Setting the Foundation**
  - **What is Diversity?**
  - **What is Inclusion?**
  - **How Does D&I Pertain to us as Cadets and as (Future) Officers?**
  - **What Can I Do to Foster Inclusion?**

- **21 Oct: Stereotypes, Bias, and Microaggressions**
  - **What are These Things (Within & Around Me)?**
  - **Why Should I Care as a Leader?**
  - **What Can I Do?**

- **10 Nov: Deeper-level Discussion [Depends on Our Needs]**

I n t e g r i t y - S e r v i c e - E x c e l l e n c e

Overview

- **Discussion Ground Rules**
- **Why D&I?**
- **Diversity in USAF/USSF**
- **Inclusion in USAF/USSF**
- **Activity**
- **Next Steps**
- **Debrief**
- **Resources**

Ground Rules for Real Talk

- DEI conversations are often not easy; <u>we will navigate the discomfort together</u>

- What's said here, stays in the room (let's have each other's backs)

- <u>Non-attribution</u> (don't share people's stories with their name/identifiers)

- We are doing the best we can – <u>offer respect to those of us still learning</u>

- <u>Listen to understand</u>, not just respond

- Model inclusive leadership practices

- If you've spoke twice, allow others to share thoughts before speaking again

- Others?

On a piece of paper, complete the following prompts [4 minutes]
Be prepared to share your name and your answers with the person next to you

1. *What I think about me in terms of who I am...*

2. *What others think about me...*

3. *What might be misunderstood about me...*

4. *How squad/classmates can help me feel valued...*

1. What are 1-2 words that describe what this activity was like for you?

2. What was it like to introduce yourself in this manner, rather than just your name/major/hometown/extracurriculars?

"Why?" D&I is Important at USAFA

- **Critical to** *Developing Warfighters Prepared to Lead the USAF/USSF with Character* *
    - How can we *Lift Others* (motivate our teams) if we don't know our people?
    - How can we *Elevate Performance* if we don't include people during planning and execution?
- **Cadets Practice** *Dignity & Respect* *
- *Inclusivity (Leaders/Followers/Teams* supports Commandant's Warfighter Mentality
- Enhances the *Educational Experience* of all cadets via exchange of diverse perspectives
- *Diverse teams outperform* other teams (Rock & Grant, 2016)

CADET WING
COMMANDANT OF CADETS

MISSION
BUILD AND INSPIRE THE NEXT GENERATION OF
WARFIGHTERS PREPARED TO LEAD WITH CHARACTER

VISION
DELIVER WORLD CLASS MILITARY LEADERS
TO WIN THE FUTURE FIGHT

PRIORITIES

OWNERSHIP
VIA MISSION
COMMAND MINDSET

HARMONY
MISSION/LIFE/HOME

WARFIGHTER MENTALITY

INCLUSIVITY
LEADERS/FOLLOWERS/TEAMS

INSTITUTIONAL PRIDE
PROUD TO BE HERE

"Why?" Diversity & Inclusion (D&I) is Important to the USAF/USSF

- A diverse and inclusive force is a warfighting imperative! *
- Our USAF/USSF faces a complex environment and tackles <u>"wicked," complex problems</u>...

- Diversity among Airmen/Guardians opens the door to <u>creative solutions</u> and provides a <u>competitive edge</u> in air, space, and cyberspace!

Dept of the Air Force Posture Statement 2022

■ **Diversity in the USAF / USSF is broadly defined as:**

a composite of individual characteristics, experiences, and abilities consistent with the Air Force Core Values and the Mission *

■ **Diversity includes, but is not limited to:**

■ Protected Categories (EO): Race, Ethnicity, Nationality, Color, Religion (or lack thereof), Sex, Gender Identity, Sexual Orientation, Pregnancy Status

- **An <u>Inclusive</u> Climate *:**

  - Connects *each* Airman/Guardian/Cadet to the Organization;

  - Encourages Participation, Collaboration, Flexibility, and Fairness;

  - *Leverages* Diversity throughout the organization so <u>all individuals</u> <u>*participate fully and meaningfully*</u>

D&I: A Military Necessity

Diversity (Who)

> Demographic
> Cognitive
> Structural
> Language, Regional Expertise & Culture

+

Inclusion (How)

> Respect & Dignity
> Participative Leadership
> Manage Conflict
> Airmen Valued

Mission Accomplishment

=

> Right Airman/Guardian and Right Environment
> Creative Solutions to Complex Problems
> Elevated Performance & Meaningful Development

- **One Minute Activity: NO INTERNET ACCESS**
- **You will need paper and a writing utensil**
- **When I say go, list as many G-Animals as you can think of on a piece of paper**
- **Put your writing utensil down when I say stop**

Did you get all of these?

- Gaboon Viper
- Galapagos Penguin
- Galapagos Shark
- Galapagos Tortoise
- Gar
- Garden Eel
- Gargoyle Gecko
- Garter Snake
- Gazelle
- Gecko
- Genet
- Gentoo Penguin
- Geoffroys Tamarin
- Gerberian Shepsky
- Gerbil
- German Cockroach
- German Pinscher
- German Shepherd Guide
- German Sheppit
- German Sheprador
- German Shorthaired Pointer
- German Spitz
- Gharial
- Ghost Catfish
- Ghost Crab
- Giant African Land Snail
- Giant
- Armadillo
- Giant Clam
- Giant Desert Centipede
- Giant Leopard Moth
- Giant Panda Bear
- Giant Salamander
- Giant Schnauzer
- Giant Schnoodle
- Giant Weta
- Gibbon
- Gila Monster
- Giraffe
- Glass Frog
- Glass Lizard
- Glechon
- Glen Of Imaal Terrier
- Glow Worm
- Gnat
- Goat
- Goberian
- Goblin Shark
- Goby Fish
- Goldador
- Golden Dox
- Golden Lancehead
- Golden Lion Tamarin
- Golden Masked Owl
- Golden Newfie
- Golden Oriole
- Golden Pyrenees
- Golden Retriever
- Golden Saint
- Golden Shepherd
- Golden-Crowned Flying Fox
- Goldendoodle
- Goldfish
- Goliath Beetle
- Goliath Frog
- Goliath Tigerfish
- Gomphotherium
- Goonch Catfish
- Goose
- Gopher
- Gopher Snake
- Gopher Tortoise
- Gordon Setter
- Gorilla
- Goshawk
- Gouldian Finch
- Grass Carp
- Grass Snake
- Grasshopper
- Grasshopper Mouse
- Gray Fox
- Gray Tree Frog
- Great Blue Heron
- Great Crested
- Flycatcher
- Great Dane
- Great Danoodle
- Great Egret
- Great Hammerhead Shark
- Great Plains Rat Snake
- Great Pyrenees
- Great White Shark
- Greater Swiss Mountain Dog
- Green Anaconda
- Green Anole
- Green Aphids
- Green Bee-
- Eater
- Green Frog
- Green Heron
- Green Mamba
- Green Rat Snake
- Green Snake
- Green Tree Frog
- Green Tree Python
- Greenland Dog
- Greenland Shark
- Grey Heron
- Grey Mouse Lemur
- Grey Reef Shark
- Grey Seal
- Greyhound
- Griffon Vulture
- Griffonshire
- Grizzly Bear
- Groenendael
- Ground Snake
- Groundhog (Woodchuck)
- Grouper
- Grouse
- Guinea Fowl
- Guinea Pig
- Guppy

- How many G-Animals did you generate as an individual?

- How many G-Animals did your class/squadron generate?

- What does this activity show us about the power of combining our diverse perspectives?

- If this were an operational USAF/USSF challenge (think COA development) what risks might be present if we did not fully leverage the diversity of our group?

- **Leading Inward**
  - Act Courageously, Learn (Read & Listen), and Self-Reflect

- **Curiosity**
  - Seek to Understand, not just Respond
  - Ask "what's your experience with _____ ?"
  - <u>Learn</u> About Other Identities, Backgrounds, Worldviews

- **Humility**
  - <u>Take Ownership</u> for Mistakes and <u>Improve</u> Next Time
  - Seek Feedback, Work to Implement it
  - Acknowledge Personal Biases/Shortcomings

- **Courage**
  - <u>Act</u> on Principles, even when Uncomfortable
  - <u>Confront</u> Stereotypes and Microaggressions ASAP

"What will hurt us the most is not the words of our enemies but the silence of our friends."
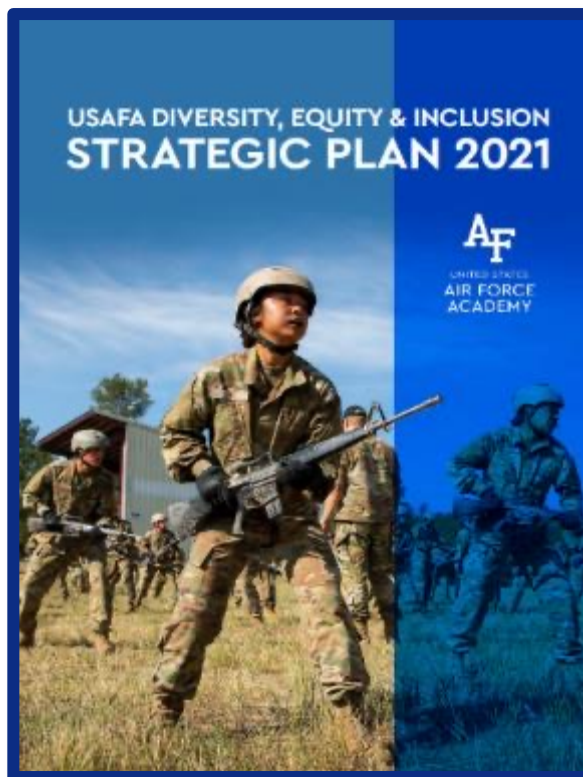*-DRMLKJR*

- **What do people call themselves?**
  - ➤ When in doubt, ask
- **Include all genders**
  - ➤ "Y'all/Team/Squaddies/Everyone/Folks" vs. "you guys"
  - ➤ "Partner" vs. "Boyfriend/Girlfriend"
- **"Person-centered" language**
  - ➤ "People with disabilities" vs. "the disabled"
  - ➤ "Transgender people/service members" vs. "Transgenders"
- **Recognize diverse family formation**
  - ➤ "Parents/Caregivers/Guardians" instead of "Mom and Dad"
- **Not "Colorblind" or "I don't see color" or "we're all just people"**
- **Not Jokes at subordinate's expense (nicknames)**
- **Not The "N", "R", or "F" words, nor "Terrorist" (for nationality; it happened)**
- ***Most Importantly: Model humility when you get it wrong***

*1. What is one thing you learned that you will **add to your daily habits** to make you a more inclusive leader of character?*

*2. What did this session prompt you to want to **learn more about** on your own or in future sessions?*

Additional Resources

Affinity Groups

D&I Reading Room

USAFA DIVERSITY, EQUITY & INCLUSION
STRATEGIC PLAN 2021

UNITED STATES
AIR FORCE
ACADEMY

D&I Cadet Positions

D&I Minor