



INCLUSIVITY

Values for Living—Cadet Character Development Forum

INTRODUCTION

Each Values for Living helps cadets explore a virtue from multiple angles and practice that virtue through a hands-on activity. The combination of analysis and practice helps cadets internalize the virtue so it "sticks" and stays with them beyond the end of the squadron meeting.

Discrimination comes in many forms; none of them are consistent with our Core Values. In this lesson, cadets explore the attitudes that lead to discrimination. A group activity allows cadets to experience first-hand the effects of discrimination. By living out the virtue of **Inclusivity**, we empower everyone to contribute to our missions.

PRECLASS CHECKLIST

Prior preparation is essential to success. Please prepare the following well ahead of time:

- All media installed and checked out
- Phase Three cadet orientation/training completed
- Participation awards such as candy or granola bar treats available
- Room arrangements complete

ATTENTION GETTER

LARGE GROUP FACILITATED BY CHAPLAIN/CDI/COMMANDER (5 MINUTES.)

Option 1, Multimedia: Lt Gen Jay Silveria speaks about inclusivity

Please read the following introduction to give context to the video:

In September 2017, the Air Force Academy was shaken by an act of racism. "The words "Go home," followed by a racial slur, were found scrawled in marker on message boards outside the rooms of five black cadet candidates at the Air Force Academy Preparatory School."¹ The Academy Superintendent, Lt General Jay Silveria, gathered the entire Academy community to address the issue. Let's listen together to Gen Silveria's words.

Show Media File: Lt-Gen-Silveria-addresses-cadets-about-racism-incident.mp4

Option 2: in the event video resources are unavailable at your meeting, read the following address by Lt Gen Jay Silveria:²

In September 2017, the Air Force Academy was shaken by an act of racism. “The words “Go home,” followed by a racial slur, were found scrawled in marker on message boards outside the rooms of five black cadet candidates at the Air Force Academy Preparatory School.”¹ The Academy Superintendent, Lt General Jay Silveria, gathered the entire Academy community to address the issue. Let’s listen together to Gen Silveria’s words:

Ladies and gentlemen, you may have heard that some people down in the prep school wrote some racial slurs on some message boards. If you haven't heard that, I wanted you to hear it from me. If you're outraged by those words, then you're in the right place. That kind of behavior has no place at the prep school, it has no place at USAFA, and it has no place in the United States Air Force.

You should be outraged, not only as an airman, but as a human being. And I'll tell you that the appropriate response for horrible language and horrible ideas, the appropriate response is a better idea. So that's why I'm here.

That's why we're all here, because we have a better idea. Some of you may think that that happened down in the prep school and doesn't apply to us. I would be naïve, and we would all be naïve, to think that everything is perfect here. We would be naive to think that we shouldn't discuss this topic.

But I also have a better idea and it's about our diversity, and it's the power of the diversity, the power of the 4,000 of you and all of the people that are on the staff tower and lining the glass, the power of us as a diverse group, the power that we come from all walks of life, that we come from all parts of this country, that we come from all races, we come from all backgrounds, gender, all makeup, all upbringing. The power of that diversity comes together and makes us that much more powerful. that's a much better idea than small thinking and horrible ideas. We have an opportunity here, 5,500 people in this room, to think about what we are as an institution. This is our institution, and no one can take away our values. No one can write on a board and question our values. No one can take that away from us.

So just in case you're unclear on where I stand on this topic, I'm going to leave you with my most important thought today: If you can't treat someone with dignity and respect, then you need to get out. If you can't teach someone from another gender, whether that's a man or a woman, with dignity and respect, then you need to get out. If you demean someone in any way, then you need to get out. And if you can't treat someone from another race or a different color skin with dignity and respect, then you need to get out.

This is our institution, and if you need it, and you need my words, then you keep these words. And you use them, and you remember them, and you share them, and you talk about them. If you can't treat someone with dignity and respect, then get out.

Transition to small groups: All of us have either experienced or witnessed acts of discrimination. In our small groups we'll explore the effects of discrimination and how we should respond.

[Facilitator note: Please be aware of the context of Gen Silveria's address. This incident at the Air Force Academy Prep School took place shortly after a white supremacist rally and racially motivated violence in Charlottesville, VA. Racial tensions were escalating across the country. An African American student at the prep school was found responsible for the graffiti and subsequently expelled. Regardless of the details of this particular incident, Gen Silveria's words emphasize inclusivity as an essential expression of our core values.]

UNDERSTANDING THE DESIRED BEHAVIOR

SMALL GROUP FACILITATED BY PHASE III CADETS (3-5 PEOPLE IN EACH GROUP. 10 MINUTES.)

Small Group Exercise/Discussion – (no more than 6 in each group including senior cadet moderator).

Cadet Facilitators should lead their small groups in a discussion using the following prompts:

- Have you ever encountered or observed a situation where you, or another person, was discriminated against? Will you share it with the group?
- How many types of discrimination can you think of? Which of these have you seen firsthand?
- If you observe discrimination happening, how could you respond?
- Have you ever tried responding to discrimination and, if so, what happened?

APPLICATION OF THE BEHAVIOR TO THEIR LIVES

LARGE GROUP FACILITATED BY CHAPLAIN/CDI/COMMANDER (15 MINUTES)

Chaplains/CDIs/commanders should continue the lesson with a large group discussion. Please begin by reading the following passage from [CAPR 36-1](#):

It is CAP policy that no member shall be excluded from participation in, denied the benefits of, or subjected to discrimination with respect to accessibility to any CAP program or activity on the basis of race, color, sex, age, religion (creed), national origin (ancestry), sexual orientation, gender identity or expression, disability (formerly handicap), marital status, military or veteran status.

Facilitators may also wish to read the following passage from [CAPP 1-10](#):

When Civil Air Patrol formed in the early days of World War II, many of our first volunteers were patriotic citizens unavailable for military service who nevertheless were determined to serve the nation in a time of need. CAP welcomed women, World War I veterans, teenagers, senior citizens, disabled persons, and other volunteers. Our history is built upon a wonderful inclusiveness found only in a democracy. CAP draws its strength from the fact that as a civilian auxiliary of the Air Force, we can and do include Americans from all backgrounds in our important work. Today that proud tradition continues.

Though our members may disagree about a variety of issues, despite our disagreements we treat each other with courtesy and kindness. Refusing to discriminate does not mean compromising our personal values or moral convictions. Instead, refusing to discriminate shows our commitment to respect and professionalism. We set aside our differences as we work together to carry out our missions for America.

After reading the passages above, please facilitate a discussion using the following prompts:

- How does discrimination undermine each of our Core Values?
- Recall the advice of Gen Silveria: The appropriate response to a horrible idea is a better idea. Discrimination is a horrible idea. Using our Core Values, how would you explain CAP's better idea?
- How is bullying a form a discrimination?
- What is "cyber-bullying"? Why do you think cyber-bullying is increasingly common?
- When are you most likely to encounter discrimination as a CAP cadet?
- What would you do if you observed another person being subjected to discrimination?

ACTIVITY

LED BY SMALL GROUP FACILITATORS (10 MINUTES.)

The following activity simulates the effects of inclusion and exclusion.³

Materials: This exercise requires as many adhesive labels or name tags as you have cadet participants. On each label, write an instruction with a pro-social, welcoming behavior. For example, labels might say, "Smile at me," "Shake my hand," or "High Five!" On 10 percent of the labels, write "Turn away and ignore me."

Note: Be aware that some of your cadets may have faced genuine discrimination. Prepare them for the exercise by letting them know that not everyone will have a positive label and that you will debrief the experience at the end of the activity.

Procedure: Provide each cadet facilitator with enough labels for each member of the small group. The cadet facilitators will apply a label to the forehead of each cadet so that the cadet cannot see the label. Ask everyone to remain quiet and not reveal to each other what their labels say. When everyone has a label, ask the cadets to get up and mill around as if they were in the lunchroom at school or socializing before a squadron meeting. Without revealing what is on anyone else's label, the cadets should exchange suggested or similar greetings (for example, you can shake the hand of a cadet whose label says, "High Five!"). Let cadets from all the small groups mingle for 1 to 2 minutes, then ask them to return to their seats without looking at their labels.

When you finish the exercise, take back the "Turn Away" labels from the cadets who received them and hand them a label that says, "Good Sport." Thank them and ask everyone to give

them a round of applause and a high five. In addition, you can give them a coin, snack, or other token of appreciation.

Debriefing: After the mingling, the cadets should return to their small groups for a debriefing with the cadet facilitator. Cadet facilitators may use the following prompts:

- Without looking at your label, do you know what it says? How do you know?
- How did you feel during the exercise? If you had a "Turn away and ignore me" label, what did you want to do?
- At one time or another, all of us have felt like we were wearing a "Turn away and ignore me" label. Some groups experience this more than others. What are some groups that are frequently targeted or left out?
- In this exercise, no one said anything negative; does this count as discrimination? Why or why not?
- Besides using our words, what are some ways we discriminate, perhaps without even knowing it?

LESSON SUMMARY AND WRAP-UP

LARGE GROUP FACILITATED BY CHAPLAIN/CDI/COMMANDER (2 MINUTES)

The Chaplain, CDI, or Commander should conclude the lesson with a summary, such as the following:

The basic idea behind all forms of discrimination is simple: "I'm better than you, so I can treat you differently." Discrimination takes many forms. You're most likely to see it in unkind words and unwelcoming gestures. We've seen how miserable and isolating discrimination feels. We need to be attentive to the ways in which we may be discriminating without realizing it.

As General Silveria said, discrimination is a horrible idea. Discrimination is contrary to our Core Values and has no place in Civil Air Patrol. In fact, we draw strength from a better idea: inclusion. We aim to find a way for everyone, regardless of race, gender, class, or creed, to contribute to our missions. When we work together, our differences make us strong.

QUOTABLE QUOTES

“People must learn to hate and if they can learn to hate, they can be taught to love.”

– Nelson Mandela

“Excellence is the best deterrent to racism or sexism.” – Oprah Winfrey

“A lot of different flowers make a bouquet.” – Islamic Proverb

“Inclusivity means not ‘just we’re allowed to be there,’ but we are valued. I’ve always said: smart teams will do amazing things, but truly diverse teams will do impossible things.”

– Claudia Brind-Woody

“Strength lies in differences, not in similarities.”

– Stephen R. Covey

“Diversity, or the state of being different, isn’t the same as inclusion. One is a description of what is, while the other describes a style of interaction essential to effective teams and organizations.”

– Bill Crawford

“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.”

– Martin Luther King Jr.

“Do unto others as you would have them do unto you.” – The Golden Rule

Note: The Golden Rule is derived from the words of Jesus in Matthew 7:12. The reverse form of this statement, “Don’t do to others what you would not like done to yourself,” is found in the writings of Confucius, Plato, Aristotle, Isocrates, Seneca, Rabbi Hillel, and Jewish scholar Philo of Alexandria. That’s pretty inclusive!

¹ Christine Hauser, “Target of Racist Graffiti Wrote It, Air Force Academy Says,” New York Times (<https://www.nytimes.com/2017/11/08/us/air-force-academy-racist.html>). Published 8 Nov 2017, Retrieved 7 Dec 2019.

² Statement by Lt General Jay Silveria has been edited for brevity.

³ Adapted from: O’Malley, Marion, and Tiffany Davis (1994). *Dealing with Differences*. Carrboro, N.C.: The Center for Peace Education.