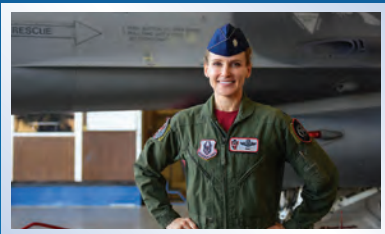
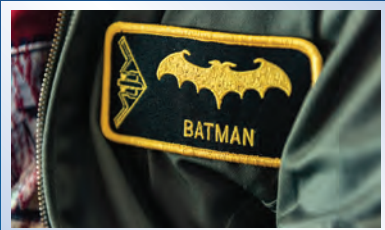
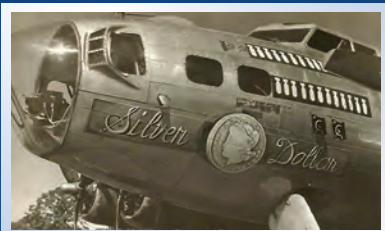




Create cohesive, high-performing teams that foster trust & connection through small group discussions.



Unite through Activity

- ▶ Gather your team and have each person put their name at the top of their own piece of paper. Pass the papers around in one direction giving two minutes for the next person to write a call sign for the person listed at the top of the page. Keep it fun-loving and in good spirits! Continue to pass the paper around and collect call signs until the person named at the top has their paper back. Review the call signs your peers have submitted for you to understand their views of you and which call signs you identify with.

Related Resources

- ▶ Commander's Guide to Diversity and Inclusion – RAND
<https://apps.dtic.mil/sti/pdfs/ADA621796.pdf>
- ▶ The Story Behind Call Signs – DVIDS
<https://www.dvidshub.net/news/427290/story-behind-call-signs#:~:text=Call%20signs%20started%20to%20come,serial%20number%20for%20each%20plane.>

WHAT'S YOUR CALL SIGN?

Since the explosion of radio communications in the 1930's, Airmen and ground controllers have used call signs to increase the efficiency of communications while maintaining subtle encoding over the airwaves. Today, call signs, both official and unofficial, are chosen to highlight the characteristics of the aircraft or person they are tied to. Our aerial refueling aircraft have flown with call signs like "Exxon" and "Mobil," instantly indicating the voice on the radio is coming from inside an aircraft where others can get some gas. Our A-10s frequently fly with call signs like "Hog" and "Cannon" as a reference to the A-10's nickname, the "Warthog," and its famous 30-millimeter cannon.

Similarly, many of our aircrew take on nicknames, which they refer to as "call signs." Typically these are chosen due to the specific traits of the person, their name, or situations they experienced early on in their career. And yes, many of their call signs are chosen based on how they handled those situations poorly, serving as a source of humility for the remainder of their careers. These call signs highlight the unique traits, stories, and background of our Airmen, and they take pride in them. Years after a call sign is given, an entire reputation grows around the call sign. "Choke" may have set up their oxygen system incorrectly 15 years ago, and during their first assignment, could never live it down. But now, "Choke" is a seasoned combat veteran, squadron commander, and is known for being the best pilot in every dogfight. Their peers know how far they've come, but their squadron only knows them as the best. Their call sign is no longer a symbol of a mistake early in their career. It has become an efficient way to capture the unique experiences, strengths, weaknesses, and character of the Airman.

The unique collection of call signs on the wall of a squadron is not merely a bunch of names. It is a symbol of the diversity of thought, diversity of experience, and diversity of character present in the unit. It's a reminder that many of us have made mistakes, but those mistakes no longer define us. It's a visual representation of individuals coming together, with all their unique traits, to be a part of something bigger than themselves. One patch on a desk is just a nametag. 50 call signs on a wall, under one squadron name, is a symbol of power through diversity.

WATCH...

Mattis: the Origins of his Call Sign - DVIDS

<https://www.dvidshub.net/video/558084/mattis-origins-his-call-sign> (1:09)

Call Sign "Eddie" - DVIDS

<https://www.dvidshub.net/video/482207/call-sign-eddie> (2:35)

Female Pilot Call Signs – USAF YouTube Short

www.youtube.com/shorts/zWrlEwtzxoM (<0:30)



DISCUSS...

1. What do you think your call sign would be or what traits exemplify you?
2. What call sign would you give to a few other folks in your Bridge Chat?
3. What are some unique experiences in your career that demonstrate who you are and how you handle situations? What in your background may have caused you to handle the situation that way?
4. How do the unique backgrounds of Airmen in your unit help to craft solutions to problems?



The difference between diversity and inclusion is being invited to a house and being able to rearrange the furniture.

– Jane Silber

True belonging doesn't require you to change who you are; it requires you to be who you are.

– Brené Brown

