

JBSA LEGACY

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JOINT BASE SAN ANTONIO

NOVEMBER 27, 2020



BETHANY HUFF

Pfc. Jayson Morris-Dunlap (right), a signal support systems specialist, checks the mask of Pfc. Wenhui Huang (left), a chemical, biological, radiological and nuclear specialist, during a mass casualty decontamination lane at the Nelson W. Wolff Municipal Stadium Nov. 5. Both are assigned to the 181st Chemical, Biological, Radioactive and Nuclear Company.

ARNORTH's Civil Support Training Activity conducts response training

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Virtual program helps women vets with healthcare

By Dan Taylor

DEPARTMENT OF VETERANS AFFAIRS
PUBLIC AFFAIRS

Making the leap from the military to civilian life is downright daunting for any active duty service member — and the ongoing COVID-19 pandemic has added new challenges. But one program is surging forward in 2020 to tackle the issue for a particular group of veterans.

It's called the Women's Health Transition Training Program, or WHTT, and it's a Department of Veterans Affairs and Department of Defense joint program led by women veterans to help women manage their health care as they transition out of the military.

Specifically, WHTT provides information to participants about how VA's health care system addresses the needs of women, encourages transitioning servicewomen to use the VA for future health care, and addresses concerns about navigating the non-military healthcare system.

Rachel Johnston, the communications lead for the program, said it started as a pilot initiative in 2018 before it morphed into the VA-DOD partnership. This year, it expanded nationally to all five branches of

the armed forces.

Because of COVID-19, WHTT is 100 percent virtual for now. But before the pilot phase ended in December 2019, a total of 670 transitioning servicewomen participated in 74 in-person training sessions at 19 military bases and other locations. The virtual classroom option launched last year — a good thing considering what was to come in 2020 with the coronavirus outbreak.

Johnston said the program has so far trained around 700 women in 2020, and as more women have learned of the resources available, enrollment has continued to increase.

Initially, the program was meant to be a supplementary training program to the mandatory VA TAP, or Transition Assistance Program. Today, the program has gone further, hosting trainings twice per day, five days per week.

The training was developed for women because they face additional health-related challenges compared to their male counterparts.

"It's not just about women's reproductive health services," Johnston said. "The program also talks about muscular-skeletal issues that face women because of improper uniforms and equipment. They

have to wear improperly sized boots or uniforms that cause back and joint issues."

When the training is in person, it includes a tour of a veterans' medical center or a community-based outpatient clinic, as well as three hours of classroom instruction to go through a curriculum. But because of the pandemic, the program has been online, featuring videos of medical centers and clinics as well as information on what they'll experience when they transition to civilian life.

Capt. Najuma Pemberton, who went through the program in September at Fort Hood, Texas, said she was glad to have a transition training program that was tailored to information she needed.

"Usually when you do transition classes, you get thrown a lot of info on the VA," she said. "When I saw this webinar was available, I was very interested that it was from a woman's perspective. It didn't seem like it would be the same approach or process."

In 2020, WHTT is holding more than 200 training sessions spanning the United States as well as locations in Germany and Japan. By the end of the year, the program hopes to reach 800 women.

Women can register for training by visiting www.va.gov/womenvet/whtt/.

SecAF discusses critical role of Space Force

By Secretary of the Air Force
Public Affairs

Secretary of the Air Force Barbara M. Barrett addressed the American Institute of Aeronautics and Astronautics during the first virtual Accelerating Space Commerce, Exploration, and New Discovery, or ASCEND, event, on the importance of the newest service in the Department of Defense Nov. 16.

Throughout her discussion, Barrett emphasized the vital role the United States Space Force plays in shaping the future of international space operations.

"The most important thing for the Space Force and the Air Force is working with allies and partners," Barrett said. "So we've been teaming up. It's not an exclusively American mission. It's the world's mission to encourage and ensure the future free and open access to space so that elements of space are not put off-limits to others."

Instrumental to molding the first new military service since 1947, Barrett shared some insight on how the U.S. Air Force

Academy has evolved to help build strong foundations for the next generation of USSF officers.

"At the Air Force Academy, we believe that in the field of Astronautics you learn space by doing space," Barrett said. "So the Air Force Academy cadets are building spacecraft. They're building satellites. And, they're putting them on the X-37B. In May, we launched an Air Force Academy cadet-built satellite into space."

Barrett also noted that USAFA recently started a Space Operations degree program, which will further enable building depth in space expertise.

On current operations, Secretary Barrett highlighted the role the service has on lives throughout the world.

"In our everyday life, we're using space constantly, but we often don't recognize it," Barrett said. "Just think about the GPS system alone and consider how much we depend upon the system. It's accessible to everyone globally and it takes just 8 to 10 people during a single shift to operate it. So, a total of 40 people operate this extraordinary system upon which so

much of our current economy depends."

Continuing her remarks, Barrett spoke about the vulnerabilities that the 31 satellites currently face and how the USSF is leading the way to not only keep the GPS satellite network available but also to maintain Space as a free and open domain.

"It's broadly used. It's transformative, but it's fragile. And, space debris is really a danger to things like our GPS systems. We've got to minimize their vulnerability. And, we have to have the capability to deter others from doing damage to that system upon which so much depends," Barrett said. "So, we are building processes and doctrine of what is threatening and what is to be acceptable behavior in space."

In her closing remarks, the secretary stressed the vital need for a dedicated Space Force.

"A final word, I would simply say we are building the United States Space Force to protect the free and benevolent use of that ultimate frontier, the ultimate high ground — space. Semper Supra," she concluded.

JBSA LEGACY

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Feedback Fridays

Brig. Gen. Caroline M. Miller

502D AIR BASE WING AND JOINT BASE
SAN ANTONIO COMMANDER

Feedback Fridays is a weekly forum that aims to connect the 502d Air Base Wing with members of the Joint Base San Antonio community. Questions are collected during commander's calls, town hall meetings and throughout the week.

If you have a question or concern, please send an email to jbsapublicaffairs@gmail.com using the subject line "Feedback Fridays." Questions will be further researched and published as information becomes available.

Q. With the gym opening, as many other businesses are, wouldn't there be a lot more space between those who are eligible to use the facility if the hours were somewhat as before COVID, or if it were closed later?

We have noticed that since the gym closes at 7 p.m., more participants rush to the gym before closing. This is causing the workout areas to become a lot more congested, defeating the spacing purpose. Thank you.

A. Thank you for the suggestion! As you can imagine, the COVID-19 virus, or rather the possibility of spreading the virus, is the driving force behind our fitness centers specific hours of operation and numbers of patrons allowed in specific areas, etc.

It is a difficult process to manage for two reasons: first of all, in order to avoid the spread of the virus we need to practice safe social distancing measures. However, in order for our military force to remain the strongest in the world — we need to ensure that our members are strong and therefore it is essential to allow them access to the fitness centers as often as possible. We have to add additional staffing to make sure facilities and equipment are being cleaned thoroughly. Adding more staff to ensure facility cleanliness decreases hours that we can stay open.

To ascertain the most effective schedule possible requires the careful examination and balance of both of these points. We would truly like to add more hours, but that runs the risk of additional exposure.

As we move forward and learn more about the virus, I am hopeful that we will



COURTESY GRAPHIC

once again be able to provide the services and the hours of operation that give the greatest benefit to our customers.

We ask everyone to remain patient and to stay safe until we are able to get back to our normal operations or as close to normal as possible.

Q. As an active duty member and a parent of children in the Randolph Child Development Center, I would appreciate 502d ABW consideration/approval of a "No-Hat, No-Salute" designation for JB SA CDCs.

With a four-year-old and a two-year-old, I constantly find myself chasing toddlers in the CDC parking lot and forgetting my hat or face mask with my hands full. Often I am unable to render proper courtesies, such as a salute, to my fellow teammates.

I transferred to JB SA-Randolph in May this year and am unaware of previous efforts on a no-hat, no-salute designation for CDCs, but I do believe this would be a huge win for families and CDCs across JB SA.

In August 2020, Air Combat Command held SWORD Athena, a

forum for rising leaders to focus on female and family centric issues. One of the outcomes of this forum was approved designation of "No-Hat, No-Salute" for ACC Child Development Centers.

The protocol Air Force Instruction 34-1201 leaves designating an area as no-hat, no-salute at the discretion of the installation company commander, so in this case, the 502d ABW/CC. I believe the request meets the intent of the AFI regarding an installation CC designating areas at a place where saluting is "highly repetitious or otherwise unfeasible."

A. Welcome to JB SA and thank you for your suggestion.

You are correct. The authority to approve NH/NS lies with the 502d ABW/CC. The good news is that the package was previously submitted and is in coordination! We apologize as there was a delay in the process due to review and implementation of the JB SA supplement to AFI 36-2903, Dress and Personal Appearance of Air Force Personnel.

We believe the hurdle has been cleared and are in the final stages of

review and approval.

Q. Last year, we moved to a little white farmhouse about a mile south of the St. John Catholic Church, about eight miles south of Schulenburg. We watch in amazement as the fighter jets fly over at low altitudes on training runs.

For a while there, we didn't see them, but things seem to be back to normal. We're seeing the jets again now, maybe a couple of times per week.

I just wanted to let you know how proud we are of our military, and how it inspires us so to see you come by.

Thanks for taking care of our country! And thanks for the fly-overs, we really enjoy seeing you guys!

A. Thank you for the kind words. The 12th Flying Training Wing's mission is to train the Air Force's overall pilot efforts and produce all Specialized Undergraduate Pilot Training instructors through our instructor training program.

We train the best instructor pilots in the world. Thank you for your continued support.

BAMC doctors provide tips for safe holidays

By Lori Newman

BROOKE ARMY MEDICAL CENTER PUBLIC AFFAIRS

Celebrating the holidays during a pandemic may bring additional challenges for people this year.

With this in mind, Brooke Army Medical Center infectious disease experts recently offered some tips to help keep families safe whether they are traveling or entertaining at home.

"This year people have to think about their personal risk threshold and the risk benefit of the situation," said Air Force Col. (Dr.) Heather Yun, deputy commander for medical services at BAMC, as well as an infectious disease specialist.

There are a number of factors people should consider when deciding how they want to spend the holidays, including their own age and health, as well as the health of others around them who may be immunocompromised or at a higher risk.

"You don't want to bring COVID into one of those environments," Yun said.

Travel

Before travel, people should look up the number of COVID infections in the area, and the requirements of their destination, particularly if it's outside the continental United States.

"Many places have some sort of expectations as to what you need to do when you get there," Yun said.

A good tool to use is the Centers for Disease Control and Prevention website for up-to-date COVID-19 transmission rates across the globe.

Because rules vary widely state-by-state and change frequently, it's a good idea to check the state's official website for guidance before traveling.

"These rates change constantly, so you want to keep checking back with the CDC or with the state websites up until at least a week before you go," said Army Col. Steven Spencer, BAMC chief of pediatrics and an infectious disease specialist.

There are steps people can take while traveling to help mitigate risk, including wearing a mask, washing hands and taking hand sanitizer on the plane. Also, taking direct flights is a good strategy for avoiding unnecessary contact at multiple airports.

"The air circulation on planes actually is so good that it looks like being on an airplane, unless you are sitting right next to someone that has COVID, is probably one of the safer enclosed spaces because of the number of air exchanges and the way the air travels around the sides and the floor of the plane," Yun said.

People also may opt to drive to their destination this year. If driving, they should be cautious at rest stops, hotels and restaurants. For example, people may want to bring provisions to avoid hot spots along their travel route, Yun advised. A helpful tip is for travelers to avoid using public transportation when they reach their destination when possible to

help lower unnecessary exposure.

Yun said people should calculate the risks versus the reward when considering holiday travel.

"All travel is not equal, perhaps you have been waiting months to see your aging parents and you don't know how much longer the pandemic is going to last," she said. "If you're traveling to be a support system for someone, you are going to want to put yourself into a protective bubble for about 14 days prior to travel. Almost like an elective quarantine.

"This is a time to be extra cautious about wearing a mask, washing your hands, and watching your distance," she added.

Parents traveling with children may need to consider if their child will be required to quarantine for a period before returning to the classroom.

"Each school district has their own set of requirements," Spencer said.

"You will need to check with your school district to see what their requirements are."

Holiday Gatherings

Workplace potlucks are not the best avenue for celebration this year. Work teams bringing food from home, gathering in a breakroom, and eating and drinking with masks off is not the safest way to celebrate, Yun said.

But that doesn't mean that workplace celebrations are out of the question. Yun encouraged teams to be creative when planning workplace celebrations this year. "You may decide to have a virtual gathering vs. in person or a drive-by parade for colleagues who have been isolated at home," she said.

When planning a holiday gathering, people should keep in mind the size of the group, the location and who is going to be there.

"General guidelines are you want to keep the size of the group small," Yun said. "The higher the risk of the individuals who are going to be involved the more likely you want to do something like a 14-day quarantine before the event. That way, you are maximizing the opportunities that everybody is going to be safe."

When possible, hold celebrations outdoors. If the event has to be held indoors, make sure there is good ventilation by opening doors and windows. When possible, seat members of the same household together at separate tables. Also, keep masks on unless eating or drinking and limit the duration of exposure.

"It's a much different risk situation if you are bringing your in-laws over to your house for two hours, and having your masks off for 30 minutes while you eat, versus having people fly in and stay in your house for five days," Yun said.

This year, instead of a buffet-style meal, prepare individual portions or have one person dishing out the food for guests to limit the number of hands touching utensils.

When opting for dinner at a restaurant, consider

takeout or outdoor dining.

"If you are eating indoors, you are going to want look for large, well-ventilated spaces with a lot of air movement," Yun said. "You also don't want a place with a lot of background noise where people have to shout at each other. That may increase the risk for respiratory virus transmission."

Look for restaurants that adhere to all safety guidelines, including servers wearing masks and make sure tables are spaced apart.

Whether at work or at home, Yun suggested people look at this time as an opportunity to create new holiday traditions with family and friends. "We may have to skip the large gatherings, but we can find new ways to celebrate, such as a special gift exchange or a virtual holiday story night."

Holiday Shopping

Yun said she would skip physically going into crowded stores this year and order online instead or opt for curbside pickup, which is a safer option and may save you time. If you do plan to physically shop, make a list ahead of time so you can quickly get what you need and remember to wear a face mask and bring hand sanitizer.

Get a Flu Shot

Both Yun and Spencer agree, getting the flu vaccine this year is more important than ever for safety purposes as well as to ensure the healthcare system isn't overburdened.

"If you are 6 months or above, we definitely recommend getting the flu shot this year," Yun said.

"The flu shot for kids ages 6 to 35 months is a different vaccine," Spencer added. "We have the vaccine here and available at BAMC right now."

BAMC beneficiaries can call 916-7FLU for the most up-to-date flu information.

Health and Well-being

The past months have been stressful, and the upcoming holidays can add additional stress for many. If someone is in need of help, Yun suggests they talk with a behavioral health specialist, chaplain, colleague or friend. There are several resources available throughout the community.

Beneficiaries and BAMC staff can call 210-539-9567 weekdays from 7:30 a.m. to 3:30 p.m. to speak with behavioral health personnel. For immediate help, call 911 or call 1-800-273-TALK (8255) anytime to be connected to a professional counselor.

"The holidays can be a fun time, but they can also be an exhausting time for a lot of people," Yun said. "Please take the opportunity to reach out to neighbors who may be feeling isolated. Let's take this opportunity to really come together. Reach out to those folks who might need a little extra love."

For more holiday safety tips, visit www.facebook.com/BrookeArmyMedicalCenter.

M&FRC sessions help spouses adapt to military culture

By Robert Goetz

502ND AIR BASE WING PUBLIC AFFAIRS

Adapting to military culture can be a daunting task for military spouses — especially the spouses of young enlisted members and officers — but two upcoming Military & Family Readiness Center sessions can help flatten their learning curve.

Facilitated by Joint Base San Antonio M&FRC community readiness consultants at JBSA-Lackland and JBSA-Randolph, the Military Spouse Information Sessions will be offered virtually from 1-2 p.m. Dec. 2 and 9.

Attending both sessions is not mandatory, but will benefit spouses since different topics will be addressed each time, said Brandy Wright, JBSA-Randolph M&FRC community readiness consultant.

“In the first session, we will discuss the JBSA mission, military acronyms, protocol, dress and appearance, and provide an overview of the M&FRC programs and services,” she said. “The second session will consist of information about community resources, finances and resiliency.”

One of the topics that spouses are particularly interested in is employment, Wright said.

“Spouses will learn about the various employment classes we currently offer at our JBSA M&FRC locations such as Basic Resume, USAJOBS Navigation



AIRMAN 1ST CLASS MERCEDES PORTER

Military spouses sacrifice a lot to help support their spouse's career. Two upcoming Military & Family Readiness Center sessions can help military spouses navigate military culture.

and Federal Resume, 10 Steps to Federal Resume Writing for Spouses, Salary Negotiation and Interviewing Skills,” she said. “Spouses will also receive information about our Air Force Aid Society Spouse Employment Program.”

Finances are another important topic that will be addressed in depth.

“During the financial section, our JBSA-Randolph

M&FRC personal financial manager, Sarah Henson, will teach spouses how to read a leave and earnings statement,” Wright said. “Spouses will also receive information about resources that can help with budgeting, understanding credit, saving, investing and much more.”

To assist spouses with their mental, physical and financial well-being, facilitators will discuss a variety of community resources that are available on and off base, she said.

A related topic, resiliency and the value of gratitude, will be addressed by master resiliency trainer Hazel Wong of the JBSA-Lackland M&FRC.

In addition to hearing from M&FRC facilitators, spouses will be able to ask questions and interact with the instructors, Wright said.

“We want our spouses to learn as much as possible,” she said. “If we don’t have the answer, we will do our best to find the answer.”

To register for the two-part Military Spouse Information Sessions, call the JBSA-Lackland M&FRC at 210-671-3722 or the JBSA-Randolph M&FRC at 210-652-5321.

The JBSA-Fort Sam Houston M&FRC offers a virtual session for spouses called Newcomers 4 Spouses from 1-3 p.m. the last Wednesday of each month. However, because of the holidays, the next session is set for 1-3 p.m. Jan. 27, 2021.

For more information, call 210-221-2705.

San Antonio military leaders speak at AFCEA's virtual Alamo ACE

By Lori A. Bultman

502ND AIR BASE WING PUBLIC AFFAIRS

Every year, thousands of cyber and intelligence professionals, as well as technology vendors and acquisitions personnel, gather in San Antonio for Alamo ACE, an event sponsored by the Alamo Chapter of the Armed Forces Communications & Electronics Association to support the military community. The conference moved to a virtual platform Nov. 17-19 due to COVID-19.

Opening the conference were San Antonio Mayor Ron Nirenberg and Brig. Gen. Caroline M. Miller, 502nd Air Base Wing and Joint Base San Antonio commander. They were followed by a multitude of presentations and panel discussions by subject matter experts, including several from Sixteenth Air Force (Air Forces Cyber) which is headquartered at JBSA-Lackland.

During her remarks, Miller said San Antonio is becoming known in media channels as not only Military City USA, but also Cyber City USA.

"They would be amazed by the amount of cyber- and intelligence-related entities operating throughout San Antonio today. These entities operate in a multi-domain arena in order to provide opportunities to address problems and combat

adversaries in new and innovative ways," she said. "Today, San Antonio is the 7th largest city in the United States and home to our nation's second-largest concentration of cybersecurity experts."

Miller said JBSA's diverse capabilities are exactly what the nation needs to achieve information superiority.

"At JBSA-Fort Sam Houston and JBSA-Camp Bullis, we ensure synergy and fusion of relevant data to help keep our country safe. At JBSA-Randolph, Air Education and Training Command has pioneered new and innovative programs and concepts, such as Pilot Training Next and Maintenance Next," she said. "These initiatives continue to change the way we train pilots ... and shape our future as an Air Force."

"At JBSA-Lackland and JBSA-Kelly Annex, our mission partners work together to ensure unity of effort and seamless collaboration ensuring our national security," she said.

Miller said the civic partners JBSA has are also key to bolstering innovation and tackling the nation's cyber threats.

"There is no place like San Antonio, where the opportunities to innovate, collaborate and grow are endless," she said. "It is even more evident with the joint environment and military-affiliated supporting agencies that work tirelessly together to weave our cyber, ISR (intelligence, surveillance and

reconnaissance) and communications into strong multi-domain capabilities. With these skill sets, we assure mission fulfillment of our service men and women in the global arena, on the ground, on the sea, and in the air."

On Nov. 18, JBSA's mission partner commander, Lt. Gen. Timothy Haugh, Sixteenth Air Force (Air Forces Cyber), spoke to virtual attendees about the progress the new Numbered Air Force has made in its first year and what lies ahead.

"We built a new organization from a number of predecessor organizations to be able to create a new, information warfare Numbered Air Force," he said. "We really started to do outreach; we engaged with the city, we engaged with our partners, we had a number of civic leaders come in from the bases we are part of, and we started to normalize into an organization that was growing our partnerships. Then, COVID-19 hit."

"What I have really been proud of is, our Airmen have continued to operate, whether that be in the cyber domain, within ISR, electromagnetic spectrum, weather, targeting, they have been able to continue meeting the expectations of the Department of Defense, during a pandemic, in a way that has been able to keep them safe but also effective. We are really proud of that first year."

Going into their second year, Haugh

wants to unleash the NAF's Airmen on the hard problems the nation needs to be solved, becoming the competitive force of the Air Force.

"We certainly aren't the only ones out there in competition, but we can be a catalyst based off all the roles and missions that Sixteenth Air Force and our Airmen execute," he said, noting the National Defense Strategy's conflict continuum - the environment from competition through armed conflict, with crisis in the middle.

"As a service, we've been really comfortable to prepare for ... armed conflict," he said, referring to the Red Flag exercises that take place annually. "Any of us that have gone to Red Flag has been very experienced at - the fight begins when fighters merge over the Nevada desert."

"In reality, our adversaries have begun the fight way in advance of that, in the information environment, in terms of intellectual property theft, and Sixteenth Air Force is uniquely postured to be a driver in how our Air Force fights in competition," he said. "We have taken that mission on with passion, to be a driver of how the Air Force will fight in the information environment, in cyberspace, and ensure that we've got the decisive advantage for the leaders across our service and the joint force."

AETC general talks pilot training transformation at Alamo ACE

By David DeKunder

502ND AIR BASE WING PUBLIC AFFAIRS

In order to maintain readiness, the Air Force is utilizing innovation and technology to transform pilot training to be faster while also teaching skills that will make effective warfighters, according to the Air National Guard assistant to the commander at Air Education and Training Command who spoke during this year's Alamo Chapter of the Armed Forces Communications & Electronics Association virtual Alamo ACE conference Nov. 19.

Maj. Gen. John Hronek discussed initiatives and programs AETC is implementing to transform pilot training, and he explained how technologies, including virtual reality, artificial intelligence and analytics, have important roles in how AETC

instructors are training pilots.

"As we recruit pilot candidates, we try to build the most diverse, best candidates we have out there, that really have the passion, that want to be part of the Air Force, and we are finding ways to do that better - getting the wings into the Air Force," Hronek said.

There are two main objectives in accomplishing the task of transforming pilot training, enhancing lethality and readiness, and transforming the way pilots learn, Hronek said.

"Being lethal and ready requires the Air Force to have access to the latest technology for pilot training," he said. "We have competition from the Russians and the Chinese, who have basically developed their technologies and their capabilities. We need to not only keep up with, but be ahead of them. That has been our greatest

strength as Americans, as we've always been leaders in our technology. I think that's something that we really need to work on within our future."

Another initiative to enhancing lethality and readiness is adjustable training timelines and modularized technical training techniques, which have cut idle time in certain training pipelines by 40 percent, enabling Airmen to get through training and to their first duty locations faster and more ready, he said.

Hronek also discussed AETC's Pilot Training Next initiative, which focuses on training pilots better and faster, while helping them foster deeper learning. This is based on utilizing advanced immersive training, remote simulator operations, and innovations in the advanced phases of pilot training by working with industry partners.

Through the Pilot Training Next initiative, Hronek said AETC has been able to decrease some portions of pilot training by several months.

"As we improved our effectiveness with what we've learned in our Pilot Training Next experiments since 2018, we are trying to operationalize the proven innovation concepts in the limited scale," he said.

"We want to transition to a student-centered learning, not just one class. We also want to deliver quality instruction that gives feedback to the instructors on how that student is progressing and how they can progress then faster, making sure they are not missing something," Hronek said. "In order to accelerate change, we must embrace the pace of technology and change that which currently exists in our world."

FORT SAM HOUSTON

BAMC receives recognition for surgical quality

By Lori Newman

BROOKE ARMY MEDICAL CENTER
PUBLIC AFFAIRS

The American College of Surgeons National Surgical Quality Improvement Program has recognized Brooke Army Medical Center for achieving meritorious outcomes for surgical patient care for two years running, ranking the hospital among the top 10 percent of participating hospitals for surgical care.

"Earning meritorious recognition two years in a row shows the BAMC and San Antonio Military Health System teams' ongoing commitment and dedication to continuous improvement and quality care," said Air Force Col. Patrick Osborn, surgeon-in-chief, San Antonio Military Health System, and BAMC Deputy Commander for Surgical Services.

"We are honored to be recognized by the American College of Surgeons for our hospital's performance," said Air Force Maj. Robert Krell, NSQIP Surgeon Champion and surgical oncologist. "This achievement reflects the hard work of hundreds of BAMC's techs, nurses, physicians and leaders, and shows our patients that their surgical care at BAMC is among the highest quality in the nation."

BAMC is one of 89 ACS NSQIP participating hospitals across the nation that have achieved meritorious recognition for surgical patient care. Additionally, NSQIP recognized 72 hospitals on its "All Cases" list and 72 hospitals on its "High Risk" list. As a further distinction, BAMC was the only military treatment facility and one of only 50

"Earning meritorious recognition two years in a row shows the BAMC and San Antonio Military Health System teams' ongoing commitment and dedication to continuous improvement and quality care."

Col. Patrick Osborn, surgeon-in-chief, San Antonio Military Health System, and BAMC Deputy Commander for Surgical Services



JONATHAN STOCK

Surgeons perform a procedure at Brooke Army Medical Center, Joint Base San Antonio-Fort Sam Houston.

Risk-adjusted data from the July 2020 ACS NSQIP Semiannual Report, which presents data from the 2019 calendar year, was used to determine which hospitals demonstrated meritorious outcomes.

Each composite score was determined through a different weighted formula combining eight outcomes. The outcome performances related to patient management were in the following clinical areas: mortality, unplanned intubation, prolonged ventilator use, renal failure, cardiac incidents including cardiac arrest and myocardial infarction; respiratory illness such as pneumonia; surgical site infections-superficial and deep incisional and organ-space; or urinary tract infection.

ACS NSQIP is the only nationally validated quality improvement program that measures and enhances the care of surgical patients. This program measures the actual surgical results 30 days postoperatively as well as risk adjusts patient characteristics to compensate for differences among patient populations and acuity levels.

The goal of ACS NSQIP is to reduce surgical morbidity, which is infection or illness related to a surgical procedure, and surgical mortality, which is death related to a surgical procedure, and to provide a firm foundation for surgeons to apply what is known as the "best scientific evidence" to the practice of surgery.

"These results should give our patients additional confidence that BAMC is committed to providing them the best quality surgical care every step of the way," Bagby said.

hospitals recognized on both meritorious lists.

"BAMC provides more complex care to the nation than any other military treatment facility and the recognition of excellence for 'All Cases' and 'High-Risk' categories is a testament to the unique expertise and skill of our entire staff," Osborn said.

Achieving meritorious recognition means that BAMC ranks in the top 10 percent of more than 719 hospitals on this composite surgical quality score.

"This is a significant accomplishment," said BAMC Commanding General Brig. Gen. Shan Bagby. "It is a

testament to the commitment our entire staff has to provide safe, quality care for our patients each and every day."

"The efforts of all, including front desk staff, housekeeping, nutrition, technicians, nursing, rehabilitation specialists and our phenomenal physicians and surgeons, are truly awesome to observe every day, and I am elated that their efforts are highlighted by this award," Osborn said.

"From the time a patient presents to the Emergency Department or clinic through their surgery on to mobilization and functional rehabilitation, our patients, beneficiary and

civilian, receive the best care the DOD offers," Osborn added. "That translates directly to improved care on the battlefield and lives saved."

As a participant in ACS NSQIP, BAMC is required to track the outcomes of inpatient and outpatient surgical procedures and collect data that directs patient safety and the quality of surgical care improvements.

The ACS NSQIP recognition program commands a select group of hospitals for achieving a meritorious composite score in either an "All Cases" category or a category which includes only "High Risk" cases.

ARNORTH's Civil Support Training Activity conducts response training in San Antonio

By Bethany Huff

U.S. ARMY NORTH PUBLIC AFFAIRS

U.S. Army North's Civil Support Training Activity conducted a response training exercise at several San Antonio locations Nov. 5-8.

The exercise evaluated units' ability to deploy, employ, and sustain specialized military

response upon the request of civilian authorities to save lives and relieve human suffering and facilitate response operations following a catastrophic Chemical, Biological, Radiological and Nuclear, or CBRN, incident.



PHOTOS BY BETHANY HUFF

Maj. Gen. David Glaser, U.S. Army North deputy commanding general-operations, observes the Urban Search and Rescue lane at the San Antonio Fire Academy Nov. 5. This lane is part of a larger Civil Support Training Activity training exercise that is employing force health protection measures while conducting training to ensure the safety of service members and those around them.



Alexandra Broussard, an Army Interagency Training Education Center observer controller, evaluates Cpl. Robert Lynch, 581st Medical Company Area Support medic, during the Urban Search and Rescue lane at the San Antonio Fire Academy Nov. 5.



Spc. Martin Galvan and Pfc. Nathaniel Davis, 62nd Expeditionary Signal Battalion multichannel transmission systems operator maintainers, test their equipment during the Urban Search and Rescue lane at the San Antonio Fire Academy Nov. 6.



Spc. Robert Auman, 68th Engineer Construction Company horizontal engineer, and Spc. Malcolm Dent, 68th Engineer Construction Company vertical engineer, prepare a victim for transport to the medics during the Urban Search and Rescue lane at the San Antonio Fire Academy Nov. 5.

MEDCoE, METC earn Wolf Pack award

By Jose E. Rodriguez

U.S. ARMY MEDICAL CENTER OF
EXCELLENCE PUBLIC AFFAIRS

The Medical Education and Training Campus Combat Medic Specialist Training Program, the U.S. Army Medical Center of Excellence Video Team, and the MEDCoE Learning Systems Branch received the third quarter fiscal year 2020 Army Medicine Wolf Pack Award at an award ceremony held Nov. 9 at the Blesse Auditorium at Joint Base San Antonio-Fort Sam Houston.

Lt. Gen. R. Scott Dingle, Surgeon General of the U.S. Army and commander, U.S. Army Medical Command, made the presentation.

Created by the 43rd Army Surgeon General and the 4th Chief of the Army Medical Department Civilian Corps, the Wolf Pack Award recognizes exceptional teamwork by an integrated group of Army Medicine civilian and military team members who have demonstrated excellence in support of the Army Medicine mission.

"You are the reason that many lives will be saved today, tomorrow and in the future," Dingle said to the military and civilian instructors responsible for training the Army's combat medics.

The METC CMSTP, in collaboration with the MEDCoE Video Production Branch and the MEDCoE Learning Systems Branch, rapidly developed a blended learning platform for Army combat medic training as part of the MEDCoE's COVID-19 response.

Using Blackboard, an online learning resource used by many other premier military and civilian educational institutions, MEDCoE students were able to continue training in a virtual environment to protect them from the contraction or spread of COVID-19. Prior to the



PHOTOS BY JOSE E. RODRIGUEZ

Lt. Gen. R. Scott Dingle (center left), Surgeon General of the U.S. Army and commanding general, U.S. Army Medical Command; Maj. Johnny Paul, Department Chair, Combat Medic Specialist Training Program; and Maj. Gen. Dennis P. LeMaster, U.S. Army Medical Center of Excellence commander; gather for a group photo during the Third Quarter Fiscal Year 2020 Army Medicine Wolf Pack Award ceremony Nov. 9 at the Blesse Auditorium at Joint Base San Antonio-Fort Sam Houston.



Maj. Johnny Paul (right), Combat Medic Specialist Training Program Department chair, accepts the Army Medicine Wolf Pack Award from Lt. Gen. R. Scott Dingle, Surgeon General of the U.S. Army and Commanding General, U.S. Army Medical Command.

implementation of the blended platform, 68W Combat Medic training happened only in the classroom.

Through their innovation, partnership and collaboration, the team transformed the program curriculum, consisting of lectures, group activities, demonstrations and hands-on instruction, from the classroom to the virtual learning platform.

This included videotaping

more than 65 lectures; converting workbooks, practice questions, and exam content to the online platform; and creating over twenty videos demonstrating individual combat medic skills and skill validation exercises for students to continue learning remotely. Many hours went into videotaping, uploading, and digitizing course material.

"Although it has not been

easy, we have all become early adopters of new teaching methods which I believe created a revolution in our educational system here at the MEDCoE and at METC," said Maj. Johnny Paul, CMSTP Department Chair, who accepted the award on behalf of the entire team.

COVID-19 forced the CMSTP team, comprised of military personnel and civilians, to think outside the box in terms of how the program would continue when there was a need to place newly arrived trainees or those who may have been exposed to infected personnel in a restriction of movement, or ROM, status.

To implement the blended learning model, both civilian and military cadre also altered their schedules into a two-shift system of work in order to continue their training mission in a safer and more tactically dispersed manner.

Despite the pandemic, 68W modernization plans also continued with a complete rewrite of the 68W Combat Medic Program of Instruction, and a refresher pilot course for the National Registry of Emergency Medical Technicians, or NREMT, exam

was established.

Since the refresher course was implemented, 99.7 percent of students have been successful in passing the NREMT, saving the U.S. Army more than \$1,000,000.

In part, thanks to lower attrition, the program produced more than 1,870 combat medics since COVID mitigation measures were instituted. Lessons learned through the successful refresher course are being used to redesign current study hall sessions and will help shape best practices for the Army National Guard, Navy, and Air Force as well.

"In this new environment you allowed and facilitated so that the training continues," Dingle said. "Uninterrupted Soldier training, despite the added challenges of COVID-19, was critical in preserving combat readiness to ensure that the Army is able to deploy, fight, and win."

The Wolf Pack Award is sponsored by the Army Medical Department Civilian Corps. Winning teams are selected and announced quarterly. Quarterly winners automatically go on to compete for the annual Wolf Pack of the Year Award.

U.S. Army South, Chilean Army open virtual staff talks

By Donald Sparks

U.S. ARMY SOUTH PUBLIC AFFAIRS

U.S. Army South, as the Army's Executive Agent, opened bilateral staff talks with Chilean Army leaders Nov. 16 to strengthen professional partnerships and increase interaction between the two partners.

The three-day event provides both armies with a forum to discuss bilateral training opportunities over the next two to three years.

At the onset of the staff talks,

Col. Andrew Rendon, Army South head of U.S. delegation, expressed the importance of the event for reaffirming the U.S. Army's commitment to the Chilean Army.

"These bilateral staff talks represent a deep bond and strong partnership between the United States and Chile," Rendon said. "We have, and continue to strive, to increase the readiness and interoperability of our armies. Together we have made important and sustained contributions to regional

security while maintaining successful partnerships between our strong democratic nations."

The U.S. Army has engaged in annual bilateral staff talks with Chile since 2006. Army South, the Army Service Component Command for U.S. Southern Command, conducts these staff talks on behalf of the Chief of Staff of the Army.

The staff talks have been instrumental in enhancing the interoperability and cooperation between the two armies, which contributes to increased security and stability in the region.



Col. Andrew Rendon (left), U.S. Army South, and Col. Jorge Salinas, Chilean Army Liaison Officer, listen to opening remarks at the beginning of the U.S.-Chilean Army Staff Talks.

DONALD SPARKS

Disc golf growing sport among Joint Base San Antonio members

By David DeKunder

502ND AIR BASE WING
PUBLIC AFFAIRS

Whether it's for exercise, relaxation, or spending time outdoors, several Joint Base San Antonio members are discovering the benefits of playing disc golf.

Along with traditional golf and other recreational activities, disc golf is providing an outlet for JBSA members who want to enjoy the outdoors and stay active, without having to spend lots of money on equipment or course fees.

Petty Officer 1st Class Steve Comacho, Navy Talent Acquisition Group San Antonio leading petty officer and accessor at JBSA-Fort Sam Houston, said disc golf provides a good way for him to de-stress.

"It's super relaxing," Comacho said. "It's a real low-pressure sport. You can really go out and relax and have a good time. If you want to go out and just walk the course and play by yourself, you don't have to call ahead for reservations to make sure you can get a tee time."

Disc golf is similar to regular golf, but instead of using clubs to hit a ball into a small cup on a hole, players throw a



DAVE ROBERTS

Taylor McCarty releases a disc during a disc golf tournament at the Joint Base San Antonio-Fort Sam Houston Golf Course Oct. 23.

frisbee-like disc at a basket called a target placed on each hole. Every hole has a tee area that players start their throws from, with players seeking to complete each hole in the lowest number of total throws.

Just like regular golf, scoring is based on par - the score standard for each hole on a course.

Comacho, who has children ages 13 and six, said disc golf is a sport people can enjoy playing by themselves, with friends or co-workers, or with their families, regardless of skill level or age.

"It's something I can take the kids to go out and do," he said. "They love it. I got a basket in my backyard and my kids will take the disc out of the garage and go out there and practice in the backyard."

Kenneth Boyce, JBSA's

Randolph Oaks Golf Course manager, said he and his seven-year-old started playing disc golf at a course near their home in Helotes in the spring. Boyce said they began to take up the sport during the pandemic so his son would have a chance to get out of the house and expend some energy after spending a day of doing virtual schooling.

Disc golf is also a good way for people to stay healthy and active, Boyce said.

"What's better than being in the outdoors for a couple of hours, away from the stresses of everyday life and being out in the sunshine and the fresh air," he said. "And, you get your step count in. Typically, when I play 18 holes at the disc golf course near my home in Helotes, it's 6,000 to 7,000 paces."

Comacho said disc golf can provide a strong workout because most of the courses are built around hiking and walking trails.

"The health benefits are the same as you would get from going on a walk, maybe carrying a weighted bag," he said. "Even on a small course, you will at least get a mile in. You could average two to three-and-half miles, depending on the length of the course."

The sport is fairly inexpensive because the equipment, a starter set of three discs, a driver, mid-range and putter, costs \$20 to \$30.

Comacho said he knows of several people within the military community who are into disc golf. He has also met veterans and military family members at disc golf courses in the area.

Boyce also met members of the military community while playing at a disc golf course near his home. It was by meeting them that Boyce came up with the idea of JBSA hosting a disc golf tournament at one of the installation's golf courses.

His idea came to fruition when the JBSA-Fort Sam Houston Golf Course held a disc golf tournament Oct. 23, a

first-time event for JBSA. The tournament drew 38 players.

Fernando Brown, 502nd Force Support Squadron assistant flight chief, community services, said the tournament was considered a success, exceeding expectations for turnout. He said hosting the tournament allowed the 502nd FSS to gauge the level of interest in the sport among JBSA members.

"We're going to try to get feedback on which course has the potential to host this event regularly," Brown said.

The next disc golf tournament is scheduled for Feb. 20 at the JBSA-Lackland Gateway Hills Golf Course. Tournament start time is at 12:30 p.m. and will consist of two-person teams playing a golf scramble for nine holes, then a best disc doubles for nine holes. The cost will be \$30 per person, or \$15 for unmarried, single military members. The entry fee includes the green and cart fees, and gift cards will be presented to players who place in the tournament.

Those interested in participating in the tournament can register at the JBSA-Lackland Gateway Hills Pro Shop or by calling 210-221-5863.



JOINT BASE SAN ANTONIO

FORCE SUPPORT SQUADRON

Monthly Events

December

Attention

Due to COVID-19 event times and dates may change, and to for the safety of both staff and customers, current COVID-19 guidance will be followed at all locations.

Bowling

Customers test their luck to win a prize

The JBSA-Fort Sam Houston Bowling Center encourages everyone to stop by Dec. 15-18 from 11 a.m. to 3 p.m. and bowl to win. For every game of bowling purchased, patrons will be entered into a drawing for a \$100 gift card. The winner will be drawn at the end of day on Dec. 18. For more information, call 210-221-4740.

Patrons get in the holiday spirit

Come bowl with the Grinch at the JBSA-Lackland Skylark Bowling Center Dec. 12 from 11 a.m. to 2 p.m. and help him get into the holiday spirit. Children 12 and younger get one game, rental shoes and a bag of holiday treats for \$5. For more information, call 210-671-1234.

Bowlers take part in a tournament

Join the JBSA-Randolph Bowling Center Dec. 28 at 6 p.m. for the Military Bowling Championship Tune-Up Tournament. The tournament will be a four-game scratch singles format on the Las Vegas Military Championship oil pattern. Cost is \$50 and prizes will be given based on the number of entries. To sign up, call 210-652-6271.

Customers shop at a discount

Are you having a hard time finding the perfect gifts for special people on your list? Are you tired of fighting the crowds in the malls? The JBSA-Randolph Bowling Center's Pro Shop is offering 10-25% off selected balls, bags and shoes now through Dec. 23. Stop in, check out the new equipment and pick up something for that hard to please person in your life. First come first served for stock on hand only, no special orders. For more information, call 210-652-6271.

The Holidays bring bowling specials

Head over the JBSA-Randolph Bowling Center Dec. 14-17 from 10 a.m. to 4 p.m. and get out of the house during your Christmas break and have some bowling fun for the low price of \$10 per hour for up to six bowlers on the lane with \$3 shoe rental.

The JBSA-Fort Sam Houston Bowling Center encourages everyone to come out Dec. 22-23, from 11 a.m. to 3 p.m. and enjoy some great bowling at great prices. Bowl for only \$1.50 per person, per game.

On Dec. 26, from noon to closing the JBSA-Randolph Bowling Center will be open for cosmic bowling with a Family Bowling Special of \$10 per hour, per lane for up to six players for traditional bowling, BESX Madd Games or

Hyperbowling. Or \$3.75 per game per person, not including shoe rentals.

Come by the JBSA-Lackland Bowling Center Dec. 26-31 from 11 a.m. to 4 p.m. and have some fun bowling during the Christmas break. Bowl three games for just \$5, rental shoes are not included. For more information, call 210-671-1234.

Stop by the JBSA-Randolph Bowling Center on Dec. 31 from 10 a.m. to 6 p.m. and bring in the New Year with a fun game of bowling for \$10 per hour. Rental shoes are not included. For more information call, 210-652-6271.

Canyon Lake

Customers learn to operate a boat

Join us on Dec. 5 and 19 from 11 a.m. to 1 p.m. at the JBSA-Recreation Park @ Canyon Lake, at the Hancock Cove Marina for a two hour course covering everything you need to know about boat operations, rules of the water, and safety guidelines. The cost is \$40 per person, and payment is due at the time of reservation. Participants must be 21 years or older and have completed the boaters safety course. Go to www.boat-us.org to complete this course. To reserve your spot or for more information, call 830-964-3576 or email jbsalodgingres@gmail.com.

Patrons take a tour of the lake

Head out and enjoy a 90 minute chauffeured boat tour around JBSA-Recreation Park @ Canyon Lake. Encounter breathtaking scenic views, discover its history and the town that still resides beneath. This tour will be held from 1-3 p.m. Dec. 12 and 26. Open to all DoD ID cardholders. The cost is \$15 for youth 12 and younger and \$30 for adults. Payment is due at time of reservation. For more information, or to register call 830-964-3576 or email jbsalodgingres@gmail.com.

Clubs

Patrons relax at the club.

The JBSA-Lackland Gateway Club hosts Variety Night on Dec. 4, 11 and 18 from 5-10 p.m. DJ Tony Style plays a wide variety of music in the Lone Star Lounge. Relax in the lounge or out on the patio with pool tables and big screen televisions. For more information, call 210-645-7034.

Patrons play bingo with Santa

The JBSA-Randolph Parr Club is offering bingo with a special guest on Dec. 20, from 9 a.m. to 1 p.m. Santa will be available for photos with the kids and to listen intently to their Christmas wishes. There will be hot chocolate and candy canes for all the children from 9-11 a.m. Kiddie Bingo will be begin at 11 a.m. There will be a total of five games of bingo played and complimentary food for the kids (12 and younger). This event is open to everyone and is free

with limited seating. Club members may start making their reservations on Dec. 8 and all others may start making reservation Dec. 15. To make a reservation or for more information, call 210-658-7445 from 9 a.m. to noon. Reservations are required.

Bingo fun is at the club

Bingo is back at the JBSA-Randolph Kendrick Club. Bingo takes place Monday-Thursday at 6:30 p.m. and at 3 p.m. on Sunday in the ballroom. There is limited space and Bingo is reservation only. Members have the chance to win full jackpots and nonmembers can try to win half jackpots. Don't forget to play every Tuesday and Wednesday to qualify for the monthly member prize give-away. Reservations may be made the previous business day. For more information, or to register call 210-658-7445 from 9 a.m. to noon.

Birthday Bingo will be held on Dec. 8. Celebrate your birthday with us and receive a complimentary bingo machine. JBSA-Randolph Club members only, along with DoD ID and proof of membership is required. For more information, call 210-652-7445.

Customers get food on the fly

Try out the JBSA-Randolph Kendrick Club's new menu, which includes salads, burgers, club sandwiches, chicken sandwiches, wraps, chicken tenders, chicken wings, tacos, fries, onion rings and much more. Now offering on-base food delivery service. Please call 210-569-2510 to place your order for on base delivery. Delivery is free for members and just \$2.95 for all others. For more information, call 210-569-2510.

Community Programs

Patrons create unique ornaments

Come to the JBSA-Fort Sam Houston Community Center Dec. 7 from 6-9 p.m. for a Holiday Ornament Painting Class. Our instructor teaches customers how to create colorful and unique ornaments that you will be proud to hang on your tree. The cost is only \$25 per person and includes all the necessary supplies. Light refreshments will be provided and the bar will be available for drink purchases. Bring your friends and make it a fun night of camaraderie. Reservations are required. To make a reservation, email ftsamevents@gmail.com, or call 210-808-6263.

Customers chow down with the Grinch

Visit the JBSA-Lackland Gateway Club on Dec. 19 at 10:30 a.m. for Grub with the Grinch. Enjoy brunch with Santa and the Grinch, and take home a few Christmas crafts as well. This event is \$10 per person, but children 3 and younger are free. Preregistration is required, and is on a first come first served basis. You

JBSA FSS

can register by sending you name, phone number, email and the ages and number of the people in your party to JBSAcommunityevents@gmail.com. Payment will be collected by the JBSA-Lackland Gateway Club prior to the event. For more information, call 210-652-5763.

Kids play bingo

Bring the kids to the JBSA-Fort Sam Houston Community Center Dec. 20 from 11 a.m. to 1 p.m. and 2-4 p.m. to play bingo for a chance to win some toys. The cost is \$15 per person. Reservations are required. To sign up for one of the sessions, please, call 210-808-6263 or email frsmevents@gmail.com.

Community Services

Customers get frames made at a discount

Both the JBSA-Lackland and the JBSA-Randolph Frame Shops offer discounted framing services for all of your framing needs. Their expert framers will help you design a one of a kind custom frame to display your precious memories or special achievements. Don't let these accomplishments fade away; preserve them for a lifetime. In addition, they will match any off-base price on a comparable custom framing job, and you pay no sales tax. For questions about framing, please call 210-671-5503 for JBSA-Lackland or 210-652-5142 for JBSA-Randolph.

Drivers stay road ready all year

With Christmas right around the corner, our weather is somewhat cooler and 2020 is almost over. However, COVID-19 is still with us, so let us help stop the spread of germs. The JBSA-Lackland Auto Hobby Shop is offering a vehicle disinfection special for only \$45. Technicians spray a special disinfectant into the car that is specifically designed for vehicles. For more details, ask for Mauro.

Let the Auto Hobby Shop inspect your vehicle, making sure it's safe for travel especially during the holiday season. We're also still offering the same services such as fuel injection and throttle body cleaning services that will keep your vehicle starting easy and operating more efficiently, which helps increase fuel mileage. Additionally, we offer air conditioning maintenance after a hot summer as well as state inspections, front-end alignment, brake check-up and charging and starting system testing.

The self-service side of the house allows the do-it-yourselfers a place to work on a vehicle and access tools that may not be in a home garage. Let the technicians at the Auto Hobby Shop ensure your vehicle is in good shape for the Texas roads, so call us for an appointment at 210-671-3549.

Equestrian Center

Patrons learn the art of horsemanship riding

The JBSA-Fort Sam Houston Equestrian Center offers horsemanship riding lessons for beginners and advanced riders in both English and Western style riding. Therapeutic riding lessons are also available and taught by certified instructors. Horses, saddles and tack for lessons will be provided if needed. Patrons must be at least seven years old. The price is \$60 per hour for a private lesson, \$50 for semi-private and \$40 for group

lessons. Lessons are available most days of the week and in the evenings. All lessons are by appointment only. For more information, call 210-224-7207.

Trail rides offered

Come to the JBSA-Fort Sam Houston Equestrian Center and schedule a trail ride. No experience is required, and times are available every Saturday and Sunday at 10 a.m., 12:30 p.m. and 2 p.m. Trail rides are available for patrons age 7 and older for \$30. Adults must accompany children under the age of 13. Riders must be at least 4 feet 6 inches tall and weigh no more than 200-pounds. Weekday trail rides, group rides and team-building rides are available during the week by appointment for \$40. To make reservations, call 210-224-7207.

Virtual 5k/10k
Jingle Bell Run

Run Anytime, Anywhere

DECEMBER 1-21

\$12 Per Person | Includes T-shirt | Holiday Prizes

REGISTER AT WWW.JBSAFORCE.COM STARTING NOVEMBER 10
DOWNLOAD THE VIRTUAL APP TO TRACK YOUR RUN

For full details, go to JBSAFORCE.COM

JBSA FORCE

Children go on pony rides

The JBSA-Fort Sam Houston Equestrian Center offers parent led pony rides Saturday and Sunday from 10 a.m. to 2 p.m. Pony rides are \$10 for children age six and younger. Adults must accompany their children and availability is on a first-come, first-served basis. For more information or to coordinate weekday appointments, parties or special events, call 210-224-7207.

Patrons board their horses

The JBSA-Fort Sam Houston Equestrian Center has paddocks and stalls for boarding your horse, a covered arena, two outdoor rings, round pen, wash racks, a hot-walker and many more amenities so call us for more information. Active-duty military personnel have priority. For more information, call 210-224-7207.

Fitness

Athletes complete a marathon run

Come by the JBSA-Randolph Fitness Center Dec. 7-11 during normal operating hours and participate in an indoor marathon. This is a self-monitored program based on the honor system. Participants are to try to complete 26.2 miles running or walking within one week. Participants may pick up their cards to log their mileage at the front desk. For more information, call 210-652-7263.

JBSA- LACKLAND YOUTH PROGRAMS

STEM CAMP Ages 9-12

DEC. 28-31 • 7 A.M. TO 3 P.M.

Hands on learning Science, Technology, Engineering and Math!

\$75 for the week. Breakfast, lunch and snack are offered daily

To register, call (210) 671-2388

Competitions heat up at the fitness centers

Bring a group of friends or coworkers to the JBSA-Lackland Chaparral Fitness Center Dec. 8 at 11:30 a.m. and show off your skills in this free single elimination knockout basketball competition. Sign up deadline is Dec. 7. For more information, call 210-671-2401.

The JBSA-Lackland Gillum Fitness Center is hosting a push-up and sit-up contest Dec. 10 and 11 at 5 a.m. Patrons have one minute to do as many push-ups and sit-ups they can. The male and female with the highest combined score wins. This event is open to all DoD ID cardholders and is a free event. Prizes will be given to top male and female with the best score. For more information, please call 210-977-2353.

Patrons partake in a volleyball tournament

Can you serve, set, or spike? If so, come show off your skills and see if your team has what it takes to win this free volleyball tournament. Form a team and come by the JBSA-Lackland Chaparral Fitness Center Dec. 17, from 1:30-4 p.m. Games will be played to 25 points. The winning team will advance to the next round. Teams must sign up by

Dec. 15. Prizes will be awarded to the winning team. For more information, call 210-671-2401.

Bikers stay fit over the holidays

The JBSA-Randolph Rambler Fitness Center invites everyone to come out to Heritage Park on Dec. 19 at 8 a.m. to come and cycle those holiday calories away. Challenge yourself to stay in shape while completing the 10-mile course. For more information, call 210-652-7263.

Patrons register for a virtual 5K/10K

Join the JBSA Fitness Center Teams for the virtual Jingle Bell 5K/10K. Interested participants can register at www.itsyourrace.com and choose their desired distance. The cost is only \$12 per person and includes a T-shirt (preferred size can't be guaranteed). In addition, the fastest three males and females in each race distance will receive a decorated stocking with lots of goodies in it. In order to qualify for the stocking, participants must download the IYR Virtual app to track their run. Run your race any time between Dec. 1-21 by simply clicking "start race" in the IYR app after registering.

The JBSA Fitness Center teams encourage everyone to partake in a virtual New Year, New You 5K/10K run. Registration opens on Dec. 15 on www.itsyourrace.com. The cost is only \$12 per person and all paid registrations include a T-shirt, however, sizes can't be guaranteed and T-shirts will be given out on a first come first served basis. The fastest three males and females in each race distance win a \$25 gift card to Academy. In order to qualify for the \$25 gift card, participants must download the IYR Virtual app to track their run. Run your race any time between Jan. 4 and Jan. 26 by simply clicking "start race" in the IYR app. Once you start tracking your race, the app will only allow you to pause for brief periods.

T-shirts for both runs will be available for pick up at the JBSA-Fort Sam Houston Jimmy Brought Fitness Center, the JBSA-Lackland Warhawk Fitness Center and the JBSA-Randolph Rambler Fitness Center any time after you have registered and paid once the run has opened. For more information, call the JBSA-Fort Sam Houston Jimmy Brought Fitness Center at 210-221-1234. The JBSA-Lackland Warhawk Fitness Center at 210-671-2016. Or the JBSA-Randolph Rambler Fitness Center at 210-652-7263.

Golf

Golfers compete in a scramble

Come to the JBSA-Fort Sam Houston Golf Course on Dec. 4 for the Warrior Golf Scramble, starting at noon. The cost for this golf scramble is \$25 for DoD ID cardholders and Fort Sam Houston Golf Club members and \$35 for nonmembers. Price includes green fee, golf cart and box lunch for players. The event is limited to the first 60 paid players. For more information, call 210-221-5863.

The Winter Scramble is held at the JBSA-Fort Sam Houston Golf Course Dec. 12 with tee times starting at 9 a.m. This event is a two-person Turkey Shoot Shamble. The entry fee is \$25 for members and \$35 for nonmembers and includes green fees, cart rental and prizes. For more information, call 210-221-5863.

Patrons take on a golfing challenge

Check out the JBSA-Fort Sam Houston Golf Course Dec. 7 at 5:30 p.m. for a special night time challenge. This nighttime event is a nine-hole individual stroke par 3 challenge. The entry fee is \$25 for members and \$35 for nonmembers and includes green fees, cart rental, night golf supplies and prizes. Registration is required by noon on the day of the event. For more information, call 210-221-5863.

The JBSA Fort Sam Houston Harlequin Theatre presents

We Need A Little Christmas

Nov. 27-Dec. 20 • 8 p.m.

Celebrate the sounds of the season with your favorite holiday classics

I've heard it may even snow...shhhhh!

Special Performance Dec. 11

Two American Sign Language Interrupters join the performance.

For more information and reservations, call (210) 222-9694.

Sponsored by:

Doors open at 7 p.m. with table side bar service.

Tickets

Adult	\$22	Military	\$20
Student	\$18	Child	\$10

(Age 12 & younger)

2652 Harney Path • (210) 222-9694
Open to the Public

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Open to the Public

2652 Harney Path • (210) 222-9694
Open to the Public

Holidays bring savings to the pro shops

All customers are invited to come to the JBSA-Lackland Gateway Hills Golf Course's Pro Shop Dec. 7-18 during normal operation hours to find the perfect gift for the golfers on their holiday gift list. Shoppers receive 5 percent off all merchandise and annual greens fee players receive 10% off purchases. For every \$150 spent after discounts, patrons are entered into a drawing for a free membership. Some restrictions apply because of company policies. All items must be paid for the day of the sale to be considered for the drawing. For more information, call 210-671-3466.

Come by the JBSA-Fort Sam Houston Golf Course Dec. 19 from 10 a.m. to 6 p.m. and take advantage of our holiday sale to get the golfer on your list exactly what they want for the holidays. For every \$150 spent, patrons receive an entry into a drawing for a free annual greens fees membership. The sale applies to in-stock merchandise only. Golf bags, pull carts, all regular apparel and all shoes are 15% off. All women's apparel is 20% off, and all golf clubs are 10% off. For more information, call 210-221-5863.

If you or someone you know is in the market for golf equipment, apparel, accessories and more. Come see us at the JBSA-Randolph Oaks Golf Course Dec. 21-24 and

enjoy a 15% discount on all merchandise in the Pro Shop. Also, get one dozen Callaway Chrome Soft Balls at no charge with the purchase of a Callaway golf bag. For more information, call 210-652-4653.

Golfers compete in a tournament

The JBSA-Lackland Gateway Hills Golf Course hosts the Gateway Cup Championship Dec. 12-13 starting at 8 a.m. This tournament is two-day individual stroke play championship. Entry fee for the event is \$30 and covers prizes and lunch on the second day of competition. This is a triple points event. This tournament is open to anyone; however, players must have played in at least four events throughout the year to compete for end of year prize payouts. The last day to sign up is Dec. 9. The late entry fee is \$50. For more information, call 210-671-3466.

Children learn the game of golf

If you have youth, age 8-15 who want to learn the game of golf, then this class is for them. The JBSA-Randolph Oaks Golf Course is holding a Christmas Break golf class Dec. 26-30. The school takes place from 10:30 a.m. to noon for youth age 8-11 and from 1-2:30 p.m. for youth age 12-15. The cost for the class is \$60 per student. Each class is limited to six players so reserve your spot quickly by calling our PGA Teaching Pro, Charles Bishop at 210-244-3415.

Information Tickets & Travel

Information, tickets & travel are open for business

JBSA Information, Tickets and Travel locations are open and ready to handle all your vacation needs to include tickets, lodging and transportation. Leisure Travel at JBSA-Lackland is open Tues.-Fri. from 9 a.m. to 5 p.m. Please call the following numbers to make reservations or for more information. For JBSA-Fort Sam Houston call 210-808-1378, for JBSA-Lackland call 210-671-3059 and to reach JBSA-Randolph, call 803-266-9333.

Military & Family Readiness

Participants learn to fine tune a resume

Register for the virtual Resume Recovery: First Impressions Matter workshop, Dec. 1 from 2-4 p.m. to receive information to help update a resume and make it stand out. To register or for more details, call 210-671-3722.

EFMP families connect during support group

This support group meets virtually Dec. 1 and 15 from 11:30 a.m. to 12:30 p.m. to help families connect with the special needs community, share ideas and resources and more. To register, call 210-221-2705.

New spouses acclimate to military lifestyles

Spouses new to the military participate in a two-day virtual information session, Dec. 2 and 9 from 1-2 p.m., for an introduction to the military lifestyle, protocols, acronyms and more. To register for the Military Spouse Info Session, call 210-652-5321.

Expecting parents prepare for baby

Active-duty expecting parents participate in the virtual Bundles for Babies workshop, Dec. 11 from 9-11 a.m., to

receive information to help with financial planning, learn about support programs within the community, and gain parenting skills. To register, call 210-652-5321.

Jobseekers gain valuable insight

Meet with employers and partners from the JBSA Alliance, Dec. 18 from 11 a.m. to 1 p.m. for a virtual Employer Panel Q&A session to network, gain employment insight and advice to help you become a competitive candidate. To register, call 210-671-3722.

Outdoor Recreation

Customers take advantage of a discount

During December, all JBSA Outdoor Recreation Facilities are offering 25% off the following items, turkey fryers, food warmers or chafing dishes, coffee pots, roasters, non-towable bar-b-que grills, and camping gear. Please call the specific location to determine if they have the items available. JBSA-Fort Sam Houston, 210-221-5224 or 210-221-5225. JBSA-Lackland can be reached at 210-925-5532 or 210-925-5533. Or call JBSA-Randolph at 210-652-5142.

Concealed carry classes offered

The Camp Bullis Rod-N-Gun Recreation Center, bldg. 6215, is providing Concealed Handgun License (CHL) classes Dec. 5 and 12 from 8 a.m. to 1 p.m. To register for the class, students must be 21 years old, unless they are active duty military 18 years or older (DoD ID cardholder only). Students must also meet Federal qualifications to purchase a handgun. Facemasks must be worn due to COVID-19 guidelines. The cost of the class is \$75. Successful completion of this class is required to apply for a Texas CHL. To register, go to <http://www.chlregistration.com> and select "Register for Class" and then select "Dan Willis - Leatherneck Arms." For more information, call Mr. Dan Willis at 210-363-2332.

Patrons rent all the recreation essentials

December in San Antonio can be beautiful and the temperature is much better for having fun or working outdoors.

The JBSA-Fort Sam Houston Outdoor Equipment Center has equipment rentals for everyone, to include camping, water fun, fishing boats, speedboats, sports and party equipment, tables, chairs and bouncy castles. We also have RV campers, mobile grills and portable grills, so come visit us. In addition, equipment rental has a resale car lot. Masks are required when entering the ODR facility and please maintain social distancing. For more information, call 210-221-5224 or 210-221-5225.

The JBSA-Randolph Equipment Checkout has tables, chairs, canopies, ice chests, and water jugs that might be needed for those birthday parties, holiday dinners or backyard BBQ. Equipment Checkout also has the extra items needed to make guests' stay more comfortable. Patrons can rent roll-a-way beds with mattress, aluminum cots, and sleeping bags for great prices. For more information, visit the Community Service Mall, bldg. 895, or call 210-652-5142, option 2.

Patrons have fun on the water

We encourage everyone to take advantage of all the great boating available at the JBSA Recreation Park @ Canyon Lake and other surrounding lakes. Outdoor Recreation requires a Boaters Safety Course certificate from Texas Parks and Wildlife in order for customers to rent our boats. Approved Texas Boaters Safety Courses can be taken online at any of the following sites. www.boaterexam.com, www.boat-ed.com, www.BOATsmartexam.com, www.BoatUS.org, or www.iLearnToBoat.com. For more information, call JBSA-Fort Sam Houston at 210-221-5224 or 210-221-5225, JBSA-Lackland can be reached at 210-925-5532 or 210-925-5533, or call JBSA-Randolph at 210-652-5142.

Youth Programs

Youth create seasonal crafts

Stop by the JBSA-Randolph Youth Programs and reserve a spot for the Winter Craftapalooza. Held Dec. 4, from 5-7 p.m. Youth, age 6 and older, can have a fun evening of creating gifts or decorations for the holidays. This is open to everyone, no talent or youth membership required. Spots are limited and reservations are required. Cost is \$5 per person. For more information, call 210-652-3298.

Children learn the fundamentals

Children ages 3-5 can learn the fundamentals in a non-game/team format with JBSA-Randolph Youth Programs First Steps Basketball Classes. Classes are held Dec. 5, 12 and 19 from 11 a.m. to 1 p.m. First Step teaches the fundamentals of basketball in harmony with the gross motor movements of preschool and school-age children. Parents are required to participate in the learning sessions as an extension of the instructor. The cost is \$35 per child. For more information, call 210-652-3298.

Youth have a ball

Youth, ages 9-12, are cordially invited to dance the night away at the JBSA-Randolph Youth Programs "Mask"ureade Ball Dec. 11, 6:30-8 p.m. Light refreshments will be provided as well as games with prizes. Reservations are required and space is limited. Cost \$3 per youth. For more information or to reserve a spot, please call 210-652-3298.

Parents are given a much needed break

JBSA-Youth Programs can give parents that much needed break through the Give Parents A Break or Parents Night Out Programs. The cost is \$25 per child with a sibling discount or free with a Give Parents A Break referral. The last day to register is the Wednesday prior to the event.

JBSA-Lackland hosts Give Parents A Break Dec. 12 from 1-5 p.m. JBSA-Fort Sam Houston and JBSA-Randolph are hosting parents night out Dec. 18 from 6-10 p.m.

For more information or to register with JBSA-Lackland, call 210-671-2388. To reach JBSA-Fort Sam Houston, call 210-221-5002. And for JBSA-Randolph call, 210-652-4946.

Families enjoy a dinner together

The JBSA-Fort Sam Houston W. Ed Parker Youth Center (YPI) will host a Texas Holiday Family Bistro celebrating the tastes of the town, on Dec. 16 from

4:30-6 p.m. This event is free to all the registered families in Youth Programs at Fort Sam Houston. Make your table reservation, by calling the W. Ed Parker Youth Center (YPI) at 210-221-3502 and provide the number in your party.

Teens party all night

The JBSA-Fort Sam Houston Youth Programs encourages teens to come hang out with friends and staff at the teen lock-in Dec. 18-19, from 10 p.m. to 7 a.m. We will have games, music, good food, and a trip. The cost is \$10 per youth and a permission slip is required. Reservations are required and the sign up deadline is Dec. 14. For more information, call 210-221-3630.

Youth have fun at camp

JBSA-Fort Sam Houston Youth Programs is hosting a winter break camp Dec. 21-23 and Dec. 28-30 from 7 a.m. to 4 p.m. Camp will be open to ages 9-18, and will be split into two age groups, teen and pre-teens. The cost is only \$75 per week. Activities include robots, coding, digital arts, and more to keep everyone engaged. Space is limited so make your reservation now. To register or for more information, call 210-221-3502.

JBSA-Lackland Youth Programs is hosting an anime camp Dec. 21-24 from 8 a.m. to 3 p.m. for youth ages 9 and up. Camp includes learning the medium of anime and its various artistic styles from pen and paper to computer animation. Space is limited and advance registration is required. The cost for camp is \$75 for the four-day camp. Breakfast, lunch and snack are offered daily and anime fun is guaranteed. For more information, call 210-671-2388.

The JBSA-Lackland Youth Programs wants all youth to get ready for a fun filled week of Science, Technology, Engineering and Math (STEM) activities being held Dec. 28-31 from 7 a.m. to 3 p.m. for youth ages 9-12. Camp includes various STEM activities ranging from robotics, science, engineering with LEGO bricks, and much more. Space is limited and advance registration is required. The cost for camp is \$75 for the four-day camp. Breakfast, lunch and a snack are offered daily and fun is guaranteed. For more information, call 210-671-2388.

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 **502d FORCE**
SUPPORT SQUADRON

LACKLAND

‘Tough Conversations’ roundtable focuses on culture of respect

By C Arce

502ND AIR BASE WING
PUBLIC AFFAIRS

Leaders from the 502nd Air Base Wing discussed building a “culture of respect” with local Airmen during a bi-weekly “Tough Conversations” roundtable Nov. 17 at Joint Base San Antonio-Lackland.

Brig. Gen. Caroline M. Miller, 502nd ABW and JBSA commander, and Command Chief Master Sgt. Wendell Snider began the discussion by explaining the importance of initiating respect as a core value within the wing.

“One of the goals for this wing is to be the best installation in the Department of Defense,” Miller said. “The only way we can do that is if we truly, truly have a diverse workgroup that is respected and valued at all levels.”

Miller asked the group what respect meant to them, especially within their units.

“I think it should go both ways, with officers respecting



C ARCE

Brig. Gen. Caroline M. Miller, 502nd Air Base Wing and Joint Base San Antonio commander, and Command Chief Master Sgt. Wendell Snider discuss building a culture of respect with base Airmen during their bi-weekly Tough Conversation roundtable Nov. 17 at JBSA-Lackland.

Airmen,” said Airman Jalen Kinkela, 502nd Judge Advocate non-judicial punishment paralegal. “It’s like a two-way street with how we respect them and how they respect us.”

Senior Airman Victoria Motley, 802nd Security Forces Squadron police officer, recently participated in an emotional intelligence class and shared her biggest takeaways on respect.

“Sit back and take the time to understand what others are going through,” Motley said. “Also, help them gain that knowledge and respect for you.”

The group then discussed the

importance of understanding that everyone is raised differently, has different values and backgrounds, and how those play a role in respecting others.

Chaplain (Capt.) Tamer Sayedahmed said junior enlisted Airmen who don’t oversee anyone should know they are valued, important and respected. Though these junior Airmen do not hold official supervisor roles, they should know their leadership and commanders appreciate their hard work and the effort they put in, he said.

Introducing a different perspective on the topic of respect to the group, Snider asked, “What should we be afraid of? What should be our warning sign? What could you see as ‘kryptonite’?”

Motley said it is unfortunate that toxic leadership exists in the military, and discussed how it can affect an Airman’s experience, as well as retention of service members in the military.

“If I were to just go and ask people why they got out, most would say because of toxic leadership,” Motley said. “We’re losing people left and right because of toxic leadership.”

Miller concluded the conversation by asking the group what they would do if they could be a senior leader for a day.

One Airman said she would pick a unit and get to know their mission, while another said she would focus on addressing fairness and accountability issues.

Miller and Snider will further

discuss building a culture of respect in upcoming roundtables, aligning with the focus of the Air Force’s Chief of Staff and Chief Master Sergeant of the Air Force, “Accelerate, Change, or Lose,” or ACOL.

In an ACOL paper released by the Air Force Chief of Staff, one call to action was the service’s need to adjust personnel and leadership development to better care for and use the talents of Airmen.

“It takes every Airman, and every wingman, to get after the culture we need, where we truly value and respect each other,” Chief Master Sergeant of the Air Force JoAnne Bass said in an Air Force Times interview Oct. 26.

The Tough Conversation roundtable is an on-going series focused on important, challenging and impactful topics that affect the Air Force and DOD. The series fosters an open and candid dialogue between 502d ABW senior leaders, service members and civilians of all ranks and backgrounds.

MOM, DAUGHTER REUNITE AT MOM'S BMT GRADUATION

Col. Michael Newsom (right), 737th Training Group commander, speaks with Trainee Autumn Bonner (left) and her mother, Airman Basic Kimberly Moore, after Moore’s Basic Military Training graduation at Joint Base San Antonio-Lackland Nov. 12. Airman Basic Kimberly Moore graduated while her daughter, Trainee Autumn Bonner, watched from the stands. The mother and daughter are from Elgin, Oklahoma. Moore, who is in the Air Force Reserve, graduated with the 326th Training Squadron and will now

attend technical training at Sheppard Air Force Base, Texas, to be an aerospace ground equipment technician. “My decision to join came long before hers,” said Moore, 38. “I wanted to seek opportunities and do something different. I learned a lot about myself.” Bonner, 18, received special permission to attend the ceremony. She said it was an emotional day and she was very proud of her mother. Bonner is a member of the 321st Training Squadron; she will begin security forces training after she graduates BMT in December.



ANNETTE CRAWFORD

SAMHS seeks volunteers for COVID-19 vaccine trial

By Elaine Sanchez

BROOKE ARMY MEDICAL CENTER
PUBLIC AFFAIRS

Two San Antonio Military Health System facilities are seeking volunteers from among the military beneficiary population to participate in a COVID-19 vaccine trial.

The trial is part of Operation Warp Speed, a national initiative to accelerate the development, production and distribution of COVID-19 vaccines, therapeutics and diagnostics.

Brooke Army Medical Center and Wilford Hall Ambulatory Surgical Center are among the Department of Defense locations taking part in the Phase III trial to evaluate the vaccine under development by AstraZeneca. The other sites are Naval Medical Center San Diego; Walter Reed National Military Medical Center in Bethesda, Maryland; and Fort Belvoir Community Hospital in Virginia.

"The San Antonio Military Health System is proud to answer the call to help serve the needs of our nation in these unprecedented times," said Air Force Maj. Gen. John DeGoes, SAMHS market director and 59th Medical Wing commander. "We are proud to be selected as a partner in the effort to accelerate development of COVID-19 vaccines."

"We are honored to be among those sites selected in support of this whole-of government effort to ensure safe, effective medical products are provided at a critical time to the American people," added Brig. Gen. Shan Bagby, BAMC commanding general. "SAMHS has the existing research infrastructure and experience to make a significant contribution to this important effort."

The Trial

The AstraZeneca vaccine trial is one of many national trials being conducted through Operation Warp Speed, and the first to encompass the DOD. With more than 80 sites in communities nationwide, the trial has an overall target enrollment of 30,000 participants. Military sites are looking to draw 3,000 of those volunteers, according to a DOD release.

The AstraZeneca vaccine trial kicked back off this week after a voluntary pause last month to investigate a single event of an unexplained illness in one of the UK participants. After a review of an



JASON W. EDWARDS

Marcy Edwards, a Military Health System beneficiary, signs up for Operation Warp Speed Nov. 2. Operation Warp Speed is a national initiative to accelerate the development, production and distribution of COVID-19 vaccines, therapeutics and diagnostics.

independent committee's recommendations, health authorities across the world, to include the FDA, have concluded the trials are safe to resume.

"Everyone involved in this trial is deeply committed to the safety of our participants and to maintaining the highest standards of conduct across all our clinical trials," said Col. Jason Okulicz, principal investigator and an infectious disease physician. "We have numerous strict safety procedures in place to monitor the health of our participants and are committed to conducting this trial with safety first and foremost in mind."

The Criteria

DOD sites, to include BAMC and WHASC, are open on a voluntary basis to Military Health System beneficiaries — active duty, retirees and family members 18 years of age and older.

Beneficiaries are welcome to sign up for consideration now by reaching out to either site:

► Wilford Hall Ambulatory Surgical Center (Site Code: WHASC)

Recruitment Phone Number:

253-341-6170

Email: covidwhasc@genevausa.org

► Brooke Army Medical Center (Site Code: BAMC)

Recruitment Phone Number:

253-924-9458

Email: covidbmc@genevausa.org

Alternatively, volunteers can also visit www.CoronavirusPreventionNet.org, click on "Volunteer Now" and complete the survey. When requested, volunteers should enter the appropriate site code, which is BAMC or WHASC, depending on their preference and geographic location.

Once the survey is completed, local study site coordinators will screen volunteers and contact those participants in their area who may be a good match for the study. Volunteers should consult with the study coordinator if they're scheduled to move, change their duty station or deploy within 12 months of beginning participation.

According to the DOD release, the study is looking for people who are at an increased risk of SARS-CoV-2 infection which may include:

► Working in an essential job, such as

healthcare professions, emergency response personnel, grocery workers, meat-packing plants, restaurant staff, public transit, etc.

► Living in densely populated residential environments

► Living or working in congregated living facilities, such as nursing homes

► A member of a community that has been hardest hit by this pandemic, such as older people, individuals with underlying health conditions, and racial/ethnic groups such as African Americans, Latino, and Native American populations.

The Study

Volunteers selected to participate will be enrolled into the study. Once the local sites are active, participants will be called in to receive two doses of the vaccine or placebo about a month apart.

Along with scheduled visits, participants will be asked to come in if they have symptoms throughout the year to be tested for COVID-19. Study participants will be followed for two years to determine the vaccine's efficacy, while being compensated for their participation.

"We are all hoping for a vaccine that's effective in preventing the virus," Okulicz said. "However, we will also explore its efficacy in lessening the severity of symptoms and hospitalizations."

The Sites

Both BAMC and WHASC are conducting operations from temporary structures in areas near the main hospital buildings.

"Our intent is to take every precaution to prevent increased foot traffic within the hospital," Okulicz explained, "while also securing a safe space that's convenient for our participants."

About 20 contract personnel, to include research coordinators, providers, nurses, pharmacists, technicians and administrative support, will staff the two sites.

As for participants, Okulicz believes there will be many active duty, retirees and family members willing to raise their hand to serve once more.

"We are very fortunate to have an incredible military population here who often steps up for these studies," Okulicz said. "There's a sense of willingness among this group to contribute to something greater than's unparalleled."

A Tale of Two Air Forces: How the Tuskegee Airmen bridged the divide

By Rachel Kersey

502ND AIR BASE WING
PUBLIC AFFAIRS

Rick Sinkfield is the president of the San Antonio Chapter of The Tuskegee Airmen, Inc., which exists to motivate youth to outstanding achievement and leadership in American society and to preserve the legacy of their role models, the Tuskegee Airmen.

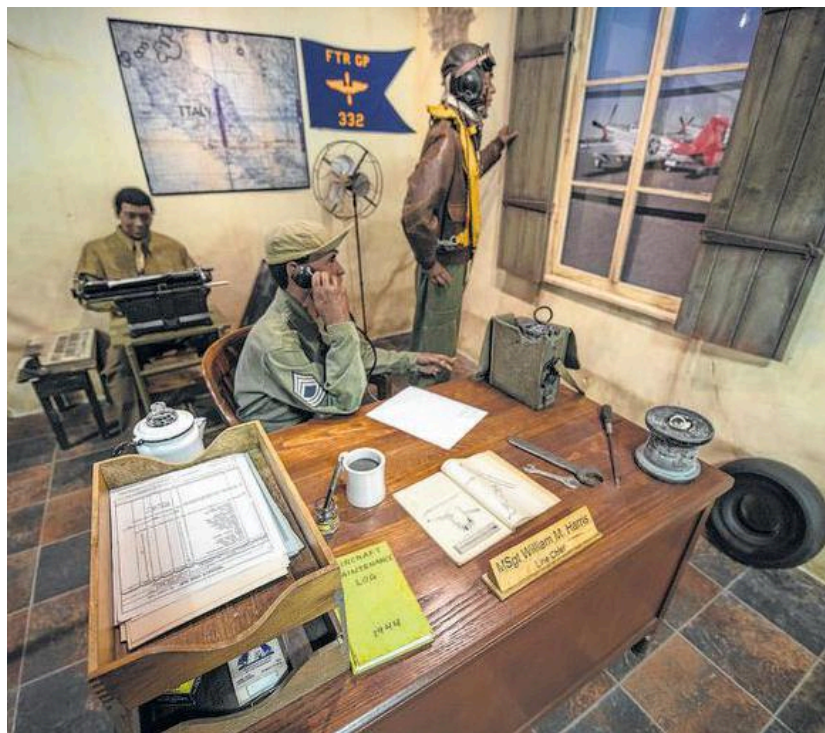
"There's a significant portion of military history, particularly of African Americans in the U.S. military, which occurred in World War II," Sinkfield said. "This is very important, as far as civil rights activities in the U.S. as well in the military."

According to Michael Del Soldato, historian for the 37th Training Wing at Joint Base San Antonio-Lackland, there were plans to make an African American aviation unit well before World War II, but the Tuskegee Airmen were the first African American aviators actually established in the U.S. military.

The Tuskegee Airmen were not only pilots, they were support personnel as well — weather forecasters, communications professionals, aircraft mechanics, nurses, administrative people, and more. Even though the team was better known for flight, it takes many people to get a plane off the ground.

Founded in 1941 at Tuskegee University in Alabama, the "Tuskegee Experiment" was widely expected to fail because prevailing social winds of the time considered African Americans unfit for the job.

"The Army commissioned a study that said the African Americans were not capable of handling highly technological equipment such as aircraft, so this kind of permeated the thought pattern all the way



SARAYUTH PINTHONG

Artifacts from the Tuskegee Airman exhibit are displayed for visitors to view in the USAF Airman Heritage Training Complex, Aug. 10, at Joint Base San Antonio-Lackland.

through World War II," Sinkfield explained.

Despite the opposition, the pilots set the stage for President Truman to sign Executive Order 9981, which declared that the military would begin full integration of the force, in 1948. Before the Tuskegee Airmen, the armed forces were split along color lines, but African Americans had still fought in many U.S. conflicts — from the Revolutionary War to the Civil War, the War of 1812 and others.

"Men and women of African descent have been fighting for this country since before it was

a separate country from England," Del Soldato said.

"During World War I, segregation was still the standard, with African Americans being given secondary rolls in supply and labor forces."

"Basically, there were two Air Forces," said Sinkfield, an Air Force veteran himself. "There was the white Air Force and there was the Black Air Force, and there was not much of the operational Air Force open to Blacks until the Tuskegee Airmen came along."

It took about 15 years for full

integration to take effect, Soldato said, but it started with Truman's executive order in the wake of the success story of the Tuskegee Airmen.

Now, almost 80 years after the inception of the unit, very few Tuskegee Airmen are alive, and the remaining Airmen are in their nineties, but Sinkfield has had the opportunity to meet some and glean insights into their military experience, segregation, racism, and the time period in general.

Relaying an experience involving a member of the press, Sinkfield said Airmen

answered immediately when asked if they thought of quitting.

"Their response was, 'We didn't even know the word 'quit'; we just kept on going because it was so important to our race; it was so important to the nation, to the people that we're protecting, so we just did not feel like there was any way other than the way to success and excellence,'" Sinkfield said. "That was probably the thing that stood out most in my mind."

America has come a long way since the 1940s. There are no longer separate water fountains for white people and Black people, nor are there segregated schools, and the working spirit of the Tuskegee Airmen should live on.

Sinkfield said Truman's declaration of integration was a rule people were required to follow, but it did not change attitudes.

"That was a rule that people had to follow. That was something they did, but that didn't really change their heart, I don't believe. And their heart was what you're trying to get them to change, and understand, and be sympathetic," Sinkfield said. "That's what I think we need to be working on socially — getting people to believe that you're no better than I am, really. We don't have that kind of 'in your face' racism, but racism is still there in people's hearts, and we just need to move beyond that."

To learn more about the Tuskegee Airmen, visit the U.S. Air Force Airman Heritage Museum at JBSA-Lackland. The museum is currently open to Airmen in training and by appointment only for anyone else. Call 210-671-3055 to schedule, and please bring a mask to comply with JBSA COVID-19 precautions.

Construction picks up for new Airman Training Complex at JBSA-Lackland

By Mila Cisneros

AIR FORCE INSTALLATION AND
MISSION SUPPORT CENTER
PUBLIC AFFAIRS

The Air Force Civil Engineer Center, or AFCEC, is leading a massive \$700 million, multi-year construction project to modernize the Gateway to the Air Force for new Basic Military Training recruits at Joint Base San Antonio-Lackland.

Construction of the Basic Military Training West Campus is a multifaceted effort designed to replace decentralized and aged housing and training infrastructure with modern living and educational facilities. The project will improve the Air Force's necessary capacity to conduct training missions more efficiently at JBSA-Lackland, the basic training location for enlisted recruits.

"The build of the campus is essential to advance the Air Force's training capabilities," said Col. Dave Norton, director of AFCEC's Facility Engineering Directorate. "The new infrastructure is designed to allow the Air Force to successfully train future enlisted personnel in a more functional, modern campus environment."

The undertaking is a partnership between AFCEC, the U.S. Army Corps of Engineers, the 802nd Civil Engineer Squadron, Merrick & Company, and the 37th Training Wing, the largest training wing in the Air Force.

"AFCEC works with installations Air Force-wide to construct timely and resilient facilities that balance maximum durability and functionality while offering reduced maintenance and operational costs," Norton said.

The Airman Training



COURTESY PHOTO

The build of the West Campus at Joint Base San Antonio-Lackland began in 2019, when the Air Force Civil Engineer Center awarded three projects for construction.

Complex is one of the largest construction efforts at JBSA-Lackland, consisting of East and West Campuses to house BMT squadrons. The build of the East Campus started in 2009 and was completed in 2016.

The ongoing construction of the West Campus will add four recruit dormitories, two classroom and dining facilities, and an Airmen's Chapel. The planned design will mirror the East Campus.

The build of the West Campus began in 2019 when AFCEC awarded three projects for construction. They include a classroom and dining facility, as well as two recruit dormitories.

"Modernization of the training facilities at JBSA-Lackland is a necessity

to replace the base's existing outdated buildings constructed in the 1960s and early 1970s," said Shannon Best, AFCEC's design and construction manager.

As the number of trainees at the base increased, these facilities were no longer able to support current and planned accessions of Air Force active-duty, Reserve and Air National Guard recruits.

"The new complex is designed to accommodate large training groups — in both interior and exterior spaces. A unique feature of the first floor is that a portion of it is raised allowing recruits to train in inclement weather," Best said. The project recently celebrated an important milestone when the steel frame of the dining and classroom facility went up.

"It is designed to feature a full-service commercial kitchen, dining area and support spaces on the ground floor," Best said. "The second and third floors will accommodate eight 120-person classrooms with stadium seating."

This program replaces dining hall and classroom facilities that are currently located in various Basic Military Training squadron dormitory buildings.

Up to 1,248 trainees will be assigned to each of the two 280,550 square foot dormitories once complete. The \$226 million investment will provide sleeping quarters, showers and restrooms along with instructional dayroom and instructor offices.

The three projects in

"The new complex is designed to accommodate large training groups — in both interior and exterior spaces. A unique feature of the first floor is that a portion of it is raised allowing recruits to train in inclement weather,"

Shannon Best, Air Force Civil Engineer Center design and construction manager

progress are scheduled for completion by late 2022. Each dorm will also receive a drill pad, running track, exercise pads, war skills training areas and a weapons cleaning pavilion.

"These large, unified spaces will offer flexibility and permit adjustments as the mission changes," Best said.

The Air Force plans to add two new dormitories, an additional classroom and dining facility and the chapel in the coming years.

"These projects are in the design phase and AFCEC's plan is to award some of them for execution in 2021," said Best.

Once complete, the 1.33 million square foot West Campus can simultaneously train almost 5,000 recruits.

MTI of the Year attributes win to coworkers, leaders

By Annette Crawford

37TH TRAINING WING
PUBLIC AFFAIRS

Master Sgt. Roslyn Ball, 319th Training Squadron, credits the mentorship and bonds she's shared with her fellow Military Training Instructors in receiving the 2020 MTI of the Year award.

"The camaraderie of working with such a diverse group of NCOs and seniors NCOs is very rewarding. I've pushed flights and built bonds with people from a lot of different Air Force Specialty Codes that I may not have interacted with in my previous career field," Ball said. "These people have mentored me and pushed me far beyond what I thought I was capable of and I'm very appreciative."

The Columbus, Georgia, native joined the Air Force in January 2003 as an education and training management specialist. She felt she wasn't ready for college but she also wanted to be completely independent and make her family proud.

"My family has a military background and I thought about joining every branch before my oldest brother convinced me to join the Air Force," Ball said. "He was in a different branch of the military and bluntly told me that branch wasn't for me and that I needed to join the Air Force because they had the best quality of life. To this day I am so thankful for that piece of advice from him."

Two events stand out in her mind from her BMT experience.

"I remember when the DFAC had this glass case full of desserts right by the 'snake pit' that no trainee ever dared to touch," she said. "In the later weeks of training, I got a 341 pulled for not giving a reporting statement. That same evening, my MTI told the flight that anyone who didn't get a 341 pulled that week could get cake out of the dessert carousel. I was so mad at myself for not giving that reporting statement."



JOHNNY SALDIVAR

Master Sgt. Roslyn Ball (center) holds the 2020 Military Training Instructor of the Year award at the Basic Military Training graduation ceremony Nov. 5 at Joint Base San Antonio-Lackland. Lt. Col. Raymundo Vann (left), 323rd Training Squadron commander, and Chief Master Sgt. Gabriel Lewis (right), 323rd TRS superintendent, participated in the ceremony.

More importantly, she remembers the looks on her mom's and grandfather's faces when she graduated from BMT.

"I could tell how proud they were of me without them saying it," she said.

The thought of becoming an MTI first crossed her mind when the Developmental Special Duty listing came out at her last base. She was told to rank the duties that had openings, and she marked MTI as her last choice.

"I honestly came to BMT kicking and screaming. This is not something I wanted to do and it showed, at first," Ball admitted. "I wasn't very motivated in MTI school or during the training qualification process, but I always had my family in the background cheering me on."

Ball said she struggled with being an MTI because it was something that didn't come

easy for her.

"It wasn't until I arrived at my assigned line squadron to a section full of amazing instructors that I found who I was as an instructor and I started to actually love what I did. They gave me the tools I needed to be successful and they held me accountable when I didn't meet the mark. I feel like that is where I was meant to be at that time. They all knew my story and they still took me under their wing and showed me what the true definition of an MTI was. They made the job fun. Having good coworkers and leadership can make or break an assignment and they all assisted in making this assignment my most memorable," she said.

"I'm not surprised Master Sgt. Ball was selected MTI of the year because I've seen the caliber of her work firsthand. I'm very proud of her achievements, and I know she is

leading by example," said Lt. Col. Eve McCloud, 319th TRS commander.

Ball said that being a part of the transformation trainees make from civilian to Airman has to be the most rewarding aspect of being an MTI because she has contributed to the beginning of their Air Force story.

"There have been numerous times where a trainee has come in and had a very rough beginning but by the end of BMT they were the sharpest Airmen in the flight," Ball said. "There are times when you can see the moment a trainee realizes what it means to be an Airman and they step up to meet the expectations levied upon them. Seeing how proud the trainees were of themselves on graduation day and then hearing how proud their families and friends were during open house after

graduation made me feel like what I did mattered. It made me remember the day I graduated and how proud my family was of me."

While she's not sure of the number of Airmen whose lives she's impacted, Ball said "there's been so many trainees that I've interacted with and hopefully set up for success in their Air Force careers."

"Our MTIs are the backbone of Basic Military Training," said Col. Michael Newsom, 737th Training Group commander. "Every year, thousands of civilians enter through our gates. Nearly eight weeks later, they leave as proud Airmen. It's all made possible because of the efforts of outstanding MTIs such as Master Sgt. Ball. Being selected for this award speaks volumes of her accomplishments and it is no surprise that she was selected for this honor."

RANDOLPH

AETC's rated diversity improvement strategy team aims to strengthen representation in rated career fields

By Air Education and Training Command Public Affairs

A diverse rated force is a strategic imperative to inspire, retain and develop future Air Force leaders.

From increasing awareness about rated officer careers, to removing barriers for qualification, Air Education and Training Command's Rated Diversity Improvement Strategy Team is making significant strides to remove barriers that impede the service's ability to cultivate a diverse rated force.

RDI Strategy

The draft AETC RDI strategy is a focused, long-term effort to attract, recruit, develop and retain a diverse rated leadership corps through deliberate efforts to raise awareness about aviation career opportunities, developing strategic partnerships, removing potential barriers to service, and mentoring current aviators.

"Ultimately, our goal is to attract, recruit and retain the most qualified people from diverse backgrounds in order to cultivate a high performing and innovative Air Force that is reflective of our nation," said Maj. Gen. Jeannie M. Leavitt, AETC director of operations and communications and AETC's RDI Strategy Team lead. "A diverse force of unique strengths, perspectives and experiences strengthens our Air Force and helps maintain its competitive advantage."

With its overarching goal being to strengthen diversity across rated career fields, the RDI Strategy Team also aims to field an innovative environment within which a diverse force of Airmen can effectively solve tomorrow's challenges and provide combat air lethality with agility and resolve.

"A force comprised of Airmen of various backgrounds inherently brings out new and innovative ideas, which is vitally important to the Air Force mission," Leavitt said. "The convergence of our Airmen's unique skills, abilities

and knowledge is the only way we can solve tomorrow's complex problems."

Air Force officials have recently facilitated sweeping policy changes to foster an environment where this convergence is not only possible, but reinforced.

These policy changes include updating anthropometric guidance, eliminating height requirement waivers, and reducing restrictions on pregnant Airmen who perform flight duties.

Updated anthropometric guidance

As part of the Air Force's on-going effort to encourage a more diverse pool of applicants to pursue careers in aviation, the Department of the Air Force issued a new guidance memorandum Aug. 4 that implements the usage of current population body size data when defining design specifications for aircrew flight equipment and operator stations.

Air Force Guidance Memorandum 2020-63-148 establishes that all program managers use current U.S. recruiting population body size data when defining aircraft design specifications.

Previously, design specifications were based on a 1967 male pilot survey that disqualified 44 percent of U.S. women within the recruitment population — including 74 percent of African Americans, 72 percent of Latino Americans and 61 percent of Asian Americans.

"Barriers will always exist in some form," said Lt. Col. Cathyrine Armandie, AETC chief of rated diversity. "However, as we constantly review our policies to ensure they are inclusive of all and employ meaningful measurements of success, we will continue to make progress in minimizing barriers within the Air Force, and build future leaders who are reflective of our diverse population."

Eliminated initial height requirements

The minimum height requirement for officer applicants who seek careers in

rated fields was also removed to prevent self-disqualification, and foster a larger, more diverse pool of potential aviators.

While still preserving safety of flight, the policy adjustment no longer requires applicants who did not meet previous height requirements to acquire an accessions waiver. Instead, pilot candidates will now be specifically screened for eligibility by AETC officials only to validate their ability to safely operate the controls of operational aircraft.

Under the previous Medical Standards Directory requirement, the height requirement to apply for a career in Air Force aviation was a standing height of 64 inches to 77 inches (5 feet 4 inches to 6 feet 5 inches), and a sitting height of 34 to 40 inches. Although most height waivers were approved, the previous restriction eliminated approximately 44 percent of the U.S. female population between the ages 20 to 29.

According to the Department of Health and Human Services Anthropometric Reference Data for Adults, United States, 2007–2010, the average height for U.S. women aged 20 and over is 63.8 inches across all ethnic groups. In contrast, the average height for U.S. men aged 20 and over is 69.3 inches across all ethnic groups.

"Despite the Air Force's deliberate efforts to recruit underrepresented groups, a significant portion of them would have been systematically discriminated and disqualified unless this policy changed," Leavitt said. "These kinds of fundamental and institutional changes will continue to accelerate us forward."

Removed barriers for pregnant Airmen

Additionally, the Air Force recently updated a policy to reduce restrictions on pregnant women who perform flight duties.

Remotely piloted aircrew, missile operations duty crews and certain fully qualified pilots are now authorized to

perform their assigned duties during pregnancy without a medical waiver.

"Women are vastly underrepresented in Air Force aviation," Armandie said. "This change helps us achieve our goal of minimizing barriers for female Airmen that degrade their quality of service and prevent them from pursuing long-term careers in rated fields."

Female aviators now have the choice to keep performing flight duties during pregnancy, maintain currency and prevent required postpartum re-qualification training.

Airmen will also not be required to fly while pregnant, even those with pregnancies deemed uncomplicated by medical professionals. Nevertheless, Airmen with medically confirmed uncomplicated pregnancies who chose to fly may change their minds at any time.

In addition to supporting the Air Force's on-going efforts to facilitate sweeping policy changes that are inclusive of all, the RDI Strategy Team also seeks innovative ways to restore the luster of aviation among youth and influencers, Armandie said.

"We are making monumental changes to programs and creating opportunities for youth and their influencers to learn more about aviation opportunities," Armandie added. "Additionally, we're providing our current Airmen interested in rated positions the opportunity to enhance their competitiveness for a rated slot through programs like the Rated Prep Program."

Rated Prep Program

The Rated Prep Program, in partnership with Civil Air Patrol, provides invaluable flight training and mentorship to non-rated Air Force officers who plan to participate in the Undergraduate Flying Training Selection Board.

The program not only helps improve Airmen's Air Force Officer Qualifying

Airman's Foundational Competencies lay foundation for success

By Christa D'Andrea

AIR EDUCATION AND TRAINING COMMAND
PUBLIC AFFAIRS

Knowing is one thing, but “doing” is what makes things count. In today’s competency-based approach to Force Development, the Air Force will now be able to capture what an Airman “knows and can do” through the newly released Airman’s Foundational Competencies.

A competency is a combination of knowledge, skills, abilities and other characteristics that manifest in an observable and measurable pattern of behaviors.

The Airman’s Foundational Competencies are categorized into four major groups: Developing Self, Developing Others, Developing Ideas and Developing Organizations. Twenty-two competencies were approved last summer and two more were approved last month.

The Air Education and Training Command Directorate of Operations and

Communications Competencies Division has been methodically developing the competencies through a comprehensive study and research process over the past three years.

“We opened the aperture to listen to what Airmen say matters most to them to be successful in the service,” said Col. Mark Coggins, AETC Competencies Division chief. “We faithfully wrote down what we learned and now we know what makes up the ‘average’ successful Airman.”

These competencies, along with occupational competencies currently in development, are part of the service’s systematic competency-based approach to develop the force. It is an outcomes-based approach that ties a task together with specific behaviors to not only identify what success looks like but to create a pathway that deliberately develops Airmen to become top performers.

Coggins added that competency-based development allows Airmen to really

understand themselves and their proficiency level, and gives supervisors greater insight into what their Airmen need to be more successful.

When conducting large-group studies to determine what competencies were important to Airmen, Coggins stated that “accountability” was number one and “teamwork” was number two.

“I think if we applied resources to those two competencies, we could get a pretty good return on our investment,” he added.

To help Airmen gain a better understanding of their competency proficiency level, an Air Force Competencies section was recently added to MyVector. On this page, Airmen will be able to take self-assessments and review resources to further their personal and professional development.

These assessment tools can assist an Airman, or their supervisor, in determining if they have met expected behaviors associated with a specific competency. Additionally, they are

designed to give Airmen a clear description of what’s expected of them as a member of the Profession of Arms.

“Competencies get to the heart of making the force ready and lay the foundation for Developing the Airmen We Need,” Coggins said. “We are passionate about teaching Airmen something about themselves, and pointing them to resources they can use for self-improvement.”

With ever-changing operational environments, the Department of the Air Force is moving toward a more competitive approach to developing Airmen that links training, education, and experiences to develop an Airman’s competencies to out-think and out-perform adversaries.

“They [competencies] are the common currency of Force Development, a powerful tool for Airmen to use as a pathway to success,” Coggins said.

For more information, visit <https://www.aetc.af.mil/Force-Development/>.

Air, Space professionals participate in virtual EFMP Summit

By Traci Howells

AIR FORCE’S PERSONNEL CENTER
PUBLIC AFFAIRS

Families, leaders, mentors and supervisors of Airmen and Space professionals enrolled in the Exceptional Family Member Program participated in the 2020 virtual EFMP Summit Oct. 21, which offered an update on the progress the program has made thus far, as well as a glimpse of improvements on the horizon.

“This is a topic that has the absolute attention of the Secretary of the Air Force, the Chief of Staff of the Air Force, and the Chief of Space Operations,” said Lt. Gen. Brian T. Kelly, Deputy Chief of Staff for Manpower, Personnel and Services.

“We are committed to making sure we tackle this and make the EFMP process what it needs to be for our Airmen and Space professionals and their families.”

Participants were given background into the improvement process by Tami Nelson, transformation leader for Headquarters Air Force Manpower and Personnel Services. Nelson explained the team first held a rapid improvement event, during which they identified top issues such as lack of automation, inconsistency, and unnecessary medical appointments. With that information, they began to implement changes where able.

Nelson also demonstrated new automation tools available to EFMP families; the medical provider trends

dashboard and the automated travel screening — both designed to simplify the PCS process, arm families with data to make informed decisions, and provide a greater level of transparency.

One of the improvements expected to make a big impact is the newly-created Exceptional Assignment Programs division, led by EAP division chief Tammy Hern.

“Prior to standing up the integrated EFMP cell, all operated independently, leaving military members and their families to navigate several points of contact for assistance,” Hern said.

She explained that families had shared how complex and confusing it was to navigate the system, which led to the integration of all EFMP agencies into one cell. She emphasized the

division is still growing, with several support agency liaisons scheduled to join the team in the coming months.

The summit also included information on legal assistance, special education support, family support coordinators, and respite care, which will be the topic of an upcoming rapid improvement event.

The summit broadcast recordings can be found on the Department of the Air Force Exceptional Family Member Program Facebook page, or on YouTube; Part 1: <https://youtu.be/52R-cwKpdUM> and Part 2: <https://youtu.be/9CvCkT7QFs>.

For the latest EFMP updates, visit the DAF EFMP Facebook page at <https://www.facebook.com/AirForceEFMP> or visit afpc.af.mil.

AETC

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Test scores but helped make underrepresented groups of Airmen more competitive for the UFT board, according to Armandie. In fact, 42 of the 52 program students applied for the UFT, and 37 were selected – 30 percent being from underrepresented groups.

Success defined

“These policy changes and rated career programs illustrate that we are fundamentally changing the way we think about diversity in our Air Force,” Leavitt said. “While diversity as a warfighting imperative is part of advancing force development within AETC’s priorities, the RDI Strategy Team aims to instill diversity and inclusion as a foundational competency

that is applied across all of the command’s priorities.”

Although the task force has facilitated significant policies that underpin a diverse rated force, Leavitt believes continued success of the RDI mission requires a long-term commitment and fundamental change within the Air Force culture.

“The AETC team is working diligently to make RDI a part of our

fabric,” Leavitt said. “Our success lies within changing the culture and adopting diversity and inclusion as a core competency at all levels of the Air Force. That is how we will continue to facilitate change and harness future generations of diverse talent.”

Rated career fields in the Air Force consist of pilots (manned and unmanned aircraft), air battle managers and combat systems officers.