

Headquarters U.S. Air Force

Integrity - Service - Excellence

HEALTHY UNIT CLIMATE



Mr. Cyrus Salazar
Director, AF Equal Opportunity
20 March 2018
Version 1

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- **What elements does your Service include in assessing whether or not you have a healthy unit climate?**
 - Annual Organizational Climate Assessments (DEOCS)
 - Focus Groups
 - Individual and Group Observations
 - Reviewing command records and reports
 - Out and About Program
 - Face-to-Face Interviews
 - Installation Equal Opportunity (EO) Assessment Survey (IEOAS)
 - Bi-Annual Summary of EO Climate presented to installation leadership



- **What policies/procedures are in place to promote: healthy relationships; and respect and dignity?**
 - Air Force Instruction (AFI) 36-2706; Equal Opportunity Programs, Military and Civilian
 - AFI 36-2707; Non-Discrimination in Programs & Activities Assisted or Conducted by the Air Force
 - Secretary of the Air Force (SecAF)
 - Annual EO and Non-Discrimination Policy Memorandum
 - Ensures that every Airman enjoys a non-hostile work environment free of unlawful discrimination or unlawful harassment of any kind, and that every individual has the right to dignity and respect



- **How effective are your current policies/procedures; and if none exist, offer your Service's future plan(s) to address.**
 - Current policies are very effective; however the Air Force is always looking to build upon existing policies and procedures
- **Explain how women in your Service are encourage or trained to respond to inappropriate behavior, language, or a perceived hostile environment?**
 - Targeted Training
 - AF Sexual Harassment Awareness Education (SHAE) Training
 - Administered by trained EO personnel for both Military members and DoD Civilian employees
 - Identification, Prevention, and Response



- **First Duty Station Training**
 - Provides training on all forms of unlawful discrimination to include gender discrimination and sexual harassment
 - Mandatory for Military/DoD Civilians on first permanent duty assignment within 60 days of arrival
- **Newcomers Human Relations Orientation**
 - Provides the foundation for the EO program through the discussion of policies, unlawful discrimination, sexual harassment concepts, inappropriate behavior, complaint processes & roles & responsibilities in promoting a positive human relations climate
- **Key Personnel Briefing**
 - Provides one-on-one discussion by EO professionals to incoming unit commanders about EO program with “customized” information about the local EO climate



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Collaboration Teams

- Communications Action Team (CAT); formerly the Community Action Information Board (CAIB), and Information Delivery System (IDS); meets quarterly and annually to raise, address, and develop actions plans to enhances readiness posture through cross organizational collaboration
- CATs are also cross-functional forums created to conduct trend analysis, review empirical data, and identify and resolve or elevate to the next appropriate level those installation and community issues that impact readiness or affect the quality of life of Air Force members and their families