

## TALKING PAPER

ON

### CONSCIOUS AND UNCONSCIOUS GENDER BIAS LANGUAGE MITIGATION AIR FORCE ACADEMY

- Purpose: Provide an explanation on whether a review/assessment has been conducted to determine whether any wording, songs, statues, portraits, or other materials/artifacts contain language or depict explicit or implied gender bias at the United States Air Force Academy (USAFA).
- The USAFA Equal Opportunity Director reviewed the Cadet Wing 2018 Military Service Academy (MSA) Annual Defense Equal Opportunity Climate Survey (DEOCS) report to assist senior leaders with conducting a thorough cultural assessment. None of the 3,406 cadets who voluntarily participated commented on USAFA's songs, statues, portraits, or other artifacts containing language or depicting any form of gender bias.
- USAFA is actively engaged in efforts to enlighten, mitigate, and eliminate conscious or unconscious gender bias. USAFA's Cadet Wing conducts ongoing gender-bias and diversity training through multiple initiatives. The delivery methods include guided discussion, learning exercises, scenarios, and self-paced reading. Cadet and permanent party feedback remains overwhelmingly positive.
- As early as January 2019, the EO Director is ready to champion an extensive gender-bias review of all the aforementioned items here at USAFA, to include performing impromptu interviews of both cadets and permanent party.
- The organizational Diversity and Inclusion manager(s) will also coordinate in the review, to assess their areas of responsibility for opportunities to improve.
- Conclusion: As addressed in AFPD 36-70, Diversity and Inclusion, the Air Force is developing an accountability framework for addressing and promoting diversity and inclusion. This effort will support USAFA leaders, at all levels, in ensuring an inclusive culture and maximizing individual, organizational, operational and educational performance effectiveness.