



2022 DAF DEIA Conference Agenda

One Team, One Fight: Be the Change of Inclusive Culture

August 3, 2022 (Wednesday)

<u>Theme</u>	<p>Emcee: Maj Heather Brooks, Senior Program Manager, Medical Manpower and Personnel, Air Force Medical Readiness Agency - USAF/SG1A</p> <p>0900-0920 Opening Remarks: Ms. Marianne Malizia, SES, Director, Office of Diversity and Inclusion (SAF/DI) <i>Director, Diversity and Inclusion, for the Department of the U.S. Air Force, the Pentagon, Arlington, Virginia. In this role, Ms. Malizia advises the Secretary of the Air Force on the Department of the Air Force's diversity, equity, inclusion and accessibility programs, policies and initiatives impacting approximately 697,000 active duty, Guard, Reserve and civilian Airmen and Guardians worldwide.</i></p> <p>Block 1: 0920-0950 Keynote: Dr. Stefanie K. Johnson, Professor and Author (POC: Lt Col Nicholas Johnson, CAANG, Commander, 129th Logistics Readiness Squadron) <i>Author of the Wall Street Journal National Best Seller "Inclusify: Harnessing the Power of Uniqueness and Belonging to Build Innovative Teams," Dr. Stefanie K. Johnson will discuss her research on the intersection of diversity and leadership, and offer actionable strategies applicable to Airmen and Guardians at all levels. Dr. Johnson is a Professor and Director of the Ann and John Doerr Institute for New Leaders at Rice University.</i></p> <p style="text-align: center;">0950 - 1000 – BREAK</p> <p>Block 2: 1000-1050 ACCESSIBILITY: A DAF Perspective (POC: Mr. David Frank, Associate General Counsel, Civilian Personnel Policy, SAF/GCA) <i>This panel is intended to highlight the barriers faced by individuals with disabilities within the DAF and the work being done to identify and address those barriers.</i></p> <p><i>Panel Member: Mr. John Carbone, SES, AF/A1C, DAT Champion</i> <i>Panel Member: Ms. Kendra Shock, US Dept of State</i> <i>Panel Member: Ms. Natalie Jack, DAT Co-Chair</i> <i>Panel Member: Maj Daniel Kiser, Lead for the DAT Neurodiversity Initiative</i></p> <p>Moderator: David Frank, SAF/GC, DAT Co-Chair</p>
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1050 - 1100 – BREAK

Block 3: 1100-1150

EQUITY: Improving the advancement of Underrepresented Groups in the workplace

(POC: MSgt Corey Taulton, Superintendent, C4 Systems HQ, USAF Operations Group)

This panel is intended to highlight existing challenges concerning the advancement of underrepresented groups in the workplace, and to discuss ongoing and potential strategies for overcoming these challenges.

Panelist: *Dr. Gerald Curry, SES, Director, Air Force Review Boards Agency (SAF/MRB)*

Panelist: *Mr. Edwin Oshiba, SES, Acting Assistant Secretary of the Air Force for Energy, Installations, and Environment (SAF/IE)*

Panelist: *Col Felicia Burks, Commander, 82nd Medical Group*

Panelist: *Mr. Angel Lugo, National Guard Bureau, Diversity and Inclusion Education and Training Program Manager*

Moderator: Ch, Capt Janis Thomas, Chaplain, 1st Special Operations Wing

1200-1300 Working Lunch:

Leading Inclusively Virtual Experience (LIVE) Program Overview and Demonstration

Leading Inclusively Virtual Experience (LIVE) Program uses an interactive tool for human relations scenario-based training to provide Airmen and Guardians a safe and authentic environment for participants to practice essential inclusive leadership skills such as fostering inclusion, cultural competence, bias literacy, and talent management.

Block 4: 1300-1330

Keynote: Honorable Gina Ortiz Jones, Under Secretary of the Air Force

The Honorable Gina Ortiz Jones, Under Secretary of the Air Force, is responsible for the affairs of the Department of the Air Force, comprised of the U.S. Air Force and U.S. Space Force, to include organizing, training, and equipping Air and Space Forces and for the welfare of approximately 700,000 active duty, Guard, Reserve and civilian Airmen and Guardians and their families serving around the world. As the Under Secretary, she oversees the Department's annual budget of more than \$173 billion and directs strategy and policy development, risk management, weapons acquisition, technology investments and human resource management across a global enterprise.

Block 5a: 1330-1340 Recognition of DEIA Innovation Award Winners



Block 5b: 1340-1425

Be the Change – Efforts from Across the DAF

(POC: Mr. Peter Marshall, Research Ethics Compliance Officer, AFMRA)

Join us for this showcase to learn what DEIA efforts are currently ongoing around the Air Force and Space Force. Our presenters were nominated by their organizations to share best practices. Hear about creative solutions, get inspired to collaborate, and find out ways to get involved.

Block 6: 1430-1520

DIVERSITY: New Family Dynamics to Consider

(POC: Maj LaRae Johnson, Assistant Professor of Aerospace Studies & Operations Officer, AFROTC Det 600/East Carolina University)

Highlighting diverse families across our Air Force. Providing a platform for members to share their unique family dynamic and how Commanders/Supervisors/Peers can support one another through their personal journeys (to include Single Parenthood, Same-Sex Families, etc.).

Panelist: *Lt Col Larissa Weir - OB/GYN at HQ DHA/ AF Medical Readiness Agency*

Panelist: *Lt Col Erin Weatherly - Chief, Basing and Beddown Branch, AFIMSC*

Panelist: *SMSgt David Smith – SAF/DI, Barrier Analysis Working Group Program Manager*

Panelist: *SSgt Brandon Farmer, 374 OSS, Air Traffic Control Watch Supervisor*

Moderator: Maj LaRae Johnson

1520 - 1530 - BREAK

Block 7: 1530-1630

How to Be the Change of Inclusive Culture: General Officer Panel

Senior Leaders from various commands will share their experiences and give recommendations for how to impact DEIA within your organization.

Panelist: *Gen Anthony J. Cotton, Commander, Air Force Global Strike Command*

Panelist: *Lt Gen James C. Slife, Commander, Air Force Special Operations Command*

Panelist: *Ms. Gwendolyn DeFilippi: Asst. DCS, Manpower, Personnel and Services*

Panelist: *BG Janeen Birckhead, Assistant Adjutant General Maryland, Joint Force Headquarters*

Moderator: Col Jenise Carroll, Deputy Director, Office of Diversity and Inclusion (SAF/DI)



August 4, 2022 (Thursday)

<u>Theme</u>	Emcee: Maj Heather Brooks, Senior Program Manager, Medical Manpower and Personnel, Air Force Medical Readiness Agency - USAF/SG1A
<u>Opening Remarks: 0900-0940</u>	<p>Keynote: Honorable Frank Kendall, Secretary of the Air Force <i>The Honorable Frank Kendall is the 26th Secretary of the Air Force, responsible for organizing, training, and equipping the U.S. Air and Space Forces. In this capacity, he directs the Department of the Air Force's annual budget exceeding \$173 billion, provides Air and Space forces to combatant commanders for global military operations, and is accountable for the welfare of nearly 700,000 active duty, Guard, Reserve, and civilian Airmen and Guardians and their families.</i></p>
<u>Block 8: 0950-1000 DAFBAWG Overview</u>	<p><i>SMSgt David Smith, DAFBAWG Program Manager, will provide an overview of the six Department of the Air Force Barrier Analysis Working Groups.</i></p>
<u>Block 9a: 1000 – 1030</u>	<p>Keynote: General (Ret) Larry Spencer, USAF <i>Filled with personal stories of challenges and triumphs, General (Ret) Spencer will share from his book, "Dark Horse: General Larry O. Spencer and His Journey from the Horseshoe to the Pentagon."</i></p>
	<p>1030 - 1035 - BREAK</p>
<u>Block 9b: 1035 – 1055</u>	<p>Mr. Jason Wright - President, Washington Commanders <i>Mr. Wright will share his experiences and thoughts on DEIA and its importance to success in industry and organizations in general.</i></p>
<u>Block 10: 1100-1150</u>	<p>Racial Disparity Review Discussion; Mr. Thomas Riney, Senior Official Investigating Officer (DAF/IGS), Office of the Inspector General of the Air Force (POC: Lt Col Richard Greenlee, Jr., Chief, Data Analytics and Reporting, SAF/DI) <i>This presentation will discuss the content of the 2020 Racial Disparity Review, 2021 Disparity Review, and the methodology used.</i></p>
<u>1200-1300 Lunch:</u>	<p>Videos will be shown</p>



Block 11: 1300-1350

One Team, One Fight: DEIA Across the DoD

**(POC: Maj Tara B. Holmes, Ph.D. Student, Management & Organization
Robert H. Smith School of Business, University of Maryland)**

This panel is intended to provide awareness about the DEIA challenges and barriers that exist across the Department of Defense and how the Services are confronting them.

Panelist: Brig Gen Devin Peppers, Deputy Director of the Strategy, Plans and Policy Directorate, USSF (USSF Rep)

Panelist: Dr. Carrie Baker, Director, Strategy, Policy and Governance, SAF/DI (USSF Rep)

Panelist: Dr. Jessica Milam, Diversity, Equity and Inclusion Advisor for 21st Century Sailor Office (Navy Rep)

Panelist: Dr. Rock Dillard, DE&I Senior Advisor (HQE), (USMC Rep)

Panelist: LTC Kenneth French, Army Strategist, Army's Equity and Inclusion Agency (Army Rep)

Moderator: Ms. Cheri Atkins, Chief, SAF/DI Education and Training

1350 - 1400 - BREAK

Block 12: 1400-1450

Keynote: Recruiting Next—Where Diversity Lives

Maj Gen Edward Thomas, Commander, Air Force Recruiting Service

Maj Gen Thomas will offer his perspective on recruiting for diverse talent.

Block 13: 1500-1550

Closing Remarks: Ms. Marianne Malizia, SES, Director, Office of Diversity and Inclusion, Department of the Air Force (SAF/DI) - DAF State of Diversity Address

The Director, DAF Office of Diversity and Inclusion, will share comments on the state of DEIA within the Department and where the office is going.

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