

3.5. List of Training Courses and Processes. **Table 3.1** identifies training courses affiliated with diversity and inclusion education. The identified training courses are executed by diversity and inclusion practitioners or other functional stakeholders. Owners of the below identified courses implement the training in accordance with the prescribed guidance and curriculum as directed by the responsible functional. For any additional diversity and inclusion training developed, any of which is not included in this table, see **paragraph 3.2.3**.

Table 3.1. Diversity & Inclusion Training Courses and Processes.

	If the individual is a(n):	Content contained within/managed by:	Training is required to be accomplished face-to-face and conducted by:		Optimal instruction hours:
1	Basic Military Training (BMT) trainee	Accessions I – see note	BMT Instructors		3 hours total
2	Enlisted member on his or her first permanent duty assignment	MAJCOM CDIO or D&I Manager – see note	First Term Airman Center (FTAC) Instructors		1 hour
3	Airman Leadership School (ALS) student	Lesson Plan elements from NCO PME Curriculum – see note	ALS Instructors		2 hours
4	Student attending the Non-Commissioned Officer Academy (NCOA)	Lesson Plan elements from NCO PME Curriculum – see note	NCOA Instructors		2 hours
5	Student attending the Senior Non-Commissioned Officer Academy (SNCOA)	Lesson Plan elements from NCO PME Curriculum- see note	SNCOA Instructors		1.5 hours
6	Student attending an Enlisted Professional Enhancement (PE) Course (NCO/SNCOPE)	MAJCOM CDIO or D&I Manager	Installation Instructors		1 hour
7	First Sergeant Academy student	Lesson Plan elements in basic course Curriculum – see note	Course Instructors		2 hours

8	Chief Master Sergeant	Chief Leadership Course Curriculum - see note	Course Instructors		2 hours
9	New Installation/center commander(s) (director), group commander(s), squadron commander(s), detachment commander(s), section commander(s), command chief master sergeant(s)	MAJCOM CDIO or D&I Manager	As determined by MAJCOM CDIO or equivalent D&I Manager (Locally at each installation, within 30 days of command, appointment to position, or arrival on station)		1 hour
10	Officer Training School (OTS) trainee	OTS Curriculum – see note	OTS Instructors		3 hours
11	Reserve Officer Training Corps (ROTC) cadet	ROTC Leadership Curriculum – see note	ROTC Instructors (Must receive at least 1 hour each semester, tied to required leadership traits and operational effectiveness)		16 hours over 4 years
12	United States Air Force Academy (USAFA) Preparatory School	USAFA Preparatory School Curriculum – see note	USAFA Prep School Instructors		2 hours total
13	USAFA cadet	USAFA Leadership Curriculum – see note	USAFA Instructors (For each cadet year, tied to required leadership traits and operational effectiveness)		16 hours over 4 years
14	Squadron Officer School (SOS) student	Lesson Plan elements in basic course Curriculum – see note	SOS Instructors		2 hours

15	Air Command and Staff College (ACSC) student	Lesson Plan elements in basic course Curriculum – see note	ACSC Instructors		1 hour
16	Air War College (AWC) student	Lesson Plan elements in basic course Curriculum – see note	AWC Instructors		1 hour
17	New Flag or General Officer (F/GO) and SES personnel	AF/A1DV Curriculum for Sr. Leaders Orientation Course (SLOC)	Chief, Air Force Diversity & Inclusion (AF/A1DV)		1 hour
18	Recruiter as defined in DoDI 1304.33	Lesson Plan elements in Air Force Recruiting School Curriculum – see note	Course Instructors		2 hours
19	Military Training Instructor (MTI) – when selected to become a training instructor	Lesson Plan elements in Military Training Instructor School Curriculum – see note	Course Instructors		2 hours
20	New Employee Orientation	Eaker Center	Course Instructors (Eaker Center)		1 hour
21	New Supervisor Training	Eaker Center	Course Instructors (Eaker Center)		1 hour
22	Experienced Supervisor Training	Eaker Center	Course Instructors (Eaker Center)		1 hour (every three-year iteration of the training) with inclusion questions in the test-out option
23	New Manager Course	Eaker Center	Course Instructors (Eaker Center)		1 hour

24	Experienced Manager Course	Eaker Center	Course Instructors (Eaker Center)		1 hour (every three-year iteration of the training)
25	Senior Manager Course	Eaker Center	Course Instructors (Eaker Center)		1 hour
26	Hired as D&I Program Manager or Chief Diversity & Inclusion Officer	Requirements as outlined in U.S. Air Force Diversity and Inclusion Practitioner Education and Training Plan	Externally sourced D&I practitioner training		On-going
Note: Organizations conducting D&I training must have HAF/A1DV Education and Training Branch review the content.					