

AFMS OFFICE OF DIVERSITY AND INCLUSION (ODI)

MISSION:

Enhance Diversity, Inclusion, and Belonging through education and removal of barriers so that ALL Medics can reach their full potential.

VISION:

The AFMS... Leading the way in Diversity, Equity, and Inclusion!



AFMS/ODI Lines of Effort

LOE 1

Cultivate Culture and Policy

Promote a culture that is fair and collaborative, where the AFMS workforce feels valued, respected, and can reach its full potential.

LOE 2

Inform and Educate Medics

Develop and promote a comprehensive diversity and inclusion (D&I) training program to further educate the AFMS workforce.

LOE 3

Understand and Breakdown Barriers

Identify and utilize D&I data points to establish a baseline to analyze and target program initiatives and available resources to support AFMS D&I initiatives. Will also enhance the collection of data to measure, understand, evaluate D&I progress, and identify and mitigate barriers.

LOE 4

Align with the Secretary of the Air Force Office of Diversity and Inclusion

Secure and sustain a high performing diverse workforce in alignment with the Air Force Diversity and Inclusion program.

AFMS ODI Strategic Objectives

Inform and Educate Medics:

- Cultivate a culture of diversity and inclusion (D&I) that permeates all levels of the AFMS, similar to the Trusted Care model. Examples include monthly themed diversity dialogue and conscious conversations, focused on inclusiveness and highlighting a diversity and inclusion story of the month.
- Educate and train all medics on the foundational D&I course, supplement AFMS-level courses with D&I training and ensure ongoing training.
- Develop and maintain an AFMS "playbook" of resources and tools that medics can access to enhance their knowledge and understanding of D&I.

Identify and Breakdown Barriers:

- Evaluate industry benchmarks.
- Develop survey assessment instruments and collect workforce data; aggregate and analyze the data; establish a baseline and track data to eliminate barriers.
- Develop action plans to break down barriers and report annually.



Contact the AFMS ODI at:

- dha.ncr.policy-mgt.mbx.afms-odi-workflow@health.mil

AFMS/ODI Websites:

- <https://www.airforcemedicine.af.mil/About-Us/Diversity>
- <https://kx.health.mil/kj/kx2/AFMSdiversity/>
- <https://www.af.mil/Diversity>



Accomplishments

- Executed First-ever AFMS Women's Equality Day Event
- Piloted First-ever annual DEIA Conference
- Revitalized Barrier Analysis Teams – Retention and Recruitment/Assisted with the Corps DTs Barrier Analysis
- Recruitment Team – worked with RS D&I team to develop products to assist with officer recruitment in medical fields
- Partnered with the 7 Department of the Air Force Barrier Analysis Working Groups (DAFBAWG) to ensure that medical SMEs are part of the conversation
- Partnered with the Black/African American Employment Strategy Team (BEST) to provide Medical mentors for ROTC students at HBCUs
- Partnered with SAF/DI to facilitate Leading Inclusively Virtual Experience (LIVE) training to CSLC and other leader training
- Regularly conduct D&I panel discussions at BLAST and BOMO
- Obtained MDGs and MAJCOMs DEIA POCs – hosting monthly meetings/training with them
- Published Facilitation playbook for having difficult conversations
- Developed Kx Page with resources for the AFMS and DEIA POCs/launched AFMS DEI webpage
- Initiated Professional Development discussions on D&I topics at AFMS/HQ
- Disseminated small group D&I conversations within the SG Directorates along with sAFe SPACE sessions for the AFMS

Initiatives

- 2024 AFMS DEIA conference
- Military Women's Memorial Museum Visit for Women's History Month
- Leading Inclusively Virtual Experience (L.I.V.E.) Training throughout the AFMS
- 2024 Women's Equality Day Event



ODI Suggested Leadership Talking Points

- Diversity and inclusion are essential to our future success and security. Leaders must remove barriers, promote mutual respect, and encourage tough conversations about issues that pull us apart.
- Every Airman and Guardian deserves to serve in an inclusive environment with the opportunity to reach their full potential, which begins by valuing each member of the organization and treating them, and their families, with dignity and respect.
- Our success depends on getting the most from every person on the team. Leaders must cultivate interpersonal trust between teammates to ensure we succeed in future highly competitive warfighting environments.