

HEADQUARTERS, KANSAS WING
CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
3010 Arnold Avenue
Salina KS 67401

27 December 2021

KANSAS WING CIVIL AIR PATROL
DIVERSITY AND INCLUSION PLAN

INTRODUCTION:

In recent weeks, Gen. Charles Brown, Chief of Staff of the Air Force, has released recruiting commercials explicitly stating diversity is our nation's strength. Gen. Brown pointedly states the United States Air Force needs quality volunteers, regardless of race, national origin, sexual preference or any other social factors some people use to divide us. We are perhaps the most diverse nation existing on earth, having long been identified as the "melting pot" of cultures around the world. In CAP, we serve our diverse communities, State and Nation. And, in this service, our missions can only be enhanced by a membership roll that looks like the society we serve.

In this Plan, I will lay out goals designed to identify and expand our brand to communities currently underrepresented within our membership. As Wing Diversity Officer, I would welcome any suggestions that mentioned herein. No one has a monopoly on ideals and help is always welcome

CAP NONDISCRIMINATION POLICY

CAPR 36-1 states no member shall be excluded from participation in, denied the benefits of, or subjected to discrimination with respect to accessibility to any CAP program, or activity on the basis of race, color, sex, age, religion, national origin, sexual orientation, gender identity or expression, disability, marital status, military or veteran status. However, some of our missions, like the military, have certain situations that require qualifications such as ability to qualify medically for a pilot license. In these situations, each case is subject to applicable qualifications and ability standards for the CAP program or activity involved.

It is the Civil Air Patrol policy that no applicant meeting CAP's minimum age requirement will be denied membership in CAP on the basis of the foregoing characteristics. This policy is to ensure only relevant factors are considered and that equitable and consistent standards of conduct and performance are applied.

GOALS:

The following are the Kansas Wing's Goal for 2022.

RECRUITING:

Cadet Program:

The Kansas Wing Cadet program will begin the cohort recruiting effort where all cadet members are challenged to invite at least one person to attend a meeting on a date certain. Our plan is to reach out to all squadrons to incorporate diversion and inclusion within this effort by encouraging cadets to invite friends who may or may not look like them, or who may be from a different ethnic or cultural background.

Young people, unlike many adults, come to diversity and inclusion naturally. We need to use the natural acceptance and optimism of our young people and encourage our cadets to look beyond just a best friend and invite others who may look different or be a different sex.

Senior Program:

The plan for seniors is to reach out across the wing and begin identifying pilots who would add diversity to our ranks. Once identified, targeted recruiting will begin, utilizing the need to diversify our flying corps, among females, non-whites, and other protected groups. When a young person sees a pilot that looks like him or her, that young person is encouraged beyond words.

The overall goal is to bring new pilots into the program who may wish to work with our Cadets to achieve his or her flying dreams, especially in the Wing program.

CADET PROGRAM:

Work with the Director of Cadet Programs to ensure that reasonable accommodations are made, per Civil Air Patrol regulations, for cadets with disabilities, religious obligations, etc., in all cadet activities.

Develop guidance for an annual diversity and inclusion lesson to be offered in all cadet units as part of the annual nondiscrimination briefing, beginning immediately.

Work with the Encampment planning staff and commandants to ensure a class on diversity and inclusion is included at every encampment to emphasize its importance within the Kansas Wing, beginning immediately.

LEADERSHIP:

Recruit individuals within each squadron to join a Diversity and Inclusion Team, effective immediately. Present a program on Diversity and Inclusion at the Wing Conference

PUBLIC AFFAIRS

Work with the Wing Public Affairs Officer to include an article on diversity and inclusion in Wing-wide publications, effective immediately.

Include Diversity and Inclusion access on the Wing webpage and Facebook page, effective immediately.

Encourage all subordinate units to include a non-discrimination statement on all social media outlets.

SUMMARY

Upon approval, this document shall be dispersed subordinate units and Wing social media outlets.

Submitted by:

Is/ Charles D. Lamb

Charles D. Lamb, Maj. CAP
Kansas Wing Diversity Officer

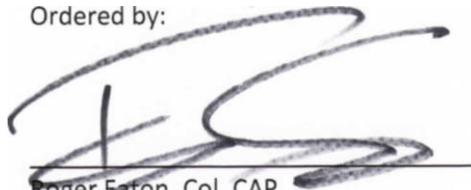
Approved by:

Digitally signed by Lt
Col Eric F Davis

Lt Col Eric F Davis

Date: 2022.01.15
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Eric Davis, Lt.col, CAP
Vice Commander
Kansas Wing
Ordered by:



Roger Eaton, Col, CAP
Commander
Kansas Wing