



Bridge Chat Overview and Importance

It is diversity that makes us uniquely equipped to meet any challenge, because our differences contain complementary strengths. Inclusivity is what enables us to meet each other as we are, and see the value others bring to our unit.

We must be open to having conversations about race, inequality, and social injustice, and to take time to understand the backgrounds of others. It takes a commitment from each and every one of us to achieve true inclusivity, so we rely on every member of the team to take an active role in creating a safe space.

Chat Reminders

- ▶ **Based on feedback from the field:** August 2019 resilience tactical pause feedback told us that our teammates overwhelmingly want continued, sustained and consistent opportunities to talk with their leaders.
- ▶ **Leaders have flexibility.** HQ ACC provides the topic, but the timing, delivery, and discussion questions are at the commander's discretion.
- ▶ **Cohesive teams built on trust and synergy are more effective**

Above all else...

Demonstrate respect for human dignity

Inclusive Professionals

Bridge Chat Purpose: Create cohesive, high-performing teams that foster trust and connection through flexible and consistent small group discussions; in direct response to overwhelming feedback from the CSAF 21's Resilience Tactical Pause.

Getting the Conversation Started

VIDEO: Watch this brief video about inclusivity:

<https://vimeo.com/263699898> (3:27)

"We need to create the right environment, where we value perspectives from all of our Airmen and the diversity of thought. Key and important is developing and permitting sustainable diversity, inclusion, belonging programs across everything we do for Airmen and families. This cannot be a flash in the pan. It can't be something that fades away after a couple years. It's something we've got to sustain for the long haul."

– Air Force Gen. Charles Q. Brown Jr., Chief of Staff

Related Resources

Inclusion is something the Air Force takes seriously. For that reason, we've invested in developing resources that are readily available to Airmen to help them better understand how to take charge when it comes to inclusivity. Books, videos and more are listed on a variety of sites: **The Bridge/Diversity & Inclusion** and **Skillsoft**

"The strength that is built through diversity, along with life experience and differences in upbringing and education; it's something that we have working in our favor."

– Master Sgt. Ruben Zamora, 60th APS Cargo Movement Section Chief

Suggested Discussion Questions

1. How has diversity enabled your team to reach a goal, or function more efficiently? And in what ways do you encourage inclusivity?
2. Unconscious biases are the underlying stereotypes that people unintentionally attribute to another person or group that affect how they understand and engage with the person or group. In what ways should you check your unconscious biases as you're leading and interacting with other Airmen? And what are the consequences of not checking them?
3. What are some unconscious biases related to same-sex marriages? Pregnancy? Women [or men] in leadership?
4. Share a time you felt excluded or dismissed due to race, religion, gender, or something else.
5. How would the Air Force be impacted without a diverse and inclusive Force?