



CONNECTIONS

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

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Accessibility Equals Inclusion

BY TEPHANIE HOPPER,
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Accessibility is a vital part of our society. It is essential that everyone, regardless of their physical or mental abilities, has equal access to goods, services, and information.

According to the World Health Organization, over one billion people worldwide experience some form of disability, and this number is expected to increase in the coming years. Accessibility encompasses making accommodations for those with visual, auditory, cognitive, and other disabilities. It also considers cultural and linguistic diversity, as well as accommodations for individuals with different backgrounds and experiences.

Accessibility and disability laws are crucial to ensure everyone has equal access to public facilities and services, regardless of their abilities. These laws protect individuals with disabilities from discrimination and ensure they can fully participate in society. The Americans with Disabilities Act (ADA) is one of the most critical accessibility laws. It prohibits discrimination against individuals with disabilities in all areas of public life, including employment, transportation, and public accommodations.

Despite progress in recent years, many individuals with disabilities still face significant barriers to access and inclusion. According to the Bureau of Labor Statistics, individuals with disabilities have lower educational attainment levels and higher unemployment rates than those without disabilities. In 2022, only 32.4% of individuals with disabilities, ages 25 and older, had a bachelor's degree or higher, compared to 76.2% of those without disabilities. Additionally, 21.3% of U.S. adults with disabilities were employed in 2022. That's much lower than the 65.4% rate for persons without a disability. These statistics demonstrate the need for policies and practices that promote accessibility and inclusion in all areas, including education and employment.

In summary, promoting accessibility and inclusion is critical to ensuring equal opportunity for everyone, regardless of their abilities. By working together and promoting accessibility and inclusion, we can create a more welcoming, inclusive, and equitable world for everyone.

PETERSON-SCHRIEVER
SPACE FORCE BASE
NEWSLETTER

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SBD 1 Women's Initiative Team

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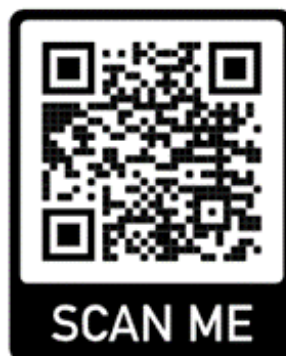
Several women leaders came together in 2022 and began the Space Base Delta 1 Women's Initiative

Team (WIT). The WIT falls under the Diversity and Inclusion program and aims to make sizeable changes and differences among women and their families within the Air Force, Space Force, and Department of Defense.

This can be done by creating new Air Force Instructions (AFIs), amending existing AFIs, creating new or editing existing Child Development Center regulations, and even putting together training that can be included in professional development courses. The goal is to offer future seminars that will cover opportunities surrounding lactation and pumping at work, breastfeeding rights, postpartum, prenatal, pregnancy discrimination and profiles, pregnancy codes, performance reports, and the ability vs. inability to use when factoring in primary or secondary caregiver leave.

The mission of the WIT is to identify and eliminate barriers for women and families on SBD 1 while providing resources and championing change. There is also a WIT book club, and new books are read and discussed quarterly.

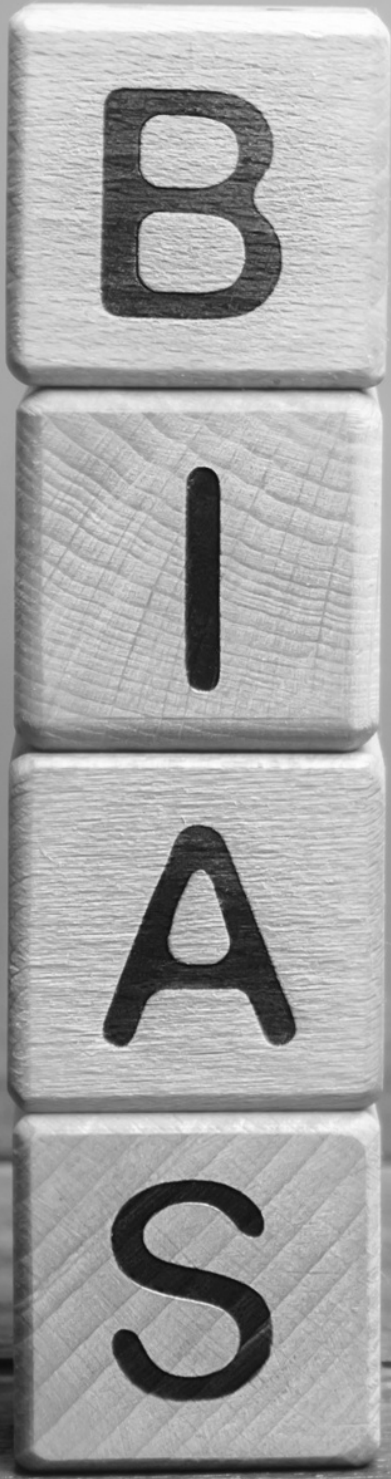
The WIT is open to all (military/civilian) who are assigned to Schriever, Peterson, and Cheyenne Mountain, regardless of military branch, rank, and gender. Monthly meetings are held, and additional information can be accessed on Facebook at "SBD 1 WIT."



"SBD 1 WI" FACEBOOK QR CODE

Overcoming Bias in Leadership for Fair and Effective Management

BY TEPHANIE HOPPER,
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Bias in leadership can have a significant impact on the morale and effectiveness of any organization, including the United States Space Force. Biased leaders may fail to recognize or reward the contributions of certain individuals, leading to a lack of motivation and decreased productivity. Additionally, biased leaders may make decisions that are detrimental to the organization as a whole, such as overlooking qualified candidates for promotion or failing to address systemic issues that impact certain groups.

One strategy to combat this issue is to increase awareness of our own biases and actively challenge them. This means seeking out diverse perspectives and experiences and being open to feedback and criticism. Leaders willing to do this can create a more inclusive workplace where employees feel valued and empowered.

Another strategy for overcoming bias in leadership is to implement objective criteria for hiring, promoting, and evaluating employees. This means relying on measurable factors such as qualifications, skills, and performance rather than subjective judgments or assumptions. By doing so, leaders can ensure they are making decisions based on merit rather than personal biases or preferences.

Military leaders, in particular, have a unique responsibility to overcome biases in order to effectively lead a diverse team. This means recognizing different backgrounds and experiences of their team members and ensuring all are treated fairly and with respect. By doing so, military leaders can build trust and cohesion within their team and ultimately improve their effectiveness on the battlefield.

In conclusion, overcoming bias in leadership is crucial for creating a fair and effective workplace. By increasing our awareness of our own biases, seeking out diverse perspectives, and implementing objective criteria for decision-making, we can create a culture of inclusivity where everyone can succeed. For military leaders, this means recognizing the unique challenges and responsibilities of leading a diverse team and taking proactive steps to ensure that all team members are treated with respect and fairness.

DEIA HAPPENINGS!



QUESTION OF THE QUARTER

HAVE YOU EXPERIENCED ANY BIAS
FROM YOUR LEADERSHIP TEAM?



EXECUTIVE ORDER 9981 26 JULY

On July 26, 1948, President Harry Truman took a decisive step toward ending racial segregation in the United States with Executive Order 9981. The order established the President's Committee on Equality of Treatment and Opportunity in the Armed Services, which was tasked with desegregating the U.S. military. The executive order declared that all individuals in the armed services should receive equal treatment and opportunities, regardless of their race, color, religion, or national origin. Executive Order 9981 was a crucial step toward achieving greater equality and justice in America, and it remains an important reminder of the ongoing struggle for civil rights.

WOMEN'S EQUALITY DAY 26 AUGUST

The observance recognizing Women's Equality Day was established by Joint Resolution of Congress in 1971. Women's Equality Day is observed on the 26th day of August and commemorates the 1920 passage of the 19th Amendment to the Constitution, which gave women the right to vote. The observance has grown to include focusing attention on women's continued efforts toward gaining full equality.

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