



DAF Diversity, Equity, Inclusion, and Accessibility

ENTERPRISE UPDATE

A MESSAGE FROM OUR DIRECTOR

The Department of the Air Force continues to recognize our Airmen and Guardians' incredible efforts toward building a diverse, inclusive, equitable, and accessible Air Force and Space Force.

This quarter, the DAF has soared to new heights, continuously demonstrating its unyielding commitment to fostering a diverse, inclusive, equitable, and accessible environment.

A quick look back at last quarter, June began with our presence at the Capitol Pride Festival in Washington, DC. Our LGBTQ+ Initiatives Team's concerted recruitment efforts shone brightly as they engaged with hundreds of festival participants, with Secretary of the Air Force, Frank Kendall, personally engaging and witnessing our Airmen and Guardians' dedication.

June also marked our second annual Juneteenth celebration, reflecting upon the significant contributions of our Black and African American servicemembers. The event culminated in powerful messages from Secretary Kendall and other esteemed speakers, focusing on the enduring pursuit of racial justice.



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

Quickly following, we were represented at the Joint Women's Leadership Symposium. Aligning with the theme "Find Your Fit", the symposium encouraged the discovery of unique leadership through a multitude of lenses. The symposium not only broke its attendance record but also hosted a plethora of seasoned leaders, all sharing invaluable insights.

July bore witness to a landmark occasion: the 75th Anniversary of Executive Orders 9980 and 9981, which desegregated the Armed Services and federal workforce. This event celebrated our progress as a Force and our commitment to diversity, with honorable attendees reflecting upon our history and aspirations.

Our commitment to safety and care for our servicemembers was evident in August when we initiated a plan to combat Interpersonal Violence, a critical issue that affects a significant number of our community. We are steadfast in our efforts to increase trust, provide ample resources, and ensure justice.

In our ongoing efforts, we are committed to embedding the Women, Peace, and Security framework within the DAF. This initiative is vital in emphasizing the indispensable roles women play in ensuring global peace and security.

September welcomed us with the Air & Space Forces Association's 2023 Air, Space & Cyber Conference, where our team showcased a pivotal presence. The DAF's Barrier Analysis Working Group teams also had the opportunity to meet with Secretary Kendall at the conference, where he hosted them at a roundtable event to learn about the work they are doing to eliminate barriers and drive a culture of inclusion forward.

IN THIS ISSUE

- A Message from Our Director 1
- DAF Strengthens Recruitment Efforts at DC Pride Festival 2
- DAF Hosted Second Annual Juneteenth Celebration 2
- Empowering Women to Become Leaders at this Year's Joint Women's Leadership Symposium 3
- DAF Celebrates 75th Anniversary of Executive Orders 9980 and 9981 3
- Senior Leader D&I Orientation. . . . 4
- DAF Commitment to Safety From Interpersonal Violence 5
- Women's Equality Day: She Did It, So Can You 5
- Department Of The Air Force Barrier Analysis Group Team in Action . . . 6
- DAF'S Women's Peace and Security: Quick Update 6
- SAF/DI Leadership Breaks Barriers at AFA Air, Space & Cyber Conference. 7
- DAF Hispanic Heritage Month 7
- Second Annual DEIA Conference . 8
- Upcoming Outreach and Engagement Events 8

We wrapped up the month with our second annual Diversity, Equity, Inclusion, and Accessibility Conference with a theme of "Respect, Recruit, Retain and Ready," where Secretary Kendall announced on stage that the DAF DEIA Strategic Plan was formalized mere hours before the event's

Continued on Page 2

THE DAF STRENGTHENS RECRUITMENT EFFORTS AT DC PRIDE FESTIVAL

The LGBTQ+ Initiatives Team, one of the seven Department of the Air Force Barrier Analysis Working Group teams, partnered with Air Force Recruiting Services to host a recruiting booth June 11, at the Capitol Pride Festival in Washington, DC.

Through a program known as “We Are All Recruiters,” a diverse group of ten Airmen and Guardians braved the sweltering heat and joined DAF recruiters in engaging hundreds of festival participants, sharing their stories of service and answering questions about how to join the Force.

While numerous government agencies had booths at the festival, the Air Force and Space Force were the only military services represented.

The LIT’s presence at the Capitol Pride Festival was a continuation of its recruitment efforts from last Fall, when the team attended Pride festivals in Atlanta, Savannah, and Macon, Georgia.

A highlight of the event was a visit from Secretary of the Air Force, Frank Kendall, who witnessed the fantastic volunteer work of our Airmen and Guardians. Secretary Kendall recognized each volunteer for their efforts and engaged the team to learn more about the barriers currently affecting the DAF’s LGBTQ+ community.

Overall, the event was a resounding success. In addition to gathering leads for future recruits, the LIT represented the Air Force, Space Force and LGBTQ+ community proudly!



Secretary of the Air Force Frank Kendall poses with LIT volunteers at the Capitol Pride Festival in Washington, D.C. on 11 June 2023.

THE DAF HOSTED ITS SECOND ANNUAL JUNETEENTH CELEBRATION

On June 20, the Department of the Air Force held its second annual Juneteenth celebration, honoring the countless contributions Black and African American servicemembers have made to our Force and Nation. Secretary of the Air Force, Frank Kendall, provided opening remarks; Dr. Gerald Curry, SAF Air Force Review Boards Agency director, served as the keynote speaker, and Col. Jenise M. Carroll, Deputy Director of the SAF’s Diversity and Inclusion Office delivered closing remarks. Each speaker recognized the progress we have achieved as a Nation in pursuit of racial justice and affirmed that change is possible despite the most painful parts of our history.

Musical performances were provided by the U.S. Air Force Band and Ms. Sui Lang Panoke delivered a poem with a charge for change. Guests were served a traditional red velvet cake—a symbol of those who lost their lives during enslavement. The recipients of the NAACP Roy Wilkins Renown Service Award, Staff Sgt. Jakia Lindley (PACAF), and Dr. Joseph C. Chandler Jr. (AFDW) were also acknowledged during the ceremony for their commitment to social justice in the federal and military workforce.

Continued from Page 1

commencement. The conference provided three days of education, enlightenment, and engagement for members of the DAF and our sister services.

The DAF’s commitment to building a battle-ready Force, representative of our nation’s best, has never been stronger. This journey has been remarkable, and the milestones achieved have set the course for an even more inclusive future.

Thank you for your dedication, service, and continued efforts in shaping a united DAF that truly reflects the richness of our nation’s tapestry.

One Team, One Fight!

EMPOWERING WOMEN TO BECOME LEADERS AT THIS YEAR'S JOINT WOMEN'S LEADERSHIP SYMPOSIUM

The Joint Women's Leadership Symposium was held June 29 to July 1, 2023, in San Diego, California. The annual symposium brings together dynamic leaders across the services with various backgrounds and experience. This year's theme was "Find Your Fit," which encouraged women to discover themselves as unique leaders by diving into important topics such as fitness, mental health, professional alignment, and work-life balance. The speakers addressed more than 1200 attendees, the most highly attended symposium in its 30+ year history. Secretary of the Air Force, Frank Kendall, answered questions from the field that addressed the Army and Air Force Exchange Service's readiness, staffing challenges, shortage of female uniforms, and limited childcare availability outside of core duty hours.

In addition, Chief Master Sergeant of the Air Force, JoAnne Bass, provided insightful comments focused on the advancing threat of China and emphasized readiness and our critical role in joint operations support.

The symposium also featured retired generals and flag officers, with several of them sharing their inspirational stories on what it means to serve. Featured was retired Maj. Gen. Linda Urrutia-Varhall, who shared her personal journey starting at the U.S. Air Force Academy, where she commissioned as an intelligence officer, to becoming the first Hispanic female to reach the rank of Major General. Additionally, she participated in a fireside chat with Col. Jenise Carroll addressing



Retired Maj. Gen. Urrutia-Varhall poses with Col. Jenise Carroll and Senior Master Sgt. Stephanie Zengerle June 30, 2023, at the Joint Women's Leadership Symposium in San Diego, Calif.

topics including diversity and inclusion training at all levels, mastering the ability to have tough conversations, and allyship. The featured speakers at this year's symposium provided impactful knowledge and experience that was shared with all attendees.

DAF CELEBRATES 75TH ANNIVERSARY OF EXECUTIVE ORDERS 9980 AND 9981

The Department of Defense held a [ceremony](#) commemorating the 75th Anniversary of Executive Orders 9980 and 9981 on July 26, 2023 at the Pentagon Courtyard in Arlington, Va. The event celebrated the desegregation of the Armed Services and the federal workforce, which took place on July 26, 1948, when President Harry S. Truman signed the executive orders.

Two Documented Original Tuskegee Airmen in attendance, Lt. Col. Shelton "Ivan" Ware and Mr. William T. Fauntroy, were honored at the ceremony for their courage in paving the way for the integration of our Total Force.

According to Ms. Marianne Malizia, Director of the Secretary of the Air Force's Office of Diversity and Inclusion, the event was a well-deserved tribute.

"The Department of the Air Force recognizes and values our diverse population," she said. "Executive Order 9980 showed our nation how to make the best use of our manpower, and we too understand that failing to fully utilize the diverse skills and perspectives of our Force erodes our operational capabilities. Executive Order 9981 reaffirms our commitment to provide every military member with equal opportunity, free from any form of discrimination."

Other honorable attendees included retired Lt. Gen. Russel Davis, the first and only African American Chief of the National Guard Bureau; Douglas Melville, descendant of Brig. Gen. Benjamin O. Davis Sr., the Army's first African American general

Continued on Page 4

Continued from Page 3

officer and Gen. Benjamin O. Davis Jr., World War II Tuskegee Airmen commander and first African American brigadier general in the U.S. Air Force; Mr. Phillip Tibbs, son of Tuskegee Airman, Howard A. Tibbs; and Delabian Rice-Thurston, daughter of Tuskegee Airmen, Col. Price D. Rice.

Approximately 100 guests attended the ceremony, including Deputy Secretary of Defense, Kathleen Hicks; Chief of Staff of the Air Force, Gen. Charles Q. Brown Jr.; Under Secretary of Defense for Personnel and Readiness, Gilbert R. Cisneros Jr.; and Sgt. Maj. of the Army, Michael A. Grinston.



HON Kathleen Hicks, HON Gilbert R. Cisneros Jr., Gen. C.Q. Brown Jr., and Sgt. Maj. of the Army Michael A. Grinston stand during the singing of the U.S. National Anthem.

SENIOR LEADER DIVERSITY AND INCLUSION ORIENTATION

On July 27, 2023, the Air Force Diversity and Inclusion team held a session for 60 new brigadier generals, senior executive service members, and 35 of their spouses. This session featured discussions tailored for senior leaders about organizational culture.

Aims included helping leaders:

1. Grasp challenges and opportunities in fostering inclusivity
2. Understand the repercussions of not adhering to Equal Opportunity and Employment standards for the Air Force
3. Enhance awareness of cultural competence and bias literacy, promoting inclusion and respectful talent management

GET INVOLVED.

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

THE DAF IS COMMITTED TO ENSURING THE SAFETY OF AIRMEN AND GUARDIANS FROM INTERPERSONAL VIOLENCE

On August 1, 2023, DAF leadership initiated a plan to combat Interpersonal Violence, partnering with key DAF departments.

An IPV task force was formed in July 2020 by Secretary of the Air Force, Frank Kendall, after tragic incidents involving Airman 1st Class Natasha Aposhian and Army Spc. Vanessa Guillen. Further concern arose from reports showing higher female officer attrition rates, with sexual assault as a major cause.

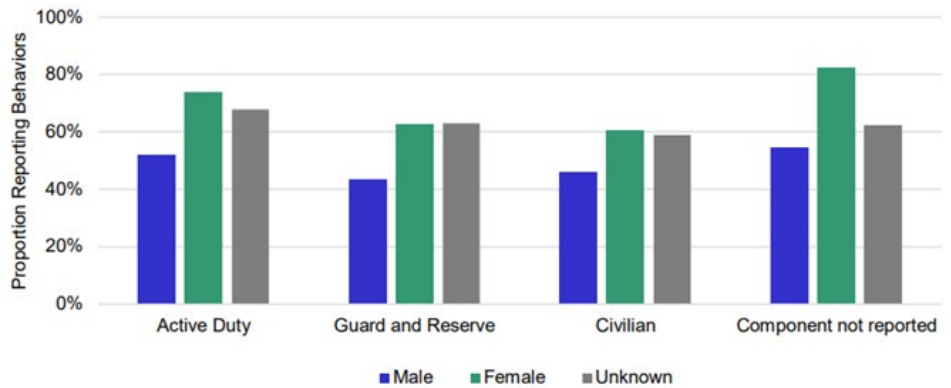
Key findings showed 54% of DAF members faced at least one IPV type in the last two years and over 50% from all respondent groups (Active Duty, Guard or Reserve, Civilian) experienced IPV.

Yet, most victims didn't report: only 1% of workplace harassment victims informed an Equal Opportunity Office, and 3% of intimate partner violence victims informed the Family Advocacy Program.

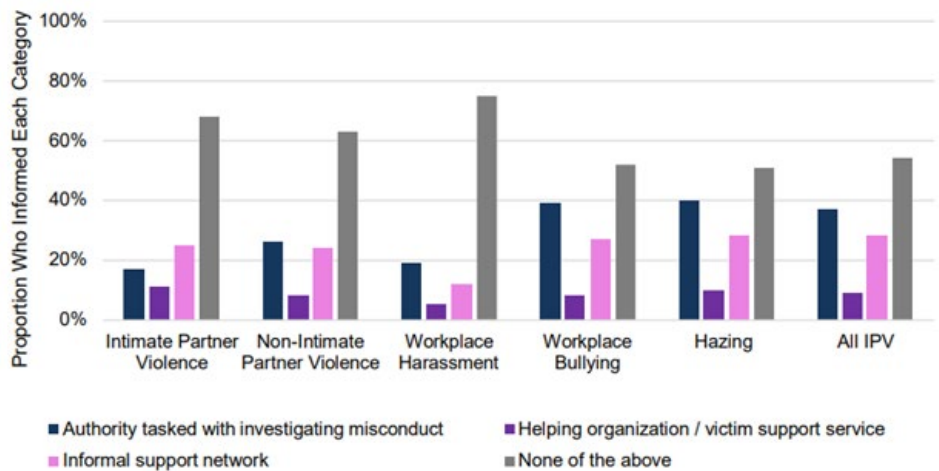
Barriers to reporting showed low trust in due process, potential career repercussions, and insufficient awareness of resources.

DOD's Independent Review Commission: Generated 80+ recommendations. Both IRC and IPV Task Force underscored the benefits of co-locating special victim services.

Co-location Pilot Results showed a "one-stop-shop" approach led to a more than doubled utilization of support services for victims, showing consistent advantages over non-co-location installations.



Survey respondents indicated experiencing at least one type of IPV behavior in the two years prior to the survey.



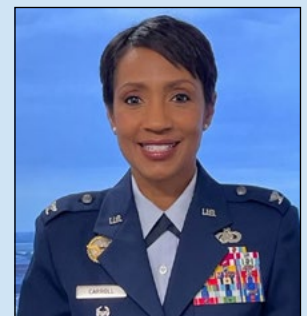
Support category that was informed by respondents who were categorized as experiencing IPV.

WOMEN'S EQUALITY DAY: SHE DID IT, SO CAN YOU

On August 26, we celebrated Women's Equality Day 2023 and recognized Col. Jenise Carroll for her 30+ years of service. Her message to women of the present and future is simple and to the point: listen, learn, and lead, which is exactly what she has done her entire life.

She graduated high school at seventeen. Her mother thought she was too young to go to college, so she joined the U.S. Air Force a few years later with a simple dream to get her education and work for a Fortune 500 company. Col. Carroll is an inspiration to women everywhere, and her journey in the U.S. Air Force stands as a testament to the limitless horizons awaiting women who dare to soar.

Read full story [here](#).



Col. Jenise M. Carroll, SAF/DI deputy director

DEPARTMENT OF THE AIR FORCE BARRIER ANALYSIS GROUP TEAM IN ACTION: THE INDIGENOUS NATIONS EQUALITY TEAM



Capt. Tenney (GBR Lead), Lt. Col. Chen (PACT), Maj. Curl (HEAT), Jacqueline Melcher (INET) Master Sgt. Dupris (INET) and Lt. Col. White (BEST) pose at a GBR event August 8, 2023.

The SAIGE Military Meritorious Service Award is presented to military veterans and active-duty, National Guard, and Reserve servicemembers in government service who have made significant contributions in supporting their organization's government-to-government interaction with American Indian/Alaska Native tribes. The award also honors those who promote a greater understanding of the AI/AN culture and embody the qualities and core values of their respective military service or government agency.

Speaking on the award's significance, the team emphasized its role in recognizing contributions to the Indigenous community. They highlighted the award's alignment with the Indigenous warrior ethos and teachings of caring for others and the earth.

This recognition of the SAIGE Military Meritorious Service Award showcases the team's continued dedication to service, their collective efforts in promoting diversity and inclusion, and their roles as positive representatives of the AI/AN community in government service.

Since the establishment of the Indigenous Nations Equality Team (INET), the team has made significant strides in their lines of effort, including creating a [video](#) to celebrate INET's first anniversary.

Also, INET participated in educating the USAFA and ROTC Gold Bar Recruiters on Native American/Alaska Native Cultures and provided tips on how to be successful when interacting with Tribal members.

DAF'S WOMEN, PEACE, AND SECURITY: QUICK UPDATE

The Department of the Air Force is dedicated to embedding the Women, Peace, and Security (WPS) framework within both the Air Force and Space Force, emphasizing the essential roles women play in global peace and security. Originating with the National Action Plan in 2011, its significance was further cemented by the WPS Act of 2017, mandating a holistic approach to addressing women's underrepresentation in peace and security sectors.

For an overview of WPS and how the DAF is implementing this initiative, please watch the DAF official WPS [video](#) and join our [Facebook page!](#)

You can also register for self-paced WPS training through Joint Knowledge Online:

- [DOD Introduction to Women, Peace, and Security](#)
- [DOD Women, Peace, and Security Implementation](#)

- Over **3,800** American Indian and Alaska Native (AI/AN) members currently serve in the DAF (361 Officers, 1,799 Enlisted, 1,654 Civilians)*
- Over **40%** of AI/AN DAF members have 10 or more years of service*
- Approximately **14%** of AI/AN DAF members have 20 or more years of service*

**data from the Workforce Analytics Dashboard current as of September 2023*

SAF/DI LEADERSHIP BREAKS BARRIERS AT AFA AIR, SPACE & CYBER CONFERENCE



Chief of Staff of the Air Force, Gen. CQ Brown, Jr. poses with members of the Secretary of the Air Force Diversity and Inclusion team at the Air & Space Forces Association's 2023 Air, Space & Cyber Conference Sept. 13 at the Gaylord National Resort & Convention Center in National Harbor, Md.

The Secretary of the Air Force Diversity and Inclusion office showcased a pivotal presence at the Air & Space Forces Association's 2023 Air, Space & Cyber Conference held Sept. 11 to 13 at the Gaylord National Resort &

Convention Center in National Harbor, Md.

SAF/DI's presence at the conference was paramount. The Air, Space & Cyber Conference provided first-class professional military development and

shared emerging requirements and technologies to help fuel connections that advance the cause of air and space power.

Read full story [here](#).

DAF HISPANIC HERITAGE MONTH 2023

We marked the beginning of Hispanic Heritage Month on Sept. 15. As the hues of fall approach, we are given a beautiful opportunity to dive into the vibrant colors and rich histories of our Hispanic and Latino communities.

National Hispanic Heritage Month, beginning mid-September and stretching into October, is more than

a celebration. It's an embrace of a culture that traces its roots to Mexico, Central America, South America, the Caribbean, and Spain.

Mark your calendars for Friday, Oct. 13! The DAF National Hispanic Heritage Month celebration, hosted by the passionate Hispanic Empowerment & Action Team (HEAT), promises a day

of reflection, recognition and education from 0800 - 1630 at the Inter-American Defense College in Washington, DC.

Together, let's amplify the voices and journeys of our dedicated Hispanic and Latino Airmen and Guardians. Your presence will be a testament to the diversity that strengthens our nation and the DAF.

SECOND ANNUAL DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY CONFERENCE

The Department of the Air Force gathered key leadership and stakeholders for its premier Diversity, Equity, Inclusion, and Accessibility Conference Sept. 18 to 20, 2023 at George Washington University in Washington, DC.

This year's theme, "Respect, Recruit, Retain, and Ready," aimed to empower all Airmen and Guardians, emphasizing the need for inclusive leadership, trust, and a sense of belonging amid an evolving battlefield.

Marianne Malizia, Secretary of the Air Force Diversity and Inclusion director opened the event by emphasizing the critical importance of the conference themes.

"In the vast expanse of air and space, diverse perspectives and inclusive strategies are paramount," she remarked. "Our mission revolves around nurturing a culture where everyone feels valued and knows they belong. Their voices, ideas, and insights aren't merely heard—they're actively pursued to enhance our mission."

Read full story [here](#).



More than 400 Airmen and Guardians attended the DAF DEIA Conference in person Sept. 18 to 20 2023 at George Washington University in Washington, DC., while an additional 2,000 attended online.

UPCOMING OUTREACH AND ENGAGEMENT EVENTS

Date	Event	Location	Registration
Oct 11-14	Society of Asian Scientists and Engineers (SASE) National Conference	Atlanta, GA	Click here to register
Oct 12-14	Women of Color in STEM	Detroit, MI	Click here to register
Oct 19-21	American Indian and Engineering Society (AISES) National Conference	Spokane, WA	Click here to register
Oct 16-31	National Disability Employment Awareness Month Events	Virtual	Click here to register
Nov 9-12	Airlift/Tanker Association Convention	Grapevine, TX	Click here to register

CONNECT WITH US.

Call: (703) 571-3276

Click: www.af.mil/Diversity

Connect: [Air Force Connect](#)