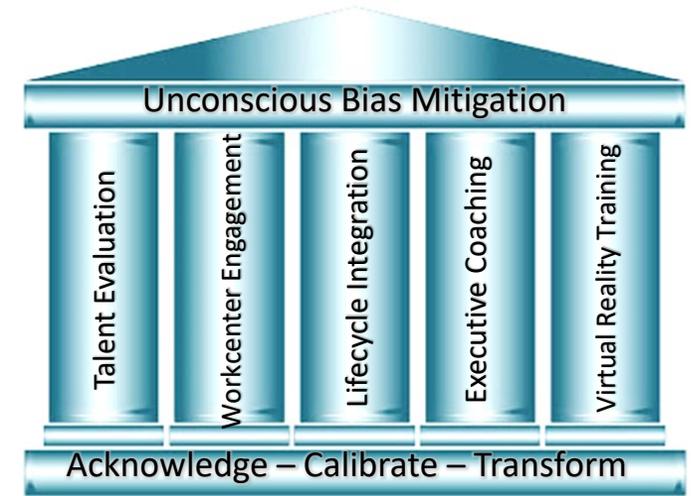




Unconscious Bias Mitigation Training Architecture

The Department of the Air Force Unconscious Bias Mitigation Training (UBMT) architecture synchronizes a tailored approach toward building the necessary acumen required to mitigate the impacts of unconscious bias and enhance workforce effectiveness and workplace inclusion



Implementation / Status

May 20	Sep 20	FY21 Pending OSD plan	FY22 Pending eval / POM input	FY22 Pending POM approval
Talent Evaluation Target Audience: Developmental teams, selection boards/panels Methodology: Members view a “just-in-time” tailored unconscious bias presentation.	Workcenter Engagement Target Audience: Total Force military & civilian Methodology: Commanders/Directors, across the Total Force, encourage dialogue using HAF-approved videos and small-group discussion guide. Tools: PACE “Unconscious Bias” video; “Neurons & Narratives” training video/guide	Lifecycle Integration Target Audience: Accessions, PME students, newly appointed military and civilian leaders Methodology: All designated education & training institutes will integrate OSD-driven UB learning objectives into courses. Note: UB content is currently imbedded in some PME & military/civilian leadership courses.	Executive Coaching Target Audience: GOs / SES / Col / GS-15 / CMSgt Methodology: Certified coaches will be leveraged as a resource for senior leaders to foster development in unconscious bias mitigation.	Virtual Reality Training Target Audience: Total Force military & civilian Methodology: A customized, interactive platform to deploy scenario-based human relations training for “on-demand” use such as leadership courses.



D&I Lifecycle Integration

D&I Education & Training Lifecycle Touchpoints (AFI 36-7001)		
Enlisted	Officer	Civilian
BMT	OTS ROTC USAFA Prep USAFA	Eaker Center New Employee Orientation
FTAC	SOS	Eaker Center New Supervisor Training
ALS	ACSC	Eaker Center Experienced Supervisor Training
NCOA	Leadership Development Course	Eaker Center New Manager Course
SNCOA	AWC	Eaker Center Manager Course
Leadership Courses (Command Chief)	Group & Wing Leadership Courses	Eaker Center Senior Manager Course
First Sergeant Academy		
Chief Leadership Course		
Air Force Recruiting School		
MTI Training School		



D&I Education & Training Pyramid

