

Headquarters U.S. Air Force

Integrity - Service - Excellence

Air Force Diversity



Dr. Joseph M. Guzman
Deputy Assistant Secretary

Office of Strategic Diversity Integration
Office of the Assistant Secretary
(Manpower & Reserve Affairs)



YOUR COUNTRY NEEDS YOU!



- **Strategic Diversity**
- **STEM Pipeline**
- **Civic Engagement**

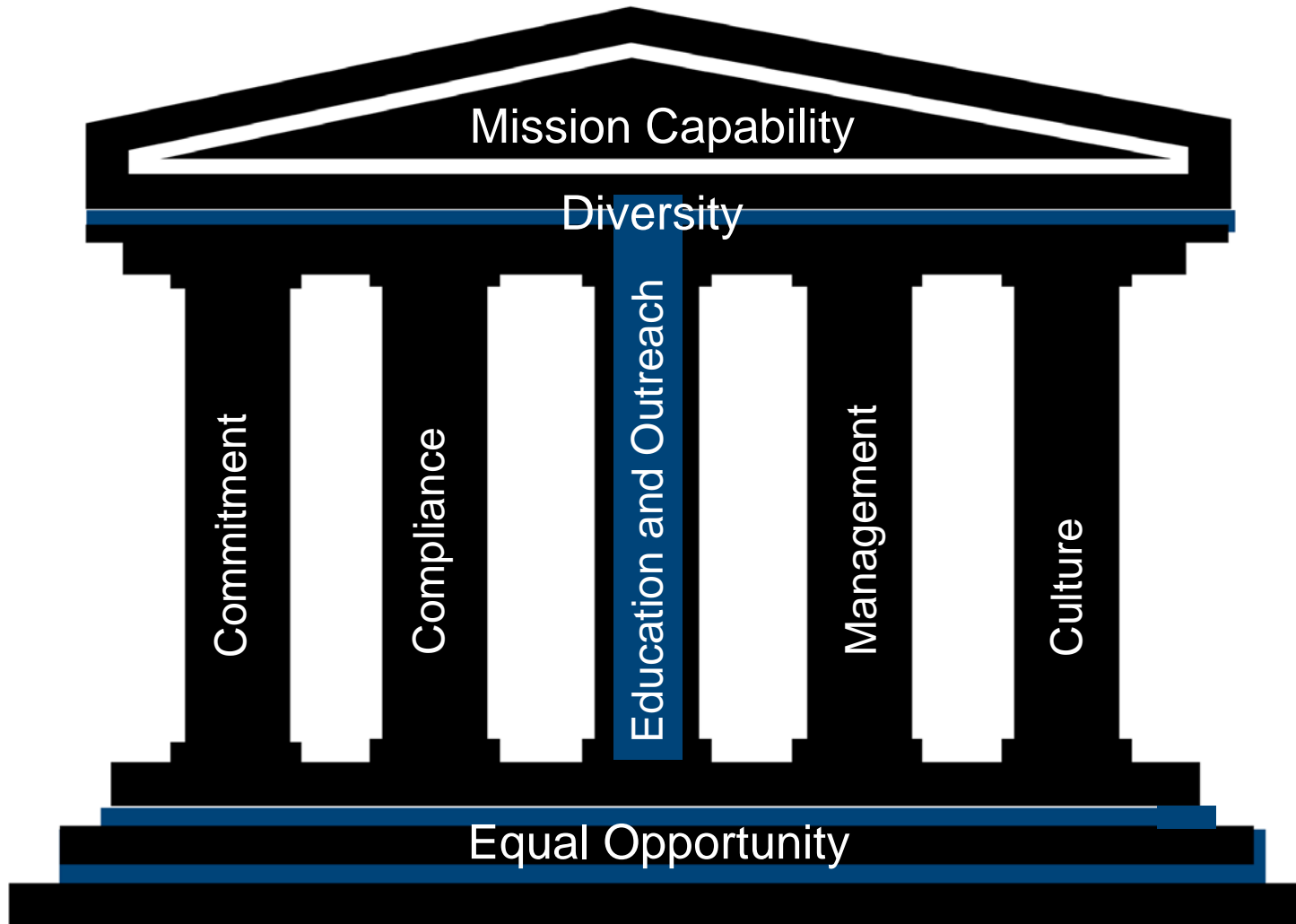


SAF/MRD Mission

To provide leadership, strategic direction, and oversight to all levels of the Air Force to ensure a diverse and inclusive Total Force, which reflects the American people and leverages the talents of all its Airmen to maximize the Total Force's combat readiness and capabilities for the Joint Team



Diversity and Equal Opportunity





Diversity: Leadership Commitment

“I am dedicated to ensuring the talents of every Airman are valued and that characteristics unrelated to performance never impede opportunity...”

SECAF/CSAF Letter to Airmen, Apr 07



“Talent does not discriminate among any category of people, and neither can we.”

SECAF/CSAF Letter to Airmen, Apr 07





Diversity: Issues/Perspective

Leadership

- ***Develop institution-specific, mission-relevant initiatives***
- ***Establish positive reporting and rewards structures***
- ***Recognize that EO is the canary in the coal mine***
- ***Utilizing Talent => Diversity***

Research and Management

- ***Clarify the special responsibilities of government institutions***
- ***Focus on management case***
 - ***Dimensions of diversity***
 - ***Metrics and their effects***
 - ***PROCESSES***

Special Opportunities

- ***National Security Personnel System***
- ***Retirement/replenishment of the Federal workforce***
- ***Force shaping/design***



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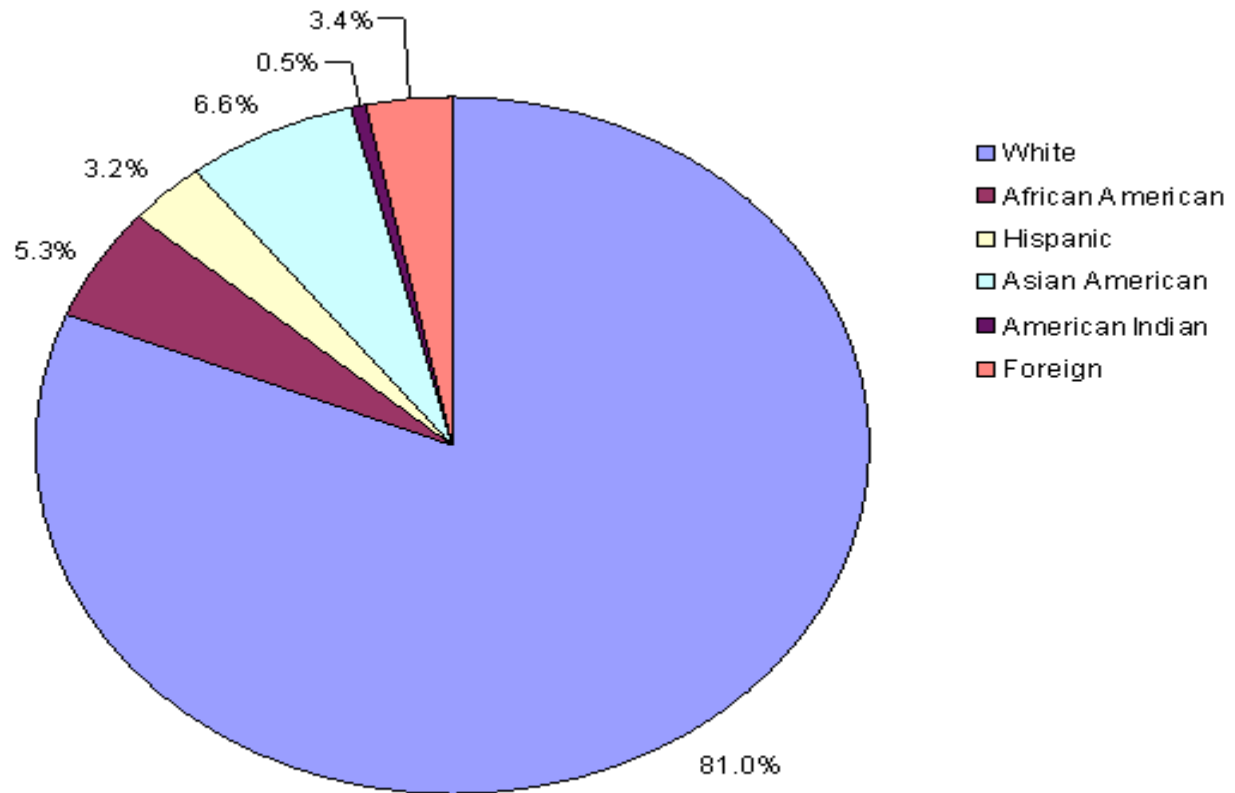


- Strategic Diversity
- **STEM Pipeline**
- Civic Engagement



STEM Pipeline

Distribution of Full-Time Faculty by Race/Ethnicity: 2003



Source: American Council on Education (ACE). Minorities in Higher Education: Twenty-Second Annual Status Report, 2006.



STEM Pipeline

Hispanic & Mexican doctorates by field of science & engineering	1996	2000	2004	2005
Hispanic total all PhDs	1,113	1,310	1,299	1,426
Science and engineering	626	730	718	799
Science total Hispanic	527	648	630	710
Agricultural sciences	13	29	16	18
Biological sciences	131	174	192	227
Computer sciences	16	14	13	12
Earth, atmospheric, and ocean sciences	19	16	11	18
Mathematics	11	15	26	24
Physical sciences	67	77	62	74
- Astronomy	2	3	6	3
- Chemistry	36	51	43	55
- Physics	29	23	13	16
Psychology	173	211	172	188
Social sciences	97	112	138	149

Source: National Science Foundation, *Doctorate Recipients from U.S. Universities: Summary Report 2005*.



STEM Pipeline

Fall 2005 Graduate Enrollment by Field and Citizenship

Major Field	Total	U.S. Citizens and Permanent Residents		Non-U.S. Citizen Temporary Residents	
Total	1,517,976	1,154,534	84%	221,878	16%
Biological Sciences*	68,952	48,373	73%	17,711	27%
Business	219,953	150,115	83%	31,550	17%
Education	306,704	271,648	96%	12,182	4%
Engineering	108,086	53,642	52%	48,649	48%
Health Sciences	111,846	92,477	91%	9,577	9%
Humanities & Arts	100,678	79,478	86%	13,309	14%
Physical Sciences	105,170	59,365	60%	40,188	40%
Public Administration and Services	54,309	47,663	95%	2,358	5%
Social Sciences	115,345	88,798	84%	16,609	16%
Other Fields**	104,933	86,949	90%	9,778	10%

NOTE: Because not all institutions responded to all items, detail variables may not sum to total. Percentages by field are based on total of known citizenship.

*"Biological Sciences" includes agriculture.

**The category "Other Fields" includes architecture, communications, home economics, library science, and religion.

Source: CGS/GRE, 2006 Annual Report. The Council of Graduate Schools annual survey, *Graduate Enrollment and Degrees: 1986-2005*, (September 2006).



STEM Pipeline

Breakdown of Science and Engineering Professionals: Percent Distribution by Race/Ethnicity

	Total	African American	Asian	Caucasian	Hispanic	Native American
Doctorate	593,700*	3.6%	17.6%	76.7%	2.1%	0.0%
Master's Degree	1,155,700*	3.1%	16.5%	76.9%	3.3%	0.2%
Bachelor's Degree	3,223,700*	7.2%	12.6%	76.2%	3.7%	0.3%
Associate's Degree	657,000*	11.6%	5.7%	80.0%	2.1%	0.5%
High School Diploma	1,657,000*	11.3%	4.4%	77.8%	5.5%	1.0%
Grand Total	7,287,100*					

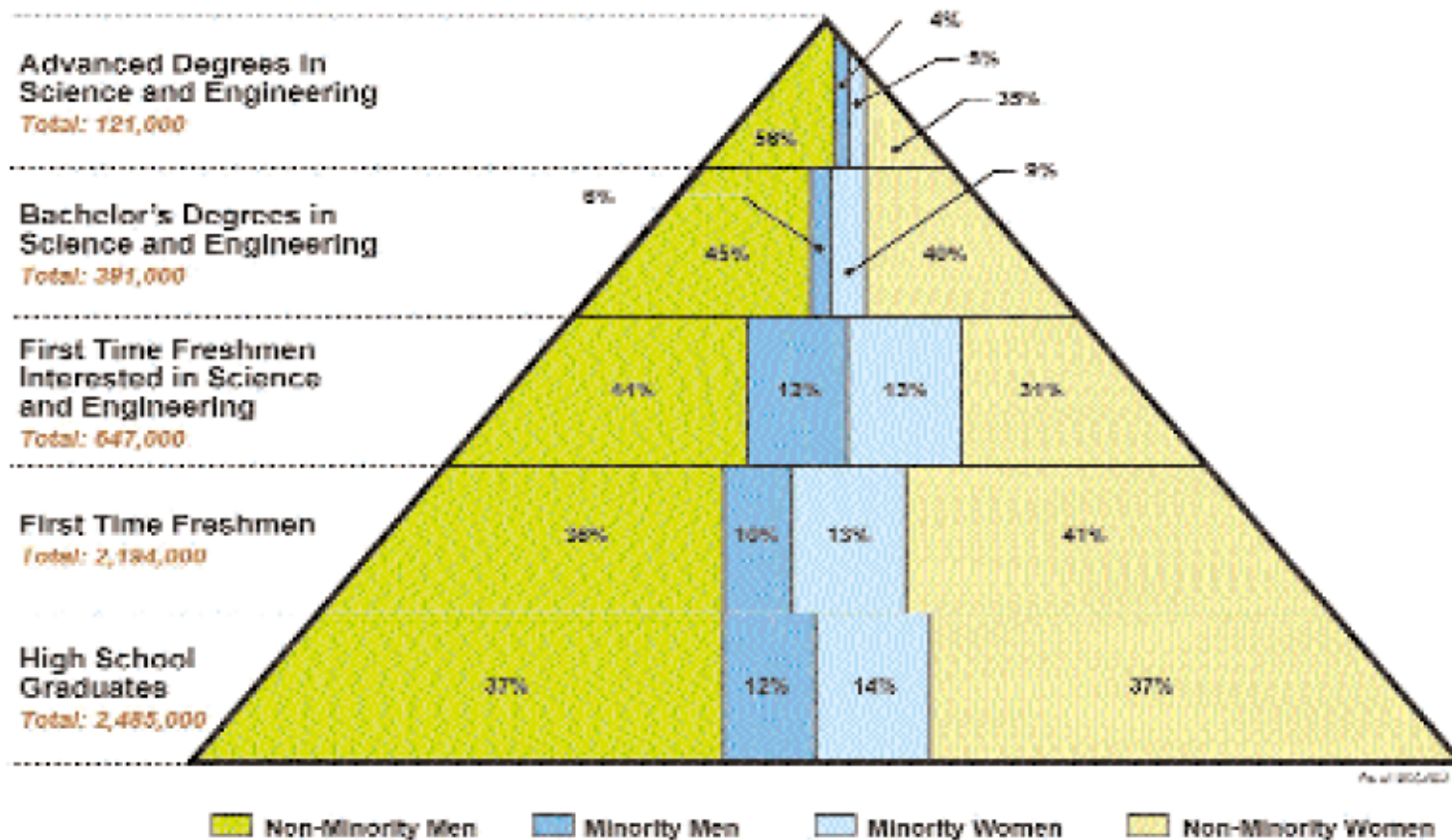
Source: Current Population Survey, April 2001

*Rounded to the nearest 100.



STEM Pipeline

Pyramid of Advanced Degrees in Science and Engineering



Source: *Increasing the Success of Minority Students in Science and Technology*, the fourth publication in the ACE series *The Unfinished Agenda: Ensuring Success for Students of Color*.



STEM Pipeline

Projected Hispanic Population: 2000 to 2050

Indicator	2000	2020	2030	2040
Hispanic Population	35,622,000	59,756,000	73,055,000	87,585,000
Percent of U.S. Population	12.6	17.8	20.1	22.3
No. of College Age Latinos	3,679,000	5,981,000	7,330,000	8,895,000
Projected Latino Degrees at Current Rate (6%)	221,844	360,654	441,999	536,369
Projected Latino Degrees at Current White Rate (13.3%)	487,835	793,081	971,958	1,179,477

Source: Chapa/DeLaRosa (July 2006) Tables 11 & 12, p. 216. (Based on U.S. Bureau of the Census, 2004) See also: U.S. Census Bureau, Cumulative Estimates of the Components of Population Change by Race and Hispanic or Latino Origin for the United States: April 1, 2000 to July 1, 2004 (NC-EST2004-05, Table 5).



STEM Pipeline

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Civic Engagement

Demographics Among 18-25 year olds by Race and Ethnicity

	Black	Latino	Asian	White
1976	12.5%	7.6%	***	78.1%
1978	12.6%	8.8%	***	76.7%
1980	12.7%	9.0%	***	76.3%
1982	13.3%	9.2%	***	75.0%
1984	13.7%	9.1%	***	74.5%
1986	13.5%	11.2%	***	72.2%
1988	14.0%	11.1%	2.7%	71.6%
1990	14.3%	10.7%	2.9%	71.3%
1992	14.6%	11.3%	3.1%	70.3%
1994	14.5%	13.3%	3.1%	68.3%
1996	14.7%	13.8%	4.2%	66.3%
1998	14.7%	14.6%	4.1%	65.9%
2000	14.7%	14.7%	4.5%	65.0%
2002	14.0%	17.2%	4.9%	62.8%
2004	13.9%	17.4%	4.3%	62.1%
2006	14.0%	17.6%	4.3%	61.6%

Source: Current Population Survey, March Supplements



Civic Engagement

CHPS Core Measures of Civic Engagement

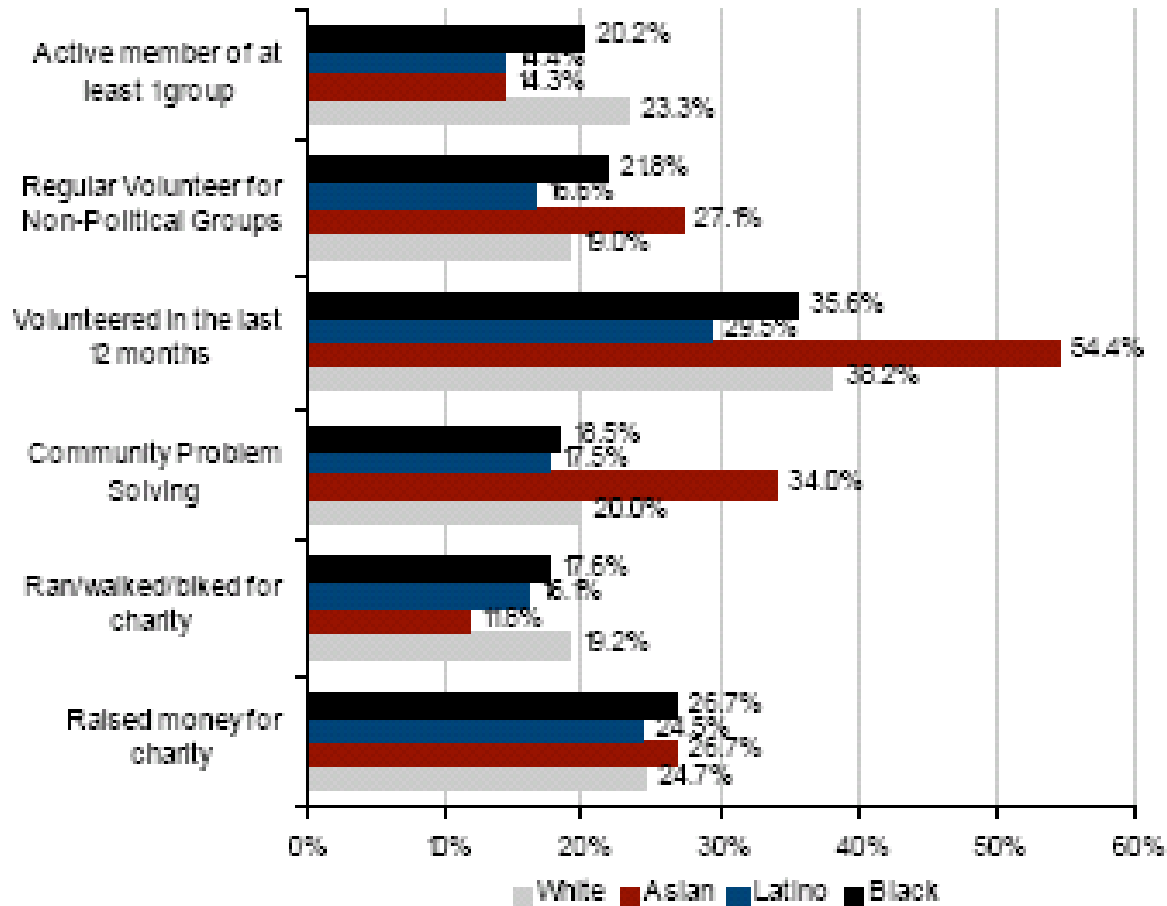
Civic Activities	Electoral Activities	Political Voice Activities
Engaged in Community Problem Solving Activity	Regular Voter (ages 20 and older)	Contacted public officials
Regular Volunteer for a non-electoral organization	Tried to Persuade others in an election	Contacted the print media
Active member in a group or association	Displayed buttons, signs, stickers	Contacted the broadcast media
Participated in fund-raising run/walk/ride	Made Campaign contributions	Protested
Engaged in Other fund-raising for charity	Volunteered for a candidate or political organization	Signed E-mail petitions
		Signed paper petitions
		Engaged in Boycotting
		Engaged in Buycotting
		Canvassed

Source: 2006 *Civic and Political Health of the Nation Report*, October 2006.



Civic Engagement

Civic Activities Among 18-25 year olds by Race and Ethnicity

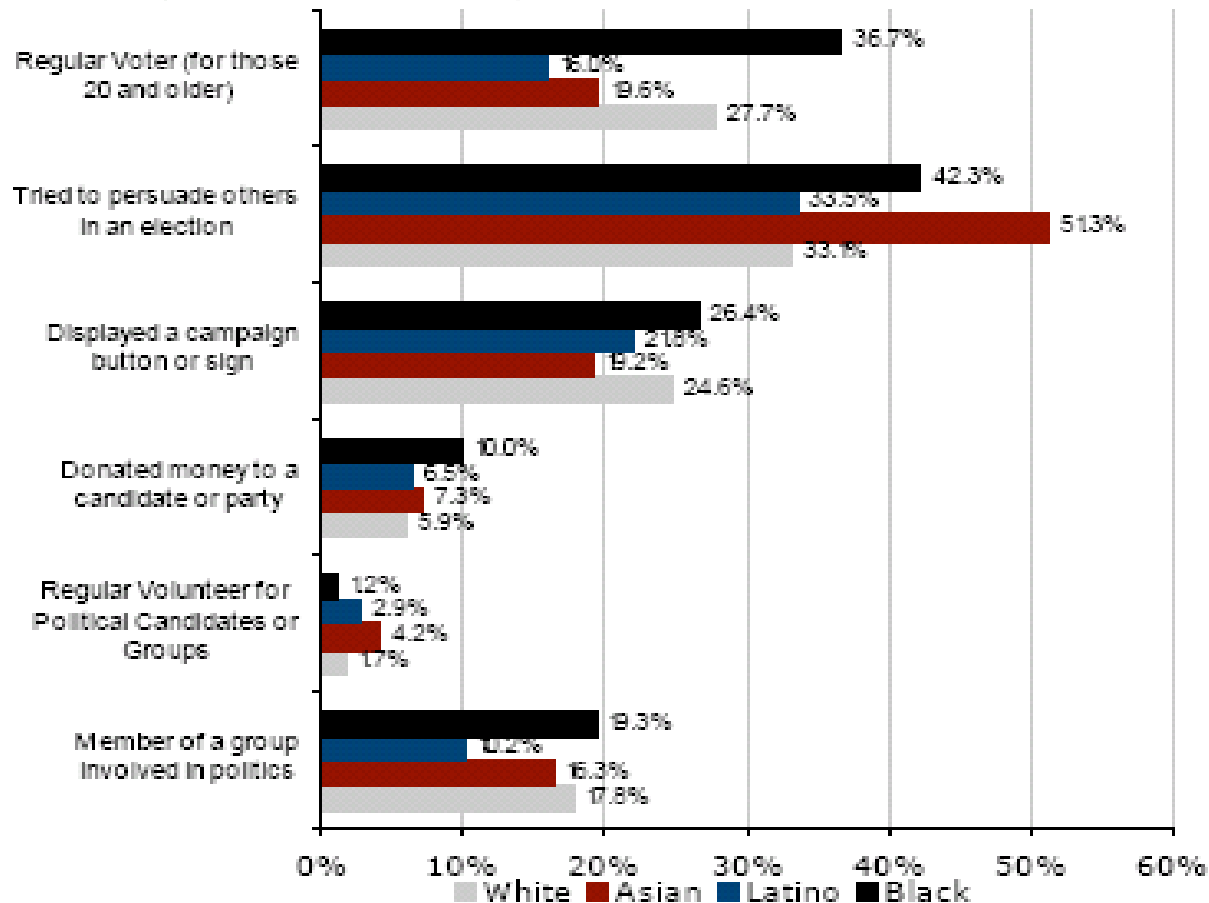


Source: Authors' tabulations from the 2006 Civic and Political Health of the Nation Survey (CIRCLE)



Civic Engagement

Electoral Activities Among 18-25 year olds by Race and Ethnicity

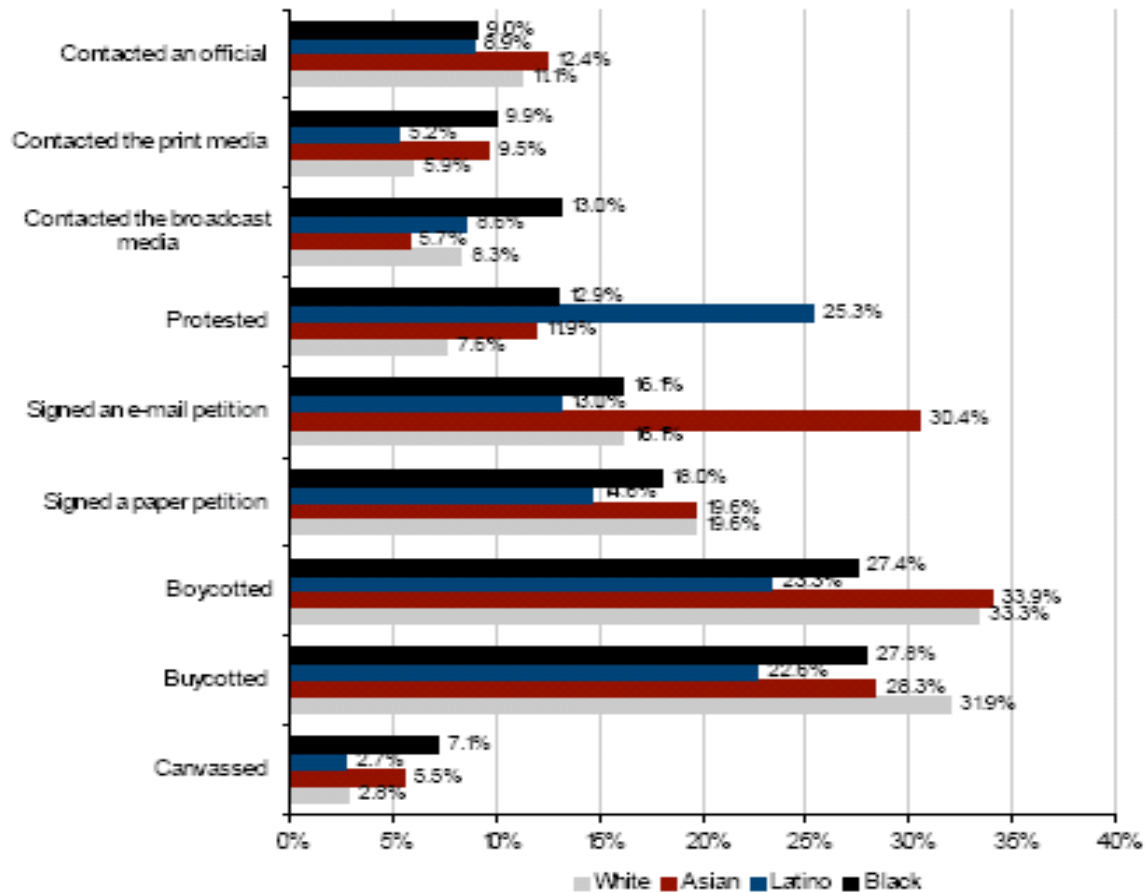


Source: Authors' tabulations from the 2006 Civic and Political Health of the Nation Survey (CIRCLE)



Civic Engagement

Political Voice Activities Among 18-25 year olds by Race and Ethnicity

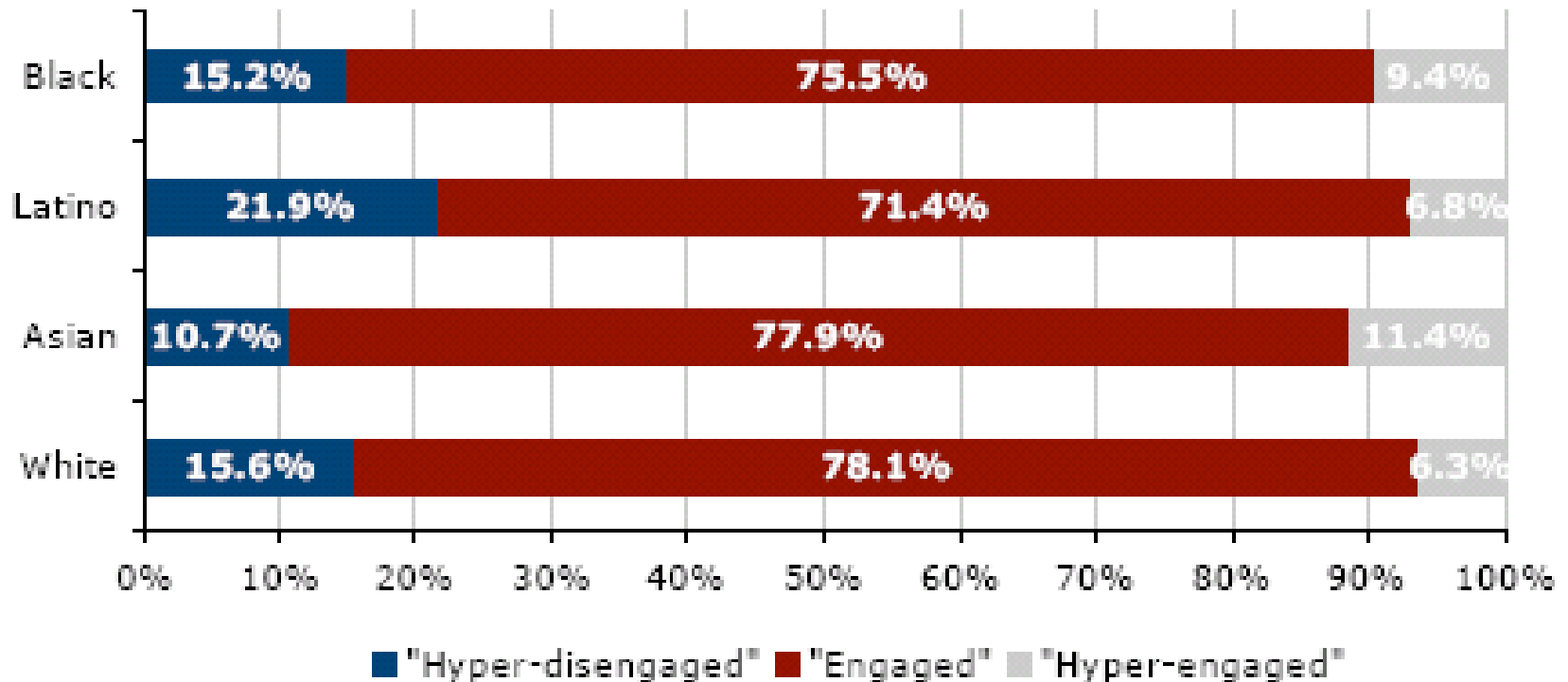


Source: Authors' tabulations from the 2008 Civic and Political Health of the Nation Survey (CIRCLE)



Civic Engagement

Civic Typology Among 18-25 year olds by Race and Ethnicity



Source: Authors' tabulations from the 2006 Civic and Political Health of the Nation Survey (CIRCLE)



Civic Engagement

Voter Turnout in Midterm Elections Among 18-25 year olds by Race and Ethnicity

	Black	Latino	Asian	White	All 18-29 year olds
1974	21.6%	19.3%	***	31.1%	29.5%
1978	25.2%	21.6%	***	30.3%	29.3%
1982	31.2%	22.5%	***	32.3%	31.7%
1986	30.8%	22.5%	***	28.2%	28.2%
1990	26.7%	20.4%	***	28.1%	27.3%
1994	22.7%	19.6%	22.6%	27.6%	26.1%
1998	23.2%	17.6%	16.5%	23.0%	22.3%
2002	24.8%	15.7%	15.8%	23.4%	22.5%

Source: Authors' tabulations from the Current Population Survey, November Supplements, 1972-2002. *** Not applicable.



Civic Engagement

Summary Measures of Civic Engagement Among 18-25 year olds by Race and Ethnicity

	Black	Latino	Asian	White
Average number of civic activities	1.2	1.0	1.4	1.3
No Civic Activities	46.9%	47.7%	36.3%	40.0%
Average number of electoral activities	1.5	1.0	1.3	1.2
No Electoral Activities	27.7%	46.6%	30.1%	34.8%
Average number of voice activities	1.4	1.2	1.6	1.4
No Political Voice Activities	46.1%	45.9%	41.0%	42.7%
Average number of activities	4.1	3.3	4.2	3.8
No Civic Engagement Activities ("hyper-disengaged")	15.2%	21.9%	10.7%	15.6%
10 or more activities ("hyper-engaged")	9.4%	6.8%	11.4%	6.3%

Source: Authors' tabulations from the 2006 Civic and Political Health of the Nation Survey (CIRCLE)



YOUR COUNTRY NEEDS YOU!

“I believe there is no greater calling for a man or a woman than to serve [in the military of] a free nation. It is a calling that transcends all others because embedded deep within the soul of every free man or woman is the knowledge that every freedom we have was earned for us by our ancestors, who paid some price for that freedom. Each and every generation must relearn those lessons, and they are best learned by doing. The strength of every free nation depends on this transfer of knowledge. Only through the transfer of knowledge from generation to generation will free men survive.”

Master Sergeant Roy P. Benavides



**Medal of Honor Recipient
Master Sergeant Roy P. Benavides
U.S. Army Special Forces
1935 - 1998**



Diversity Contacts



Maj Richard Cooney
Chief, Diversity Research and Analysis
DSN 224-1619
Comm 703-614-1619
richard.cooney@pentagon.af.mil

CMSgt Cheryl Adams
Chief, Enlisted Matters
DSN 227-4356
Comm 703-697-4356
cheryl.adams@pentagon.af.mil