



KEY TALKING POINTS

June 2012 Special Edition: Diversity

Air Force Priority: Develop and Care for Airmen and Their Families

Diversity includes and involves all of us. It is one of the strengths of our Nation and Air Force. We must ensure all qualified Personnel and their families are welcome. We must also give Airmen tools to maximize their potential and opportunities to lead.

VIEW FROM THE TOP

“Our Nation derives strength from the diversity of its population and from its commitment to equal opportunity for all. We are at our best when we draw on the talents of all parts of our society, and our greatest accomplishments are achieved when diverse perspectives are brought to bear to overcome our greatest challenges”

President Obama, Executive Order 13583

“Across the service, we represent a broad range of diverse missions, family situations, ethnicities, faiths, races and educational backgrounds. Yet, together, this rich tapestry forms the world’s finest Air Force, drawn from the best talent that America has to offer.”

Michael B. Donley, Secretary of the U.S. Air Force

Diversity Defined: A composite of individual characteristics, experiences, and abilities consistent with the Air Force Core Values and Mission. Diversity includes, but is not limited to, personal life experiences, geographic background, socioeconomic background, cultural knowledge, educational background, work background, language abilities, physical abilities, philosophical/spiritual perspectives, age, race, ethnicity, and gender. (AFPD 36-70, Oct 2010)

Key Messages: To remain the world’s premier Air Force, we must attract, recruit, develop, mentor and retain the best possible talent. Embracing each Airman’s strengths, perspectives, and capabilities will help build and sustain a diverse, inclusive culture that strengthens our service. For the Air Force to gain the most from diversity, Airmen must understand they are valued and have the opportunity to reach their full potential while contributing to the mission of the Air Force.

Diversity is a military necessity

- Diversity and inclusion are vital to the successful accomplishment of the Air Force mission.
- The Air Force characterizes diversity as a military necessity. The Secretary, Chief of Staff, and Chief Master Sergeant of the Air Force signed the Air Force Declaration on Diversity reinforcing their commitment to the principles of diversity and inclusion.

Air Force Diversity Defined.

- Diversity encompasses the range of knowledge, skills, and backgrounds needed to prevail in a rapidly changing operational environment—it’s more than demographics.
- The ability to work collaboratively with many stakeholders, including international partners, will also be critical in meeting complex and emergent threats and will require greater foreign-language, regional, and cultural skills.

Diversity is a Leadership issue.

- Leaders must be committed to building an Air Force—officers, enlisted and civilians--that reflects the best of the nation we serve.
- Leaders must create an environment that promotes mutual respect and trust while promoting the development and mentorship of Airmen with different backgrounds and perspectives so they continue to grow and thrive in the Air Force.
 - Leaders must effectively communicate the message that diversity is integral to our core values, enhances mission readiness and is a national security imperative.

Air Force Commitment

- Develop and leverage the strengths, talents and innovation of a diverse Total Force
- Cultivate an Air Force that reflects the best of the nation it serves and ensures a talent pipeline in place to increase and sustain diverse senior leaders
- Foster a culture of diversity and inclusion based on Air Force Core Values
- Minimize gender-based barriers to Air Force career fields
- Encourage schedule flexibility and technology-based solutions, when mission allows, in order to enhance work/life integration & balance and promote a diverse force
- Value the contributions of all Airmen

Quick Facts

- According to the January 2012 *Internal Communication Assessment Group Diversity Survey* of Airmen:
 - 86% believe the Air Force is doing a good/excellent job creating diversity throughout the Total Force.
 - 75% agree that it is important for the Air Force to attract, recruit, develop and retain a diverse workforce.
 - 61% think Air Force senior leaders are committed to improving diversity.
 - 61% have not read or heard diversity initiatives discussed by senior leaders.
 - 40% understand the Air Force definition of diversity.

AIR FORCE PRIORITIES

CONTINUE TO STRENGTHEN AIR FORCE NUCLEAR ENTERPRISE
 PARTNER WITH THE JOINT AND COALITION TEAM TO WIN TODAY’S FIGHT
 DEVELOP AND CARE FOR AIRMEN AND THEIR FAMILIES
 MODERNIZE OUR AIR AND SPACE INVENTORIES, ORGANIZATIONS AND TRAINING
 RECAPTURE ACQUISITION EXCELLENCE

- AF Portal: Under AF Banner, select “Telling the Air Force Story”
- For more information on AF Diversity, go to <http://www.af.mil/diversity.asp>
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