



The
AFMC Diversity & Inclusion Newsletter



Diversity is a Noun; Inclusion is a Verb

A I R F O R C E M A T E R I E L C O M M A N D

How Does Workplace Diversity Impact Team Performance?

Diversity and Inclusion is receiving a lot of attention in the workplace, with both leadership and employees alike. We now routinely see Diversity and Inclusion mentioned in the news, as well as, mentioned in presentations. Admittedly, much of the conversation is focused on what Diversity and Inclusion means. But, have we considered how the concepts of Diversity and Inclusion positively impacts the overall performance of the organization?

In a series of recent studies conducted at prestigious research institutions ranging from Rutgers University to MIT's Sloan School of Management, the tangible outcomes of diverse workplaces have been subjected to rigorous analysis. On almost every measure, workplace teams that are comprised of staff members from a variety of different racial, ethnic, and cultural backgrounds function more effectively than work groups that are homogenous, or comprised mostly of staff members with similar backgrounds.

To read more, please click on the picture below:



SITES OF INTEREST:

[AFMC Diversity & Inclusion Homepage](#)

[AF Diversity & Inclusion Homepage](#)

[Air War College Diversity](#)

[AF E-learning :](#)

(Several Diversity & Inclusion courses, books, articles & videos. NOTE: An account set up is required.)

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D I V E R S I T Y A N D I N C L U S I O N I N F O R M A T I O N A L L I N K S

Do you need help with Career Planning?

Are you looking for a Mentor?

If so, click the below link to start the connection process:

[MyVector](#)

Are you looking for top talent and fresh ideas to help your organization with a project this coming summer? If so, the Workforce Recruitment Program (WRP) may be your answer.

Applications are due 31 Mar 16

For more information, click below:

[2016 WRP Candidates Now Available](#)

Have you ever wondered what is the significance of all the various religious holidays?

If so, click below to learn about the religious holidays being observed during the month of February.

[February 2016 Religious Holidays](#)

The Illusion of Inclusion

Dr. Helen Turnbull shares on the Profiles in Diversity Journal this insightful five-part series entitled The Illusion of Inclusion.

The Illusion of Inclusion—Part 1

What is the big deal about inclusion? It is easy to include others. All you have to do is make sure you actually notice people, smile at them, acknowledge them, say hello, make them feel good about themselves, include them in your conversation, seek their opinions, reassure them that you like them, actively demonstrate you are listening to them, help them to feel validated, and reassure them that their ideas have value ... hmm!

This is beginning to sound challenging!

To read more, please click on the [here](#).

Pentagon Boosts Family Benefits

Defense Secretary Ash Carter unveiled a series of family-friendly proposals for the military that would increase parental leaves, child care and health care coverage to bolster efforts to recruit and retain high-quality service members.

To learn more, click on the picture below:



Special Observance Months

The Air Force Special observances are conducted to enhance cross-cultural awareness as they promote and celebrate the significance of diversity among all military members and civilian employees. These observances recognize the achievements made by members of specific racial, religious, ethnic, and gender groups in our society; as well as, promote mutual respect, understanding, teamwork, harmony, pride and esprit de corps among all groups. AFMC employees are encouraged to attend Installation observance month events. For more information about observance events, please contact your local Installation special observances representative. This month's observance theme is:

African American History Month

Dates: 1 – 29 Feb 2016 **Authorization:** Public Law 98-244

Theme: “Hallowed Grounds: Sites of African American Memory”

USAF Talking Points

[African American History Month—February 2016](#)

DEOMI Presentation

[Black History Month](#)
[Hallowed Grounds:](#)
[Sites of African American Memories](#)

History

[The History of African American History Month](#)

Tuskegee Airmen

[History of Tuskegee Airmen](#)
[Tuskegee Airmen Facts & Statistics](#)