

Black/African American Employment Strategy Team (BEST)

A member of the DAF
Barrier Analysis Working Group



VISION

Elimination of artificial barriers to employing, advancing and retaining Black/AA Airmen and Guardians

MISSION AND LINES OF EFFORT

To review and analyze guidelines, programs, data and other information for barriers to employment, advancement, and retention of Black/AA military members and civilian employees; and provide recommendations to DAF leadership

- Independent Racial Disparity Review (RDR) Team
- HBCU Intentional Mentoring
- Black/African American Women Promotion and Career Development
- Civilian Advancement
- Inclusive Male Grooming Standards (Shaving Waivers)
- Recruiting
- ROTC
- Band Under Representation

Join or engage the BEST --- and expect the *BEST*!

Founded June 2020, an all-volunteer team of more than 570 officer, enlisted, and civilian Airmen and Guardians making a positive difference! (As of September 2023)

Meetings occur the second Tuesday of each month on ZoomGov or Teams

To join or engage, email: SAF.DIDAFBAWG.BESTWorkflow@us.af.mil

Facebook: <https://www.facebook.com/DAFBAWG.BESTpage>

LinkedIn: <https://www.linkedin.com/company/daf-best/>

YouTube: <https://www.youtube.com/@bestdafbawg>



DAT FACT SHEET

December 2023

DAT | DisAbility Action Team

Promoting Opportunity and Accessibility Since 2008

Purpose: The Disability Action Team (DAT) is one of the Barrier Analysis Working Group teams that fall under the Department of the Air Force Barrier Analysis Working Group (DAFBAWG). This BAWG team was created for the purpose of analyzing anomalies found in civilian and military workplace policies, procedures, and practices with an eye toward identifying their root causes, and, if those root causes are potential barriers to equal opportunity, devising plans to eliminate them.

The DAT will assess programs, practices, procedures and data for barriers to employment, advancement, and retention of employees, applicants and military members with disabilities. It will also serve as a Member and Employee Resource Group (MERG) for civilians and military with disabilities. A MERG is a voluntary, employee-led group that fosters an inclusive workplace aligned with organizational mission, that also seeks to support individuals as they navigate their career.

LINES OF EFFORT

- LOE #1: Ensure accessibility of physical and virtual workplaces
- LOE #2: Improve value of MD-715 Report data to DAT
- LOE #3: Improve the rate of self-identification of disability
- LOE #4: Ensure IwD equal access to developmental opportunities
- LOE #5: Support neurodiversity
- LOE #6: Contact for interpreter services DAF-wide
- LOE #7: Develop guidance on Airmen/Guardians (military and civilian) with PTS
- LOE #8: Review of DAF use of Schedule A
- LOE #9: Impact of return to workplace on reasonable accommodation



Who can join DAT?

We welcome any DAF employee or member regardless of grade/rank, location, disability status, or race/ethnicity/sex

When do we meet?

We meet every 4th Thursday of the month at 1400 EST on Teams

How can I join?

Contact the Director of Outreach at: Rhiannon.Brown@us.af.mil or the Co-Chairs at: David.Frank.8@us.af.mil; Natalie.Jack.1@us.af.mil; Tiffany.Durnell@us.af.mil

More Info:

www.facebook.com/groups/dafbawgdat



Co-Chair: Mr. David Frank, SAF/GC
Co-Chair: Ms. Natalie Jack, 434 MSG
Co-Chair: Ms. Tiffany Durnell, SAF/DI

Senior Champions:
Mr. John Carbone
Maj Gen Edward (Hertz) Vaughan



HEAT FACT SHEET

December 2023

HEAT | Hispanic Empowerment & Advancement Team



Purpose: The Hispanic Empowerment & Advancement Team (HEAT) is a Department of the Air Force (DAF) Barrier Analysis Working Group (BAWG) that serves our Hispanic Total Force Airmen, Guardians, and their families. The HEAT was established to analyze DAF policies, programs, and processes to identify racial, ethnic, or gender-based disparities, and develop courses of action to remove potential barriers into civilian and military service and increase Hispanic retention and senior leader representation across the DAF.

Vision: To cultivate a preeminent Air & Space Force that values, celebrates, and incorporates the rich and varied cultures, traditions, and contributions of Hispanic Airmen & Guardians at every level of the Department of the Air Force.

LINES OF EFFORT

1

Overcome Language Barriers

2

Education, Awareness, and Recruitment

3

Mentorship, Professional Development, and Retention

Who can join the HEAT?

We welcome any DAF members regardless of grade/rank, status, or ethnicity.

When do we meet?

Every 3rd Tuesday of the month at 1400 EST via ZoomGov (Meeting ID: 161 579 4710/Code: 0000)

How can I join?

Visit our social media accounts below or contact the co-leads via email at:

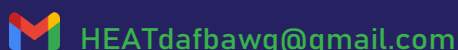
saf.didafbawg.heatwf@us.af.mil

CONTACT INFO

HEAT Co-Leads: Col Angel Santiago, Maj Cristina Curl, Capt Christine De Jesus, & TSgt Joan Olmo Ortiz

Strategic Advisor: Lt Col Leah Pound

Senior Champions: Brig Gen Frank Verdugo & Mr. Winston Beauchamp





INET VISION

A community of Indigenous Peoples perpetuating a legacy of honor through their humble advancement in service to their nation and the preservation of traditions and respect for all.

INET MISSION

Provide pivotal advocacy for American Indian and Alaska Natives within the DAF through the changing of policies, recruitment, and outreach in all areas and the creation of a community of encouragement, belonging, and support, to preserve culture and honor traditions.



Visit our Facebook Page to engage with our Community and learn more about our latest events!

INET Factsheet

The Indigenous Nations Equality Team

Co-Champion – Brig Gen Terrence Adams
Co-Champion – Mr. Dennis D'Angelo
Co-Lead (Civilian) – Mrs. Jacqueline Melcher
Co-Lead (Officer) – Col Maureen Trujillo
Co-Lead (Enlisted) – MSgt Frances Dupris

INET is one of the Department of the Air Force Barrier Analysis Working Group teams. It is an all-volunteer organization aligned under SAF/DI. Some members represent their organizational units in their assigned roles, while most are volunteers dedicated to identifying and addressing artificial barriers to American Indian and Alaska Natives in policies, processes, and programs.

LINES OF EFFORT (LOE)

LOE 1: Remove Barriers (Policy Initiatives):

- Wearing Regalia While in Uniform
- Permissive Leave – Ceremonies
- Gender Neutral Hair Policy
 - As of September 2023, nine (9) Active-Duty Airmen have received Religious Accommodation to grow their hair out.

LOE 2: Outreach & Recruitment:

- External to Department of the Air Force
- Internal to Department of the Air Force

LOE 3: Retention

LOE 4: Indigenous Language Promotion

Have questions? Email our org box or one of our leads:

saf.di_dafbawg.inet_workflow@us.af.mil

Jacqueline.melcher@us.af.mil

Maureen.trujillo@us.af.mil

Frances.dupris@spaceforce.mil

Tune in on our virtual meetings via Zoom! Everyone is welcome.

We meet the **second** Thursday of each month at 1400 EST.

<https://us02web.zoom.us/j/86405814865?pwd=UFN6bm9YL3c1SXU0aTNOeWlkT2V1dz09>

Meeting ID: 864 0581 4865

Passcode: C72re9

America's First Warriors, Advocating for Future Generations...
WE ARE STILL HERE!



LIT FACT SHEET

The Lesbian, Gay, Bisexual, Transgender, Queer
or Questioning (LGBTQ) Initiatives Team

DEPARTMENT OF THE AIR FORCE
BARRIER ANALYSIS WORKING GROUP



December 2023

VISION

“To be the light that illuminates the path towards change, acceptance, and equality for all of those who came before us and those who will come after us.”

LINES OF EFFORT

- Education & Outreach
- Data & Research
- Medical Policies
- Gender Identity Policies

PURPOSE

To review and analyze programs, data, guidelines, and other information for barriers to employment, advancement, and retention of DAF LGBTQ+ military members, employees and applicants.

LIT Org Box:

SAF.DI_DAFBAWG.LIT_Workflow@us.af.mil

CHAMPIONS



Lt Gen Leah Lauderback
LIT Champion



Ms. Venice Goodwine
LIT Champion



Mr. Troy McIntosh
LIT Champion

SAF/DI REP & CHAIRS



Maj Thomas McNitt
SAF/DI Representative



Lt Col Bree Fram
LIT Chair



Lt Col Kera Rolsen
LIT Chair



Maj Jonathan Roman
LIT Chair



Mr. Tim Motley
LIT Chair

LIT meets 2nd Thursday
of every other month

1200-1315 EST

12 Oct 23 | 14 Dec 23

08 Feb 24 | 11 Apr 24



Connect with us:



<https://dod.teams.microsoft.us/l/team/19%3adod%3aef260e06c12a443fbad3d2aca01b6cf7%40thread.skype/conversations?groupId=54a999c2-5a17-4301-8e16-0f2024667278tenantId=8331b18d-2d87-48ef-a35f-ac8818ebf9b4>



facebook.com/groups/lit.daf



[milSuite https://www.milsuite.mil/book/groups/daflit](https://www.milsuite.mil/book/groups/daflit)



PACT FACT SHEET

PACT | Pacific Islander and Asian American Community Team



PACT MISSION

To champion Department of the Air Force policy changes as the influential and authoritative advocate for the Asian American, Native Hawaiian, & Pacific Islander community in order to break barriers affecting all Airmen and Guardians and uphold the propensity to serve in all ranks, military and civilian.

PACT Champions



Brig Gen John Edwards



Mr. Edwin Oshiba

About PACT

PACT is an all-volunteer team aligned under the SAF/DI and one of eight Department of the Air Force Barrier Analysis Working Groups (DAF BAWG).

About DAF BAWGs

DAF BAWGs analyze anomalies found in civilian and military workplace policies, procedures, and practices. Each team works to identify potential barriers to equal opportunity, diversity and inclusion, then devises plans to eliminate them.

Become a Volunteer Today!

Contact one of the five PACT Co-Leads to join. We welcome any DAF members regardless of grade/rank, status, or ethnicity. We are open all DAF officers, enlisted, civilians, active duty, Guard, and Reserve members.

Find us on AF Portal page by searching "PACT: Pacific Islander and Asian American Community Team"

www.facebook.com/groups/dafpact

LOE 2: Recruitment

To change DAF policies by developing initiatives that inspire, inform, engage, and recruit AANHPI Airmen and Guardians. Identify barriers that inhibit and disincentivize AANHPI candidates from desiring to serve the DAF.

LOE 1: Optimizing Human Performance

To change DAF policies that are identified as barriers affecting the Resiliency of Airmen and Guardians, to include medical, mental, and behavioral health, and opportunities to compete equitably across the DAF.

Lines of Effort DAFBAWG PACT

LOE 3: Retention

DAF policies that have been identified as barriers to retaining AANHPI Airmen and Guardians at Senior Leadership Levels, and opportunities to leverage their expertise by institutionalizing mentorship from "home-grown" local AANHPI private orgs.

LOE 4: Strategic Messaging

Execute strategic messaging of the PACT Mission, Vision, Goals, and Achievements through military avenue; professional events; Senior Leader Engagement; social media; and the public domain, in order to expedite implementing policy change within the DAF.

PACT VISION

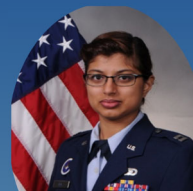
A Total Force where culture is celebrated and recognized to create an organization where all can advance to their maximum potential regardless of race or ethnicity, and all removable barriers to opportunity have been eliminated in order to leverage the full value in diversity of thought, ingenuity, and initiative of our Air and Space personnel.



Lt Col Rebecca Ban



Mr. Kit Lui



Capt Monica Dupont



Capt Suzanna Palmer



MSgt Rayco Rosado

Contact us at SAF.DIDAFBAWG.PACTWorkflow@us.af.mil

The DAF WIT is an all-volunteer team with 52 active LOEs and over 600+ active volunteers

Lines of Effort (LOE)

- LOE 1: Childcare Programs, Policies & Entitlements
- LOE 2: Pregnancy Discrimination & Maternal Bias
- LOE 3: Female-Specialized Healthcare
- LOE 4: USSF Development & Inclusivity for Women Guardians
- LOE 6: DAF Development
- LOE 7: Parental & Family Leave Programs & Policies
- LOE 8: Anthropometrics (One Size Does Not Fit All)
- LOE 9: Countering Sexual Assault & Harassment
- LOE 10: Awards & Decorations
- LOE 11: Gender Neutral Language
- LOE 12: External Engagement

Co-Chairs:

- Maj Sam Sliney, USAF
- Capt Frances Castillo, USAF
- Col Laurel Walsh, USSF
- SMSgt Brianna Fields, USSF

Senior Champions:

- Maj Gen Jennifer Short, USAF
- Maj Gen Laura Lenderman, USAF
- Ms. Jennifer Miller, SAF/DS
- Maj Gen DeAnna Burt, USSF
- CMSgt Tina Timmerman, USSF



WIT Portal

<https://www.my.af.mil/gcss-af/USAF/ep/globalTab.do?channelPageId=sC9710F91735E613101735E85027F0040>

LinkedIn

<https://www.linkedin.com/company/department-of-the-airforce-women-s-initiatives-team>

Facebook

<https://www.facebook.com/groups/AFWIT>

MS Teams Code: Idwudnj

Monthly Meeting:

First Tuesday of every month at 1000 EST via Zoom
Meeting ID: 161 927 2895
Passcode: 006405

Mission

Identify barriers to women's service in the Department of the Air Force and Department of Defense that influence and impact women's propensity to serve.

Strategy

1. Analyze anomalies found in civilian and military workplace policies, procedures, and practice using grassroots perspective.
2. Identify root causes, including determining if those root causes are potential barriers to diversity, equal opportunity, equity, inclusion and accessibility, while devising plans to eliminate them.