



THE USAFE-AFAFRICA (U-A)

# Inclusive Warrior



## GOAL

Airmen who embody respect — a commitment to excellence through diversity, building a legacy and heritage that will continue to shape our force.

## FACILITATOR’S NOTES

### HOW TO PREPARE

- 1. Watch:** “A Conversation with Gen Goldfein and CMSAF Wright” <https://cs2.eis.af.mil/sites/13819/SiteAssets/A%20Conversation%20-%20CSAF%20Gen%20Goldfein.mp4>
- 2. Create the Environment:** See Page 2. Ensure a safe and trusted space for your courageous conversations.
- 3. Read and Share:** Page 3—Seven Steps Towards Open Conversations Around Race and Diversity. Open-minded conversations create a trusting environment.

## THE EXTRA MILE

### ADDITIONAL RESOURCES

- Contact your installation Equal Opportunity office for training opportunities in facilitation techniques for effectively managing courageous conversations.
- Learning from the Flesh Colored Band Aid - General Goldfein, CSAF: <https://www.dvidshub.net/video/755083/learning-flesh-colored-band-aid>

## MISSION PLAN

### HOW TO EXECUTE

#### Framing the Conversation

**Play video:** “What I’m Thinking About” Commander of Pacific Air Forces, Gen. CQ Brown, Jr. <https://www.facebook.com/PACAF/videos/649436842308086/>

We acknowledge that having conversations about race, inequality, and social injustice require personal courage. The ability to engage in bold, inclusive discussions around polarizing topics requires a safe, trusted space. It is normal to feel some level of discomfort—expect it and embrace it. Lean forward with your “ears wide open” and respect that others’ perspectives may differ from your own. The cost of avoidance is too high for our Air Force family—we must be “all in” as we work together to seek clarity, understanding and acceptance.

#### Suggested Discussion Points

- 1) Gen CQ Brown, Jr. asks, what are you thinking about and how can we make a difference together?
- 2) How do you think your own background, experiences, etc. impact the way you interpret social injustices?
- 3) When you hear people in your circles making biased comments, do you speak up? Why or why not?
- 4) What are your hopes and concerns for your community, the Air Force and/or our nation?
- 5) What new understanding or common ground did you find from this conversation?

## MISSION CHALLENGE—The “Trusted 10” Activity

If you want to establish robust and dynamic teams in your organization, you have to start by addressing blind spots. Try this activity with your team to help identify potential bias and discuss ways to improve diversity on your team.

**Read the activity instructions here first:**

<https://icbe.ie/skillnets/business-excellence/wp-content/uploads/2018/12/Trusted-10-Lunchtime-Bite-12th-December-2018.pdf>

**Download blank handout here:**

<https://cs2.eis.af.mil/sites/13819/Check%206%20Worksheets/06.%20JUN%202020%20Empathetic%20Warrior/My%20Trusted%2010%20Activity%20Sheet.pdf>

USAFE-AFAFRICA



CORE VALUES ● PROFESSIONALISM ● WARRIOR ETHOS

This Check 6 is a guide to allow you to have a discussion with your employees on the values and culture that represent the Air Force. This 15-30 minute discussion replaces traditional formalized training and CBTs to allow you to frame the concepts in the way that best meets the needs of your Airmen.



# Ultimate

# TALK GUIDE

1

## BE GENUINE

- What does the Check 6 topic mean to you and your team?
- Where do you find your motivation/inspiration?
- Be present in the moment.
- Walk the talk.

2

## CONVERSE, NOT DEBATE

- Adopt a forward thinking mentality.
- No need to have a conclusion for every conversation.
- Allow things to be left open if a common point can't be achieved...agree to disagree.

3

## EMBRACE DIFFERENCES

- Don't impose, criticize, or judge.
- Respect each other's choices/inputs.
- Seek commonalities.
- Build on the common links.

4

## BE AUTHENTIC

- Share your thoughts, personal beliefs and values.
- Be true to yourself while you walk the talk.

5

## OPEN-ENDED QUESTIONS

- Ask questions that cause reflection.
- What was it like to...?
- How did you know...?
- In what way is that similar/different from...?
- What was the best part of...?

6

## GIVE AND TAKE

- As people share, learn more by asking questions.
- Ensure everyone has an opportunity to be heard.

EMPOWERED  
LIVING

# THE WELCOMING TABLE

7 Steps Towards Open Conversations Around Race and Diversity

*"The welcoming table is not just about breaking bread together, it's also about baking bread TOGETHER."*

— GLORIA BURGESS

STEP  
7

**OPEN YOUR HANDS**  
Offer your help and support. Start where you are and do what you can.

STEP  
6

**OPEN YOUR MOUTH**  
Be a voice for change. Not saying something is still saying something.

STEP  
5

**OPEN YOUR EARS**  
Start with the discomfort of not knowing. People can't hear until they've been heard.

STEP  
4

**OPEN YOUR DOOR**  
Invite people in to your home, around your table, to have an open conversation.

STEP  
3

**OPEN YOUR HEART**  
Tough conversations begin with love. Open your heart to other people's feelings.

STEP  
2

**OPEN YOUR MIND**  
With an open mind, you can understand the need for change. Seek to first understand, then to be understood.

STEP  
1

**OPEN YOUR EYES**  
Ignorance is not bliss. Start by not turning a blind eye to racial tensions. Recognize you may unknowingly be biased. Be willing to see what is going on.

We are all responsible to provide a culture of trust where Airmen can rise to their highest potential, dependent only on individual merit and capabilities.

What can you do today to contribute?

We think we see the world as it is, when in fact we see the world as we are.

Stephen R. Covey



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**GRIT**