

Headquarters U.S. Air Force

Integrity - Service - Excellence

Air Force Diversity and Inclusion Initiatives

RFI #3



**Ms. Emi Izawa
A1/A1PP
13 Jun 17**



Overview

- **AF Diversity Definition**
- **Air Force Diversity and Inclusion (D & I) Initiatives History/Overview**
- **Air Force D & I initiatives similar to “Rooney Rule”**



AF Diversity Definition

(AFI 36 – 7001)

-
- **Composite of individual characteristics, experiences, and abilities consistent with Air Force Core Values and Mission**
 - **Demographic diversity**
 - **Personal characteristics, including age, race/ethnicity, religion, gender, socioeconomic status, family status, disability, and geographic origin**
 - **Cognitive/behavioral diversity**
 - **Style differences in work, thinking, learning, & personality**
 - **Organizational/structural diversity**
 - **Organizational characteristics affecting interaction**
 - **Global diversity**
 - **Intimate knowledge/experience with foreign languages/cultures**



Diversity and Inclusion (D & I) Initiatives – History/Overview

- **In March 2015, in order to fully maximize our Nation’s extraordinary diversity, the Air Force embarked on assessing current initiatives used to attract, recruit, develop, and retain Airmen and announced 6 new initiatives**

- **In Sep 2016, to further our efforts, we announced an additional 13 initiatives, two of which are similar to the “Rooney Rule”**
 - **Building a Diverse Recruiting Force**
 - **Establish Diverse Slates for Key Military Developmental Positions**



Building a Diverse Recruiting Force

- **Effective with the Fall 2017 Developmental Special Duty (DSD) vectoring cycle**
 - **Senior Raters are encouraged to submit recruiter nominations representing an array of Airmen who reflect the diversity of the force**
 - **For the purposes of this policy, a nominee is considered diverse if s/he has at least one characteristic set out in the Air Force definition of diversity**
 - **Air Force Enlisted Demographics are easily accessible to hiring authorities (AFPC website)**
 - **To maximize policy, these recruiters will be placed in regions/communities where they will have largest impact**



Establishing Diverse Slates

- **Diverse Slates for Key Military Developmental Positions**
 - **AFPC will ensure at least one qualified diverse candidate is included in each formal slate**
 - **Requirement to use diverse slates for selection above wing-level where a formal slate is currently used, specifically for STARNOM and CAPNOM positions**
 - **Additionally, MAJCOM/CVs and HAF Directors are also directed to use diverse slates for selection above wing-level where a formal slate is currently used**
 - **Slate must be composed of more than one candidate**
 - **AFPC will work with nominating agencies to ensure availability of qualified diverse candidates**
 - **Air Force Officer Demographics are easily accessible to hiring authorities (AFPC website)**
 - **Policy does not mandate specific hiring decisions**
-



Questions?