



The New AFMC DEIA Construct

	AEPM	DPM	IPM	EO
	Affirmative Employment Program	Disability Program	Inclusionary Program	Equal Opportunity
SYNOPSIS	Diversity data analysis	Recruit & hire people with targeted disability Advise supervisors on reasonable accommodation	Educate and advise about inclusion Respond to human-relations issues that do not rise to the level of unlawful discrimination	Human-relations education Response to discrimination, sexual harassment, bullying and hazing allegations
PROGRAMS	D3 Dashboard Chief of Special Emphasis Program Managers (SEPM)	Reasonable accommodation process Recruitment and Hiring Program	Anti-harassment (education and response) Education Resource Advocacy	Discrimination Process Defense Equal Opportunity Climate Assessment (DEOCS) Education
PRODUCTS	Barrier analysis Monthly observances via SEPMs Annual report of installation data	Reasonable accommodation coordination Recruit and hiring coordination	Training: Anti-Harassment Unconscious Bias Psychological Safety AFMC-authored PULSE Focus Groups with outbriefs	Quarterly activity reports DEOCS outbriefs Counselor Reports Focus Groups with outbriefs
BACKGROUND	Civilian Personnel Function	Civilian Personnel Function	New	Legacy Response