



DEPARTMENT OF THE AIR FORCE
OFFICE OF THE CHIEF OF STAFF
UNITED STATES AIR FORCE
WASHINGTON DC 20330



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Airmen,

I am heartbroken by every report that comes across my desk regarding Airmen dying by suicide. I reflect on the Airmen's death, the impact on their family, friends, and teammates, and whether there was something we all may have missed in supporting the Airman that would have prevented their death. Suicide is not a new problem in our Air Force or society. We must continue our efforts addressing resilience and suicide within our force and develop solutions that will fortify our Airmen and their families. Earlier this fall, the CMSAF and I released the Spectrum of Resilience memo and graphic as one avenue to address life's challenges. Additionally, CMSAF Bass and CMSSF Towberman with Fortify the Force Initiative Team (FFIT) members presented recommendations, and I've asked them to accelerate the following for consideration:

- Partnership with Invisible Wounds Initiative to develop an all-encompassing information campaign to highlight non-clinical mental health and wellness resources. There is an abundance of resources with various levels of confidentiality that are currently under-utilized, and the intent is to better advertise what is available on the "Spectrum of Resilience."
- AF/A4 partner with FFIT to stand up a working group to evaluate and reform the Do Not Arm (DNA) process. They will also look at other policies and assumptions that have a negative impact on Airmen's careers when they seek help.
- AF/JA team with FFIT to evaluate policy and procedures for serving discipline and punishment when Airmen are in certain stages of mental health care.
- AF/A1 and AF/SG work with FFIT to generate a Suicide Analysis Team framework, creating space to analyze climate, circumstances, and to assess any causal and contributing factors that may have led to the suicide. This comprehensive analysis will work together with existing processes to amplify our ability to make meaningful change from the unit level to the headquarters.

Additionally, I've asked the FFIT to add Wing Commanders to their monthly update and to share any resources or tools that could help you, your family, or your teammates this holiday season and beyond. These updates will also include a full list of initiatives underway and opportunities to directly impact their efforts. Connect with FFIT at https://linktr.ee/fortifytheforce_socialmedia or DAF.FFIT.FortifytheForce@us.af.mil.

There is not a week that goes by without CMSAF and me discussing the issue of resilience and suicide. We also know it takes a team effort to fortify the force and every Airman has a role. To the best of our abilities, the CMSAF and I will provide you the tools and resources to strengthen resilience and address suicide. That said, we will provide an update on the recommendations mentioned above in 90 days. I am committed to implementing change, and committed to you, your family, and the defense of our great Nation.

CHARLES Q. BROWN, JR.
General, USAF
Chief of Staff