

# DAF Barrier Analysis Working Group Informational One-Pager

CAO: 4 December 2023

The Department of the Air Force Barrier Analysis Working Group (DAFBAWG) is comprised of teams of volunteer employees and service members who bring a grassroots perspective, that analyze anomalies found in civilian and military workplace policies, procedures, and practices with an eye toward identifying their root causes, including determining if those root causes are potential barriers to equal opportunity, diversity and inclusion, and devising plans to eliminate them.

DAFBAWG	BEST - Black/African American Employment Strategy Team	DAT - Disability Action Team	HEAT - Hispanic Empowerment & Advancement Team	INET - Indigenous Nations Equality Team	LIT - LGBTQ Initiatives Team	PACT - Pacific Islander/Asian American Community Team	WIT - Women's Initiatives Team
VISION	To eliminate artificial barriers to employing, advancing, and retaining Black/AA Airmen and Guardians.	To retain and develop current employees and military members, recruit new talent, and remove barriers to opportunity and inclusivity by providing support to Airmen and Guardians with disabilities through policy changes, career development, and professional networking.	A preminent 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.	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.	To be the light that illuminates the path towards change, acceptance, and equality for all of those that came before us and those that will come after us.	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.	DAFBAWG Program Manager Lt Col Roxanna Figueroa roxanna.figueroa.3@us.af.mil
MISSION	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.	To make positive change by promoting greater awareness and understanding of people with disabilities through advocacy and mentorship throughout the Department of the Air Force.	To value, leverage, and incorporate the rich and varied cultures, traditions, and contributions of Hispanic Airmen and Guardians by providing the full range of professional development experiences and eliminating barriers to service in roles of progressively greater responsibility, thereby bolstering the world's preeminent Air and Space Force.	Provide pivotal advocacy for American Indian and Alaskan 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.	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.	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 and advocate to eliminate those barriers through policy change.	
MEETINGS	Second Tuesday of every month at 1300 CST/1400 EST (ZoomGov) <a href="#">CLICK HERE for link</a> Meeting ID: 161 130 6910 Passcode: 072020	Fourth Thursday of every month at 1400 EST (ZoomGov) <a href="#">CLICK HERE for link</a> Dial-in: +1 410-874-6750 Conf ID: 732 895 003#	Third Tuesday of every month at 1400 EST (Zoom) Meeting ID: 161 579 4710 Passcode: 0000	Second Thursday of every month at 1400 EST (Zoom) Meeting ID: 864 0581 4865 Passcode: C72re9	Second Thursday of every month at 1400 EST (ZoomGov) <a href="#">CLICK HERE for link</a> Dial-in: 1-410-874-6750 Ph Conf ID: 166 971 990#	Second Tuesday of every month at 1400 CST/1500 EST (ZoomGov) Meeting ID: 160 964 7840 Passcode: 934538	WIT: First Tuesday of every month at 1000 EST/0800 MST (ZoomGov) <a href="#">CLICK HERE for link</a> Meeting ID: 161 927 2895 Passcode: 006405
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LINES OF EFFORT	LOE 1: Independent Racial Disparity Review LOE 2: HBCU Intentional Mentorship LOE 3: Black/African American Women Promotion and Career Development LOE 4: Civilian Advancement LOE 5: Inclusive Male Grooming Standards (Shaving Waivers) LOE 6: Recruiting LOE 7: Commissioning/ROTC LOE 8: AF Band Underrepresentation	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: Contract for interpreter services DAF-wide LOE 7: Develop guidance on Airmen/Guardians (military and civilian) with PTS LOE 8: Review of the DAF use of Schedule A LOE 9: Impact of Return to Workplace on Reasonable Accommodation	LOE 1: Overcome Language Barriers LOE 2: Education, Awareness and Recruitment LOE 3: Mentorship, Professional Development and Retention LOE 4: Ensure IWD equal access to developmental opportunities LOE 5: Support neurodiversity LOE 6: Contract for interpreter services DAF-wide LOE 7: Develop guidance on Airmen/Guardians (military and civilian) with PTS LOE 8: Review of the DAF use of Schedule A LOE 9: Impact of Return to Workplace on Reasonable Accommodation	LOE 1: Remove Barriers (Policy) Initiatives LOE 2: Outreach & Recruitment LOE 3: Retention LOE 4: Indigenous Language Promotion	LOE 1: Education/Awareness LOE 2: Gender Identity Policies LOE 3: Medical Policies LOE 4: Data and Research	LOE 1: Optimizing Human Performance LOE 2: Retention LOE 3: Recruitment LOE 4: Strategic Messaging	LOE 1: Childcare Programs, Policies, and Entitlements LOE 2: Pregnancy Discrimination LOE 3: Female-Specialized Healthcare Programs LOE 4: Space Force Development – Inclusivity for Women Guardians LOE 5: Vacant LOE 6: DAF Development LOE 7: Parental & Family Leave Programs LOE 8: One Size Does Not Fit All (Anthropometrics) LOE 9: Countering Sexual Assault and Harassment LOE 10: Awards & Decorations LOE 11: Gender Neutral Language LOE 12: External Engagement
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