

Headquarters Air Force A2/6

Integrity - Service - Excellence

A2/6 Transformation Team: Diversity and Inclusion Through Connection



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Current A2/6 DEI Team Initiatives

- Commander/Senior Leader-oriented content
 - White Papers, Essays, Webinars
- DEI Training Playbook for ISR/CEO Enterprise
 - Sharing industry best-practices and TTPs
- DEI Mentorship
 - Bi-weekly circle groups on Chronus
- Guided Focus Groups
- Support to Barrier Analysis and DTs
- A2/6 DEI Days (A2/6 Staff and NASIC)
- *LEVEL Up – DEI Leadership Development Program

Biggest LIMFAC to execution is lack of capacity to execute all LOEs simultaneously

2022 A2/6 DEI STRATEGY
[Moving the needle]

DIVERSITY EQUITY INCLUSION

With the foundation laid in the 2021 strategy, A2/6 pivot from a moral perspective to a practical application focused on the missions of the ISR/CEO Enterprise.

The 2022 DEI (Diversity, Equity, and Inclusion) Strategy refocuses the content, tone and intent of our efforts on Maximizing Resources, Minimizing Risk, and Increasing Readiness in tangent with the CSAF's Action Orders.

MAXIMIZING RESOURCES:	MINIMIZING RISK:	INCREASING READINESS:
Airmen: attributes required to compete, deter, and win in the high-end fight. DEI maximizes resources because it draws on the full-spectrum of available perspectives and abilities in the workforce.	Bureaucracy: enable the USAF to outpace key competitors' decision cycles. DEI reduces risk because it corrects blind-spots and results in faster, more effective decision-making by leadership teams.	Competition: drive the competitions to areas of U.S. Advantages and/or competitors' weaknesses. DEI increases readiness by providing a decision advantage through enhanced tradecraft and unprecedented innovation.

By framing DEI as a national security imperative, the ISR/CEO Enterprise aligns its goals with the CSAF's Action Order by focusing on the positive impact of DEI on organizational performance of its war time tasks.

HAF A2/6 DEI Impact

COMMUNICATION [Continuing the Conversation]
Directly impacted 4000+ Airmen by facilitating guided discussions and unrivaled training experiences for ISR 300/SEIMSC, IAAFA, ISR/Cyber Squadrons as well as BMT, NCOAs, and MAJCOM staffs.

LEVEL UP [Opportunities to Accelerate]
Launched the pilot course of 20 junior officers, mid-career enlisted, and civilians from the ISR/CEO Enterprise of a 6-month, cohort-style DEI Leader Development Program.

ALLYSHIP AND ADVOCACY
Led DEI discussions at 0-6 Orientation Course, facilitated Unconscious Bias Training for 14N DT Board, and assisted RAND with its comprehensive Air Force DEI study.

New Initiatives launched in 2022 will enable leaders at all levels to ensure DEI Success by:

- 1 Prioritizing Sponsorship and leadership presence
- 2 Establishing Psychological Safety
- 3 Supporting Change for Airmen

White papers, essays, and webinars targeted for commanders and senior leaders with the requisite influence to ensure DEI programs are resourced and prioritized.

A DEI Training Playbook for Air Force leaders at all levels to equip them with resources to successfully lead DEI discussions within their organizations.

Diversity mentorship aimed at building relationships and empowering Airmen delivered through the A2/6 industry best-in-class software application: Chronus.



2022 A2/6 DEI Strategy

“Moving the Needle”

- **Moral perspective to practical application**
 - 2021 was foundational...2022 is mission-oriented
- **Refocused towards Resources, Risk, and Readiness**
 - Aligned to CSAF Action Orders
- **Action Order A: Airmen – Maximizing Resources**
- **Action Order B: Bureaucracy – Minimizing Risk**
- **Action Order C: Competition – Increasing Readiness**
- **Themes: Sponsorship and Presence, Psychological Safety, Supporting Change**





A2/6 ISR & CEO MENTORING PROGRAM

HAF A2/6 ISR and Cyber Transformation
Capt Kendall Veasaw & Capt Rachel Thompson



GOALS FOR TODAY

SHARE INFORMATION

- What is A2/6 rolling out for the field?



SOLICIT INPUT & PARTICIPATION

- Maximize value for users in flexible platform

GENERATE DISCUSSION

- How can we further improve mentorship in the community?





BACKGROUND

THE REQUIREMENT

Alternative to MyVector to meet A2/6 enterprise needs

- Clear demand signal from field
- Support ISR leadership development & retention

THE "GO DO"

Request to review available COTS alternatives & develop pilot program proposal

THE APPROVAL

One-year pilot for 1000 users in COTS solution

- Endorsed by Gen Mary O'Brien, Deputy Chief of Staff, ISR & CEO, AF/A2/6

Contract awarded: Sep 2021

Technical implementation: Sep-Dec 2021

Official launch: Jan 2022



PILOT PROGRAM



1000 PARTICIPANTS

MENTEES: CGO + O-4

MENTORS: O-4, O-5 + O-6

LAUNCH DATE:
JAN 2022



TWO USER GROUPS

14N (ALL SOURCE INTELLIGENCE OFFICER)

17D (CYBERSPACE OPERATIONS OFFICER)



THREE MENTORING OPTIONS

ONE-TO-ONE (TRADITIONAL MENTORING)

GROUP MENTORING (1-2 MENTORS/15-20 MENTEES)

FLASH-MENTORING (SHORT-TERM & SPECIFIC)



BUILT-IN CONNECTION PLANS

OPTIONAL FRAMEWORKS/CONVO GUIDES TO DRIVE DISCUSSION

GOALS

ENGAGE

Increase user participation & satisfaction

SUPPORT

Deliberate development in

- 14N & 17D career fields
- Air Force & leadership
- Diversity & inclusion

EVALUATE

Develop and monitor measures of success for expansion to A2/6 enterprise



CHRONUS

INDUSTRY LEAD

Facebook, Apple, Amazon,
Netflix & Coast Guard

INTEGRATED

Outlook, Teams, etc.
Native messaging app

ACCESSIBLE

iOS & Android app
Web browsers

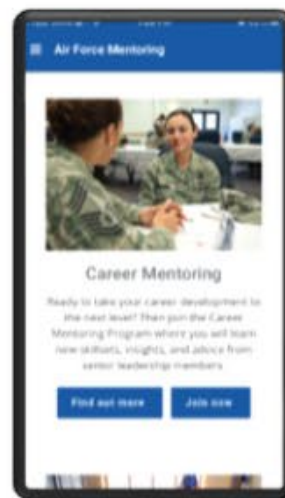
SECURE

Hosted in GovCloud
IL-4 compliant

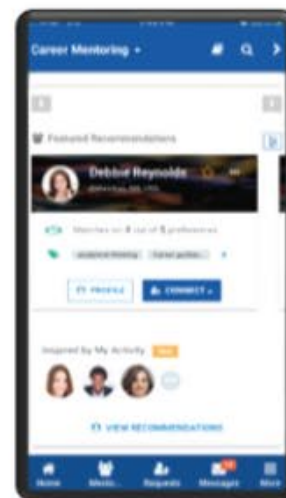
TRUE MOBILE APPS (IOS AND ANDROID) – ON A CLOSED, SOCIAL, SECURE NETWORK



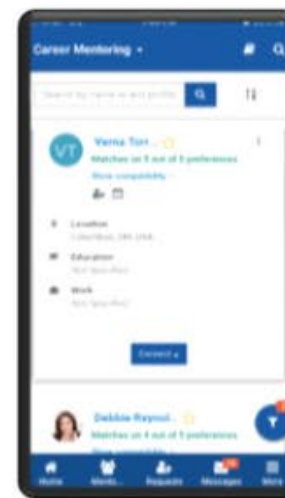
Branded Secure
Portal



Tailor Messaging and
Expectations for Each
Unique Program



Match IQ Mentor
Recommendations Based
On Unique Profile



Or Search For Other
Mentors

MEASUREABLE

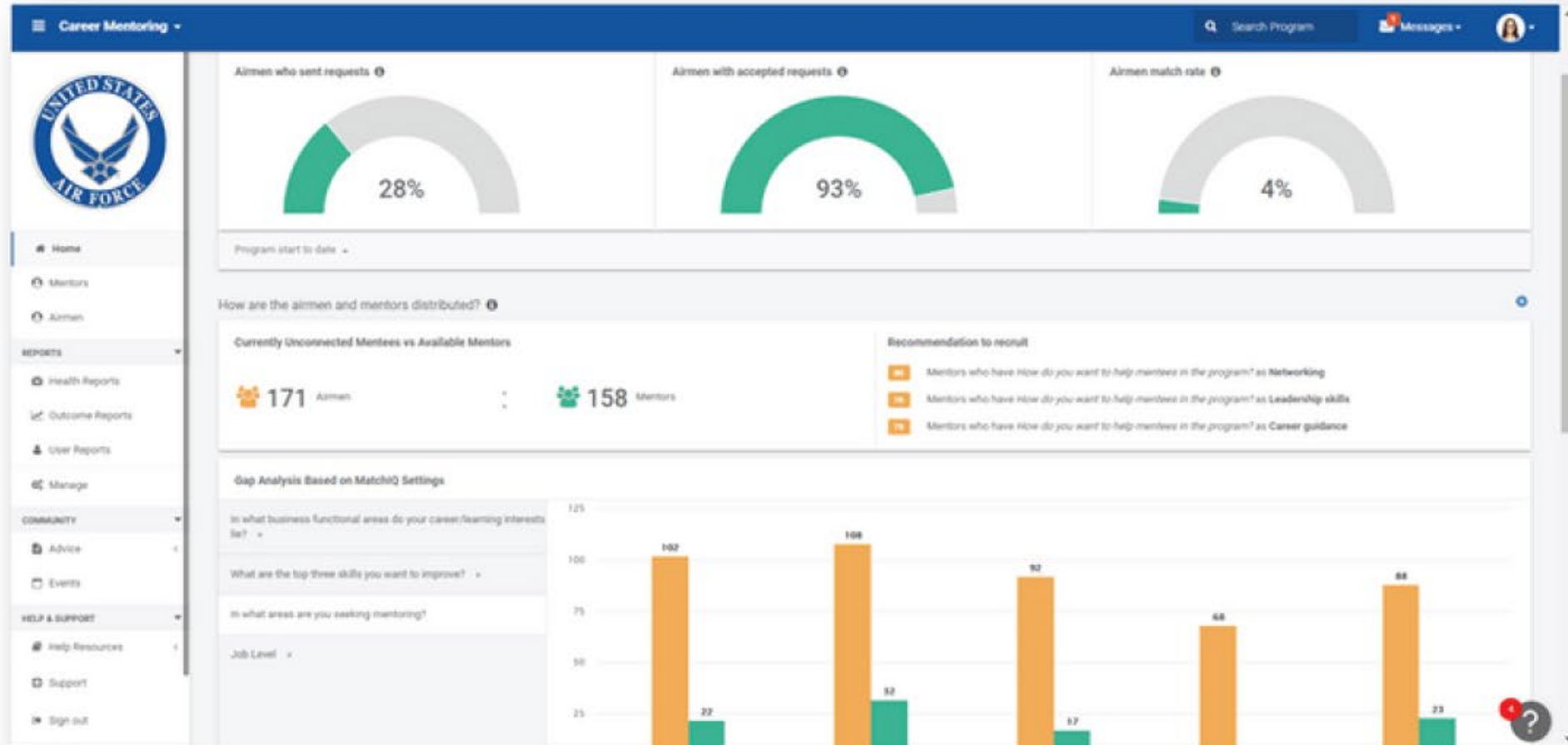
Robust metrics
Multiple feedback opt.

FLEXIBLE

Fully configurable
End-user options



CHRONUS



Match Gap Analysis



ISR & CEO Mentoring Program



General Overview

Programs



Welcome to the ISR & CEO Mentoring Program

Join us now to develop professional relationships with others in the A2/6 enterprise to expand your networks, take a journey into developing as a leader, and get in-depth mentoring for your Air Force career!

“ One of our most important obligations is to help those following in our footsteps to provide the wisdom of our experiences, so that they, too, can reach their full potential.” - CSAF, General Charles Q. Brown, Jr.



One-to-One Mentoring Program

Ready to take your career development to the next level? Join the One-to-One mentoring program where you will learn new skill sets and gain insights from leaders.

[Find out more](#)

[Join now](#)



Group Mentoring - COMING SOON!

Mentoring groups effectively strengthen the relationships between all participants involved and encourages a natural exchange of information in a team-based environment. If you are ready to gain insight from your mentor and peers, share skills and knowledge, and collaboratively learn across the A2/6 Enterprise, connect with Group Mentoring.

[Find out more](#)

[Join now](#)



Flash Mentoring - COMING SOON!

Flash Mentoring, allows participants to achieve short-term objectives by providing insight on specific issues or topics. This modern mentoring track is focused on time-efficient, knowledge sharing from mentors who have the specific experience mentees are seeking. Flash Mentoring helps participants learn job related skills, gain cross-specialty knowledge, breakdown silos, and build stronger networks with no minimum time commitments!

[Find out more](#)

[Join now](#)



PILOT RESULTS



OVERALL PROGRAM METRICS

83% PARTICIPANT SATISFACTION (OUT OF ~800 TOTAL)
47% OF ENGAGEMENTS DIFFER ACROSS 'ETHNICITY';
38% ACROSS 'GENDER'; 22% ACROSS 'FUNCTIONAL GROUP'



ONE-TO-ONE MENTORING

MOST POPULAR WITH ~650 PARTICIPANTS
POSITIVE FEEDBACK ON MATCHING METRICS



GROUP MENTORING

19 ONGOING CIRCLES (226 MEMBERS FROM
GLOBALLY DIVERSE USER BASE)



FLASH MENTORING

TO BE REPURPOSED TO REVERSE MENTORING (CGO SERVES
AS MENTOR TO O-6)

KEY TAKEAWAYS

ENGAGE

Strong interest across
USAF and from external
organizations

SUPPORT

Mentees seek Mentors who:

- 1) Build high performing teams
- 2) Manage competing agendas
- 3) Enhance tradecraft
- 4) Improve work/life balance

EVALUATE

Need to improve
feedback methods



PROGRAM EXPANSION



THE PLAN

Incorporate enlisted AFSCs across A2/6 enterprise with tailored matching based on functional expertise

- Includes all Intel/Cyber AFSCs

- Heavy CFM coordination

- Enrollment is first come, first serve



THE "GO DO"

Use lessons learned from pilot to expand mentoring program to 10K users in three tracks

- One-to-one

- Group

- Reverse



THE APPROVAL

At 9-month mark, received green light for contract renewal

- Base + 4-yr option



EXPANSION TIMELINE

CURRENT



Pilot Program Completion

ID lessons learned from pilot; build out platform for program expansion and inclusion of enlisted members

+1 MONTH



Pre-Contract Award

Contracting process; develop and execute marketing strategy for max participation

+2 MONTHS



Post-Contract Award

Technical implementation for new track/profiles; invite mentors & mentees to sign up ~ mid-late Oct

**+1-2 MONTHS
POST-CONTRACT**



10K End-User Program Rollout

Enrollment of participants; 12-mos connection plan for one-to-one & group; 4-mos for reverse

**+4-12 MONTHS
POST-CONTRACT**



Cont. Support & Data Collection

Feedback, continued program management
Additional years subject to funding availability



OPPORTUNITIES

PARTICIPATE

One-to-One, Group, Reverse Mentor

CALL FOR VOLUNTEERS: ~OCT

TIME COMMITMENT: 1-2 HRS/WK

SQ/CC

CONTACT US TO EXPRESS INTEREST!!

ADVISE

Contact us to share your input

Nominate a CGO to be a reverse mentor

ADVOCATE

Spread the word!

Encourage participation

HAF A2/6 ISR & Cyber Transformation

<https://airforce.chronus.com>



Leaders Equitably Valued at Every Level (LEVEL Up) Program

- **ISR & Cyber Diversity, Equity & Inclusion Leader Development Program**
 - Prepare our next generation to lead diverse, inclusive organizations
 - 6-month, Cohort style professional development – industry best practice
 - Junior Officers, Mid-Career Enlisted, and Civilians
 - Led by A2/6, recruited team of volunteers across 2/6 enterprise
- **Desired Outcomes:**
 - Build a cohort of leaders to champion practices / remove barriers
 - Deliver common skillset to ISR-CEO enterprise
 - Create framework to allow organizations to implement own tailored DEI program
 - Mitigate disparity of underserved communities serving in leadership



I want wisdom and knowledge to lead, participate in, and listen to necessary conversations on racism, diversity, and inclusion. I want wisdom and knowledge to lead those willing to take committed sustained action to make our Air Force better.

Gen. Charles Q. Brown

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6-Month Curriculum

- **March 2022: Know Thyself - *2-day TDY to Washington, DC**
 - *Foundational Knowledge, Cohort Building, DEI Storytelling*
 - **April 2022: Continuing the Conversation - 8 virtual hours over 2 days**
 - *Building Emotional Intelligence and Facilitating Challenging Discussions*
 - **May 2022: Creating and Leading Diverse Environments - *2-day TDY to Spokane, WA**
 - *Workforce Engagement Tools & Strategies (Contracted Professional DEI Workshop)*
 - **June 2022: Opportunities to Accelerate - 8 virtual hours over 2 days**
 - *Talent Management, Sponsorship & Mentorship, Barrier Analysis*
 - **July 2022: Being the Change - 8 virtual hours over 2 days**
 - *DEI as a Mission Imperative*
 - **August 2022: Leveling Up - *2-day TDY to Dallas, TX**
 - *Innovation & Industry Best Practices (tailored, exclusive, industry tours)*
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Contact us...

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