OFFICE OF DIVERSITY EQUITY AND
INCLUSION ALASKA WING CIVIL
AIR PATROL UNITED STATES AIR
FORCE AUXILIARY
P.O. Box 6014
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ALASKA WING FY2023 DIVERSITY EQUITY AND INCLUSION PLAN OF ACTION Jan 1 2023

1. INTRODUCTION

This annual plan lines out the mission, vision, and goals of the Alaska Wing Diversity Equity and Inclusion Office. The plan includes a wing wide evaluation of the programs, objectives, goals, and strategies. It was prepared by the Diversity Equity and Inclusion Team and approved by 2d Lt Elizabeth Justus, Wing Director of Diversity.

A history of inclusion

When Civil Air Patrol formed in the early days of World War II, many of our first volunteers were patriotic citizens unavailable for military service who nevertheless were determined to serve the nation in a time of need. CAP welcomed women, World War I veterans, teenagers, senior citizens, disabled persons, and many other volunteers from a wide range of diverse backgrounds, races, and religions. Our history is built upon a wonderful base of inclusiveness, from our earliest days as an organization. CAP draws its strength from the fact that, as a civilian auxiliary of the Air Force, we can and do include people from all backgrounds in our essential work that we do, and that proud tradition continues.

2. MISSION & VISION STATEMENTS

Our **MISSION** is to promote a supportive and enriching climate that allows all members to thrive and succeed, by seeking to collaborate with Wing and the Squadrons. We hope to provide a comprehensive Wing-wide approach to diversity and inclusion, to ensure access and equity to all members. Through strategic planning and programmatic development, we hope to empower cadets and seniors to build a diverse and inclusive culture.

Our **VISION** is to recognize that the pursuit of excellence intersects with a commitment to diversity in all aspects of Alaska Wing life. We seek to create a value-added program with a consistent, positive, professional team-oriented approach. By embracing diversity, we hope to help shape Alaska Wing into a more inclusive environment that values and respects all members and where all members thrive and grow. Diversity in an organization means that an organization employs a diverse team of people that is reflective of the society within which it exists and operates.

The **CAP CORE VALUES** naturally aligns with a robust, deliberate focus on diversity and inclusion. American society is intrinsically diverse, and the communities we live in and serve reflect this diversity.

We aim to reflect the value of **INTEGRITY** by supporting our organization in acting with conviction and moral uprightness in recruiting and retaining a diverse membership. We believe our commitment to **VOLUNTEER SERVICE** calls on us to include and empower members that add dimension, depth, and breadth to our capabilities and core missions, and providing for the welfare of others is enhanced by empathy and understanding inclusion builds into our organization. **EXCELLENCE** calls on us to go beyond "good enough" and set an example for other organizations while living up to our sacred public trust. **RESPECT** calls on us most clearly in this regard. We are challenged to view each other as fundamentally equal. We seek to support our leadership and members in living up to the spirit of these values while enhancing the reputation of Alaska Wing of Civil Air Patrol.

Our Tag Line: Uniqueness is Powerful; Our Foundation is "Equal"!

3. GOALS

Following are the goals for the Program (in Alphabetical Order):

CAP MISSIONS

Aerospace: Work with the Wing Aerospace Directorate to support external aerospace education outreach programs and activities requested of the Wing, including but not limited to minority and handicapped students. Reasonable accommodations must be made per Civil Air Patrol Regulations for participants with handicaps and religious obligations.

Cadet Programs: Work with the Wing Cadet Programs Directorate to ensure diversity and inclusion is included in materials cadet units present. The CAP Cadet Program is a year-round program where Cadets fly, learn to lead, hike, camp, get in shape, and push themselves to new limits. Reasonable accommodations must be made per CAP regulations for cadets with handicaps and religious obligations. Discuss diversity and inclusion with each unit's cadets to further establish Diversity and Inclusion as a part of the cadet program.

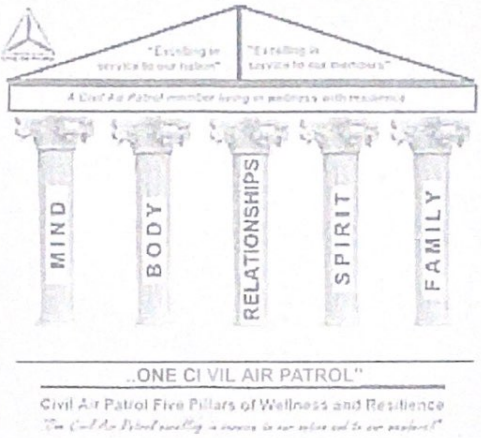
Emergency Services: Work with the Wing Emergency Services Officer to ensure there are appropriately trained personnel to operate in the specialty required for the mission. If the needs for the mission will be met, then all members should be utilized to their capacity.

CHARACTER DEVELOPMENT (CD) /CHAPLAINS

Character Development/Chaplains: Work with the Wing Chaplain to ensure diversity equity and inclusion sections are included in what the chaplains and Character Development Instructors (CDIs) present. The CAP CD program helps cadets grasp the relevance of morals and ethics in all aspects of their public and private life. It seeks to develop the skill of examining their present values and decision-making processes. There is an increasing awareness of diversity in the public sector, the armed forces, and thus in Alaska Wing. We recognize that all members of Alaska Wing are part of a team, and as such, part of our culture. As Alaska Wing Members, it is our responsibility to recognize every members' value to us. We must consider the religious beliefs and other accommodation needs of our members and work with them to accommodate those needs. The Chaplains and CDIs play a crucial role in this.

At the National Conference in 2018, CAP's leadership adopted the Five Pillars of Wellness and Resilience, a comprehensive model to provide "personal excellence" in CAP and in life.

"The five pillars are **Mind, Body, Relationships, Spirit,** and **Family.** They represent the focus areas that contribute to our personal level of "wellness." This personal wellness enables us to operate at our best, sustaining us during times of stress and making us resilient to the difficulties of life. This helps us to be successful as CAP Volunteer Airmen." {Maj. Gen. Mark Smith)



Civil Air Patrol Five Pillars of Wellness and Resilience

LEADERSHIP

Diversity and Inclusion Representative: Obtain Wing Leadership approval to encourage Squadrons to choose a Diversity Officer. Currently, the diversity and inclusion program discussions are only at Wing, Region, and National levels. Alaska Wing has established a Wing diversity and inclusion team to work on bringing a diversity and inclusion program to the Squadron levels.

Cadet Representative: Active participation by at least one cadet representative from Alaska Wing. Cadets on the Diversity and Inclusion committee are essential members, as one-third of our program is dedicated to cadets. Alaska Wing has provisions for cadets to serve as Alaska Wing Diversity and Inclusion staff. We will look to the Alaska Wing Cadet Advisory Council for a recommendation for Cadet Membership in the Diversity and Inclusion committee.

Mentorship Resource: Through the diversity and inclusion team, there will be subsets of individuals (disability, gender, ethnicity, etc.) that can guide anyone needing support or advice on how best to handle inclusion into Alaska Wing. The Alaska Wing Diversity Team has members who are proficient in many areas such as disabilities, LGBTQ populations, and minorities. These people will step forward to be a mentor to people who seek diversity and inclusion assistance. We can be reached at <EMAIL ADDRESS> <PUSH OUT TO FUTURE YEAR? WE HAVE THESE PEOPLE LINED OUT, WE HAVE AN EMAIL BOX SET UP For ANYONE Who Has a Question >

MARKETING

Public Affairs: Work with the Wing's PAO on:

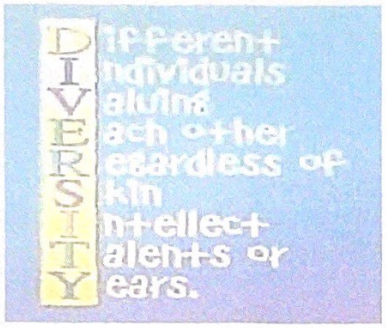
a. **Articles:** On the 15th of every month, a member of the diversity Equity and inclusion team will provide information about diversity and inclusion like pictures Of Events of Each Month, to the Alaska Wing PAO (currently Major Bryan Emerson) to post on social media or use as an

attachment to the Alaska Wing Newsletter. We need to get the message out to Alaska Wing about the diversity Equity And inclusion team and the program.

b. **Posters and Business Cards:** Create posters and other materials to have approved for distribution. Business cards would be a quick way of getting out that we commit to diversity equity and inclusion when used for introduction. Posters can be used in public, and when recruiting to show that Alaska Wing has something to offer everyone, and the business cards will give them a point of contact with the diversity equity and inclusion reminder.

c. **Social Media:** Diversity equity and inclusion will be on the Wing webpage with a message from the diversity equity and inclusion officer, one of the diversity and inclusion team members, or a member of the command staff. Additionally, we encourage squadrons to include a diversity statement on their unit's web site and Facebook page.

d. **Branding:** Develop a logo for use on all diversity and inclusion materials similar to the example below, and if possible, incorporate the image from the Wing patch.



e. PUSH OUT TO A FUTURE YEAR? **Creation of Departmental Email Address: And phone Number(907)538-3163.**The entire Alaska Wing diversity equity and inclusion team can be accessed by emailing 641341@akwg.cap.gov. This email address will put a person in touch with everyone on the Diversity Equity and Inclusion department, so the person with the best qualifications to answer the question will be able to reach out. Our diversity equity and inclusion web pages are at https://akwg.cap.gov/members1/diversity

RECRUITING & RETENTION

Recruiting:

a. **Activities:** Work with the Wing Recruiting & Retention officer to set and track progress toward annual diversity-related goals.

b. **Yearly Goals:** To ensure there is a goal established with diversity equity and inclusion in mind, we will periodically download eServices diversity reports to enable us to track changes in our numbers. The 13 July 2020 can be used as a baseline for this year and for future years.

Table 1. 13 July 2020 AKWG Diversity by Race Statistics

Category	Number of members	Percent of members
American Indian or Alaska Native	40	6.45

Asian	10	1.61
Black or African American	15	2.42
Hispanic, Latino, or Spanish	17	2.74
Native Hawaiian or Other Pacific Islander	2	0.32
Two or More	15	2.58
Non-White Subtotal	100	16.13
White	520	83.87
Total	620	100.00

Table 2. 13July 2020 AKWG Diversity by Gender Statistics

	Female	Male	Total	Percent Female
Adult	99	409	508	19.49
Cadet	65	184	249	26.10
Total	164	593	757	21.66

National Headquarters has specified goals. Alaska Wing hopes to increase the non-white membership percentage from 16.13 to 17.13 and the female membership percentage from 21.66 to 22.266 by 30 September 2021.

Retention:

a. **Orientation Flights:** Orientation flights are a capstone event in the cadet's overall aerospace experience. Every accommodation is to be made to see that all cadets enjoy the thrill of flying. Work with Orientation Flight and Operations staff to make sure we are in compliance with CAP regulations:

> 3.2 of the CAPR 36-1 "Qualified Member with a Disability" means a CAP member with a disability who, either with or without *reasonable* accommodation, can perform the essential functions required by a CAP program or activity that such CAP member desires to participate in *without endangering him/herself, other CAP members, or CAP property.*

b. **Encampments:** Work with the encampment planners and commandants to make sure a class on diversity and inclusion is included at every encampment to emphasize the importance within Alaska Wing. Planners are to make sure they minimize religious holy days and make all other reasonable religious accommodations.

TRAINING

a. **Professional Development Courses:** Work with the Professional Development Officer to ensure that appropriate CAP training sessions have a segment on diversity and inclusion. Every organization needs a robust professional development program to ensure its members can perform the duties that are required. However, to fully train a senior member in today's Alaska Wing, there has to be an understanding of diversity and inclusion in our ranks. (see CAPP 0-1)

b. **Conferences:** Work with Wing's conference planner to ensure there is a breakout session for diversity equity and inclusion. Wing conferences are to educate members on the Wing's direction. Diversity Equity and Inclusion are an intricate part of every Alaska Wing activity, especially activities that educate our members. 1Therefore, diversity and inclusion information should to be a part of the conference. The long term goal of a diversity equity and inclusion program is to change the culture of Alaska Wing to a more

accepting and inclusive organization. The people attending National, Regional, and Wing conferences are those who want to learn where the organization is heading. Diversity Equity and inclusion presentations should be part of any pre-conference Planning Committee meeting and for any session presenters scheduled for the Wing Conference.

REVIEW OF PLAN

Our plan is a living document which will be reviewed (by Nov/1..each year) and updated annually (by December/30. each year) by the team on what might need to be modified as we move forward.

SUMMARY

This plan provides an overview of the current Diversity Equity and Inclusion Action Plan, observations of the current environment, and goals and strategies for the program for Fiscal Year 2021.

As the statistics are ever-changing, this plan will be reviewed and reported at the Wing monthly Staff meetings. Those reports will be saved in the diversity equity and inclusion folder on Google Drive.

PROMULGATION

Upon approval by the Alaska Wing Director of Diversity and the Alaska Wing Commander, this plan will be shared with the members of the team. The Alaska Wing will be notified by including the approved plan on the Alaska Wing website, with reference made in the monthly newsletters and at monthly Wing staff meetings.

Submitted: 30 Dec 2022.

FY 2023

Approved:

Elizabeth Justus, 2d Lt, CAP Alaska Wing Diversity Officer

Kevin A McClure Colonel CAP Digitally signed by Kevin A McClure Colonel CAP Date: 2022.12.26 17:08:18 -09'00'

Kevin McClure, Col, CAP, Alaska Wing Commander