

88th Air Base Wing

“Strength Through Support!”



**Affirmative Employment
Program Office**

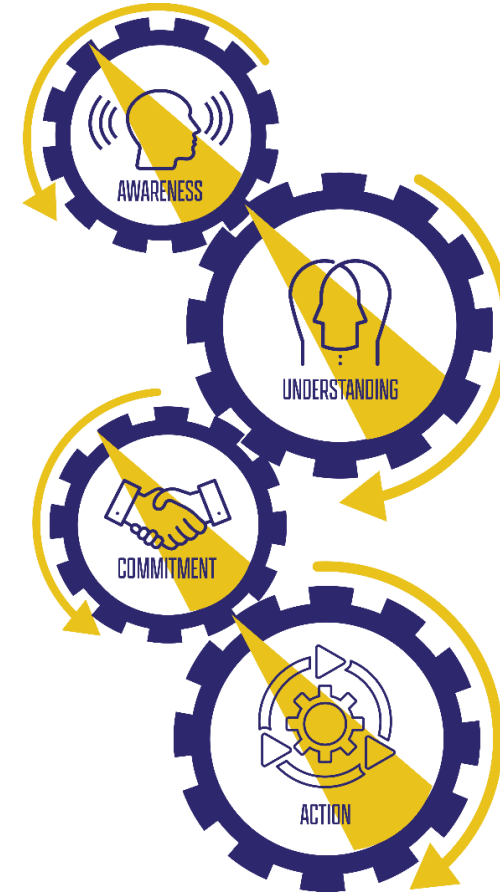


U.S. AIR FORCE

Affirmative Employment Program



- **Affirmative Employment Plan**
 - AEP Strategic Initiatives
 - Installation Barrier Analysis Working Group
- **Special Emphasis Program**
- **Special Observances**

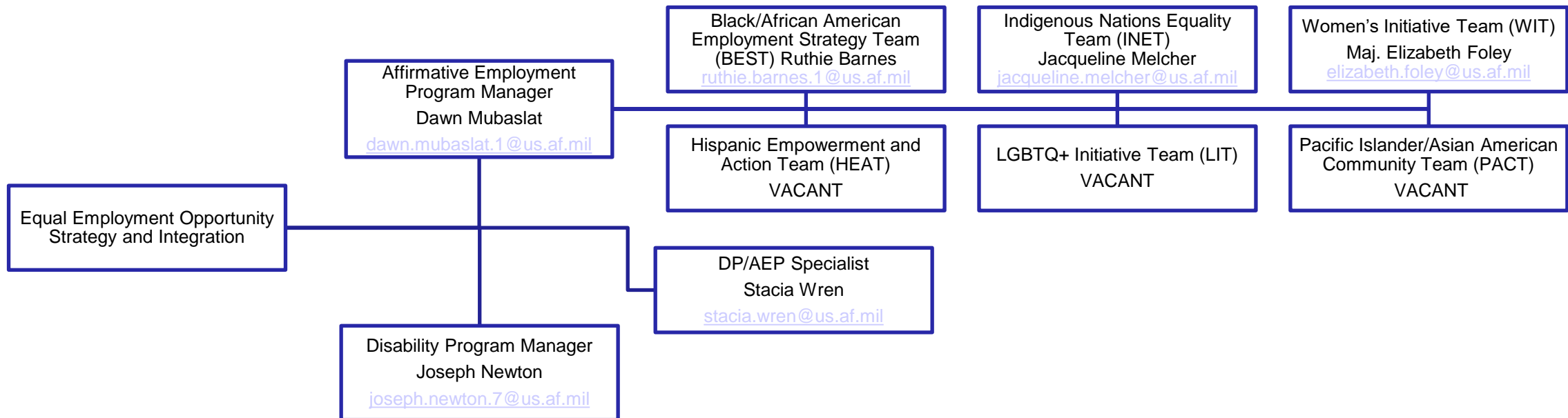


“Strength Through Support!”



U.S. AIR FORCE

WPAFB AEP



“Strength Through Support!”



U.S. AIR FORCE

Purpose of AEP



Ensure equal opportunity in all personnel administration and management matters throughout the employment life cycle, including recruitment, outreach, hiring, retention, training, development, promotions, awards, and separations.

- **Barrier Analysis**
- **Attract, recruit, develop, and retain employees**
- **Strategize Initiatives**
- **Collaborate with community partners**

“Strength Through Support!”



U.S. AIR FORCE

Installation Barrier Analysis Working Group (IBAWG)



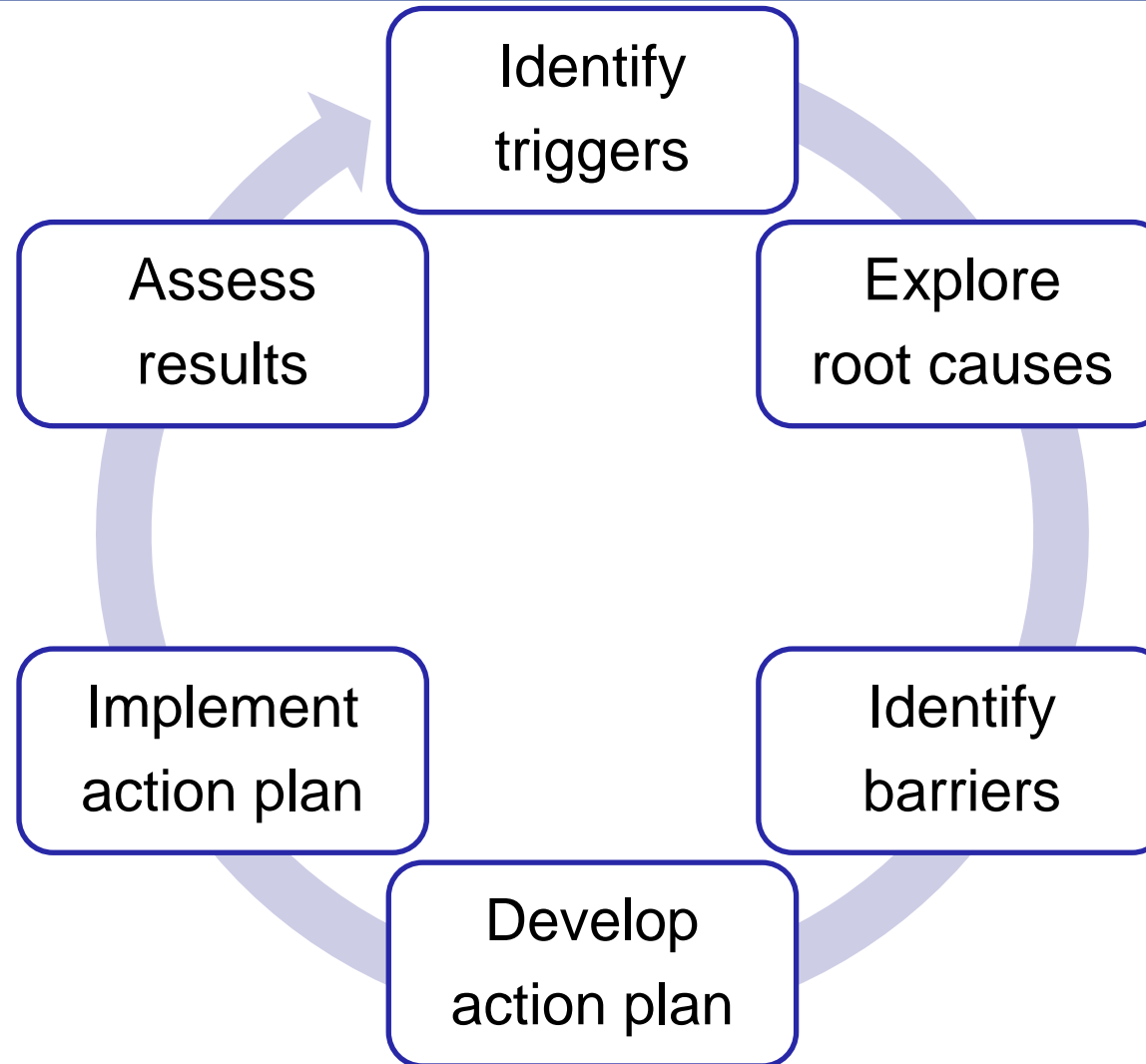
- All federal agencies have a *legal* obligation to undertake barrier analysis; and where barriers are identified, to take measures to eliminate them, where practicable.
- IBAWGs are comprised of representatives from the Civilian Personnel Section, Non-Appropriated Fund – Human Resources, equal opportunity, other applicable functional communities, and other appropriate personnel as designated by the Installation Commander.

“Strength Through Support!”



U.S. AIR FORCE

Barrier Analysis



“Strength Through Support!”



U.S. AIR FORCE

Special Emphasis Groups



Special Emphasis Programs enhance employment and cultural awareness of protected groups and support Affirmative Employment Program and equal opportunity initiatives by helping to address professional development, advancement, and training of underrepresented groups, so they have the opportunity to reach their full employment potential.

Black/African American Employment Strategy Team (BEST)

Disability Action Team (DAT)

Hispanic Empowerment and Action Team (HEAT)

Indigenous Nations Equality Team (INET)

LGTBQ+ Initiative Team (LIT)

Pacific Islander/Asian American Community Team (PACT)

Women's Initiative Team (WIT)

"Strength Through Support!"



U.S. AIR FORCE

Special Observances



Month	Observance
January	MLK Day (3 rd Monday in January)
February	Black History Month
March	Women's History Month
April	Days of Remembrance and Holocaust Remembrance Day (days vary)
May	Asian American/Pacific Islander Month
June	LGBTQ+ Pride Month Juneteenth (19 June)
August	Women's Equality Day (26 August)
September	Hispanic Heritage Month (15 September-15 October)
October	National Disability Employment Awareness Month
November	National American Indian Heritage Month

“Strength Through Support!”



U.S. AIR FORCE



Team Wright-Patt

EQUAL
EMPLOYMENT
OPPORTUNITY
STRATEGY AND
INTEGRATION

Questions?

“Strength Through Support!”