

ACC/A1Z

Integrated Community Services



Vol 1, Issue 3
April-June 2020

This quarterly newsletter provides details on...

- ◆ The new **ACC Bridge website** launched 18 Feb 20
Bookmark it! <https://www.acc.af.mil/About-Us/The-Bridge/>

EQUIP

ENGAGE

EMPOWER

- ◆ Materials are organized into 3 categories:
- ◆ The **EQUIP** section contains strategic messages from AF and ACC senior leadership
- ◆ The **ENGAGE** section contains Bridge Chat guidance, Bridge Chat facilitation guides for units, and quick tips for living a healthy, happy life
- ◆ The **EMPOWER** section showcases creative activities
- ◆ April's focus on sexual assault & child abuse prevention

Engaged leaders & wingmen make time to
PAUSE, UNDERSTAND, LISTEN, SHARE, EMPATHIZE

#ACCSTRONG

- ◆ Look for this hashtag on the ACC website to find specific resilience tools in support of COVID-19
- ◆ ACC/PA will use #ACCSTRONG across social media to highlight resilience & prevention focused information
- ◆ All items posted to The Bridge and associated with #ACCSTRONG has been intentionally prepared for leadership teams, families and community networks



Questions? We are ready to help.

ACCA1.A1.Bridge@us.af.mil

Ms. Sara Wilson DSN 574-6514
A1Z Division Chief
Diversity & Inclusion Advocate

Ms. Helena Palmer DSN 574-4596
Community Support Program Manager

Ms. Donna Barbeyto DSN 574-5016
Violence Prevention Program Manager

SMSgt Candice Compton DSN 574-3146
Equal Opportunity Strategic Advisor

Ms. Kelly Wilds ACC/CDS DSN 574-3178
Sexual Assault Prevention and Response (SAPR)
Program Manager

Lt Col Jennifer Amato DSN 574-0361
A1Z Project Officer

Ms. Tynisha Williams DSN 575-7561
A1Z Career Broadener

This year marks the 19th anniversary of Sexual Assault Awareness & Prevention Month (SAAPM).

In 2001, the National Sexual Violence Resource Center coordinated the first formally recognized campaign. As early as 1976, **Take Back the Night** events held in San Francisco focused on the prevention of sexual assault, harassment, and abuse.

From raising awareness in early 2000, to incorporating prevention-focused activities on college campuses and workplaces, each SAAPM campaign has a different theme to expose the factors which contribute to sexual assault while sharing tips to improve safety nets and smart decisions.

The current goal is to expand the number of change agents beyond primary advocates led by installation Sexual Assault Response Coordinators (SARC) and Victim Advocates (VA).

The virus has cancelled scheduled SAAPM events at CONUS locations. Contact your local SAPR office to learn alternate plans.

- **Ali Al Salem:** 5K at Rockfest Block Party: 24 Apr
- **Al Udeid:** Corn Hole Tourney & Burger Burn: 14 Apr, Talent Show: 21 Apr
- **PSAB:** Joint Proclamation Signing: 1 Apr
- **332 AEW:** Lip Sync Battle: 27 Apr



Bridge Chats Build Resilient and Inclusive Cultures

Do you think your workplace culture is inclusive?

Members of your unit may think differently.

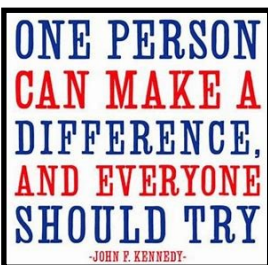
Closing this perception gap will yield substantial benefits for your people, programs and mission.

At the foundation of an inclusive and resilient culture is trust. When done consistently and authentically, **Bridge Chat** conversations can reveal strengths, uncover misperceptions, address workload challenges, and expose harmful attitudes or behaviors. Left unchecked, workplace tensions can stifle communication, hurt morale, and increase stress. Frequent small group discussions help teammates learn about each other in a low threat way, to gain insights, understanding and perhaps, empathy. A leader's commitment to Bridge Chats is necessary to build trust and respect.

A unit fueled by strong personal connections solves problems and responds to difficult situations more effectively, and a person that feels understood and valued by his/her teammates will be happier, healthier and more resilient.

*"The real beginning of influence comes as others sense you are being influenced by them—when they feel **understood** by you—that you have listened deeply and sincerely, and that you are **OPEN**."*
Stephen Covey.

A1Z has the expertise and desire to help you build a strong team, how can we help?



In 2019, 615K civilian employees rated their gov't work experience to share the good, the bad, and the ugly without fear of reprimand or reprisal. This year's OPM survey will be distributed to federal civilians via email in July. Questions will be organized into these categories: **Global Satisfaction** (unit, job, pay), **Employee Engagement** (sense of purpose), and **Inclusion** (sense of belonging).

2020 Federal Employee Viewpoint Survey (FEVS)

Civilian opinions matter. Please encourage feedback to inspire positive change!

The Best Way to Manage Employees

#metoo movement can complicate supervisory relationships and make us question our approach if we allow. As we continue to look for ways to attract, recruit, retain and develop talent, we need to ensure we avoid the unintentional mismanagement of employees. Keep these tips in mind: treat every person you lead/supervise as an individual, with different talents, needs and communication styles. Avoid making or reinforcing stereotypes and sweeping generalizations based on gender; these do not serve the common good or elevate performance and will cause you to lose credibility and respect as a leader. Some employees often feel misunderstood, belittled or tip-toed around. To supervise more effectively, make an effort to listen to their ideas/concerns and provide honest feedback. Building a professional rapport and creating a supportive work environment is not rocket science, but it does require openness based on trust and respect.



Establish routines
rooted in LOVE ❤️

How to Be A Positive Parent During the Corona Pandemic: Effective, Consistent, Active, Attentive

Ask for input
and listen

Provide focused attention

Show appreciation for primary caregiver

Create moments of connection

Recognize what triggers your anger/frustration & mitigate

Consider the child's point of view

Celebrate
tiny
victories

Be flexible on rules—everyone must adapt to new ways of living

Make time to laugh & be silly

Demonstrate concern for others; kids watch & learn

Encourage creativity & resourcefulness

Speak gently

Visit <https://americanspcc.org/positive-parenting/> for more inspiration.