



ACC/A1Z, Integrated Community Services
THE BRIDGE

Vol 1, Issue 2
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Educating Airmen. Increasing Awareness. Building Teams.

Leaders and Wing community builders - THANK YOU for investing time, energy, and ideas to bring out the best in our ACC teammates.

“The Bridge” is designed to educate, encourage & inspire leaders and teammates at all levels to reach our full potential - both on and off-duty. Each issue will highlight some of the talented people and creative programs we know are making a difference. In addition, the “ACC Bridge” website will soon launch to provide a wealth of connection-building tools and resources for leaders and spouses.

We want to hear from you. Are the “ACC Bridge” newsletters and website useful? What else can we do to help you connect with colleagues, build positive relationships, and balance family/work? Drop us a note!

ACCA1.A1Z.CommunitySupport@us.af.mil

Tap into Your “Bridge Builders”

Relationships are the anchors of our life.

Make an effort to build connections with people working in these valued positions so they can enrich & support your team.

Community Support Coordinators (CSCs).

Equal Opportunity (EO) Professionals.

Violence Prevention Integrators (VPIs).

SARCs & Victim Advocates.

Diversity & Inclusion Champions.



It takes
both sides
to build
a bridge.

Fredrik Nael

Champion Diversity and Inclusion (D&I)

- **2019-2020 ACC Leadership Development** courses include D&I workshops
- **Community Partnerships** with non-profits, academia, Chambers of Commerce, and SHRM give us access to local resources that promote acceptance of differences. These partnerships also lead to professional, research-based training opportunities. Popular topics include the impact of learned stereotypes/unconscious bias, communicating across generations, respectful conflict resolution, and overcoming blind spots
- We are proud to recognize the great programs happening at **Offutt AFB, Nebraska**, to include a partnership with the non-profit organization, “Inclusive Communities”. Visit <https://www.inclusive-communities.org/>. Check it out!
- Every installation has established one or more support groups to educate, advocate, and uplift our mil/civ personnel and dependents. Seek out and learn about **invisible wounds, women’s issues, and cross-cultural leadership development**
- **Airmen Resource Groups (ARGs):** Women in Leadership Development (WILD), Lean In, Leadership Circles, D&I Councils, active involvement in the AF **Women’s Initiatives Team (WIT)**

Your A1Z Team

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- Implementer Training
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- Negotiation Dispute Resolution
- Required Training and HHQ Notifications

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- Sexual Assault Reporting Requirements
- SAPR Data/Trend Analysis

Resilience



Great resiliency programs are happening everywhere! Home to an active duty population of 9.8K, the **Nellis** community is strengthened by senior spouses who contribute personal time, money, energy and ideas to enrich the lives of military families. Their efforts are building positive support systems that carry members through PCS and deployment challenges and geographic separation from extended family. With help from the Community Support Coordinator (CSC), an interactive **“Superpower for Spouses”** course was developed to improve resiliency in dealing with common stressors and difficult situations. Participants shared strategies to improve mindfulness, communication and relationships. Connections drove immediate rewards & plenty of positive feedback. Team Nellis plans to integrate material into **Airman Leadership School** to ensure service members refresh skills at the same time as their significant others, to build stronger support systems.

Everyone benefits from a team of engaged leaders and peers who care. Value-based discussions and special events are popping up at Creech, Grand Forks, JBLE, Mt Home, Offutt, Seymour-Johnson...

What initiatives are happening near you? *Please share a story with us!*



Violence Prevention

All avenues for collecting employee feedback tell us that personnel at every level need and benefit from more deliberate communication and connection with their leadership, peers and communities. These eye-opening discoveries were made during our first annual Suicide Analysis Board (SAB) held in Nov '19:



- **67%** of our Airmen who died by suicide were in some form of **career transition**. (i.e., reassignment, separation, etc.)
- **83%** were considered **extremely high performers**, perfectionists, or go-to experts.
- **83%** had **relationship trouble, alcohol use, a history of mental health care, and a lack of spiritual care**.
- **34%** **sought help from their chain of command** to resolve one or more stressors.
- **100%** caught leadership by surprise; Airmen indicated they were **seeking help** or **warning signs weren't obvious**.

By opening the lines of communication with command teams and digging into the data for closed cases, we developed lines of effort centered around awareness training, organizational and interpersonal communication, counseling services, web-based resources and support networks that can give everyone a voice and the means to be more effective.

New and recurring initiatives like CSAF's Resilience Tactical Pause (RTP), climate surveys and the Community Feedback Tool (CFT) are designed to identify and address issues that affect each individual's sense of worth.

Equal Opportunity



Personnel participate in climate surveys to provide their perspective about the workplace environment. The Defense Equal Opportunity Management

Institute (DEOMI) Organizational Climate Survey (DEOCS) fulfills an annual DoDD 1350.2 requirement to ensure leaders responsible for their unit's climate assess it on a regular basis. Base-level EO pros administer/track compliance for all assessments and provides periodic updates on participation. If desired, your **EO team** can **organize focus groups**, provide briefings or conduct **interviews** with personnel to analyze results and help leaders **improve the unit**.



The Davis-Monthan SAPR team Sexual Assault Prevention and Response

is focused on creative outreach

programs. A **mobile escape room** requires teams to solve puzzles and find clues as they learn about sexual assault myths while building camaraderie. They've joined forces with **Pet Partners International**, a non-profit, to bring **therapy dogs** into the EO office on a rotating basis. And Victim Advocates are making good use of local resources to boost program visibility. Instead of paper brochures, river rocks painted bright teal with the SAPR hotline number and inspirational messages are distributed across the base. Some rocks can be redeemed for prizes at SAPR.

D-M pros are shaking up tradition to deliver a fresh spin on critical services.

We think **D-M SAPR Rocks!**

