

88th Air Base Wing

“Strength Through Support!”



Affirmative Employment Program Office

Ms. Jazmyn Turner
88 ABW/DEE



Affirmative Employment Program

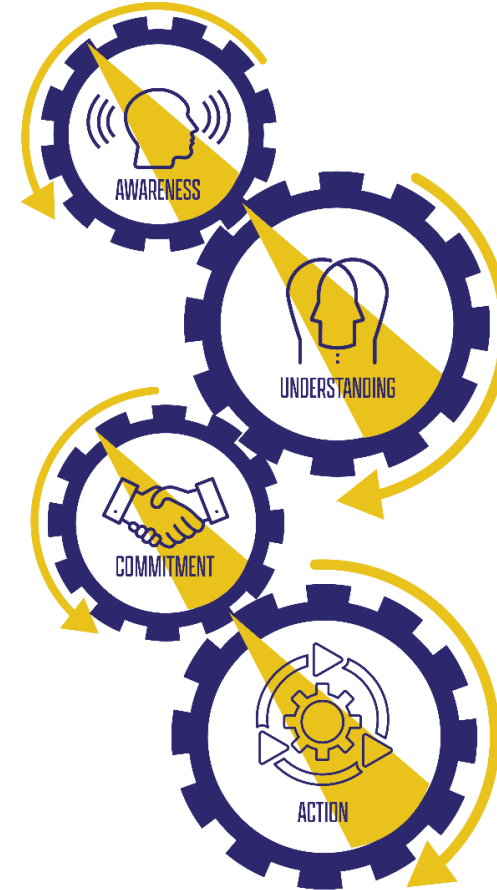


■ **Affirmative Employment Plan**

- **AEP Strategic Initiatives**
- **Installation Barrier Analysis Working Group**

■ **Special Emphasis Program**

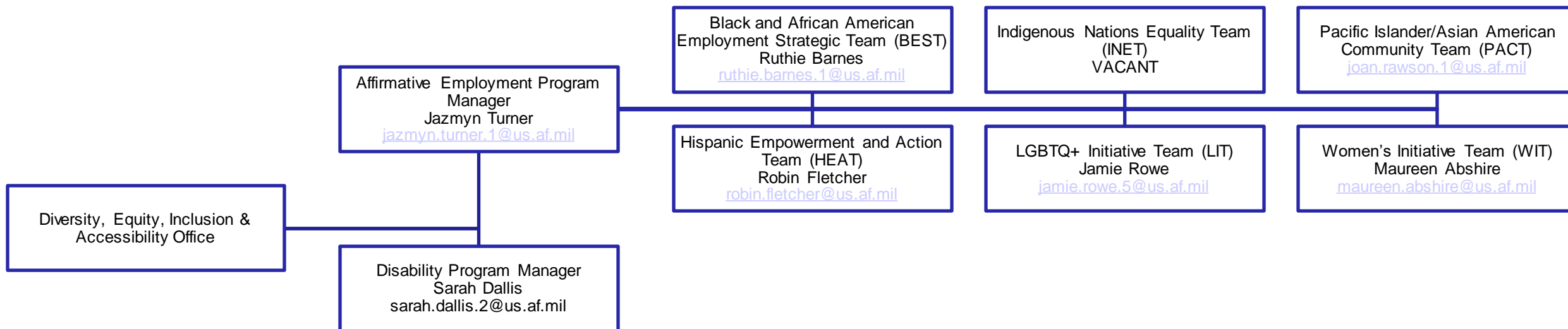
■ **Special Observances**



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WPAFB AEP



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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 w/ community partners**



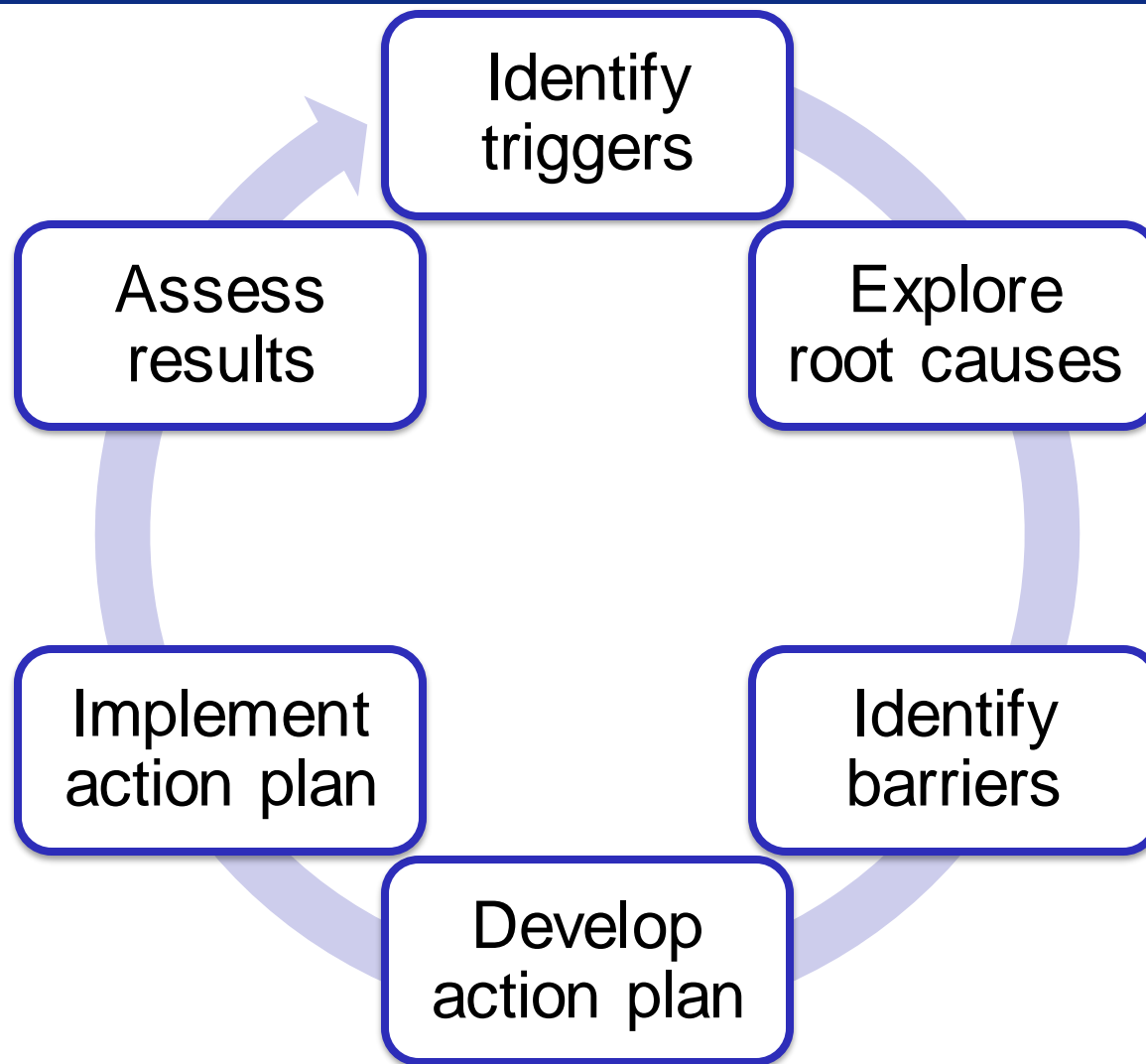
Installation Barrier Analysis Working Group (IBAWG)



- **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**



Barrier Analysis



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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 and African
American
Employment
Strategic Team
(BEST)

Disability Action
Team (DAT)

Hispanic
Empowerment and
Action Team
(HEAT)

Indigenous Nations
Equality Team
(INET)

LGBTQ+ Initiative
Team (LIT)

Pacific
Islander/Asian
American
Community Team
(PACT)

Women's
Initiative Team
(WIT)

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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 |

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Team Wright-Patt

DIVERSITY
EQUITY
INCLUSION
ACCESSIBILITY

Better Together

Questions?

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