



DEPARTMENT OF THE AIR FORCE
87TH AIR BASE WING (AMC)
JOINT BASE MCGUIRE-DIX-LAKEHURST, NJ



09 May 2022

MEMORANDUM FOR JB MDL COMMANDERS

FROM: JB MDL/CC

SUBJECT: JB MDL Diversity & Inclusion Flight Plan

1. Diversity and Inclusion are critical to the sustainment and success of the National Security Strategy, Air Force Future Operating Concepts, and Rapid Global Mobility. Leaders that understand, value, and embrace diversity as a strength, create a culture of inclusion and respect which attracts and retains the best and brightest talent to effectively operate across all domains in an increasingly challenging security environment. Diversity and Inclusion serve as an enabler to allow the Air Force to fly, fight, and win in air, space, and cyberspace.
2. The four goals include short and long-term measurable objectives. Further, this plan provides strategic recommended actions designed to develop and enhance diversity and inclusion across Joint Base McGuire-Dix-Lakehurst.

JB MDL D&I Goals & Objectives:

- JB MDL Goal #1 – Socialize and Institutionalize
- JB MDL Goal #2 – Attract and Recruit
- JB MDL Goal #3 – Develop and Retain
- JB MDL Goal #4 – Leadership Emphasis

3. Highlights:

- a. Each Wing will be outfitted with two senior mentors to serve on the DIEC (Diversity & Inclusion Executive Council).
- b. Each Squadron will have a minimum of two DIWG (Diversity & Inclusion Working Group) Champion Leads.
- c. Squadron DIWG Champion Leads will conduct D&I Training at Quarterly CC Calls or Training days (authentic & engaging dialogue/training).
- d. Squadrons will submit nominees for the D&I Awards Program – Quarterly/Annual.
- e. Squadrons will conduct and submit a semi-annual Barrier Analysis (Barriers to Growth or Progress Action Plan) that identifies and removes barriers.

4. If you have any questions pertaining to the JB MDL D&I Flight Plan, please contact the JB MDL D&I office at 87abw.cvb.diversityinclusion@us.af.mil.


B. WESLEY ADAMS, Colonel, USAF
Commander