



OFFICE OF DIVERSITY AND  
INCLUSION ALAKSA WING  
CIVIL AIR PATROL UNITED  
STATES AIR FORCE  
AUXILIARY  
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## ALASKA WING FY2021 DIVERSITY AND INCLUSION PLAN OF ACTION (cao 03 Mar 2021)

### 1. INTRODUCTION

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

#### **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. By embracing diversity and inclusivity, Alaska Wing can best reflect the community in which we exist and operate, and we provide environment in which all members thrive and grow.

The **CAP CORE VALUES** naturally align 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 AirPatrol.

### 3. GOALS

Following are the goals for the Program (in alphabetical order by staff area):

#### 3.1 CAP MISSIONS

**3.1 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.

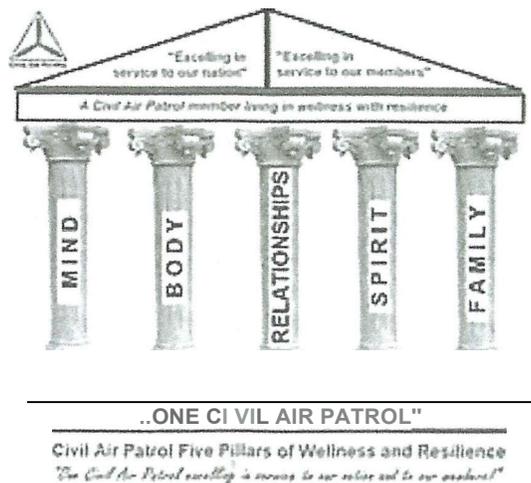
**3.2 Cadet Programs:** Work with the Wing Cadet Programs Directorate to ensure diversity and inclusion is included in materials cadet units present. The CAP Cadet Program is a year-round program where Cadets fly, learn to lead, hike, camp, get in shape, and push themselves to new limits. Reasonable accommodations must be made per CAP regulations for cadets with handicaps and religious obligations.

**3.3 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.

#### 3.2 CHARACTER DEVELOPMENT (CD) /CHAPLAINS

**Character Development/Chaplains:** Work with a Wing Chaplain to ensure diversity 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)



### 3.3 LEADERSHIP

**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 hopes to, in a future year (FY 2022), appoint cadets to officially 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:** In a future year (FY 2022) Alaska Wing hopes to identify several people willing serve as mentors to subsets of individuals (disability, gender, ethnicity, etc.) to guide anyone needing support or advice on how best to handle inclusion in Alaska Wing. Alaska Wing Diversity Officer, Lt Justus, is currently available to mentor all Alaska Wing members on inclusion. Contact information for the Alaska Wing Diversity officer is provided at [www.akwg.cap.gov](http://www.akwg.cap.gov).

### 3.4 MARKETING

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

- 3.4.1 **Articles:** On the 15<sup>th</sup> of every month, a member of the diversity and inclusion team will provide information about diversity and inclusion plans and activities 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 and inclusion team and the program.
- 3.4.2 **Posters and Business Cards:** In FY 2022, the Diversity Office plans to 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 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 and inclusion reminder.
- 3.4.3 **Social Media:** Diversity and inclusion will be on the Wing webpage with a message from the diversity and inclusion officer, one of the diversity and inclusion team members, or a member of the command staff.
- 3.4.4 **Branding:** Develop a logo for use on all diversity and inclusion materials and if possible, incorporate the image from the Wing patch.

### 3.5 RECRUITING & RETENTION

#### 3.5.1 Recruiting

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

**3.5.1.2 Yearly Goals:** To ensure there is a goal established with diversity 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 3.1. AKWG Diversity by Race Statistics as of 13 July 2020**

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
<b>Non-White Subtotal</b>	<b>100</b>	<b>16.13</b>
<b>White</b>	<b>520</b>	<b>83.87</b>
<b>Total</b>	<b>620</b>	<b>100.00</b>

**Table 3.2. AKWG Diversity by Gender Statistics as of 13 July 2020**

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

National Headquarters has not 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 22.66 by 30 September 2021.

#### 3.5.2 Retention:

**3.5.2.1 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 comply 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.*

**3.5.2.2 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.

## 3.6 TRAINING

**3.6.1 Education and Training (formerly Professional Development) Courses:** Look for ways to inject local diversity content into any Alaska Wing-offered courses.

**3.6.2 Conferences:** Work with Wing's conference planner to ensure there is a breakout session for diversity and inclusion. Wing conferences are to educate members on the Wing's direction. Diversity and Inclusion are an intricate part of every Alaska Wing activity, especially activities that educate our members. Therefore, diversity and inclusion information should be a part of the conference.

## 4 REVIEW OF PLAN

Our plan is a living document which will be reviewed twice a year (by 31 March and 30 September each year) and updated annually (by 30 September each year) by the team on what might need to be modified as we move forward.

## 5 SUMMARY

This plan provides an overview of the current Diversity 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 and inclusion folder on Google Drive.

## 6 PROMULGATION

Upon approval by the Alaska Wing Diversity Officer 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: 03 March 2021

Approved:



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

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Kevin McClure, Col, CAP, Alaska Wing Commander

FY 2021 Mid-year Goal Progress (by 31 March 2021)

FY 2021 Year-End Goal Progress (by 30 June 2021)