

DEIA

CONNECTIONS

Peterson - Schriever Space Force Base
Diversity, Equity, Inclusion, and Accessibility

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Taking Swift Action To Stop Workplace Hostility

BY TEPHANIE HOPPER,
SCHRIEVER SFB DEIA COORDINATOR

Workplace hostility is a serious issue that affects many employees and organizations. Signs of workplace hostility can include bullying, discrimination, and harassment. Workplace hostility is also associated with lower levels of readiness and retention and a higher likelihood of sexual harassment, sexual assault, and racial/ethnic harassment and discrimination. It is crucial for leaders to recognize these signs and take action to address them.

According to a 2020 survey by SHRM, 1 in 4 employees reported experiencing workplace hostility, and 50% of employees stated that they had witnessed workplace incivility. Additionally, a study by the Workplace Bullying Institute found that 19% of Americans have experienced workplace bullying. Addressing these issues is essential to create a safe and healthy work environment.

Women and minorities are disproportionately affected by workplace hostility. According to a U.S. Equal Employment Opportunity Commission report, women and minorities experience workplace hostility at higher rates than their white male counterparts. Specifically, women filed nearly 30% of all EEOC charges related to harassment, and black employees reported almost 22% of all harassment charges. It can negatively affect their mental and physical health and even result in them leaving their jobs.

Leaders can prevent workplace hostility by creating a culture of respect and inclusion. This can include implementing policies to prevent discrimination and harassment, training employees to recognize and address workplace hostility, and holding employees accountable for their behavior. Implementing procedures such as anti-discrimination, anti-harassment, and conflict resolution can help prevent workplace hostility. Other measures include creating a respectful culture, training employees and managers, and enforcing consequences for violating policies.

When workplace hostility does occur, leaders should take swift and decisive action to address it. This can include conducting investigations, supporting victims, and imposing consequences for perpetrators. By proactively preventing and managing workplace hostility, leaders can create a more positive and productive work environment for their employees.

PETERSON-SCHRIEVER
SPACE FORCE BASE
NEWSLETTER

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WHY IS BEING PSYCHOLOGICALLY SAFE CRITICAL FOR SPACE FORCE?

BY TEPHANIE HOPPER,
SCHRIEVER SFB DEIA COORDINATOR

If your team of Guardians, Airmen, and Dod Civilians don't feel psychologically safe, it can negatively impact their well-being, job satisfaction, and productivity. Lack of psychological safety can lead to a lack of trust, communication breakdowns, and decreased collaboration, all of which can hinder the success of the Space Force. Without a sense of psychological safety, Guardians and Airman may choose not to share new ideas or raise alarms about a critical project which could be detrimental to the mission of the Space Force.

We need Space Force members to feel safe to take interpersonal risks without fear of negative consequences. So it's essential to address any issues and create a culture where everyone feels comfortable expressing themselves and taking risks without fear of negative consequences.

According to Society for Human Resource Management (SHRM) 2022 Organizational & Employee Resilience report, for teams where they felt their managers supported them, 73 percent of workers said it's easy to discuss difficult issues and problems, and 87 percent said team members value and respect each other's contributions.

So how do we achieve a psychologically safe environment?

To achieve it, leaders must foster an environment where members of the Space Force feel comfortable speaking up, sharing ideas, and making mistakes without fear of judgment or retaliation. It can be achieved through open communication, acknowledging others' contributions, and creating a culture of trust and respect.

Another way to foster a psychologically safe environment is when mistakes are viewed as opportunities for growth and improvement rather than failures. Leaders can encourage open communication and constructive feedback. Additionally, leaders can model vulnerability and admit their mistakes, which can help create a culture of psychological safety.

How does being psychologically safe foster an inclusive environment?

Inclusion is a critical factor of psychological safety. Team members who feel unsafe or excluded are less likely to contribute their thoughts and suggestions. When individuals feel safe to express themselves without fear of judgment or retribution, they are more likely to share their unique perspectives and ideas, leading to a more diverse and inclusive environment. Additionally, when team members feel supported and included, they are more likely to feel a sense of belonging and, therefore, are more engaged and productive.

Thus, when Space Force Members feel psychologically safe, it fosters inclusivity, which leads to creativity, innovation, and collaboration among its members.



EQUITY VS. EQUALITY

BY HUGO ESCOBAR,
PETERSON SFB DEIA COORDINATOR

You've probably heard the words equity and equality in recent years. Did you know that there is a difference? Understanding the differences will benefit us and those we deal with personally and professionally.

Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome. One way to picture this is we don't live in a one-size t-shirt fits-all. There are different body sizes which is why shirts come in different sizes.

The takeaway for you is to know and recognize that your team is comprised of individuals who may need unique resources at different times. The awareness you have will allow your teammates to succeed.



CHAMPIONS OF DEIA COUNCIL MEMBER SPOTLIGHT

SMSGT LANCE CALDWELL (PHD)

SPACE DELTA 6 - SCHRIEVER SPACE FORCE BASE

What makes you diverse? What are some of the strengths your diversity has given you?

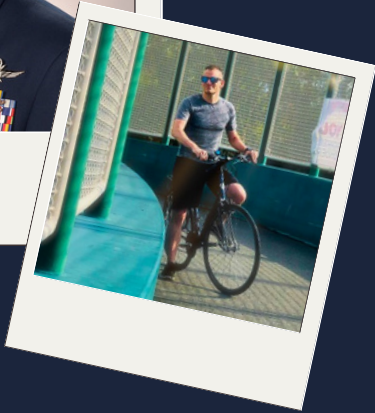
My diversity stems from my extensive global assignments, deployments in support of numerous operations, and first-hand experiences observing the impact of DEIA across various cultures. This exposure has cultivated a heightened sense of adaptability, cultural awareness, and empathy, enabling me to effectively navigate and lead within multifaceted environments. Through these experiences, I have gained the ability to appreciate different perspectives and foster an inclusive atmosphere, which empowers all members to contribute their unique talents and insights, ultimately driving our organization's success and resilience in the face of complex challenges.

Have you encountered challenges because of your diversity?

I have indeed faced challenges due to my diversity, particularly during the "Don't Ask, Don't Tell" (DADT) era, which generated a climate of secrecy and exclusion for service members of certain sexual orientations. This experience exposed me to the damaging consequences of discriminatory policies and heightened my awareness of the need to foster an environment that values and embraces the unique attributes of every individual. Overcoming these challenges has only strengthened my commitment to championing DEIA principles and ensuring that all service members have the opportunity to thrive in a supportive and inclusive organizational culture.

Just for fun, what unique or unusual talent or skill do you have?

While I may not have a distinctly unusual talent, one personal passion that sets me apart is my deep fascination with space exploration and the boundless possibilities it offers humanity. This enthusiasm for discovery and the cosmos not only reflects my individuality but also aligns with my professional aspirations and commitment to advancing our understanding of the universe.



MSGT DANNIEL E. (DJ) DE JESUS

SPACE DELTA 1 - PETERSON SPACE FORCE BASE

Why are Diversity, Equity, Inclusion, and Accessibility important to you?

Diversity, equity, inclusion, and accessibility are important to me because I serve in an organization and military service filled with people of different cultures, mindsets, ethnicities, core beliefs, and values.

What makes you diverse? What are some of the strengths your diversity has given you?

In my professional life, I feel my mindset is what makes me diverse. I am in my "sweet spot" when I am able to think about and draw out a vision for my team to champion six to twelve months into the future. I believe where there is no vision, people perish.

What's one key solution that would make a huge difference in creating a more inclusive Peterson-Schriever Space Force Base?

I am a person of relationships. I think storytelling, coaching, mentorship, and networking are great ways of connecting.

Just for fun, what unique or unusual talent or skill do you have?

So, I am an avid dancer, Salsa and Bachata. I have performed on stage but now focus more on just social dancing.



DEIA HAPPENINGS!



QUESTION OF THE QUARTER

**DO YOU FEEL PSYCHOLOGICALLY SAFE AT
PETERSON-SCHRIEVER SPACE FORCE BASE?
WHY OR WHY NOT?**



Schriever Space Force Base Champions of DEIA Council Meetings

19 April | 1500 HRS.

21 June | 1500 HRS.

**BLDG. 210 FALCON PARKWAY
DEKOK CONFERENCE ROOM**

Peterson Space Force Base Champions of DEIA Council Meetings

25 April | 0930 HRS.

13 June | 0900 HRS.

BUILDING 350, ROOM 2137

DAF Black/African American Employment Strategy (BEST) Barrier Analysis Working Group Hosted by BG Devin Pepper



- * DAFBAWG Overview from SAF/DI**
- * BEST Overview from BEST Co-Leads**
- * BEST LOE Overviews from BEST LOE Leads**
- * Q&A**

DIAL-IN: 551-285-1373 | MEETING ID: 161 821 5346 | PASSCODE: 050123

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