



# HEAT FACT SHEET

Jul 2022

HEAT | Hispanic Empowerment & Advancement Team



**Purpose:** The Hispanic Empowerment & Advancement Team (HEAT) is a Department of the Air Force (DAF) Barrier Analysis Working Group (BAWG) that serves our Hispanic Total Force Airmen, Guardians, and their families. The HEAT was established to analyze DAF policies, programs, and processes to identify racial, ethnic, or gender-based disparities, and develop courses of action to remove potential barriers into civilian and military service and increase Hispanic retention and senior leader representation across the DAF.

**Vision:** To cultivate a preeminent Air & Space Force that values, celebrates, and incorporates the rich and varied cultures, traditions, and contributions of Hispanic Airmen & Guardians at every level of the Department of the Air Force.

LINES OF EFFORT

1

Overcome Language Barriers

2

Education, Awareness, and Recruitment

3

Mentorship, Professional Development, and Retention

## Who can join the HEAT?

We welcome any DAF members regardless of grade/rank, status, or ethnicity.

## When do we meet?

Every 3rd Tuesday of the month at 1400 EST via ZoomGov. Meeting ID: 161 243 4293, Code: 291635

## How can I join?

Visit our social media accounts below or contact the co-leads via email at:

[saf.didafbawg.heatwf@us.af.mil](mailto:saf.didafbawg.heatwf@us.af.mil)

## CONTACT INFO

**HEAT Co-Leads:** Lt Col Daniel Mendoza, Ms. Hope Barber, & Maj Tahina Montoya

**Strategic Advisor:** Dr. Carrie Baker

**Senior Champions:** Lt Gen Marc Sasseville & Mr. Stephen Herrera

