* **The Disability Action Team (DAT)** will review and analyze information relating to employees, applicants, and military members with disabilities, including targeted (or severe) disabilities. It will also serve as a Member and Employee Resource Group (MERG) for individuals with disabilities. Ms. Kendra Shock is the leader of this BAWG.

[kendra.shock@us.af.mil](mailto:kendra.shock@us.af.mil)

* **The Hispanic Empowerment Advancement Team (HEAT)** will review and analyze guidelines, programs, data and other information for barriers to employment, advancement, and retention of Hispanic employees and applicants and military members. It will also serve as an MERG for Hispanic civilians and military members. Dr. Carrie Baker is the leader of this BAWG.

[carrie.baker.2@spaceforce.mil](file:///C:/Users/1069133742C/Documents/All%20in%20One%20USAf/DAFBAWGS/Documents/carrie.baker.2@spaceforce.mil)

* **The Women’s Initiatives Team** (**WIT**) will review and analyze guidelines, programs, data, and other information for barriers to employment, accessions, advancement, and retention of women (both civilian and military). It will also serve as an MERG for female civilian employees and military members. Maj Alea Nadeem is the leader of this BAWG.

[alea.nadeem@us.af.mil](file:///C:/Users/1069133742C/Documents/All%20in%20One%20USAf/DAFBAWGS/Documents/alea.nadeem@us.af.mil)

* **The Black/African American Employment Strategy Team (BEST)** will review and analyze guidelines, programs, data, and other information for barriers to employment, advancement, and retention of Black/African American employees and applicants and military members. It will also serve as an MERG for Black/African American civilian employees and military members. CMSgt Eumiko Egins is the leader of this BAWG.

[eumiko.egins@us.af.mil](file:///C:/Users/1069133742C/Documents/All%20in%20One%20USAf/DAFBAWGS/Documents/eumiko.egins@us.af.mil)

* **The Pacific Islander/Asian American Community Team (PACT)** will review and analyze guidelines, programs, data, and other information for barriers to employment, advancement, and retention of Asian/Pacific Islander employees and applicants, and military members. It will also serve as an MERG for Asian/Pacific Islander civilian employees and military members. Capt Hannah Sparks is the leader of this BAWG.

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Additional POCs: [john.lee.51@us.af.mil](mailto:john.lee.51@us.af.mil); [van.mizak@us.af.mil](mailto:van.mizak@us.af.mil)

* **The Lesbian, Gay, Bisexual, Transgender, Queer, or Questioning (LGBTQ) Initiatives Team (LIT)** will review and analyze guidelines, programs, data, and other information for barriers to employment, advancement, and retention of LGBTQ employees and applicants and military members. It will also serve as an MERG for LGBTQ civilian employees and military members. Col Shannon Phares is the leader of this BAWG.

[shannon.phares@spaceforce.mil](file:///C:/Users/1069133742C/Documents/All%20in%20One%20USAf/DAFBAWGS/Documents/shannon.phares@spaceforce.mil)

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* **The Indigenous Nations Equality Team (INET)** will review and analyze guidelines, programs, data, and other information for barriers to employment, advancement, and retention of American Indian/Native American and Alaska Native employees and applicants and military members. It will also serve as an MERG for American Indian/Native American and Alaska Native civilian employees and military members. Ms. Jacqueline Melcher is the leader of this BAWG. [jacqueline.melcher@us.af.mil](file:///C:/Users/1069133742C/Documents/All%20in%20One%20USAf/DAFBAWGS/Documents/jacqueline.melcher@us.af.mil)

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