



**MISSOURI WING  
CIVIL AIR PATROL  
UNITED STATES AIR FORCE AUXILIARY**  
P.O. Box 5044, Whiteman AFB, Missouri  
65305-1094



**January 30, 2022**

## **MISSOURI WING DIVERSITY, EQUITY, and INCLUSION (DEI) PLAN**

### **1. INTRODUCTION**

Normalizing diversity, equity, and inclusion are Missouri Wing priorities that should not be sensitive or divisive. In the face of an increasingly challenging global environment, it's going to take diverse members with different perspectives, serving and working together to solve problems and achieve mission success. It's going to take leaders fostering an environment of diversity and inclusion, seeing strength in differences, and recognizing their own biases to ensure each Civil Air Patrol (CAP) member reaches their full potential. This plan presents the Missouri Wing Diversity, Equity, and Inclusion (DEI) Program. The plan includes the vision and mission of the Missouri Wing DEI program, a brief background demonstrating that diversity, equity, and inclusion are consistent with our history and Core Values, and the Wing DEI goals.

### **2. DEI PROGRAM VISION & MISSION**

**2.1 Vision.** All members of Missouri Wing recognize that the pursuit of excellence requires a commitment to diversity, equity, and inclusion in all aspects of Civil Air Patrol.

**2.2 Mission.** To promote a supportive and inclusive climate that allows all members of the Wing to thrive and succeed. Consistent with the Civil Air Patrol National Headquarters' strategic plan, bring membership diversity to the forefront to enable a talented, responsible, and forward-thinking organization that will meet Missouri needs in the future. Aggressively seek opportunities to increase diversity in our programs that develop our citizens of character. Provide a comprehensive Wing-wide approach to diversity, equity, and inclusion to ensure access and fairness to all our members.

### **3. BACKGROUND**

When Civil Air Patrol formed in the early days of World War II, many of our first volunteers were patriotic citizens, unavailable for military service, yet determined to serve the nation in a time of need. CAP welcomed World War I veterans, women and men, teenagers, senior citizens, persons with disabilities, and many other volunteers from a wide range of diverse backgrounds, races, and religions. Our organization's history is built upon inclusiveness from its earliest days. Civil Air Patrol also draws inspiration in diversity, equity, and inclusion from our role as the auxiliary U.S. Air Force; we include people from all backgrounds in the essential work that we do and emulate the commitment to diversity and inclusion in our parent organization.

**3.1 Diversity Defined.** Diversity is a composite of individual characteristics, experiences, and abilities that are consistent with the Civil Air Patrol Mission and Core Values and reflective of the communities in which we serve. CAP diversity includes but is not limited to personal life experiences, geographic background, socioeconomic background, cultural knowledge, educational background, work background, language abilities, physical abilities, philosophical and spiritual perspectives, race, color, sex, age, religion, national origin, sexual orientation, gender identity or expression, disability, marital status, and military or veteran status. To achieve a diverse organization, Missouri Wing must reflect the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.

**3.2 Equity Defined.** Equity means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.

**3.3 Inclusion Defined.** Inclusion is the process of creating a culture where all members of the organization are encouraged to make their fullest contributions to the success of the group, and where there are no unnecessary barriers to success. To achieve an inclusive organization, Missouri Wing must recognize, appreciate, and utilize the talents and skills of members of all backgrounds.

**3.4 DEI and the Civil Air Patrol Core Values.** The CAP Core Values provide a model foundation to implement DEI ideas and actions. We reflect INTEGRITY as we support our organization with conviction and moral character by recruiting and retaining a diverse membership. We commit to VOLUNTEER SERVICE and seek to include and empower members that add dimension, depth and breadth to our capabilities and experiences. EXCELLENCE calls on us to go beyond “good enough” and sets an example across the organization. RESPECT for all helps us try to understand one another, be more empathetic and regard everyone for their unique qualities they bring to the unit.

#### **4. DEI Program GOALS.**

**Reference.** Civil Air Patrol 2022-2026 Strategic Plan

Goal #1: Prepare CAP for the future as a disciplined and effective nonprofit.

Objective 1.3: Build CAP's membership to reflect the diversity of America's communities.

**4.1** To implement and sustain a robust Wing DEI program that supports the CAP National Strategic Plan Goals, integrates the CAP Core Values, and provides the necessary oversight and resources needed for each organization to succeed, diversity, equity, and inclusion must be a priority. As such, Wing members should seek to achieve the following:

**4.2 All Commanders.** Commanders, at all levels, set the tone for inclusive-minded approaches in daily operations and implement strategic priorities and objectives. Commanders should:

- Coordinate with the Wing DEI Officer and consider ideas from your members to incorporate best practices and areas of improvement for a diverse and inclusive culture within your command.
- Complete the diversity and inclusion assessment and feedback in accordance with MO Wing guidance. (To Be Published)

- Promote Wing diversity and inclusion goals with education and training to the maximum extent possible.
- Promote and support outreach initiatives in concert with other organizations within and outside the Wing.

**4.3 Diversity, Equity, and Inclusion Officers.** DEI Officers assist Wing, Group, and Squadron Commanders in implementing wing-level diversity and inclusion measures and initiatives. They serve as a critical link for information sharing between the Wing and the Region's DEI Officer. Additionally, the DEI:

- Creates a monthly Diversity, Equity and Inclusion newsletter or other information sharing mechanism.
- Assists units across the Wing with DEI information and education sessions.
- Provides DEI content and education to at Wing encampments and conferences.
- Works with Wing, Group, and Squadron Recruiting and Retention staff to collect and track membership trends and growth.
- Formulate and chair a DEI working group with volunteer members from across the Wing.

**4.4 All Civil Air Patrol Leaders.** All leaders will be directly engaged in and accountable for applicable aspects of diversity and inclusion initiatives and their implementation. More specific information will be forthcoming.

**4.5 All Civil Air Patrol Members.** All CAP members are responsible for creating an inclusive organizational culture and do so as a reflection of the CAP core values of Integrity, Volunteer Service, Excellence and Respect. CAP members at all levels should strive to understand the individual, organizational, and operational value of diversity and inclusion, and ensure mutual respect for all.

#### **4.6 Wing, Group and Squadron Program Staff**

##### **4.6.1 Cadet Programs**

- Understand the DEI policies and provide cadets with disabilities, religious obligations, etc. information necessary to continue participation, as warranted.
- Provide input to the DEI Officer for an annual diversity and inclusion lesson to be offered in all units in FY 2022.
- Work with the Cadet Programs Director and DCC across the Wing to develop a class for Cadets on diversity, equity and inclusion and include it at encampment.

##### **4.6.2 Chaplains**

- Work with other Squadron Chaplains across the Wing to ensure that the Chaplain Corps/Character Development Instructors reflect the diversity plan of the Wing.
- Work with Chaplains across the Wing to ensure that reasonable accommodations, including uniform waivers, are considered in accordance with the religious practices of our members, as warranted.

##### **4.6.3 Education and Training**

- Include diversity in all Wing education and training materials/sessions, beginning FY2022.

#### **4.6.4 Public Affairs**

- Work with the Wing Diversity Officer to get monthly Diversity, Equity and Inclusion information out to the Wing.
- Include Diversity, Equity and Inclusion on the Wing webpage with a message on diversity and inclusion from the Diversity Officer.

#### **4.6.5 Recruiting & Retention**

- Work with the DEI to share best practices on recruiting and retaining diverse members with Wing Commanders and Staff.
- Track the growth in membership of diverse members with the assistance from the Wing Information Technology Officer.

### **5. SUMMARY AND REVIEW OF PLAN**

This plan provides an overview of the Missouri Wing Diversity, Equity, and Inclusion Plan. As the National Strategic Plan is further developed and implemented, this plan will be updated to reflect the evolving goals and objectives of the program. annually by the Diversity and Inclusion team and modified, as necessary.

### **6. PROMULGATION**

Upon approval by the Missouri Wing Commander, this Plan will be communicated to the members of the organization and published on the Missouri Wing website.

*Thomas J Martin Jr.*  
Thomas Martin, Col, CAP  
Commander  
Missouri Wing

#### **DISTRIBUTION:**

1-All members

1-Post on the Wing Website