



**HEADQUARTERS – NEW YORK WING
CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY**
24 Loop Road, Bldg1, White Plains, NY 10604-1218
Main Line: 914-683-1000; Finance Direct Line: 914-683-1004
Fax: 914-683-1005; < nyw.cap.gov >



01 January 2021

**NEW YORK WING – CIVIL AIR PATROL
DIVERSITY and INCLUSION PLAN**

1. INTRODUCTION

This plan presents the New York Wing Diversity and Inclusion Program. The plan includes the vision and mission of the New York Wing Diversity and Inclusion Program, a brief background demonstrating that diversity and inclusion are consistent with our founding and our Core Values, and the goals of the program. It was prepared by the members of the New York Wing Diversity and Inclusion Team.

2. VISION & MISSION STATEMENTS

Vision: All members of New York Wing recognize that the pursuit of excellence requires a commitment to diversity and inclusion in all aspects of Civil Air Patrol.

Mission: New York Wing will promote a supportive and inclusive climate that allows all members of the Wing to thrive and succeed. This is consistent with Civil Air Patrol National Headquarters' prioritization of diversity and inclusion with the goal of making our organization reflective of the society in which it exists and operates. We seek to provide a comprehensive Wing-wide approach to diversity and inclusion to ensure access and equity to all New York Wing members, working in collaboration with Wing, Groups and Squadrons, and empower our members to build a diverse and inclusive culture.

3. BACKGROUND

A history of diversity and inclusion in Civil Air Patrol

When Civil Air Patrol (CAP) formed in the early days of World War II, many of our first volunteers were patriotic citizens unavailable for military service who nevertheless were determined to serve the nation in a time of need. CAP welcomed World War I veterans, women and men, teenagers, senior citizens, persons with disabilities, and many other volunteers from a wide range of diverse backgrounds, races, and religions. Our history is built upon a base of inclusiveness from our earliest days as an organization. Further, CAP draws its inspiration in diversity and inclusion from our role as the auxiliary of the U.S. Air Force; we include people from all backgrounds in the essential work that we do and emulate the commitment to diversity and inclusion in our parent organization.

Civil Air Patrol Core Values

The CAP Core Values naturally align with a robust, deliberate focus on diversity and inclusion. American society is intrinsically diverse, and the communities we live in and serve reflect this diversity. We aim to reflect the value of INTEGRITY by supporting our organization in acting with conviction and moral uprightness in recruiting and retaining a diverse membership. We believe our commitment to VOLUNTEER SERVICE calls on us to include and empower members that add dimension, depth and breadth to our capabilities and core missions, and providing for the welfare of others is enhanced by the empathy and understanding inclusion builds into our organization. EXCELLENCE calls on us to go beyond "good enough" and set an example for other organizations while living up to our sacred public trust. RESPECT calls on us most clearly in this regard. We are challenged to view each other as fundamentally equal.

Civil Air Patrol Policy of Nondiscrimination.

CAP provides an inclusive and welcoming environment for all members and ensures that educational, membership and operational decisions are based on each individual's abilities and qualifications. Consistent with this practice and applicable laws, it is CAP policy that no member shall be excluded from participation in, denied the benefits of, or subjected to discrimination with respect to accessibility to any CAP program or activity on the basis of race, color, sex, age, religion (creed), national origin (ancestry), sexual orientation, gender identity or expression, disability (formerly handicap), marital status, military, or veteran status. However, each case is subject to applicable qualifications and ability standards for the CAP program or activity concerned. Further, it is Civil Air Patrol policy that no applicant meeting CAP's minimum age requirement will be denied membership in CAP on the basis of any of the foregoing characteristics. This policy is intended to ensure that only relevant factors are considered, and that equitable and consistent standards of conduct and performance are applied. Source: CAPR 36-1, available at: https://www.gocivilairpatrol.com/media/cms/R036_001_D6D80CB431788.pdf

4. GOALS

Following are the goals for the Program (in Alphabetical Order):

Cadet Programs

- Work with the Director of Cadet Programs to ensure that reasonable accommodations are made, per Civil Air Patrol Regulations, for cadets with disabilities, religious obligations, etc. in all cadet activities, as warranted.
- Develop guidance for an annual diversity and inclusion lesson to be offered in all cadet units as part of the annual nondiscrimination briefing, beginning FY 2022.
- Work with the encampment planning staff and commandants to ensure a class on diversity and inclusion is included at every encampment to emphasize its importance within New York Wing, beginning Summer 2021. Encampment planning staff should avoid religious holy days and make all other reasonable religious accommodations, as necessary.

Chaplain Corps

- Work with the Wing Chaplain to ensure that the New York Wing Chaplain Corps/Chaplain Support Specialists reflect the diversity of the Wing. Preliminary discussion to take place by June 2021.
- Work with the Wing Chaplain to ensure that reasonable accommodations, including uniform waivers as necessary, are made in accordance with the religious practices of our members, as warranted.

Education and Training

- Include diversity in all New York Wing education and training materials/sessions, beginning FY 2022.
- Work with Wing conference planning staff to ensure there is a breakout session on Diversity and Inclusion at the 2021 conference.

Leadership

- Consider a requirement that all Groups appoint a Diversity and Inclusion Officer, beginning FY 2022. Currently, the Diversity and Inclusion Program discussions are only at Wing, Region and National levels.
- Ensure that New York Wing's Diversity and Inclusion team includes people of differing genders, races, ethnicities, beliefs, sexual orientations, disabilities, so as to reflect the diversity of New York Wing, by June 2021.
- Ensure New York Wing's Diversity and Inclusion team has active participation by at least one cadet representative, by June 2021.

Public Affairs

- Work with the Wing Public Affairs Officer to include an article on diversity and inclusion in Wing-wide publications, beginning March 2021.
- Include Diversity and Inclusion on the Wing webpage with a message on diversity and inclusion from the Diversity and Inclusion officer, one of the Diversity and Inclusion team members, or a member of the Command staff, by March 2021.
- Encourage Groups and Squadrons to include a diversity and inclusion statement on their individual webpages, with a goal of 25% participation by beginning FY 2022.

Recruiting & Retention

- The Wing Recruiting & Retention officer will be a member of the Diversity and Inclusion team.
- Share best practices on recruiting and retaining diverse members with the Wing Recruiting and Retention Officer and the membership at large, on a quarterly basis commencing April 2021.
- Track the growth in the number of diverse members with a monthly report from the Wing Information Technology Officer, by Nov 2022.
- Support outreach programs and activities including but not limited to, minority and disabled potential members.

5. SUMMARY AND REVIEW OF PLAN

This plan provides an overview of the New York Wing Diversity and Inclusion Action Plan. This plan is a living document which will be reviewed annually by the Diversity and Inclusion team and modified, as necessary.

6. PROMULGATION

Upon approval by the New York Wing Diversity and Inclusion Team, and the New York Wing Commander, this Plan will be communicated to the members of the New York Wing and published on the New York Wing website.

Submitted: 01 JAN 2021

Diversity and Inclusion Team Members
JOAN LEE, Lt Col, CAP
NYW Diversity Officer

Approved: Thomas Carello
TOM CARELLO, Col, CAP
Commander
New York Wing

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