

TALKING PAPER  
ON  
CONSCIOUS AND UNCONSCIOUS GENDER BIAS  
LANGUAGE MITIGATION

- Purpose: Provide an explanation of what actions have been taken to assess and mitigate conscious and unconscious gender bias and language in the Air Force
- Current work on conscious and unconscious gender bias and language: The Air Force Diversity and Inclusion Division (AF/A1DV) is responsible for creating sustainable change while integrating diversity and inclusion-focused leadership with operational, functional and talent management strategies and processes
  - Regulation and Policy Updates
    - AF/A1DV updated Air Force Policy Directive (AFPD) 36-70 *Diversity & Inclusion* in October 2018, adding the Air Force definition of inclusion and updates to roles and responsibilities
    - The AF Instruction 36-7001 *Diversity & Inclusion* update is currently in the Headquarters Air Force final review process, with an estimated publication of February 2019. Changes include a more holistic approach to infusing diversity leveraging and inclusive leadership throughout Air Force culture
    - The 2014 Air Education & Training Command (AETC) Strategic Plan emphasizes retaining a diverse workforce and maintaining a culture of professionalism, mutual respect and inclusion
    - AETC Instruction 36-2909, *Recruiting, Education, Accessions, and Training Standards of Conduct*, Chapter 4 specifically addresses the prohibition of Education and Training Abuse and Hazing (e.g. crude, offensive language in rhymes or prose and communication that establishes a hostile environment)
  - AF/A1DV is currently conducting a review of diversity and inclusion-related content in Professional Military Education (PME), including material addressing unconscious bias
    - The following schoolhouses will be reviewed: Airman Leadership School, Noncommissioned Officer Academy, Senior Noncommissioned Officer Academy, First Sergeants Academy, Chief's Leadership Course, and Squadron Officer School
    - One of the focus items of this review is ensuring content addresses unconscious bias. The Major Command Chief Diversity and Inclusion Officers/managers will also take part in the review to assess their areas of responsibility for opportunities to improve
  - A1DV will continue to address conscious and unconscious bias from a holistic standpoint, including a focus on infusing unconscious bias lesson plans and content into PME
  - The AETC Chief Diversity and Inclusion Officer, with the support of A1DV, will continue to work at command level to review and assess the safeguards employed within training units to

prevent gender bias and/or inappropriate content in song and cadence usage

- Conclusion: As addressed in AFPC 36-70, the Air Force is developing an accountability framework for addressing and promoting diversity and inclusion. This effort will support leaders, at all levels, in ensuring an inclusive culture and maximizing individual, organizational and operational performance effectiveness for a national strategic advantage