

The Department of Defense and its Service Branches are engaged in violations of Constitutional Rights and subordinate statutes. There has been little to no accountability provided with regards to these violations against American image bearers of God who are protected by our U.S. Constitution.

As your engagements allow, we request that you ask the “hard hitting” and direct questions regarding specific violations. In an effort to facilitate these questions, we would like to provide the following information.

USAF RATED DIVERSITY IMPROVEMENT STRATEGY & PROGRAM:

Air Force Instruction (AFI) 36-7001, *Diversity & Inclusion*, broadly defines diversity as “a composite of individual characteristics, experiences, and abilities consistent with the Air Force Core Values and the Air Force Mission. Air Force diversity includes, but is not limited to: **personal life experiences, geographic and socioeconomic backgrounds, cultural knowledge, educational background, work experience, language abilities, physical abilities, philosophical and spiritual perspectives, age, race, ethnicity, and gender.**”

1. Q: What programs/initiatives does the USAF spend its \$18 million Rated Diversity budget funding?

A: \$18 million per year is used to fund activities and messaging aimed at anyone and everyone except for white males.

Rated Diversity Improvement Funded Program	FY21	FY22
Air Force Recruiting Service (AFRS)	\$1.0M	\$1.0M
AFRS Detachment 1 (Det 1)	\$4.55M	\$4.55M (\$1.2M to AFROJTC)
AETC A3L & Air Crew Task Force (ACTF)	\$32.5K	\$50K
Air Force Junior ROTC (AFJROTC)	\$5.5M (+\$2.4M)	\$6.0M (+\$1.2M from Det 1)
AFROTC	\$4.0M	\$3.5M
Civil Air Patrol (CAP) & Rated Preparatory Program (RPP)	\$2.0725M	\$1.5M
US Air Force Academy (USAFA)	\$845K	\$400K
TOTAL	\$18M	\$17M/ \$1M withheld

The RDI budget is used to bribe and coerce the above listed programs into producing more Under Represented Groups (URG) selectees/participants. As you can see above, the AFRS Det 1 funds the AFJROTC Flight Academy with \$1.2M per year (funds provided by RDI). The AFRS Det 1 therefore owns 50 seats for the AFJROTC Flight Academy and has full autonomy in selecting URGs for these seats in an effort to increase the percentage of URGs attending AFJROTC Flight Academy.

Additionally, RPP (which should NEVER be an RDI-funded program) is aimed at providing existing service members with the skillset and experience to transition into flying (“rated”) fields. This is a wonderful program; however, because this program’s funding comes from RDI and selectees are chosen by the RDI team, the result is blatant discrimination against White Males. The data proves this because although the URG applicants are far fewer, the URG selectees are far greater. Under Whistleblower protections, I can personal testimony to this fact. While I have the original, internal documents/data, the information provided below was provided in response to a FOIA request as to avoid any illegal procurement accusations.

RPP APPLICANT DATA:

2019	2020	2021	2022	Total	
19	26	266	117	428	Number of URGs by year
37%	53%	43%	32%	39%	URG Percentage by year
56%	45%	57%	66%	60%	White male Percentages by year
4	1	0	6	11	Decline to Respond

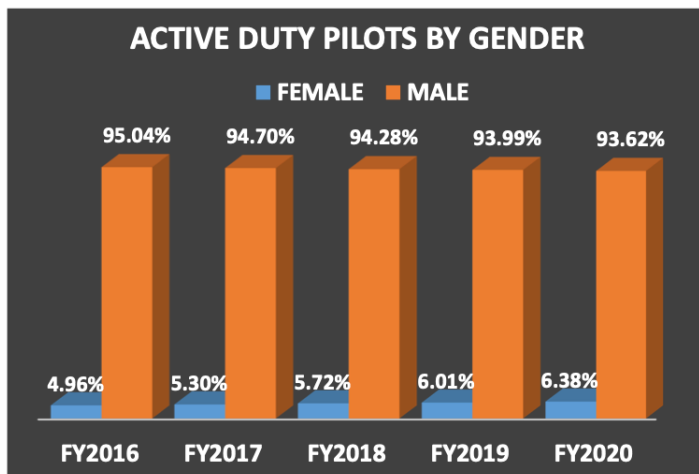
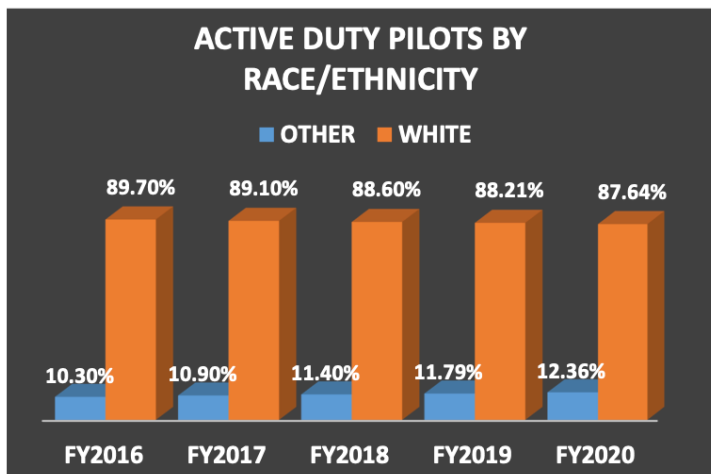
RPP SELECTED/ATTENDEE DATA:

2019	2020	2021	2022	
19	23	66	64	Number of URGs by year
37%	56%	55%	53%	URG Percentage by year
56%	44%	45%	47%	White male Percentages by year
4	0	0	0	Decline to Respond

2. Q: How does the USAF define “Under Represented Groups” (URG) and which groups are considered URG? Is there any metric that defines URG as anyone except white males? In any USAF RDI metrics, are white males ever considered URG?

A: The USAF uses “URG” as code for NON-WHITE MALE. The USAF RDI shop only tracks “the diversity” of select Title 7, 1964 Civil Rights Act protected classes. The RDI-tracked classes only include: **race, ethnicity, and gender** in assessing URG data; RDI is focused on immutable traits instead of character and culture (or merit). Spiritual/religious diversity, household income diversity, and geographic/cultural diversity are not tracked in their metrics for ROI assessment.

*****White males are NEVER considered URG,***** and with limited rated positions/billets, there is a concerted effort to decrease the population of white males by increasing the URG population.



Rated Diversity Improvement Data Collection and Analysis

This tool was designed by AETC's Rated Diversity Improvement (RDI) team to assist users in understanding rated diversity in the Air Force. The dashboards are divided into four major areas: pre-accession programs, pre-flying training (test scores/selection measures), flying training (Initial Flying Training and Specialized Undergraduate Pilot Training), and the operational/active duty Air Force. The data used in this project is sourced from 19AF, MiPDS, AFPC, and the AETC RDI team. "Majority" is considered "White, Not Hispanic or Latino," and "Minority" is considered "All Others." For information on the data and/or statistics used, click the buttons to the right. Otherwise, click on any of the blue buttons below to begin.

Additional Information

Stats Data POCs

Pre-Accession Programs	Pre-Flying Training	Undergraduate Flying Training	Operational (Active Duty)
JROTC Flying Academy	Pre-Training Metrics (Plots)	Attrition Rates	Rated Diversity by AFSC and Rank
Det 1 Inspire and Engage	Pre-Training Metrics (Score Distributions)	Attrition Reasons	Rated Diversity by MAJCOM
Rated Preparatory Program	Pre-Training Metrics (Trends)	Group Representation in Training/Attrition	Diversity Over Time
	AFOQT Scores	Controlled Pre-Training Metrics and Attrition	Diversity by Year Group
	Custom Scatterplot	Class Rankings	Flying Hours
	Pilot Selects by Source of Commission	Performance in Training	Professional Military Education
	USAFA OTS ROTC	AFSCs of Attrited Candidates	Academic Education
		Majority/Minority Graduate Calculator	

Developed by HQ AETC/A9 Studies and Analysis Squadron

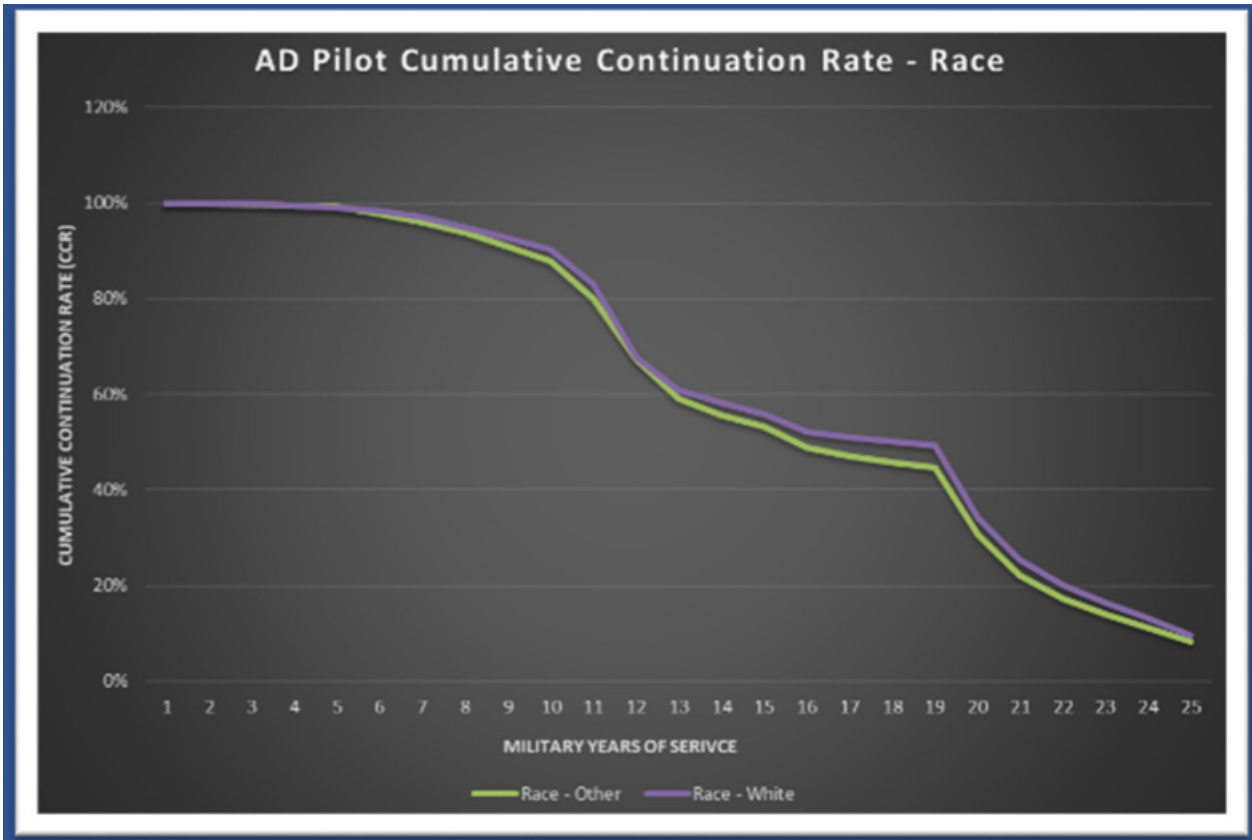
3. Q: What are the “Return on Investment” metrics for the \$18M of taxpayers’ monies spent on Diversity Improvements within our rated force?

A: The RDI Action Plan states that a key measurement of effectiveness (ROI) for the various RDI-funded programs is the demographics of flight academy selects and graduates. This Action Plan highlights that Air Force Recruiting Service (AFRS) Detachment 1 outreach programs have provided a numeric goal for their outreach programs—specifically increasing URG youth events and engagements 300% by FY25 (RDI Action Plan). Additionally, the Air Force plans to measure its RDI ROI by increasing the number/percentage of URGs **selected** on Officer Training School (OTS) and Undergraduate Flying Training (UFT) crossflow boards.

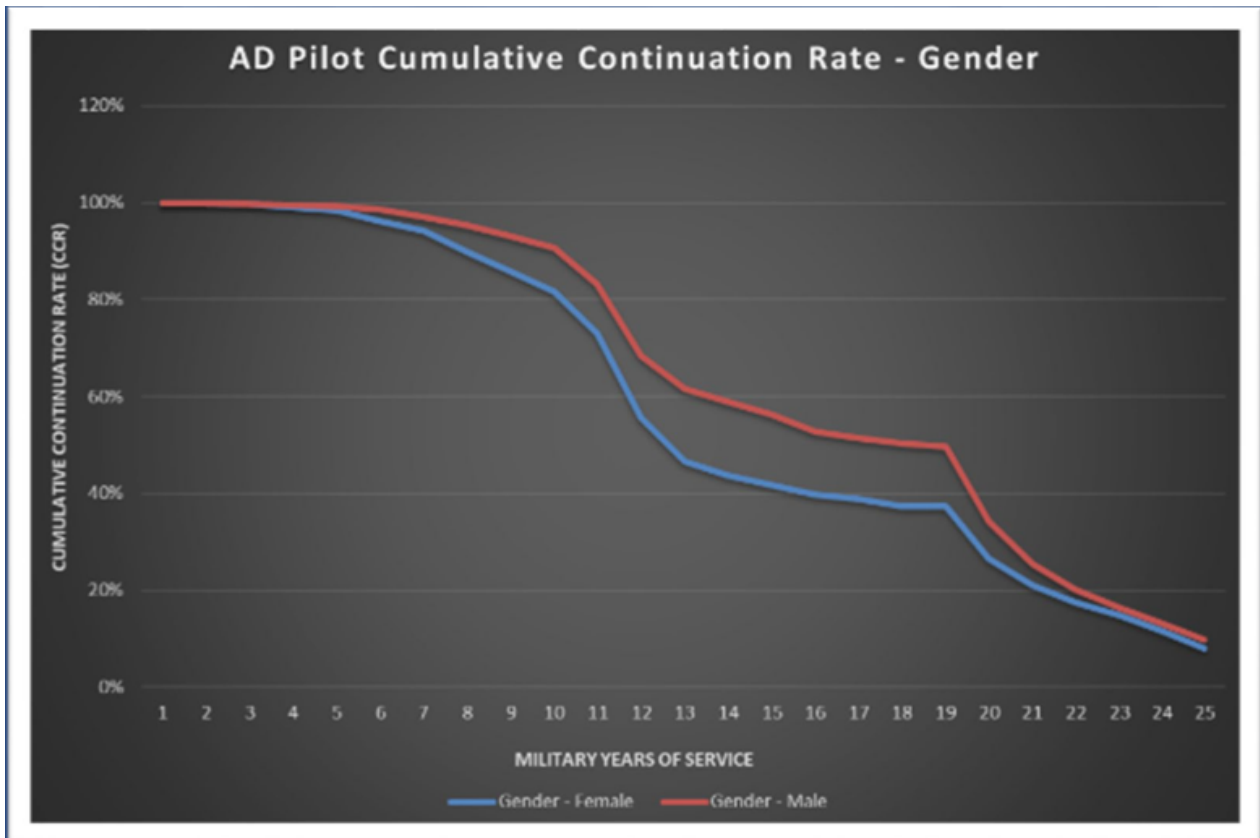
Because we know White Males are not ever included in URG definitions, this is blatant discrimination against White Males.

4. Q: Why does the USAF have a goal with secondary effects of reducing Rated flying positions available to White Males by solely focusing on increasing the retention rates for everyone BUT White Males?

A: Inconsistent with Federal law and AFI 36-7001, there ARE numerical goals are set for retention and the efforts to retain, solely on the basis of race, color, national origin, religion, sex, or sexual orientation; nor will race, color, national origin, religion, sex or sexual orientation be a basis for admission to any training or development program.



Race = OTHER or Race = White



OBJECTIVE 2.2: RETAIN A DIVERSE RATED FORCE

METRIC: Raise and maintain cumulative continuation rate of minority and female rated officers remaining in the USAF beyond the end of initial rated commitment to within 2% of white males by FY30.

See link below for the Chief of the Air Force-signed 2021 Strategy for more examples of unlawful and illegal discrimination (threaded throughout cover-up buzz words):

<https://www.airuniversity.af.edu/Portals/10/Diversity/USAF-Rated-Diversity-Improvement-Strategy.pdf>

Although this strategy states, “consistent with Federal law and AFI 36-7001, **no numerical goals** are set for accession or promotion on the basis of race, color, national origin, religion, sex, or sexual orientation; nor will race, color, national origin, religion, sex or sexual orientation be a basis for admission to any training or development program,” **it is a blatant lie. In fact the strategy itself presents a numeric “GOAL” in the form of a percentage.**

According to Wikipedia’s free encyclopedia, “in mathematics, a **percentage** (from Latin *per centum* 'by a hundred') **is a number** or ratio expressed as a fraction of 100.

URG is code for non-white male. As you can see in the figures above and below, this RDI effort is intentionally excluding and discriminating against white males, in direct violation of 42 USC 2000e.

The tables/figures provided show that the USAF is solely focused on tracking and providing opportunity for every ethnicity/race except the white ethnicity/race, with the only exception being for females from the white ethnicity/race. THIS IS BLATANT DISCRIMINATION & IS DETRIMENTAL TO OUR ABILITY TO RETAIN/RECRUIT TROOPS TO DEFEND OUR NATION.

*Source for table below: Air Force Personnel Center CAO 8 March 2021

Population	Pilots	Navigators	ABM	RPA
Women	6.87% (+0.13%)	11.55% (+0.49%)	19.2% (+.33%)	6.9% (No Change)
Black	1.20% (-0.72%)	3.90% (+0.89%)	8.9% (+1.0%)	3.90% (+0.42%)
Asian	2.10% (-0.41%)	3.10% (-0.18%)	6.2% (-1.5%)	2.60% (-1.06%)
Multiple Races	4.70% (+2.11%)	5.50% (+2.46%)	4.3% (-0.72%)	3.90% (+0.47%)
Hispanic	5.13% (+0.2%)	7.59% (+0.21%)	8.8% (+0.91%)	8.71% (+0.79%)
Declined to respond	18.26% (+1.44%)	11.03% (No change)	10.51% (+0.1%)	14.87% (+0.43%)

5. **Q: Has the USAF's Air Education Training Command ever openly discriminated against any protected class with regards to opportunity or selection for training or specific employment?**

A: Yes. With the coordination of the Rated Diversity Improvement efforts, and with the full direction and blessing of Major General Craig Wills (ret), 19th Air Force discriminated against white males when they intentionally manipulated student class compositions to allow for the creation of "America's Class" 21-15 at Laughlin AFB Undergraduate Pilot Training. Laughlin Air Force Bases UPT Class 21-15 started out with the highest number of URG students in the history of USAF pilot training. Class 21-15 was 62% URG, while the previous class (21-14) was 11% URG, and the class after (21-16) was 1% URG.

This illegal, unethical, and immoral effort was accomplished in accordance with the RDI Action Plan goal below:

(Excerpt is copied and pasted from the internal RDI Action Plan, Line of Effort #3, page 20):

"Identify and eliminate structural biases in 19 AF processes and syllabi; foster an environment of dignity, respect, and inclusion through improved dialogue, training, and professional development," by

- **Clustering UPT students: Cluster students from underrepresented groups within a class**

Conclusion: There is an intentional effort from the current Secretary of Defense, Secretary of the Air Force, and the Chief of Staff of the Air Force to discriminate against white males and reduce their numbers in retention and recruitment (employment) solely due to race and gender.

Diversity of race and ethnicity are NOT WARFIGHTING imperatives, if they were, China and Russia would have an incredibly weak military.

Enclosures:

1. Rated Diversity Improvement Strategy (external)
2. Rated Diversity Action Plan (internal)
3. FOIA response regarding RPP URG statistics
4. FOIA response regarding America's Class and Annual URG statistics