



EDWARDS AFB

PRIDE MONTH

2024 Events



6 JUN - 7 AM

5K COLOR RUN
BASE GYM

11 JUN - 8:30 AM

COFFEE TALK
EDWARDS STARBUCKS

26 JUN - 6 PM

PRIDE TRIVIA
CLUB MUROC

POC:



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE ASSISTANT SECRETARY

13 May 2024

MEMORANDUM FOR SEE DISTRIBUTION

FROM: SAF/MRF

SUBJECT: Department of the Air Force Observance of Pride Month, June 2024

Reference: DAFI 36-2710, *Equal Opportunity Program*, 27 Dec 2023

The Department of the Air Force is pleased to announce the June observance of Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) Pride Month 2024. This is a time to celebrate the diversity and inclusivity of our force, and to honor the contributions of our LGBTQ+ Airmen, Guardians, and dependents. Our Air and Space Forces are stronger because of the unique backgrounds and experiences of our Total Force that engender a more inclusive, and ultimately more effective, team.

While we acknowledge the progress we have made, we are also mindful that real challenges persist for members of the LGBTQ+ community. Pride Month is an opportunity to acknowledge the pioneers and activists who fought tirelessly for equality and justice, paving the way for both a more equitable military and American society. During Pride Month, let us elevate the authentic voices and inspirational stories of the DAF's LGBTQ+ community, while recognizing those who continue to face discrimination and marginalization for simply being who they are.

Consistent with the authorization by the Under Secretary of Defense for Personnel and Readiness, this memorandum officially designates Pride Month as a Special Observance within the Department of the Air Force, as outlined in DAFI 36-2710, paragraph 11.6.1., Installation Commanders are empowered to organize and execute appropriate activities to commemorate Pride Month.

Tools for planning a successful special observance celebration are available on the Defense Equal Opportunity Management Institute website (<https://www.defenseculture.mil/>).

MARIANNE P. MALIZIA, SES, DAF
Deputy Assistant Secretary of the Air Force
(Force Resilience)
Chief Diversity Officer

cc:

DISTRIBUTION C

ALMAJCOM-ALFLDCOM-FOA-DRU

Eglin Pride Month: June 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						Niceville Pride 1
						
2	3	4	5	6	7	8
9	10	11	12	13	Meet and Greet 14	Pensa Pride 15
						
16	17	18	19	20	5K Run 21	22
						
23/30	Closing Lunch 24	25	26	27	28	29
						

EVENTS

6/1 Niceville Pride – 0830-1400, 1800-2130 @ 202 Partin Dr. N Niceville, FL

6/14 Meet and Greet – 1200-1600 @ Postal Point, Eglin AFB

6/15 Pensa Pride – 1000-1800 @ 6655 Mobile Hwy Pensacola, FL

6/21 5K Run – 0700 starting @ CE Pavilion Eglin AFB, signup using the QR code or link

<https://www.signupgenius.com/go/10C084FADA62CA3F8CF8-49920777-lgbtq>

6/24 Closing Luncheon – 1100-1300 at Luke's Place Eglin AFB

“Strategic partner of the warfighter providing the human resource expertise and policies to attract, develop, motivate and retain a diverse workforce.”



Air Force Test Center

Diversity, Equity, Inclusion and Accessibility
(DEIA) Defined

“What does all this stuff mean?”

Mr. Ronald Turner
HQ AFTC/DPP
19 May 2022



■ **AFTC DEIA Team**

- AFTC DEIA Manager is Mr. Ronald Turner (AFTC/DPP)
- 96 TW DEIA Chief is Cecil Williams (96 TW/EO)
- 412 TW DEIA Chief is James Daley (412 TW/EO)
- AEDC DEIA Manager is TBD

DEIA Overview



- **AF Core Values**
- **DEIA Prohibited Practices**
- **Definition of Diversity**
 - **Why is Diversity Important?**
 - **Diversity Further Defined**
- **Definition of Equity**
 - **Differences Between Equality and Equity**

- **Definition of Inclusion**
 - **Understanding Inclusion**
- **Definition of Accessibility**
 - **Accessible Technology**
- **Key Points**
- **Backup**

AF Core Values



- **INTEGRITY FIRST** – An Airman is a person of integrity, courage and conviction. They must be willing to control their impulses and exercise courage, honesty and accountability in order to do what is right even when no one else is looking.
- **SERVICE BEFORE SELF** – An Airman's professional duties take precedence over personal desires. Every Airman is expected to have the discipline to follow rules, exhibit self-control and possess respect for the beliefs, authority and worth of others.
- **EXCELLENCE IN ALL WE DO** – An Airman strives for continual improvement in self and service in order to propel the Air Force further and to achieve greater accomplishment and performance for themselves and their community.

Like AF Core Values, DEIA must become part of our culture. It's not something to study, it's something that we need to live and believe in on a daily basis.

DEIA Prohibited Practices



- **Numerical Goals** – No numerical goals may be set for the hiring or promotion of Air Force military or civilian personnel on the basis of race, color, national origin, religion, sex (including gender identity), age, or sexual orientation. Nor may race, color, national origin, religion, sex (including gender identity), age, or sexual orientation be a basis for admission to any training or development program.
 - Numerical goals are permissible for veterans and other civilians with disabilities.
 - Numerical goals are permissible for representation in a pool of applicants (i.e. it is permissible to set a goal of a 10% increase in applicants of a particular race, sex or ethnicity to certain job categories, but it is not permissible to set a goal of increasing the number of members of a particular race, sex, or ethnicity hired or promoted into those job categories).
- **Limiting Diversity Initiatives to Race, Sex and National Origin or Substituting Special Emphasis Programs for Diversity Initiatives**
 - Special Emphasis Programs may supplement diversity initiatives, but the programs are not sufficient to meet the diversity and inclusion obligations set out by this instruction. Diversity and inclusion initiatives must encompass other attributes of the broad Air Force definition of diversity and not be limited to race, sex, and national origin-based programs.



DIVERSITY

Diversity Defined

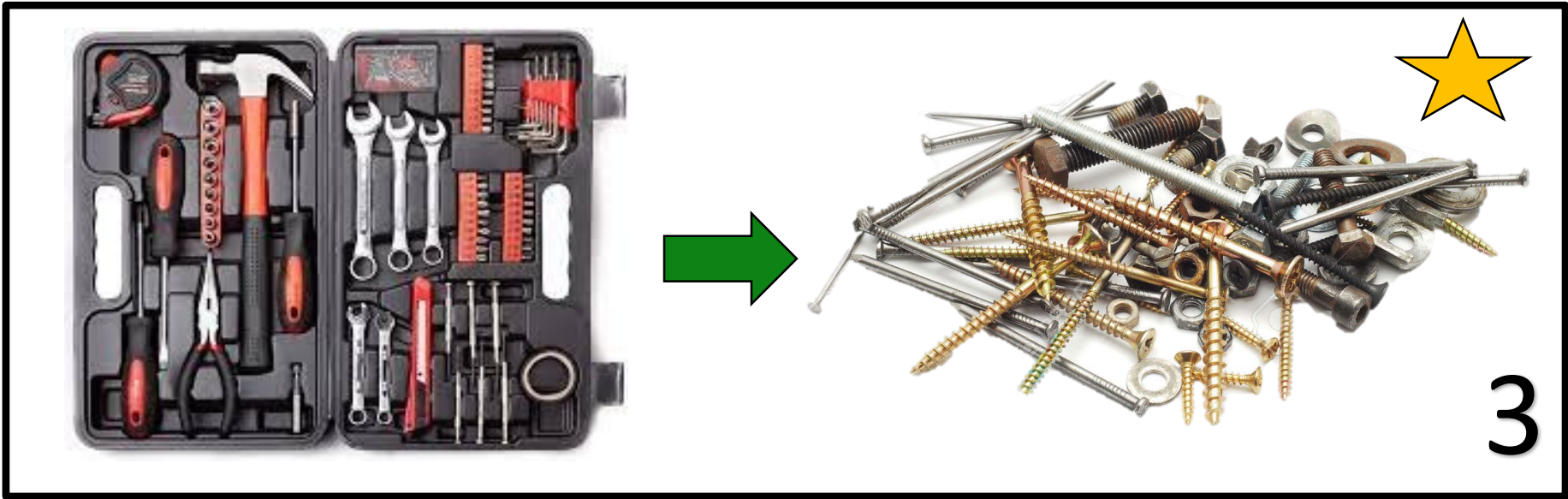


The Air Force broadly defines diversity as a composite of individual characteristics, experiences, and abilities consistent with the Air Force Core Values and the Air Force Mission. Air Force diversity includes but is not limited to: personal life experiences, geographic and socioeconomic backgrounds,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





Why Is Diversity Important?



Diversity Further Defined



- **Demographic diversity** – inherent or socially defined personal characteristics, including age, race/ethnicity, religion, gender, socioeconomic status, family status, disability, and geographic origin.
- **Cognitive/behavioral diversity** – differences in styles of work, thinking, learning, and personality.
- **Organizational/structural diversity** – organizational/institutional background characteristics and experience affecting interaction within and between teams/groups, including Service, component, and occupation/career field.
- **Global diversity** – in-depth knowledge of and experience with foreign languages and cultures, inclusive of both citizens and non-citizens, exchange officers, coalition partners, and foreign nationals with whom we interact as part of a globally engaged Air Force.



EQUITY



Equality = Treating everyone the same

Equity = Giving everyone what they need to be successful (fair/impartial)

- **Unearned Advantage:** Privilege and/or benefit of the doubt given to some people based on their class, race, gender, and sexual orientation, etc.
- **Unearned Disadvantage:** The dominant US society, as a whole, discriminates against groups and an individual because of class, race, gender, and sexual orientation and as a result, the people of those groups have less access, fewer supports, less respect, less credibility, and must continually prove worthiness to those that are most in power.
- **Earned Advantage:** Privilege based on an individual's personal hard work, respect for others, honesty, courage, integrity, leadership, etc. regardless of class, race, gender, and sexual orientation.
- **Earned Disadvantage:** Punishment or hardship assigned to an individual regardless of class, race, gender, and sexual orientation but based on personal dishonesty, negligence, apathy, lack of hard work, lack of respect for others, lack of integrity, or application of skill.



Equality vs. Equity



Equality

Equity

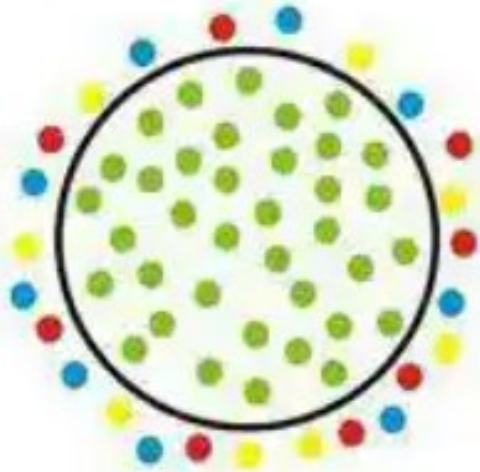


INCLUSION

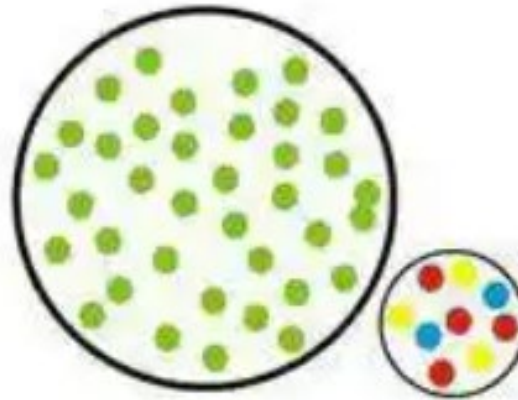
Inclusion



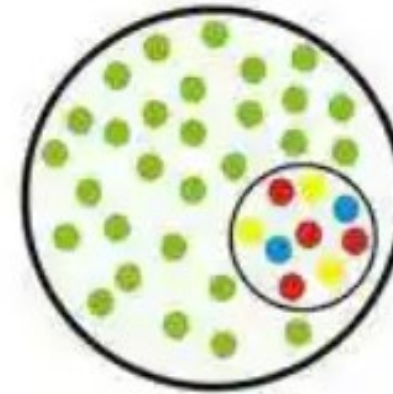
Inclusion



Exclusion



Segregation



Integration

Inclusion Defined



- **Inclusion** – is a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential. Inclusion should be reflected in an organization's culture, practices and relationships that are in place to support a diverse workforce.





ACCESSIBILITY

Accessibility Defined



- **Accessibility** - “Accessible” means a person with a disability is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use. The person with a disability must be able to obtain the information as fully, equally and independently as a person without a disability.”



Accessibility Types



DISABILITIES THAT AFFECT WEB USE

HEARING DIFFICULTY

Hearing impaired users range from those who have difficult hearing soft sounds or some frequencies to those who are completely deaf.



VISUAL DIFFICULTY

Visually impaired users range from those who are fully blind to those who are color blind in some way.



COGNITIVE & NEUROLOGICAL

These disabilities may affect a variety of intellectual and social functions, such as memory, concentration, perception.



PHYSICAL DISABILITY

Users with this disability may have difficulty with mobility or muscle control.





Key Points



- Continue to strengthen policies/procedures that promulgate DEIA
- Ensures equality of opportunity (NOT Outcome)
- Remove barriers to opportunity
- Continue to enhance diversity and ensure equality across our entire workforce
- Diversity is the key to innovation
- Inclusion is imperative for cohesive teamwork
- Equity is critical to attain equality of Total Force readiness
- Equity = FAIRNESS while Equality = SAMENESS



Questions





BACKUP SLIDES



Accessible Technology



- Most individuals who are blind use either audible output (products called *screen readers* that read web content using synthesized speech), or tactile output (a refreshable Braille device).
- Individuals with learning disabilities such as dyslexia may also use audible output.
- Individuals with low vision may use screen magnification software that allows them to zoom into a portion of the visual screen.
- Many others with less-than-perfect eyesight may enlarge the font on websites using standard browser functions, such as Ctrl + in Windows or Command + in Mac OS X.
- Individuals with fine motor impairments may be unable to use a mouse, and instead rely exclusively on keyboard commands, or use assistive technologies such as speech recognition, head pointers, mouth sticks, or eye-gaze tracking systems.
- Individuals who are deaf or hard of hearing are unable to access audio content, so video needs to be captioned and audio needs be transcribed.
- Individuals may be using mobile devices including phones, tablets, or other devices, which means they're using a variety of screen sizes and a variety of gestures or other user interfaces for interacting with their devices and accessing content.

Possible Areas of Examination



- Combatting Sameness
- Communicating Across Differences
- Cultural Awareness/Diversity
- Generational Diversity
- Intentional Inclusion
- Leadership
- LGBTQI+ Perspective
- Microaggressions
- Psychological Safety
- Racism
- Sensing Sessions
- Stereotypes
- Unconscious Bias
- Other Areas of Interest



General Bunch 12 DEIA Focused Initiatives



1. **"I expect we will conduct diverse hiring panels as defined by the Air Force (demographic, cognitive, and organizational diversity as defined in AFI 36-7001, Diversity and Inclusion) for all hiring actions for supervisor, DR-V, GS-14/15 and equivalent positions."**
 - a) **"I expect hiring panels to offer feedback to individuals not selected for the job they applied."**
2. **"I expect all Installations to conduct Civilian Status of Discipline meetings highlighting pertinent actions and demographics."**
3. **"I expect leaders at all levels to maximize mentorship programs."**
4. **"I expect organizations to use the training materials AFMC/A1 provides as part of their AFMC leadership preparatory courses."**
5. **"I expect Centers and Installations to implement and lead Diversity and Inclusion Councils with Top 5 leadership participation."**
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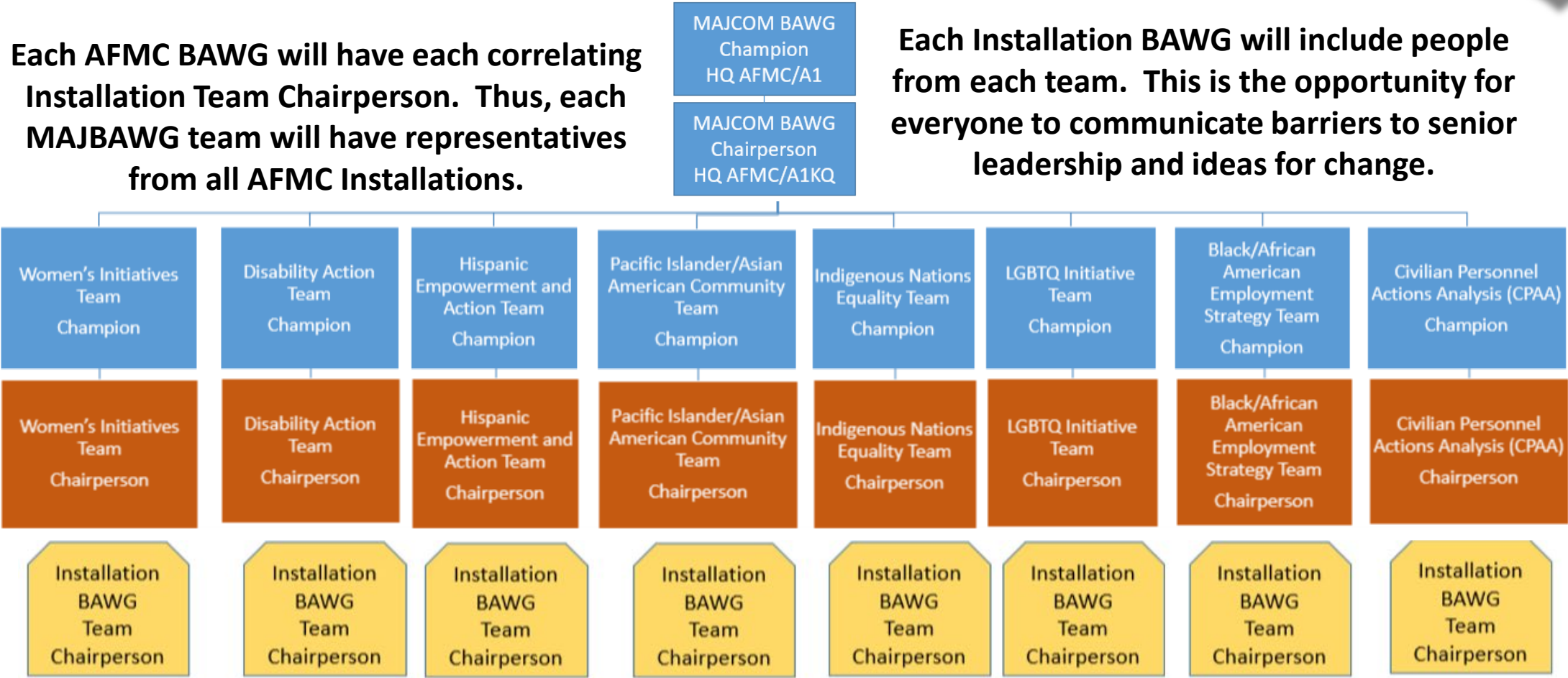


MAJCOM Barrier Analysis Working Group (BAWG)



Each AFMC BAWG will have each correlating Installation Team Chairperson. Thus, each MAJBAWG team will have representatives from all AFMC Installations.

Each Installation BAWG will include people from each team. This is the opportunity for everyone to communicate barriers to senior leadership and ideas for change.









EMBRACING DIVERSITY EXAMPLES

How Public Companies Embrace Diversity



- **Sodexo** - found is that when there is an optimal gender balance within an organization, employee engagement increases by 4 percentage points, gross profit increases by 23% and brand image strengthens by 5 percentage points. 
- **Mastercard** - To address generational barriers, “YoPros” BRG (the Young Professionals Business Resource Group) offers a one-on-one ‘Social Media Reverse Mentoring’ program to older employees who want to become familiarized with the platforms. 
- **Accenture** - Diversity training within the company is broken into 3 different categories:
 - 1.) Diversity Awareness – to help people understand the benefits of working with a diverse organization.
 - 2.) Diversity Management – to equip executives to manage diverse teams. 
 - 3.) Professional Development – to enable women, LGBT and ethnically diverse employees to build skills for success.
- **Kaiser-Permanente** - Part of the diversity agenda is to provide culturally-acceptable medical care and culturally-appropriate services to all of the 140 cultures currently represented in the population of the US. 

Resources



- AFTC Website: <https://www.aftc.af.mil/>
- AFTC Job Board: <https://www.aftc.af.mil/About-Us/Jobs/>
- Air Force Civilian Service (AFCS): <https://afciviliancareers.com/>
- AFCS LinkedIn: <https://www.linkedin.com/company/air-force-civilian-service/jobs/>
- AFTC LinkedIn: <https://www.linkedin.com/company/airforcetestcenter/>
- [AFTC/DPP AF Portal Workforce Management](#)
- [AF Test Center Enterprise Recruitment Email](#)
- [DOD Diversity](#)
- [AF Diversity](#)
- [AFMC Diversity](#)

From: (b) (6) [CIV USAF AFMC AFTC/DP](#)
To: [AF Test Center C&S All Personnel](#)
Subject: AFTC PRIDE Heritage Month Events (Corrected Copy)
Date: Tuesday, June 4, 2024 3:19:56 PM
Attachments: [image001.png](#)
[image002.png](#)
[2024 PRIDE Events.JPG](#)
[DAF LGBTQ+ Pride Month Memo 2024.pdf](#)
[Eglin Pride Events 2024.jpg](#)

AFTC,

Edwards AFB and Eglin AFB will be celebrating Pride Heritage Month. LGBTQ+ Pride Month is currently celebrated each year in the month of June.

“While we acknowledge the progress we have made, we are also mindful that real challenges persist for members of the LGBTQ+ community. Pride Month is an opportunity to acknowledge the pioneers and activists who fought tirelessly for equality and justice, paving the way for both a more equitable military and American society. During Pride Month, let us elevate the authentic voices and inspirational stories of the DAF's LGBTQ+ community, while recognizing those who continue to face discrimination and marginalization for simply being who they are.”

Additional information regarding Special Observances can be found on the Defense Equal Opportunity Management Institute website (<https://www.defenseculture.mil/>).

To commemorate this month multiple events will be taking place on AFTC bases, find information for each event below or the flyers attached.

EDWARDS AFB

6 June 2024: PRIDE 5K Color Run

Location: Base Gym (route provided at gym)

Time: Opening remarks 0700, Run begins 0715

What: Get ready to kick off Pride month and run, walk, or jog through a kaleidoscope of colors as we come together to support diversity and inclusion.

Incentive: Participants receive a free 2024 Pride shirt (while supplies last).

11 June 2024: PRIDE Coffee Talks

Location: Starbucks

Time: 0830-0930

What: Join the monthly DEIA Coffee Talk, an informal but guided discussion focused on the LGBTQ+ community. Sip on your favorite brew as we gather in a welcoming space for open dialogue, camaraderie, and connection.

26 June 2024: PRIDE Trivia Night

Location: Club Muroc

Time: 1800-1930

What: Test your knowledge and celebrate LGBTQ+ history, culture, and achievements at our LGBTQ themed trivia night! Gather your friends, allies, and fellow enthusiasts for an evening of fun, facts, and fierce competition.

Very Respectfully,

//SIGNED//

(b) (6), DAF (she/her)

Executive Administrator

Air Force Test Center/DP

HQ AFTC LGBTQ+ Initiative Team (LIT) SEPM

412 TW LIT SEPM

1 South Rosamond Blvd, Bldg. 1

Edwards AFB, CA 93524

DSN: (b) (6)

COMM: (b) (6)

NIPR: (b) (6)



“Every individual matters. Every individual has a role to play. Every individual makes a difference.” – Jane Goodall



CUI

AFTC/DP

**AFTC**

TOPIC/ISSUE	DETAILS/STATUS
HQ AFTC Barrier Analysis Working Group (BAWG)/ Special Emphasis Program Manager (SEPM) Vacancies	<ul style="list-style-type: none">• Seeking qualified applicants to represent AFTC<ul style="list-style-type: none">– Black/African-American Employment Program Manager– Disability Program Manager– Pacific Islander/Asian American Program Manager– Hispanic Employment Program Manager• Serve as MAJBAWG/AFTC BAWG & SEPM affinity group• FMI contact (b) (6), (b) (6)
AFTC Civilian Post Pandemic Work Posture <i>Phase 2 – Deliverable 22 Sep 23</i>	<ul style="list-style-type: none">• Continuous battle rhythm--new/current emp data maint• Facilitate ad hoc and future reporting requirements• Senior Leader support needed to maintain accuracy<ul style="list-style-type: none">– Supervisors review position/person coding– Coordinate updates w/ respective Telework Coordinator• Data Collection Platform<ul style="list-style-type: none">– AFTC Telework Tool Data Collection available to all Telework Coordinators– MS 365 Form previously completed by supervisors no longer avail able

CUI

AFTC Reco... > AFTC Speci... > 2022 Hispanic Engineers National Achievement and Awards Corporation (HENAAC) Awards

2022 Hispanic Engineers National Achievement and Awards Corporation (HENAAC) Awards

Title of Award (Read only) *

2022 Hispanic Engineers National Achievement and Awards Corporation (HENAAC) Awards

SOCCER/Task # (Read only)

N9QZ (AFTC/EN)

Calendar Year (Read only) *

2022

Fiscal Year (Read only)

2022

Quarter (Read only) *

Qtr 2 (Apr-Jun)

Customer (Read only)

A1

Status (Read only)

Open

Routing (Read only)

Complete

Start Date (Read only)

3/2/2022

Due to AFTC ST&A (Read only)

4/29/2022

Due to AFTC/CCX (Read only)

4/29/2022

Due to AFMC (Read only)

5/13/2022

Other (Read only)

-

Elapsed Time (Read only)

-

Notes (Read only)

-

AFTC Reco... ▸

AFTC Speci... ▸

2023 Federal Asian Pacific American Council (FAPAC) Civilian Awards

2023 Federal Asian Pacific American Council (FAPAC) Civilian Awards

 Title of Award (Read only) *

2023 Federal Asian Pacific American Council (FAPAC) Civilian Awards

 SOCCER/Task # (Read only)


XX6W

 Calendar Year (Read only) *

2023

 Fiscal Year (Read only)

2023

 Quarter (Read only) *

Qtr 1 (Jan-Mar)

 Customer (Read only)

A1

 Status (Read only)

Closed

 Routing (Read only)

Complete

 Start Date (Read only)

1/18/2023

 Due to AFTC ST&A (Read only)

2/15/2023

 Due to AFTC/CCX (Read only)

2/15/2023

 Due to AFMC (Read only)

2/17/2023

 Other (Read only)

-

 Elapsed Time (Read only)

-

 Notes (Read only)

-

AFTC Reco... > AFTC Speci... > (AFTC/ENR) 2023 Hispanic Engineers National Achievement

(AFTC/ENR) 2023 Hispanic Engineers National Achievement

Title of Award (Read only) *

(AFTC/ENR) 2023 Hispanic Engineers National Achievement

SOCCER/Task # (Read only)

(AFTC/ENR) FVQ4

Calendar Year (Read only) *

2023

Fiscal Year (Read only)

2023

Quarter (Read only) *

Qtr 2 (Apr-Jun)

Customer (Read only)

A1

Status (Read only)

Open

Routing (Read only)

Complete

Start Date (Read only)

4/26/2023

Due to AFTC ST&A (Read only)

-

Due to AFTC/CCX (Read only)

-

Due to AFMC (Read only)

-

Other (Read only)

-

Elapsed Time (Read only)

-

Notes (Read only)

-