



**OFFICE OF DIVERSITY AND INCLUSION
ARKANSAS WING CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
2201 Crisp Drive
Little Rock, AR 72202**



DIVERSITY AND INCLUSION ACTION PLAN OCT 2020

INTRODUCTION

This two-year plan represents the Arkansas Wing, Diversity and Inclusion program. The plan includes a wing-wide evaluation of the program, objectives, goals, and strategies. It was prepared by the members of the Diversity and Inclusion Team and approved by Maj. Patricia Schmidt, Wing Diversity Officer.

A History of Inclusion in Civil Air Patrol

When Civil Air Patrol (CAP) 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.

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 at both the Wing and Squadron levels. Providing a comprehensive 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 reflective of the society in which Arkansas Wing exists and operates.

Our **VISION** is to recognize that the pursuit of excellence intersects with a commitment to diversity, in all aspects of Arkansas Wing life. Embracing diversity and thereby helping to shape Arkansas Wing into a more inclusive environment that values and respects all members, so they may 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.

INTEGRITY by supporting our organization in acting with conviction in recruiting and retaining a diverse membership.

VOLUNTEER SERVICE calls on us to include and empower members in every facet of the CAP mission and providing for the welfare of others is enhanced by the 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 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 Arkansas Wing of Civil Air Patrol.

Our Tag Line:

Use the things meant to divide to make us stronger together. We are One Civil Air Patrol.

GOALS

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

CAP MISSIONS

Aerospace: Work with Wing Aerospace Education Officer to promote and raise awareness accomplishments and influences of various minority groups in the aviation and STEM fields. Provide support to AE staff developing programs, both internal and external, to ensure all the needs for accommodations are considered including but not limited to those with disabilities and religious obligations.

Cadet Programs: Work with the Wing Cadet Programs Officer to ensure diversity and inclusion is included in presentations and training for Cadet Leadership. Work with Wing Cadet Advisory Council (CAC) to develop ideas on ways to increase diversity recruitment with in the cadet ranks. Increase awareness for cadets that reasonable accommodations can and will be made for cadets with disabilities and religious obligations. Discuss diversity and inclusion with your unit’s cadets to further establish Diversity and Inclusion as a part of the cadet program.

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

CHARACTER DEVELOPMENT/CHAPLAINS

Provide support to the Wing Character Development Instructors (CDI) and Chaplains to ensure there is diversity and inclusion recognized in what they present. There is an increasing awareness of diversity in the public sector, armed forces and thus Arkansas Wing. We recognize that all members of Arkansas Wing are part of a team, and as such, part of our culture.

As Arkansas Wing Members, it is our responsibility to recognize the value of every member. We must consider religious beliefs, disabilities and needs of members, and make reasonable accommodations in accordance with CAP regulation. The Chaplains and CDIs have a key role in providing this leadership and guidance.

LEADERSHIP

Diversity and Inclusion Representative: Currently, the Diversity and Inclusion program discussions are only at Wing, Region and National level. Obtain Wing Leadership's approval to encourage Squadrons to choose a Diversity and Inclusion Officer at their level. These individuals will form the Arkansas Wing Diversity and Inclusion team who will play a key role in raising awareness at the squadron level.

Cadet Representative: Obtain Wing Leadership's approval to encourage Squadrons to choose a Diversity and Inclusion Cadet Officer. This cadet can assist the squadron Diversity and Inclusion Officer and be the cadet voice at the squadron level. These cadets will also be members of the Diversity and Inclusion team providing perspective that might be overlooked otherwise.

Mentorship Resource: The diversity and inclusion team will meet quarterly to provide support or advise on how best to handle diversity and inclusion into Arkansas Wing. The Wing Diversity Officer will encourage all team members to become proficient in a subset of his/her interest examples include but are not limited to disability, gender, ethnicity, LGBTQIA+ populations or minority populations. These people will step forward to mentor fellow members and become the "go to person" for questions arising in that area.

MARKETING

Monthly Messaging: Every month a diversity and inclusion message will be submitted to be shared with all members of the Arkansas Wing. These will focus on a monthly theme, address events, and/or reflect on CAP's mission and core values.

Public Affairs:

Support the Wing PAO by provide articles celebrating CAP's diversity by highlight members and events and both the squadron and wing level.

Social Media: Create and submit posts that can used on the wing's various social media outlets along the same lines as the monthly messages. Encourage squadrons to include a Diversity statement on

their individual webpage and social media outlets.

Branding: Develop a logo to use on all diversity and inclusion materials.

Information Technology: Work with the Wing's IT Officer to develop a Diversity and Inclusion subpage. This page will include but is not limited to the following: Information about the Wing Diversity and Assistant Diversity Officer, Calendar highlighting monthly recognitions and religious celebrations, links to addition resources available from the US Air Force, NASA, and those sent in monthly messages.

RECRUITING & RETENTION

Activities: Support the Wing Recruiting & Retention officer as requested. Encourage recruiting at public events targeting or are hosted by underrepresented groups.

Yearly Goals: Ensure there is a goal established with diversity and inclusion in mind. National Headquarters has not given specific goals as to what sector we may be looking to increase; however, we are to monitor and then determine where we feel our specific goals will be.

Retention: Cadets

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

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.

Encampments: Support and be available for encampment planners and commandants to make sure a class on diversity and inclusion is included at every encampment for students and staff to emphasize the importance within Arkansas Wing. Planners are to make sure they make reasonable religious accommodations.

TRAININGS

Professional Development Courses: Diversity, EO, and Nondiscrimination Course is now available in the Learning Management System (LMS). It counts toward the annual requirement for EO training and commanders will be able to track completion. It is the only training available at this time. As more opportunities become available, information will be included in the monthly message and on the Diversity and Inclusion webpage.

Conferences: Work with Wing’s conference planner to ensure there is a Diversity and Inclusion breakout session. The long-term goal of diversity and inclusion is to change the culture of Arkansas Wing to a more accepting and inclusive organization. Members attending National, Regional and Wing conferences are those who want to learn where the organization is headed. Diversity and inclusion presentation should be part of any pre-conference Planning Committee meetings, and for any session presenters scheduled for the Wing Conference.

REVIEW OF PLAN

Our Plan is a living document which will be reviewed quarterly by the team on what might need to be modified as we move forward throughout the year. It is a two-year plan of action to allow for more flexibility given that most squadrons are still meeting remotely.

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 from 1 Oct 2020 – 30 September 2022. As the statistics are ever changing, this plan is reviewed and reported at the Wing Staff meetings.

PROMULGATION

Upon approval by the Arkansas Wing Diversity Officer, and the Arkansas Wing Commander, this plan will be communicated to the members of the Wing on the Diversity and Inclusion webpage. It will reside with the Wing Diversity Officer and be reviewed on a quarterly basis.

Submitted: 23 Oct 2020 Approved: Col Bobby Allison