

Wright-Patterson PK Diversity & Inclusion Newsletter

Issue #6 (Q2)

A Message From Our Executive Board

Happy Spring!

We hope you not only enjoy this quarter's issue but also use it as an educational opportunity for yourself and others as well as an invitation to enjoy some cultural activities in the coming months.

Hopefully everyone had a chance to attend the recent virtual engagement with Ms. Tawanda Rooney, Acting Director of the DAF Office for Diversity and Inclusion, when she spoke to the Wright-Patt community. She talked about the importance of D&I from an AF perspective and highlighted ODI's four Strategic Imperatives. Here are some of the key takeaways ICYMI:

D&I is everyone's job not just leadership or those that volunteer on this council. D&I is important to our overall mission and equity, dignity, respect and cooperation among all individuals are essential values in the DoD environment.

D&I is not about excluding anyone; it is about **IN-CLUDING EVERYONE!**

Don't think being an Ally or being "woke" forces you to give up anything. Actually actively participating and advocating for inclusivity is the act of improving everything.

For more information on the Air Force Diversity & Inclusion office visit: <https://www.af.mil/Diversity/>

If you have questions, suggestions or are interested in getting involved with outreach and development efforts contact SAF.ODI.Workflow@us.af.mil

AFMC has also recently released the results of its initial command-wide diversity and inclusion survey, identifying areas of focus and improvement for initiatives across the command. More than 14,000 Airmen responded to this survey with responses representative of personnel at all AFMC centers and installations, and military and civilian pay plans. Participants provided more than 3,500 comments in response to the open-ended portion of the survey.

Survey responses revealed that



Making people feel valued by honoring their differences!

while AFMC Airmen believe the command is committed to D&I, there is a lack of widespread awareness of what steps are being taken to address climate and equity issues in many areas. For more specific results or to find out more about upcoming outcomes resulting from the survey visit: <https://www.afmc.af.mil/About-Us/Featured-Topics/Diversity/>.

Awareness Months:

- Asian American and Pacific Islander Heritage Month
- Arab-American Heritage Month
- LGBTQ Pride Month

Highlights:

- Inclusive Work Environment While Teleworking
- Amelia Earhart
- Juneteenth

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What Are Personal Pronouns and Why Do They Matter?

While working with industry partners, you may have come across individuals specifying their pronouns in their email signature block. The pronouns may include she/her, he/him, they/their, or even a combination of them like she/they. When a person shares their pronouns, they are naming the pronouns that they want to be referred to by in the singular third person (when referring to that person while talking to someone else). Using someone's correct personal pronouns is a way to respect them and create an inclusive environment, just as using a person's name can be a way to respect them.

Having trouble understanding why this would upset someone? Think about your pronoun (it's probably "he" or "she"). Now imagine someone calling

you the one you don't think of yourself as. Imagine them doing it over and over and over, even after you've corrected them. Understand that even though someone may fit the generally used definition of a pronoun, they may not personally identify this way. For queer, gender non-conforming, non-binary, and transgender people, commonly used pronouns may not fit, can create discomfort, and can cause stress and anxiety.

It may seem obvious to individuals who have never had to worry about their pronouns. You may be thinking, my name is Sally it's pretty obvious I am a woman. Or my name is Bob, I am obviously a man. But it may not be as obvious as you think. Sally or Bob may iden-

tify as gender non-conforming and are thus more comfortable going by they/ them.

When a cisgender person (personal and gender identity match with birth sex) specifies their pronouns, it normalizes it. By normalizing it, it allows trans and nonbinary to feel comfortable sharing their own. Considering to most cisgender people these are just words we use unthinkingly, but a sign of respect and recognition to trans and nonbinary people, it can't hurt to start using them to help validate their inclusion in our workforce.

How to use Pronouns?

Starting to use your pronouns is super simple and a great move toward inclusivity! One really easy first step is putting them in your signature block. If you would like to get started, here are a couple ideas of what it can look like!

Jane Doe (she/her)
AFLCMC
WPAFB
Phone number

Jane Doe
Pronouns: She/her
WPAFB
Phone number



Celebrating LGBTQ Pride This June

Lesbian, gay, bisexual, transgender and queer (LGBTQ) or Gay Pride is a movement that celebrates sexual diversity. For LGBTQ people it is a way of protesting about discrimination and violence. It promotes their dignity, equal rights, self-affirmation and is a way of increasing society's awareness of the issues they face. Pride, as opposed to shame and social stigma, is the predominant outlook that bolsters LGBTQ rights movements.

Every year, during the month of June, the LGBTQ community celebrates in a number of different ways. Across the globe, various events are held during this special month as a way of recognizing the influence LGBTQ people have had around the world. As well as being a month long celebration, Pride month is also an opportunity to peacefully protest and raise political awareness of current issues facing the community. Why was June chosen? Because it is when the Stonewall Riots took place, way back in 1969.

The Stonewall riots (also referred to as the Stonewall uprising or the Stonewall rebellion) were a series of spontaneous demonstrations by members of the gay community in response to a police raid that began in the early morning hours of June 28, 1969, at the Stonewall Inn in the Greenwich Village neighborhood of Manhattan, New York City. Patrons of the Stonewall Inn, other Village lesbian and gay bars, and neighborhood street people fought back when the police became violent. The demonstrations protested against the raid and called for the establishment of places that gays and lesbians

could go and be open about their sexual orientation. In such places, there should be no fears of being arrested. The riots are widely considered to constitute one of the most important events leading to the gay liberation movement and the twentieth century fight for LGBTQ rights in the United States. The riots served as a catalyst for the rights of LGBTQ people. Within six months of the riots, two gay activist organizations were formed in New York, concentrating on confrontational tactics, and three newspapers were established to promote rights for gay men and lesbians. A year after the uprising, to mark the anniversary on June 28, 1970, the first gay pride marches took place in New York, Los Angeles, and San Francisco. The anniversary of the riots was also commemorated in Chicago and similar marches were organized in other cities. Within a few years, gay rights organizations were founded across the U.S. and the world. The Stonewall National Monument was established at the site in 2016.

Brenda Howard is known as the "Mother of Pride" for her work in coordinating the first Pride march in 1970; she also originated the idea for a weeklong series of events around the Pride march, which became the genesis of the annual LGBTQ Pride celebrations that are now held around the



Pride Month is so important because it marks the start of huge change within the LGBTQ community, as well as the wider societal implications. Although attitudes and injustice remain, we have come a long way since the riots of 1969 and by continuing in this long-standing tradition, we continue to raise awareness, improve the attitudes of society and encourage inclusiveness.



Asian American and Pacific American Heritage Month

May is Asian-Pacific American Heritage Month – A celebration of Asians and Pacific Islanders in the United States. A rather broad term, Asian-Pacific encompasses all of the Asian continent and the Pacific Islands of Melanesia (New Guinea, New Caledonia, Vanuatu, Fiji and the Solomon Islands), Micronesia (Marianas, Guam, Wake Island, Palau, Marshall Islands, Kiribati, Nauru and the Federated States of Micronesia) and Polynesia (New Zealand, Hawaiian Islands, Rotuma, Midway Islands, Samoa, American Samoa, Tonga, Tuvalu, Cook Islands, French Polynesia and Easter Island). This means the month celebrates the history and cultures of Bangladeshi and Pakistani, Cambodian, Chinese, Filipino, Hmong, Indian, Japanese, Korean, Laotian, Native Hawaiians & Pacific islanders, Taiwanese and Vietnamese Americans.

How AAPI Month came to be -- One persistent voice expressing frustration toward the status quo can change the way history is remembered. Case in point: Asian Pacific American Heritage Month. The observance now takes place every May in the U.S. and is marked by communities within the country's 22.2 million Asians and 1.6 million Native Hawaiian and Other Pacific Islanders. And yet, despite that scale, the seeds for the commemorative month originated from one woman.

During the Congressional hearing in 1992 in which then New York Congressman Frank Horton introduced the bill that called for May to get that designation, he made a point of singling out that woman: Jeanie Jew, a former Capitol Hill staffer who had first approached Horton about the idea in the mid-1970s — more than 15 years earlier.

She had witnessed the U.S. Bicentennial

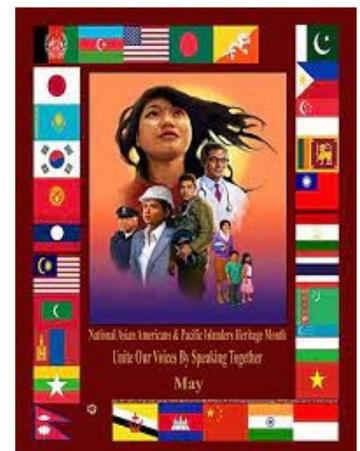
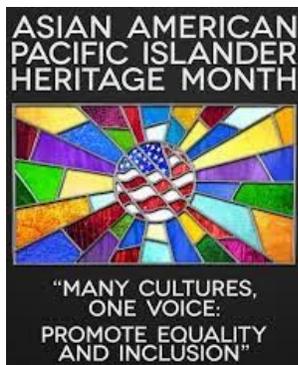
celebrations of 1976 and was concerned about the lack of recognition given to Asian Pacific Americans. “She thought, what are the different ways that we can promote public awareness of the contributions?” Jeanie Jew’s ancestor died when San Jose’s Chinatown was burned and destroyed after the Chinese Massacre of 1871. Her ancestor’s fate plus the countless stories of violence and repression against Asian Americans led this one woman to believe that not only should Asians understand their own heritage, but that all Americans must know about the contributions and histories of the Asian-Pacific American experience in the United States.”

The month of May was selected for two reasons: First, to commemorate the arrival of the first known Japanese immigrant to the U.S. on May 7, 1843; secondly, to honor the completion of the transcontinental railroad on May 10, 1869 — the building of which up to 20,000 Chinese workers participated in.

Jew and Ruby Moy, Horton’s Chief of Staff, spearheaded the efforts to gain support for a proclamation. In 1978, Horton and former California Rep. Norman Mineta introduced a bill that called for the week beginning on May 4 — which would include the dates of the two key events — to be designated as Asian Pacific American Heritage Week. After the joint resolution was passed by Congress, President Jimmy Carter signed it into law and thus the commemorative occasion began as a week.

In 1990, the commemorative week expanded to a commemorative month after a new bill was passed by Congress and signed into law by President George H.W. Bush. Even then, the proclamation did not include an annual designation, and the president had to reauthorize May as Asian Pacific American Heritage Month annually in the coming years. It was not until 1992 when Horton, along with multiple cosponsors, introduced the legislation that would permanently designate May as the commemorative month — a legislation that became law after receiving unanimous support in Congress.

“I want to commend the two women who made this event possible, Ruby Moy and Jeanie Jew,” Horton said at the 1992 congressional hearing. “Mrs. Jew turned a personal tragedy in her family history into a positive force.”



Reflecting and Acknowledging Arab-American Contributions

The culture of Arab Americans was honored in April 2021, with the designation by the State Department of April as Arab American Heritage Month, reflecting the group's contributions to the US. In 2017, Arab America, a media and educational resource organization dedicated to portraying the Arab community in the United States began an initiative to designate the month as a national holiday.

Congresswoman Debbie Dingell introduced a resolution proclaiming National Arab American Heritage Month. On April 30th 2019, the resolution was referred to the House Committee on Oversight and Reform. An identical bill was introduced in the House on May 1st 2020, to support the designation of an Arab American Heritage Month, but it has not currently been passed. Some individual states observe April as Arab American Heritage Month, but National Arab American Heritage Month is not observed by the Federal government.

The newly designated month honors Arab American culture and pays tribute to the contributions of Arab Americans. Today, there are roughly 3.7 million Arab Americans living in the United States.

Who are Arab Americans?

Arab Americans include many faiths, races and ethnicities, and ancestry in any one of 22 Arab countries that span northern Africa to western Asia. What these diverse countries share most in common is the Arabic language. share most in common is the Arabic language.

The Arab world stretches from Morocco across Northern Africa to the Persian Gulf. Arab countries are religiously and ethnically

diverse with Islam being the dominant religion in most countries. There are 22 Arab countries or areas including Egypt, Lebanon, Morocco, Qatar, Saudi Arabia, United Arab Emirates, and Yemen.

To be an Arab, is not to come from a particular race or lineage. To be an Arab, like an American, is a cultural trait rather than racial. The Arab world includes Muslims, Christians and Jews. One common misunderstanding for Americans is to equate Arab with Middle Eastern, or Arab with Muslim. Arab countries represent one-fifth of the world's Muslims, and in turn, Arabs are a minority among the U.S. Muslim population.

Arab immigration to the U.S. first began in the 1890s from the Ottoman Empire's Syria area (today's Syria, Lebanon and Palestine). In New York City, most of the first Arab Americans were Christian and by 1910 had established the now disappeared "Little Syria" neighborhood in Lower Manhattan. With the construction of the Battery Tunnel that started in 1940 and the World Trade Center in the mid-1960s, much of the population relocated to another community in Brooklyn Tunnel that started in 1940 and the World Trade Center in the mid-1960s, much of the population relocated to another community in Brooklyn.

The number of Arab Americans in the U.S. today is estimated to be between 2 and 3.6 million; the largest group are Lebanese Americans, who have the longest history of immigration. The Arab American National Museum (AANM) located in Dearborn Michigan, is the first and only museum in the

the United States devoted to documenting and sharing Arab American contributions that shaped the economic, political and cultural landscapes of American life. The Museum also brings to light the shared experiences of immigrants and ethnic groups, paying tribute to the diversity of our nation.



USAF Colonel James Jabara

James Jabara, son of Lebanese immigrants, was the first American jet ace in history. During World War II, Jabara flew two tours of combat duty in Europe. He took down his first jet on April 3, 1951, followed by more on April 10, April 12, April 22, and May 20. Those qualified him as a "jet ace," meaning he took down five or more jets as a fighter pilot. For his heroism during World War II, Jabara was awarded the Distinguished Flying Cross with one Oak Leaf Cluster and the Air Medal with 18 Oak Leaf Clusters. While in Korea, he received the Distinguished Service Cross with one Oak Leaf Cluster and an Oak leaf Cluster to the Distinguished Flying Cross.

What is "Juneteenth"?

Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. Dating back to 1865, it was on June 19th that the Union soldiers, led by Major General Gordon Granger, landed at Galveston, Texas with news that the war had ended and that the enslaved were now free. Note that this was two and a half

years after President Lincoln's Emancipation Proclamation - which had become official January 1, 1863. The Emancipation Proclamation had little impact on the Texans due to the minimal number of Union troops to enforce the new Executive Order.

However, with the surrender of General Lee in April of 1865, and the arrival of General Granger's regiment, the forces were finally

strong enough to influence and overcome the resistance.



Promoting an Inclusive Environment While Teleworking

Many companies quickly shifted operations to work from home (WFH) when the pandemic hit. They found the wheels still turned, perhaps even faster, more efficiently and with higher quality. However a team that works for home often faces a unique set of challenges in the workplace, leading them to feeling shunned and left out. Employees and co-workers who telework should be considered in your diversity and inclusion efforts.

Here are six tips to be more inclusive of WFH employees.

1. Create a positive mindset around remote employees.

Linking value to being present in-person puts a lot of responsibility and onus on remote employees to continually feel they must prove their value or their worth. Be aware of subtle comments that are made or micro-behaviors that impact remote employees. Leaders should address these behaviors to ensure remote employees are being seen (literally and figuratively) as those who work in the organization's office.

2. Pause to consider who isn't in the room. While technology has helped to bridge many gaps and bring remote employees into meeting rooms, in highly relational organizations, a lot of things happen before or after meetings. Sidebar conversations can't be avoided. When you notice that this is happening and a remote employee may be impacted by a side conversation, consider pausing to invite them to join by phone

or chat so they are given the same opportunity to participate. If this isn't possible, ensure there is a method to collect the information to be shared with remote team members afterwards.

3. Ensure information is communicated equitably.

Supervisors and individual contributors need to take on the personal responsibility to ensure internal communications are distributed equitably. Having structured communication systems that consistently distribute internal communications across the entire organization is key. Video communication is also crucial as there are often dynamics in a room that are not communicated over the phone line.

4. Set expectations for what remote employment is and is not. Leaders needs to be deliberate and open about remote employment, what expectations are around remote employees, and consistently discuss the importance of remote employment to the company. If this openness does not exist, in-person employees can often become resentful of remote employees due to the misconception that remote employment is a privilege, rather than best business practice.

5. Design accessible meetings. It is important to design and prepare team meetings in which not only is the technology accessible, but the structure of the meeting as well. Meetings should provide a similar, if not the same, experience for remote employees and in-person employees. Design meetings

that go beyond the technology, and ensure they are designed for everyone to participate in the same way. Carefully consider agenda items and key issues that require input and then leverage the technology tools and functionality to allow remote team members to participate fully.

6. Cultivate inclusiveness. Just by having a diverse population doesn't make an organization inclusive. Leaders need to cultivate inclusiveness. Make Respect a behavioral expectation and job requirement. People must treat others with respect and, in turn, expect to be treated with respect. Leaders also need recognize and value strengths. People who are recognized and coached see a higher level of inclusiveness in their organizations. And finally make values and intentions clear. The best companies give leaders the tools to create a place where employees feel they can safely express themselves and raise concerns. Employees know they work in a transparent and encouraging environment.

To retain and capitalize on that talent, organizations will need to consider how to be more inclusive of individuals who telework. While diversity and inclusion is a difficult journey, remote employees do need your consideration in your D&I initiatives for your organization to cultivate a truly inclusive workforce.



National Amelia Earhart Day

Each year on July 24th, National Amelia Earhart Day honors the achievements of the aviation pioneer on the date of her birth.

Amelia Mary Earhart was born in Atchison, Kansas on July 24, 1897. She defied traditional gender roles from a young age. Earhart played basketball, took an auto repair course and briefly attended college. During World War I, she served as a Red Cross nurse's aid in Toronto, Canada. Earhart began to spend time watching pilots in the Royal Flying Corps train at a local airfield while in Toronto. After the war, she returned to the United States and enrolled at Columbia University in New York as a pre-med student. Earhart took her first airplane ride in California in December 1920 with famed World War I pilot Frank Hawks and was forever hooked. In January 1921, she started flying lessons with female flight instructor Neta Snook. Earhart passed her flight test in December 1921, earning a National Aeronautics Association license. Two days later, she participated in her first flight exhibition at the Sierra Air-drome in Pasadena, California.

Earhart set a number of aviation records in her short career. Her first record came in 1922 when she became the first woman to fly solo above 14,000 feet. In 1932, Earhart became the first woman (and second person after Charles Lindbergh) to fly solo across the Atlantic Ocean. Upon returning to the United States, Congress awarded her the Distinguished Flying Cross—a military decoration awarded for “heroism or extraordinary achievement while participating in an aerial flight.” She was the first woman to receive the honor. Later that year, Earhart made the first solo, nonstop flight across the United States by a woman. She started in Los Angeles and landed 19 hours later in Newark, New Jersey. She also became the first person to fly solo from Hawaii to the United States mainland in 1935.

In 1937, Earhart and Fred Noonan took off from Oakland, California in an attempt to become the first people to circumnavigate the globe. On June 29, they reached Lae, New Guinea, and only had 7,000 more miles to go before finishing the trip and landing back in



Oakland. The last time Earhart and Noonan were seen alive was on July 2. They lost radio contact and disappeared. They were never found and on July 19, 1937, they were declared lost at sea.

In 1929, Earhart created the Ninety-Nines, an international organization for the advancement of female pilots. The organization is still around today and has over 150 chapters in the United States and Canada. The groups work to promote the mission of the organization, which is to advance aviation through education, scholarships and mutual support.



Business Name

The Cleveland Asian Festival is a grassroots festival that highlights Cleveland's AsiaTown, Diversity, and Asian Culture in Northeast Ohio. Organized by the community, for the community to celebrate Cleveland's diversity and Asian Pacific American Heritage Month in May. Join us Saturday, May 22, 2021, at 10:30 a.m. EST when we go LIVE to celebrate Asian Pacific American Heritage Month in May. We will be showcasing a variety of Asian and Pacific Islander foods, performance cultures, and traditions in Northeast Ohio. <https://clevelandasianfestival.org/2021/>

Cleveland, OH – "Pride Ride." On Saturday, June 5, participants and organizations are encouraged to show off their pride by dressing up their cars, bikes, trucks, and vans in a distanced ride through the Edgewater and Detroit Shoreway neighborhoods. The ride will take off from Edgewater Park at 10 a.m.

National Park Service Celebrates Asian Pacific Islander Heritage Month — Every May during Asian American and Pacific Islander Heritage Month and throughout the year, the National Park Service and its partners share those histories and the continuing culture thriving in parks and communities today. <https://www.nps.gov/subjects/npscelebrates/asian-american-pacific-islander-heritage-month.htm>



**To volunteer, send an email
to the council at:
wpafb.pk.diversity@us.af.mil**



Sub-committee Updates

Mentoring Committee — The first round of the WPAFB D&I Mentoring Program is off to a phenomenal start! A large group training for all the current participants was just held in March and the tips and tricks provided by Mr. Rob Johnson (Contracting OSF for the Fighters and Advance Aircraft Directorate) and Mr. Leon Mable (Chief of AFLCMC/PKX - Resource Management Division) were invaluable! In order to not miss out on joining the second round of the Mentoring Program starting in July, be on the look-out for emails from the WPAFB PK Diversity Workflow. We intend to start sending "save the date" emails in May, start sending instructions on joining in June, and be set to kick-off Round 2 in July 2021!

The **Community Outreach Sub-Committee** has had a busy 2021 with more work to do!! Even while the world still adjusts, we have accomplished over 20 events so far this year! These events ranged from Information Sessions and Career Fairs to Workshops and collaborations with Professional Organizations! We have continued to work closely with the Wright-Patterson AFB Recruiting Team and even with ebbs and flows, recruiting has continued on!

We have also grown the connections we have made with student organizations and seek to build more pipelines than ever before!

Where to go for more info...

The Arab American National Museum located in Dearborn Michigan, is the first and only museum in the US devoted to documenting and sharing Arab American contributions and bring to light the shared experiences of immigrants and ethnic groups, paying tribute to the diversity of our nation. For more information or to sign up for their digital newsletter: <https://arabamericanmuseum.org/>

Wright State University AAPI Events:

http://www.wright.edu/sites/www.wright.edu/files/uploads/2021/Apr/event/AAP%20Heritage%20Month%20Calendar%202021_1.pdf

Asian Pacific Americans: Going for Broke | Stories from the Veterans History Project

Asian Pacific Americans have made lasting contributions to America's wartime efforts. These seven stories are from World War II, Korea, Vietnam, and Iraq, with special emphasis on the 442nd Regimental Combat Team, the "Go for Broke" outfit of Japanese-Americans who fought valiantly in Europe during World War II. Many of these men put their lives on the line for their country while their families were confined to internment camps back in the States. <https://www.loc.gov/vets/stories/ex-war-asianpacific.html>

We remain focused on a proactive outreach to more diverse groups, maintaining outreach events and seeking new opportunities, when appropriate. All while attracting key talent and supporting D&I Initiatives for outreach! Our subcommittee will be meeting again soon! If interested in participating, please send us an email to wpafb.pk.diversity@us.af.mil, we welcome your ideas, suggestions, or involvement!