



# AMC: We Care...We Connect

## Topic: Inclusion

**GOAL:** Airmen who are committed to creating an inclusive organizational culture and strive to understand the value of diversity and INCLUSION, and ensure mutual respect for all.

### FACILITATOR NOTES:

#### Tools to Prepare Yourself

1. This conversation tool is designed to allow supervisors flexibility in facilitating an important discussion on perspectives. The discussions and concepts can be incorporated into individual conversations, office meetings (virtual or in-person) or a group chat using ZoomGov or MS Teams.
2. Remember to demonstrate good listening skills, ask for input from all group members, and be intentional with your words and actions throughout the discussion.
3. Make sure your Airmen have a safe space to talk; encourage openness. Allow Airmen to discuss topics most affecting them.

### THE EXTRA MILE: Additional Resources

1. Inclusive Warrior: <https://www.dvidshub.net/video/759931/grit-talk-inclusive-warrior>.
2. Start the important conversations surrounding diversity and inclusion in the U.S. Air Force by sharing the stories and perspectives of five Airmen from Luke Air Force Base. <https://www.dvidshub.net/video/767173/diversity-inclusion-videoseries-introduction>.
3. Contact your D&I Lead, EO Office, or your CSC for additional resources to effectively manage courageous conversations.

### FRAMING THE CONVERSATION

Play the video: "What I'm Thinking About," Gen. Charles Brown, Air Force Chief of Staff. (<https://www.facebook.com/PACAF/videos/649436842308086/>)

Having conversations about race, inequality and social injustice require personal courage. While discomfort may be unavoidable, the cost of neglecting these conversations is much too high for our Air Force family. This is why we strive to create a safe, trusted space before we engage in bold, inclusive discussions around important topics. We are to respect that others' perspectives may differ from ours and remain completely committed to being unified as we seek clarity, understanding and acceptance.

### SUGGESTED DISCUSSION POINTS:

1. As Gen. CQ Brown, Jr. asks - What are you thinking about and how can we make a difference together?
2. Invite people to discuss their perspective on Gen Browns comments regarding race, inequality, and social injustice. What changes have occurred in our AF since Gen Brown's post?
3. Describe the actions you take when stereotypes come up in conversations. How do you intervene and model inclusive conversations?
4. How do you recognize an exclusive workplace? How would you recognize an inclusive workplace or community? What contributions do you make to foster an environment that is inclusive?
5. What new understanding or common ground did you find within this conversation?

### MISSION CHALLENGE: HOW TO APPLY THE LESSON

If you want to establish robust and dynamic teams in your organization, start by addressing blind spots. You can find the following activities at the link below: Implicit Association Test; The Tag Game; The Father-Son Activity; and the Circle of Trust. These activities will help identify potential biases and provide an opportunity for additional discussion.

<https://cultureplusconsulting.com/2018/08/16/a-ha-activities-for-unconscious-bias-training/>

AMC: We Care...We Connect is a resource to encourage open and genuine small group discussions at all levels within your unit based on the values and culture represented by the United State Air Force. This resource is meant to supplement concepts learned in traditional formalized training and encourages increased engagement between Airmen.