

SPECIAL OBSERVANCE MONTHS

Special observances recognize a particular culture or group for their accomplishments and/or contributions to the Air Force. Special

Observances are conducted to enhance cross-cultural awareness as they promote and celebrate the significance of diversity among all civilian employees and military members and combats stereotypical behaviors/ beliefs through education.

Affirmative Employment Program Manager

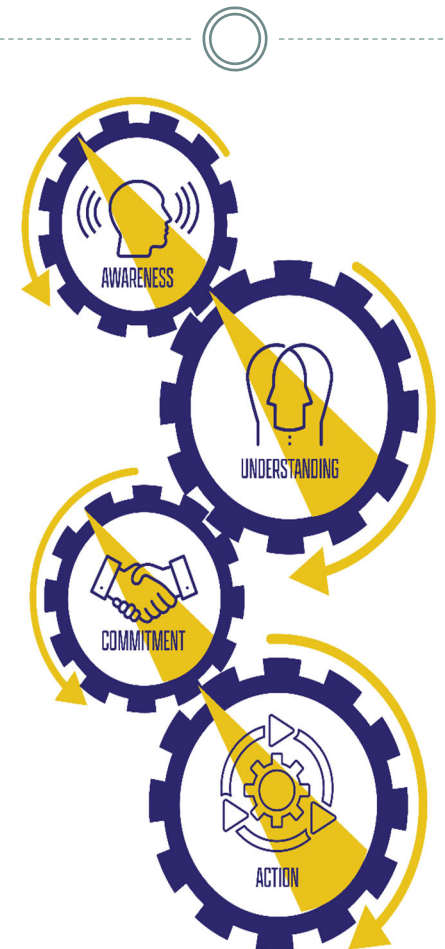
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Wright-Patterson AFB Affirmative Employment Program





About Special Emphasis Programs

Special Emphasis Programs (SEPs) enhance employment and cultural awareness of protected groups, and support Affirmative Employment Programs and equal opportunity initiatives of underrepresented groups.

Special Emphasis Program Managers (SEPMs) are relied upon by installation and Air Force leadership to communicate the needs of constituency groups and information relevant to ensuring Air Force compliance with affirmative employment opportunities and federal law.

SEPMs receive technical program direction from the Affirmative Employment Program Manager.

SPECIAL EMPHASIS PROGRAMS

◆ **Black and African American Employment Strategic Team (BEST)**

SEPM Lead: Ruthie Barnes
ruthie.barnes.1@us.af.mil

◆ **Disability Action Team (DAT)**

Disability Program Manager: Sarah Dallis
88ABW.DE.DISABILITYPROGRAM@us.af.mil

◆ **Hispanic Empowerment and Action Team (HEAT)**

SEPM Lead: Robin Fletcher
robin.fletcher@us.af.mil

◆ **Indigenous Nations Equality Team (INET)**

SEPM Lead: Jacqueline Melcher
jacqueline.melcher@us.af.mil

◆ **LGBTQ+ Initiative Team (LIT)**

SEPM Lead: Jamie Rowe
jamie.rowe.5@us.af.mil

◆ **Pacific Islander/Asian American Community Team (PACT)**

SEPM Lead: Joan Rawson
joan.rawson.1@us.af.mil

◆ **Women's Initiative Team (WIT)**

SEPM Lead: Maureen Abshire
maureen.abshire@us.af.mil

SPECIAL EMPHASIS PROGRAM FUNCTIONS

- ◆ Provide advice and education to management, supervisors, and employees on addressing the needs and concerns of Special Emphasis Program groups through coordinating or sponsoring educational programs on a variety of subjects.
- ◆ Assist in the development of outreach and/or recruiting plans, initiatives, or events to expand the applicant pool of target groups with low participation rates and achieve greater diversity in the Air Force workforce.
- ◆ Committee members will serve as liaisons, providing information about the concerns and needs of specific protected classes to appropriate authorities. Programs sponsored by Special Emphasis Program committees will focus on identification and removal of barriers to advancement and career development based on protected class.

