



Department of the Air Force

SMALL GROUP DISCUSSION TOOL

Topic: Racial Disparity

MISSION OBJECTIVE

The purpose of the Small Group Discussion Tool is to begin purposeful conversations and build stronger community.

RULES OF ENGAGEMENT

- *Comply with local HPCON level*
- *F2F or Virtual Meetings as Permitted*
- *Video capability is preferred*
- *1 hour maximum length*
- *Everyone is encouraged to participate*
- *Participants are free to share about personal examples/experiences*
- *In and out of group time, Airmen must respect others whose viewpoints differ from their own*

POSSIBLE TOPIC QUESTIONS

1. How can leaders at every level provide a safe and educational space for members to share their experiences?
2. How can you communicate to your leadership the importance of continuing the conversations about race within the workplace?
3. Do you know the resources available to you with regards to having discussions or communicating about race or racial disparity?

Some Things To Remember:

- The Equal Opportunity Professionals on your installation are available to assist in facilitating these conversations as they are critical to the human relations climate and organizational effectiveness of the unit.
- Be aware people have had different experiences, stressors and emotions in regards to the topic due to current events.
- Promote and foster an inclusive and respectful environment.
- Remain flexible and understanding as we navigate this discussion together.

Military Crisis Line 800-273-8255 DoD Safe Helpline 877-995-5247

Military One Source 800-342-9647 AF Employee Assistance Program 866-580-9078 AF Discrimination & Sexual Harassment Hot-line 888-231-4058

DISCUSSION CAF FOCUS



The ability to engage in healthy social networks that promote overall well-being and optimal performance.

