

DAF Diversity, Equity, Inclusion, and Accessibility



ENTERPRISE UPDATE

June 2023

A MESSAGE FROM OUR DIRECTOR

The Department of the Air Force recognizes our Airmen and Guardians' incredible work in pursuit of a diverse, equitable, inclusive, and accessible Air Force and Space Force. These efforts are critical in fostering a culture of inclusion that will ensure the DAF remains the premier Air Force and Space Force.

Since our last Newsletter, the DAF celebrated Women's History Month in March. This year's theme, *Celebrating Women Who Tell Our Stories*, recognized the countless contributions women have made to U.S. history. At the Women's Air and Space Power Symposium (WASPS), the DAF provided a platform to learn about the stories of the inspirational women who helped shape our Department and Nation.

In April, the DAF hosted the Officer Women's Leadership Symposium in Washington, D.C., where hundreds of women gathered to share their service experiences and receive mentorship from accomplished Airmen and Guardians.

In May, the DAF observed Asian American Native Hawaiian and Pacific Islander (AANHPI) Heritage Month with a virtual event hosted by the Pacific Islander and Asian American Community Team (PACT), one of our seven DAFBAWG Teams.

For June, the LGBTQ Initiatives Team (LIT) is organizing Pride events across the DAF to celebrate our LGBTQ+ Airmen and Guardians. There will be an event at the Pentagon on 8 Jun, with the theme, *Pride Forever – Count Us In*.

On 20 Jun, the DAF will host its second annual Juneteenth celebration at The Pentagon courtyard at 0900. This event will commemorate the emancipation

of enslaved African Americans and recognize the value Black/African American servicemembers bring to our mission every day. Our NAACP Roy Wilkins Renown Service Award recipients, SSgt Jakia Lindley (PACAF) and Dr. Joseph C. Chandler, Jr. (AFDW), will be honored at this event for their unwavering commitment to supporting civil rights in the armed forces. Attendance is open to all DAF personnel.

June also marks the 75th Anniversary of the Women's Armed Services Integration Act. This law enabled women to serve as regular members of the armed forces in the Army, Navy, Marine Corps, and Air Force. The DAF will celebrate this worthy milestone at the Joint Women's Leadership Symposium (29 Jun–1 Jul) in San Diego, where servicewomen will gather for a unique professional development opportunity.

We are excited and hopeful as we continue to work tirelessly to achieve our vision of a Department empowered by a talented team that brings diverse perspectives to serve our Nation.

One Team, One Fight!



Marianne Malizia, Director, Office of Diversity and Inclusion (SAF/DI)

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SAVE THE DATE

THE SECOND ANNUAL DAF DEIA CONFERENCE

The second annual DAF DEIA Conference will take place 18-20 Sep 2023 at The George Washington University, Washington, D.C. This conference is open to all military and civilian DAF personnel. This year's theme is *Respect, Recruit, Retain & Ready!* There will be no cost to register for this event.

Contact your MAJCOM/CDIO for more information. Registration for this conference will begin in late June.

DEPARTMENT OF THE AIR FORCE SELECTS HOWARD UNIVERSITY FOR SCIENCE RESEARCH PARTNERSHIP

In January, the Department of the Air Force selected Howard University in Washington, D.C., as the first Historically Black College or University (HBCU) to lead a University Affiliated Research Center (UARC), highlighting the DAF's strategy to reach and build STEM talent from various backgrounds. UARCs are responsible for providing dedicated facilities to industrial participants and Defense Department officials to conduct basic, applied, and technology demonstration research. Howard University joins 14 other UARCs and will receive \$12 million annually for five years to fund research on tactical autonomy technology for military systems.

Howard University was also chosen to lead a consortium of HBCUs participating in the newest UARC. Through this partnership, the Department of Defense and the Air Force Research Laboratory (AFRL) hope to grow and diversify the available pool of scientists and engineers to support the Defense Department and establish a source of organic technical excellence.

STRENGTHENING OUTREACH AND ENGAGEMENT IN THE FIELD

Over the last few months, several outreach events have occurred across the DAF. SAF/DI assisted in planning the 37th Annual Black Engineer of the Year STEM Conference held on 9-11 Feb. The conference focused on recognizing, developing, and connecting professionals in the STEM field. SAF/DI also developed a unique executive experience for 15 USAFA cadets and ten AFROTC cadets from Detachments (Det) 128, 130, 330, and 880. Additionally, the office coordinated with 15 DAF Senior Leader mentors to sit with 500+ students from the Washington metro area to offer mentorship and share their service experiences.

On 18 Feb, Joint Base Charleston, in partnership with SAF/DI, hosted its third annual Black History Month Aviation Heritage event, Accelerating the Legacy (AtL). The three-day event focused on honoring the past, developing the present, and promoting the future of minorities in aviation. It was the largest Tuskegee heritage event in Air Mobility Command (AMC) history and the largest USAF-sanctioned gathering of minority aviation professionals, featuring the Chief of Staff of the Air Force, General CQ Brown. Over 600 guests attended the historic Legacy Dinner banquet. The event featured ten Total Force professional development panels, which focused on bridging the mentorship gap and promoting career longevity among minorities.

The Saturday outreach event involved partnerships with *Legacy Flight Academy*, *Civil Air Patrol*, and 20 local organizations, providing 375 students the opportunity to partake in the *Eyes Above the Horizon* flight program. The program conducted four C-17 and KC-46A flights, completed the first-ever unaffiliated

IDENTIFYING AND ELIMINATING BARRIERS WITHIN THE TOTAL FORCE

The Department of the Air Force Barrier Analysis Working Group (DAFBAWG) Teams have continued their mission to identify and eliminate barriers to improve mission success.

Members of the **Indigenous Nations Equality Team (INET)** participated in the DAF Effective Tribal Communications Senior Leader Course, which aimed to educate senior leaders on how to appropriately engage and communicate with Indigenous communities per [IAW AFI 90-2002, Interactions with Federally Recognized Tribes \(dated 24 Aug 2020\)](#).

The **Women's Initiative Team (WIT)** coordinated a [DoD guidance](#) that allows parents twelve weeks of parental leave for qualifying births and adoptions and gives Airmen and Guardians the option to take leave in increments, meeting the National Defense Authorization Act (NDAA) 2022 intent.

The **LGBTQ Initiatives Team (LIT)** developed and routed a memorandum for senior leader signature to allow commanders and units adequate lead time to plan and organize Pride events across the DAF in June.

With support from the **Disability Action Team (DAT)**, the DAF launched a portal to streamline how reasonable accommodations are submitted and tracked. Individuals who need assistance can view the master listing of disability program managers on the [Air Force Portal](#).

Interested in joining one of our teams to ensure equity, equal opportunity, inclusion, and accessibility for all service members and employees in the Total Force?

Please contact Lt Col Olujimisola Adelani at olujimisola.adelani.1@us.af.mil.

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STRENGTHENING OUTREACH AND ENGAGEMENT IN THE FIELD

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youth flights for Civil Air Patrol, and hosted student breakout sessions that focused on topics such as *Legacy Flight*, STEM, college readiness, military careers, and character development.

The Women's Air and Space Power Symposium, held in March, reached over 50,000 online viewers. The event was organized by DAF volunteers and supported by the DAFBAWG Teams. Guest speakers included 12 senior leaders, who led panel discussions covering various topics, including how to navigate family, building multi-generational communication, sexual assault prevention, Women's Peace and Security, and joint service leadership to honor women's contributions in U.S. history.

If your MAJCOM/FLDCOM/DRU/FOA is interested in hosting future WASPS events, please contact the Strategic Outreach and Engagement Division at SAF.DIOutreach.Engagement@us.af.mil.

On 6 May, the Department of the Air Force and the Air Force Cadet Officer Mentor Association, Inc. (AFCOMA) signed a memorandum of understanding (MOU), entering a promising partnership. The memorandum establishes a relationship for the cooperative efforts between AFCOMA and the DAF to support achieving mutual goals of developing, implementing, and improving strategies for recruiting and retaining a diverse and inclusive workforce of officers and civilian employees. Both parties hope this partnership will foster a positive image of the DAF in local communities, highlight the military service as an employer of choice, and provide professional and leadership development, mentorship, training opportunities, and career-enhancing education programs.

From 5-10 May, the Pacific Islander and Asian American Community Team (PACT), in collaboration with Det 1, conducted the Hawai'i Recruiting Campaign ("Blitz"). This multi-island outreach event introduced thousands of middle school, high school, and college students across Kauai, Oahu, Maui, and Hawai'i (Big Island) to the variety of careers within the DAF. Distinguished speakers included Brig Gen John Edwards, who spoke at his alma maters, Henry J. Kaiser High School, and the University of Hawai'i-Manoa, among other schools. The event was successful, as the PACT and AFRS Det 1 expanded their recruiting reach to new communities.

The PACT also hosted a virtual DAF Asian American Native Hawaiian and Pacific Islander (AANHPI) Heritage Month event on 16 May. This year's theme was *Advancing Leaders Through Opportunity*. The event included a newsletter that featured Airmen and Guardians from different regions across the AANHPI community and a panel focused on mentorship, which can be viewed [here](#).



Secretary of Defense, Mr. Lloyd Austin, shakes hands with Texas A&M, AF Cadet Matthew Nagbe, at the 37th Annual BEYA Awards Gala.



The WASPS production team poses for a photo in Utah.



Dr. Al Moseley, Chairman, AFCOMA, Inc., and Ms. Marianne Malizia, Director, SAF/DI pose after signing the DAF-AFCOMA MOU at the annual scholarship gala.



Brigadier General Edwards poses with students from Kaiser High School AFJROTC during Blitz.

UPCOMING OUTREACH AND ENGAGEMENT EVENTS

Date	Event	Location	Registration
29 Jun - 1 Jul	Joint Women's Leadership Symposium (JWLS)	San Diego, CA	Click here to register
15-17 Jul	American School Counselors Association	Atlanta, GA	Click here to register
11-13 Sep	Air, Space, & Cyber Conference	National Harbor, MD	Click here to register
18-20 Sep	DAF DEIA Conference	Washington, DC	Click here to register (Registration will begin in late June)
9-11 Oct	American Indian Science and Engineering Society (AISES) National Conference	Spokane, WA	Click here to register
12-14 Oct	Society of Asian Scientists and Engineers (SASE) National Conference	Atlanta, GA	Click here to register
12-14 Oct	Women of Color in STEM	Atlanta, GA	Click here to register
9-12 Nov	Airlift/Tanker Association Convention	Grapevine, TX	Click here to register

SAVE THE DATE

AIR FORCE BAND DIVERSITY FELLOWS PUBLIC CONCERTS

The Air Force Band will hold public concerts featuring the Diversity Fellows in June at National Harbor, Maryland. These concerts are free, and no tickets are required.

- 3 Jun at 1900 EST: featuring the Airmen of Note with Fellows, Altin Senclar and Bailey Ehrgott
- 10 Jun at 1900 EST: featuring the Concert Band
- 24 Jun at 1900 EST: featuring Concert Band and instrumentalists JaKobe Henry, Victor Battista, Laurenz Oriondo, Hannah Gallamore, Julia Gill, and Iman Williams

For more information, please contact SMSgt Grant Langford at grant.langford@us.af.mil.

GET INVOLVED

DAF personnel interested in getting involved with strategic outreach and engagement events can contact SAF/DI at SAF.ODI.Workflow@us.af.mil

CONNECT WITH US

Call: (703) 571-3276

Click: www.af.mil/Diversity

Connect: [Air Force Connect](#)