



THE **DANG** TRUTH



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The Official Newsletter of the 166th Airlift Wing | Delaware Air National Guard

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TABUK PLUS TWENTY

The 20th anniversary of OPERATION IRAQI FREEDOM and the 142d Airlift Squadron's deployment to Tabuk, Saudi Arabia.

Story by Mr. Mitch Topal, 166th AW/PA



TABUK, Saudi Arabia – Members of the 142d Airlift Squadron build a tent city in the middle of the Saudi desert, March-2003. The base, which became the hub of airlift operations during OPERATION IRAQI FREEDOM, was devoid of housing, infrastructure and facilities when these Airman arrived. (Courtesy photo)

A testament to the resiliency of our Airman, and especially the resourcefulness of those in the Air National Guard, the Tabuk deployment in support of OPERATION IRAQI FREEDOM which began in March 2003 was one of the most difficult the 166th Airlift Wing had experienced. Not just one of the largest groupings of C-130s ever (46 total from nearly ten bases), they were part of the 485th Air Expeditionary Wing that included 24 F-15C Eagle fighters and various other support aircraft. All of it was accomplished under woeful desert conditions.

To commemorate the 20th anniversary of that deployment, 166th Airlift Wing Public Affairs interviewed three of the 12 remaining Delaware Air National Guard Airman who took part in that operation and are still attached to the DANG. Here is the transcript of that interview.

2023 UPCOMING EVENTS

- 10-12 March Yellow Ribbon event
- 6-May Joint Enlisted Banquet
- 8-May Governors Prayer Breakfast
- 17-23 Aug UEI Capstone NCCA

Social Media Links:

- Facebook: 166th Airlift Wing
- Instagram: @166thAirliftWing
- Flickr: delawareairnationalguard

See "Tabuk" continued on page 2

...And *that's* the DANG Truth!



“Tabuk” continued from page 1

The Airmen interviewed are:

- Lt Col Eric Young, Chief of Aircrew Standards and Evaluations, 166th Operations Group
- SMSgt Christopher Coarse, Loadmaster Senior Enlisted Leader, 142d Airlift Squadron
- SMSgt Brian Hardy, Flight Engineer, 142d Airlift Squadron

CC: So, I was a new Loadmaster. My seasoning training ended right before we were activated. Our orders started the 3rd of March, and we left on the 9th.

EY: I was prior enlisted and had just become a navigator. I was on seasoning days when September 11th hit. I was like, ‘Wow the timing was either just right or terrible. I was a part-time guard bum. I knew it was going to be busy.’ So, then we left in March 2003. We left as fast as we could, didn’t really know where we were going, and didn’t have all the gear we needed. As a brand-new navigator – a lieutenant – we didn’t even know where Tabuk, Saudi Arabia was. We flew overnight, stopped in Lajes in the Azores for refueling, then again at Sigonella, Italy. From there we flew right in to Tabuk.

EY: I remember landing there and it was just a field. Nothing but sand. So bright it hurt your eyes. Later, when you saw something green – green grass or something – it was so offensive it also hurt your eyes because the color was so bright. There were a lot of shocked faces. We expected billeting, a commissary maybe. There was nothing.

BH: At the time we deployed I was with the AMXS. I was a crew chief full-time here. We kept getting told we’re not going anywhere. There’s nothing going on. About a week later we got told we’re taking six airplanes and as many crews as they had, and just enough maintenance people to start up in Tabuk. The rest of the maintenance crews would come over on a C-5 or some sort of transport a little later.

BH: We left at the beginning of March, flew into Lajes, got gas and flew into Tabuk. And prior to us leaving, they told us, ‘Look, this is a bare bones base. There’s no BX, nothing. You had to take everything you need take at least 3 to 4 months of shaving cream, and all your supplies – medications and everything.’

CC: We arrived and had to dodge signs on the sides of the taxiways. It was set up for fighters, not Herks. If you see the official photos, 84-0210 was first in line. That was us. Lt. Col Timmons, Maj. Castaldi, Maj. Wesley, MSgt Scott, MSgt



TABUK, Saudi Arabia – Airman hustle to a C-130 for one of 3,354 sorties that took place during OPERATION IRAQI FREEDOM in 2003. Air National Guard airlift and fighter units worked together to make the operation an extraordinary success. (Courtesy photo)

Springsteen, MSgt Dillon, SSgt Loveless and I think MSgt Fritz. I think there was an ADVON airplane that had left a day or two prior, but they were parked elsewhere on the field.

EY: So, you build your tent, find some plywood, find some water and bring it back to your hootch and grab some MREs. At the beginning there something like 15 people to a tent. I was practically sleeping outside. Later, that went down to 12 people.

EY: We had to put up the bathroom tents and they never got cleaned. It was always dirty. We used to brag about how long we could go without using them. You always had sand in your eyes and ears. Then we just sat there waiting for the kick-off of this thing.

CC: You’d go in to take a shower and as soon as you walked out you got hit with a dust storm and think, ‘Well, that was pointless.’

BH: We got there a little after some other units, so there were a few spots of tents being built. It was like, ‘Hey, if anyone isn’t doing anything today, you need to go over and start building tents for the people that are coming in.’

All: There were six other units: the Niagara New York reserve, Tennessee, Oklahoma, St. Joseph, Missouri, Charleston, West Virginia, and Kentucky. We got to fly all these different airplanes. Ironically, many of the airplanes we got from Kentucky were there.

BH: They didn’t have room for us so they took a taxiway and said, ‘We’re going to park all your airplanes here.’

Then our maintenance crews kept getting bumped. They had problems with the C-5, and for whatever other reasons, they didn’t get there until the end of March. This thing kicked off and we didn’t have our maintenance people. We had 20 or 25



See “Tabuk” continued on page 3



“Tabuk” continued from page 3



TABUK, Saudi Arabia – Dozens of C-130s lined up in the desert during OPERATION IRAQI FREEDOM in 2003. Air National Guard airlift and fighter units worked together to make the operation an extraordinary success. (Courtesy photo)

people there to maintain six aircraft, which was nowhere near what we needed. So, they told us we had to pair up with Oklahoma City. Pair up with them, you help them out and they’ll help you out and we’ll get the job done. We split the crews up, this many on day shift and this many on night shift. We just kept the regeneration of aircraft up for these sorties.

Once the rest of our crews showed up, we got more established. We could take care of our own aircraft without borrowing our brethren from other units. But then every time an aircrew flew, they said you have to take along a crew chief in case anything breaks and needs to get fixed. That took away one or two of use during each shift.

They took a whole bunch of guard units and dropped us in the middle of the desert onto a bare-bones base and said, ‘Alright. Function. Together.’ It was a big tasking for us. I remember the one general came in and told us, ‘This was my idea to put all the guard people here just to see how it went.’ And it went!

CC: It went very well.

BH: He was very impressed. He showed up to Al Udeid when we got there and told us how impressed with how much cargo and how many missions we flew out of there. They considered the guard

as a bunch of part-timers who had regular jobs on the outside. But we executed the mission excellently, and he recognized that.

CC: There’s a lot of talk about the ACE (Agile Combat Environment) and MCA (Multi-Capable Airman) concepts. We employed a lot of that in Tabuk. The Red Horse unit was 1/3 manned, so we put up tents, built floors for them, all kinds of things we wouldn’t normally do. I remember a St. Joe (MO ANG)

loadmaster was running a bulldozer, spreading crushed rock for the road.

EY: We started flying into Baghdad and some other places, landing on taxiways because the runways had been bombed out. There were so many “rainbow” crews- crews made up of members of two or more units. We flew with Oklahoma City and a few others. It a constant flying. There something like 27 lines a day, around the clock. It was rare that we were off for any more than 16 hours. And the food. If you got really tired of eating MREs, you had to find someone else’s chow hall. It could be anywhere – Jordan or whatever. You tried to find the army mess or something.

CC: The word got out pretty quick that our base had nothing. You’d go all dirty into the chow hall at one of these other bases. As soon as you told them you were from Tabuk, they started throwing food at you and say, ‘Hey, bring this back to your people.’ We felt like a bunch of beggars.

BH: Eventually, we got a chow hall. They had something called a URE, a unit MRE that they prepared in the chow hall. So now everyone’s lining up to eat an MRE. Pretty funny.

EY: I think they also baked some bread and had some fruit so we could at least get something fresh.



TABUK, Saudi Arabia – Flight crew from the 166th Airlift Wing in front of one of Delaware Air National Guard’s C-130s during OPERATION IRAQI FREEDOM in 2003. Air National Guard airlift and fighter units worked together to make the operation an extraordinary success. (Courtesy photo)

See “Tabuk” continued on page 4



“Tabuk” continued from page 3

BH: The mail started to flow and that really upped morale.

CC: The mail was coming in but it wasn’t getting distributed. So, what a bunch of us did one afternoon was we went in and there was a stack of mail half the size of this [Loadmaster section conference] room. So we went in and just took care of it. The fighters had already gone home, so we sectioned out their mail and figured out what was for the rest of the units and distributed it out. It was one of those deals where the postmaster was so overwhelmed, she just couldn’t deal with it.

EY: We worked in Tabuk up until Cinco De Mayo.

At the mission’s peak, Tabuk held 3,500 personnel and over 70 aircraft. By 3-May, shortly before operations ended, the C-130s had flown 1,199 missions, 3,354 sorties, 7,451 hours, hauled 9,382 tons of cargo and 8,800 passengers. All of this was accomplished at a tiny base in the middle of the Saudi Arabian desert with little infrastructure or facilities and was subject to constant sandstorms.

BH: And they said, ‘Hey, we’re getting everybody out of Tabuk. The Saudis want us out of here.’ So, some of the units

went to Al Udeid. Some units went to other places.

CC: They had just taken all of the stealth fighters out of “The ‘Deid”. They didn’t need them anymore, so they sent them back home. We got their billeting.

BH: Yeah, they put us next to the Aussies – the Australians.

EY: Going to Al Udeid was like going to Disneyland because they had three chow halls, a tent movie theater, and a tent coffee shop.

BH: The big thing was there was no go home date. Everything was, ‘Two weeks.’ We didn’t get out of there until the 12th of July.

And one big take-away from the deployment was that the Air National Guard finally garnered the respect it deserved from big air force.

Today, approximately one dozen 166th Airlift Wing members that served in Tabuk are still in the Delaware Air National Guard.



TABUK, Saudi Arabia – Night operations at Tabuk. A 166th Airlift Wing C-130 is loaded with pallets for an airdrop over Iraq during OPERATION IRAQI FREEDOM, 2003. (Courtesy photo)



TABUK, Saudi Arabia – Another dust storm at tent city during OPERATION IRAQI FREEDOM, 2003. (Courtesy photo)



NEW CASTLE AIR NATIONAL GUARD BASE, Del. -- These Airman served in Tabuk during OPERATION IRAQI FREEDOM and are six of the 12 still attached to the 166th Airlift Wing, 23-February-2023. (From left) Senior Master Sergeant Christopher Coarse, Senior Master Sergeant William Chakwin, Master Sergeant Susan Springsteen, Lt Colonel Eric Young, Colonel Andrew Sides, and Senior Master Sergeant Brian Hardy. (U.S. Air National Guard photo by Mr. Mitch Topal, 166th AW Public Affairs)

STATE OF THE GUARD 2023



The Delaware National Guard and MG Michael Berry, Adjutant General for the Delaware National Guard, host members of the community for the 2023 State of the Guard at the Army Aviation Facility on February 24, 2023. During the presentation, the 2023 Warrior Friendly Large and Small Business Awards were presented to Bloom Energy and Orth Financial Group. In addition, the 287th Army Band appointed Dr. Voni Perrine from the Odessa High School as the units new Honorary Commander.

The Guard continues to provide local support throughout the state on everything from COVID-19 to storm response, as well as the fight overseas. Your Hometown Force stands ready, willing, and able to serve our state and nation.

The facility is home to four aviation units whose mission ranges from Air Assault and Movement to Medical Evacuation, Search and Rescue, and Humanitarian Aid. The units also participate in inter-agency training. The force operates, maintains, and flies the UH-60 Black Hawk, the Army's utility tactical transport helicopter.

Following Berry's briefing community members enjoyed a tour of the facility and Army Aviation's Black Hawks.



DANG DIASPORA

While the wing HQ building undergoes renovation, Wing Staff and Airman from other sections find new homes.



The wing headquarters building at 2600 Spruance Drive, built in the early 1990s, is showing its age. Cracks in the linoleum floors, stains on the carpets, missing drop ceiling panels, tempermental plumbing and HVAC, and non-functioning window treatments were a constant reminder that the venerable old building needed some TLC. In 2022, funding became available to give her a complete interior renovation and the work began in January, 2023.

Meanwhile, members of the Wing Staff and other sections, including the commanders, had to relocate to office space in other buildings on the base. The map below will guide you to their new locations:



AIRMAN SPOTLIGHT

TECHNICAL SERGEANT ZACKERY KNOTTS

166TH AIRCRAFT MAINTENANCE OPERATION CENTER (MOC)

Tech Sgt. Zackery Knotts enlisted in 2013 looking for a challenge. “I wanted to continue to push myself to be better,” said Knotts. “I grew up playing sports so the mental and physical challenges that come along with being in the military is what captured my attention.” Knotts currently works full time in the Maintenance Operation Center (MOC) and has a broad range of experience from his tenure being on active duty. Knotts served as a MOC Controller for several different aircraft such as HH-60G, C130J, EC130, A-10, F-16, and the C-130H. “There aren’t many scenarios I haven’t experienced in this position” said Knotts. “I use that knowledge to provide the best work I can for the mission.”

Along with facing new challenges and the opportunity to serve the Air Force has allowed Knotts to explore the world. “I grew up in a small town so packing up and moving across



the country away from family was a challenge for me but it’s a decision I do not regret.

Leaving for basic training was the first time I had ever flown on a plane. Within a few years of being at my first duty station I had gone on deployments to Iraq and Afghanistan, so very quickly I had become well-traveled. Those deployments came with challenges but helped me grow as an Airman and pushed me out of my comfort zone.”

Serving as an NCO Knotts understands the nuances and intricacies of leadership “My message to other leaders in the guard would be keep in mind that we all had to start somewhere and it’s important to be encouraging and helpful to those we are training and supervising.” Serving as a Junior Enlisted comes with it’s own unique challenges, Knotts shares his perspective “Always remember you don’t have to be the smartest or most talented at what you are doing” said Knotts. “Just work hard and have a good attitude and you will do great things throughout your career.”



Managing Leadership Challenges

By Senior Master Sergeant Faith C. Fleischman
166 AW Human Resource Advisor



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Human Resource Advisor
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Office – Located in the LRS Command Staff area

In February we rolled out a new HRA Diversity & Inclusion course titled, “Managing Leadership Challenges and Navigating Difficult Conversations,” which was a big hit! It’s important to realize that just because someone holds a position of leadership, doesn’t necessarily mean they should. Put another way, not all leaders are created equal. The problem many organizations (corporate, private, and DoD) are suffering from is a recognition problem – they can’t seem to recognize good leaders from bad ones. Leaders need to be honest, have a demonstrated track record of success, be excellent communicators, place an emphasis on serving those they lead, be fluid in approach, have laser focus, and a bias toward action. Remember - “A good leader is not defined by the position you hold in your company; it starts by having self-awareness of your actions within a larger organization and how you can influence everyone around you, no matter what level of the company their position is in. It is important to remember that everyone has qualities that lend itself to being a good leader; the idea that only some are born to be leaders should be replaced with the notion that everyone can learn to be one.”

If you’d like to learn more about the subject of Managing Leadership Challenges, how the HRA can assist you, or would like to schedule training for your Section, Squadron, or Group please swing by my office or send me an email. Also, don’t forget the HRA Diversity & Inclusion series courses are offered to the Wing every Saturday or Sunday of RSD. Check the RSD Plan and monthly email for locations. See you there!

FY23	Saturday	Sunday
March	Managing Leadership Challenges & Navigating Difficult Conversations (NEW)	
April	<i>NO HRA CLASSES SCHEDULED</i>	
May	Mentorship Program Event	Managing Stress in the Workplace & Resiliency (NEW)
June	Emotional Intelligence	Coaching/Mentoring Methods 101 (NEW)
July	<i>NO RSD</i>	<i>NO RSD</i>
August	Motivational Strategies for Leading Airmen (NEW)	Managing Stress in the Workplace & Resiliency (NEW)
September	Motivational Strategies for Leading Airmen (NEW)	Coaching/Mentoring Methods 101 (NEW)



Promotions & Retirements

January - February 2023

Promotions

Diana K. Cornejobernal to AMN
Manuel A. Rose 166 LRS to AMN
Kolton M. Ulrich to AMN
Abbey B. Butterfield to SrA
Dakeem T. Blackiston to SrA
Leah M. Brasure to SrA
Nnoko Essong J to SrA
Erissa M. Negron to SrA
Amos C. Tarley Jr. to SrA
Abigail N. Welch to SrA
Augustine Acquaviva to SSgt
David A. Buchanan to SSgt
Reynaldo Garcia, Jr to SSgt
Max A. Gibson to SSgt
Noah D. Houser to SSgt
Samuel E. Loftin to SSgt
Jonathan M. Stanley to SSgt
Alex Walker to SSgt
Khari B. Whitfield to SSgt
Joseph W. Carmona to TSgt
Dane J. Thorson to TSgt

Retirements

Lt Col Jonathan Schlegel 166 COS
TSgt Pamela Anderson 166 COS





Delaware National Guard

DNG-J9 State Family Program Award Recognition

166 AW Military and Family Readiness Key Volunteer - COMMUNICATION AWARD

Awarded to an individual or group that has played an integral part in establishing a channel of communication to promote Family awareness between Families and the Command.

Mrs. Celestin has gone above and beyond to work with the Operations Group Leadership to establish a channel of communication into the homes of its members to promote awareness between the families and the command. Mrs. Celestin connects with families to verify contact information, clarify preferred methods of communication and to provide information on the Group Key Volunteer Program. In addition, Mrs. Celestin provides information on installation and community events and referral information on wing and community services as needed and appropriate. Mrs. Celestin has enhanced mission and personal readiness by providing an avenue for four-way communication between Group and Unit leadership, the Military and Family Readiness Office and families. She has and continues to demonstrate success in strengthening the Operations Group while building a sense of belonging, resiliency, and community.

COMMUNICATION AWARD – DE ANG

COMMUNICATION AWARD – DE ARNG

Awarded to an individual or group that has played an integral part in establishing a channel of communication to promote Family awareness between Families and the Command. Below methods of communication and frequency are reviewed for this category:

- Networks with unit, Families and community
- Sends out SFRG/Key Volunteer Group newsletters
- Sends information via email and maintains up-to-date email list
- Maintains current SFRG/Key Volunteer Group web site
- Updates and tests Family phone tree
- Maintains a current SFRG/Key Volunteer Group bulletin board





Delaware National Guard

DNG-J9 State Family Program Award Recognition

MILITARY POINT OF CONTACT (MPOC) EAGLE AWARD

The MPOC Eagle Award signifies exceptional service and support of the unit volunteer group. It is presented to the Military Point of Contact who goes above and beyond the normal duties as the liaison

CMSgt Bennett has been critical in developing and supporting the Key Volunteer Program in the Civil Engineering Squadron. CMSgt Bennett has served as a military point of contact (MPOC) for the Key Volunteer Program and Military and Family Readiness Program regarding member and family readiness, concerns, and issues. CMSgt Bennett has served many hours beyond his regularly scheduled day to assist in identifying trends, needs and to serve as a point of contact to ensure flow of information between the unit, home and Military and Family Readiness Office. In addition, CMSgt Bennett is also willing and available to provide support however and whenever needed. His recruitment efforts and commitment of both programs have not gone unnoticed. He truly exemplifies service before self and outwardly shows his commitment to make the better best.

MILITARY POINT OF CONTACT (MPOC) EAGLE AWARD

The MPOC Eagle Award signifies exceptional service and support of the unit volunteer group. It is presented to the Military Point of Contact who goes above and beyond the normal duties as the liaison between Command, Families, and Volunteers to enhance the program at the unit level. The MPOC realizes the vital role he or she plays within the Family Readiness Program and that his or her dedication and commitment to the group directly impacts the members of the unit and their Families. The following are examples of what makes the MPOC exceptional:

- Participates in unit and state events, including Annual State Family Program Workshop
- Acts as a liaison between the Lead Volunteer and Commander, and corresponds with them both on a regular basis
- Assists SFRG/Key Volunteers in obtaining necessary resources to operate effectively
- Coordinates, supports, and solicits Volunteers
- Provides SFRG/Key Volunteers with accurate and timely information, including updated rosters
- Attends SFRG/Key Volunteer meetings regularly
- Coordinates and implements Family Sponsorship Program to welcome new Families



Feathers of the Wing

A historical perspective by BG (Ret.) Kennard Wiggins, Curator of the Delaware Military Museum

BRIGADIER GENERAL WILLIAM W. SPRUANCE

Founding Father of the Delaware Air National Guard



Brigadier General William W. Spruance (Retired)

Born December 5, 1916, in Wilmington, Delaware, General Spruance became a pilot in the Army Air Corps under General Patton in World War II. Already a civilian pilot, he joined the military and trained as a military aviator. General Spruance was commissioned in 1939 as a second lieutenant in U.S. Army Field Artillery upon his graduation from the Princeton University Reserve Officer Training Corp. He entered active duty a year later, assigned to the 2d Armored Division at Ft. Benning, Ga., as a field artillery forward observer. First Lieutenant Spruance completed military flight training in 1943, transferred to the Army Air Corps and graduated “top gun” from flight training class 43A. He was assigned as a transport pilot to

the Troop Carrier Command. Flying into Burma, he experimented with all-weather supply drops flying the C-46 Commando. He flew the “High Hump” in Burma in the C-54 Skymaster, and completed 362 missions in the China-Burma-India Theater ferrying troops and supplies. He was released from active duty in 1946.

General Spruance was an original member of the Delaware Air National Guard, organized in September, 1946. He is recognized as one of the founding fathers of the unit, and served in various positions flying the C-45 and the C-47 Skytrain and supporting a fighter squadron. He was named assistant adjutant general for air, Delaware National Guard, with the rank of brigadier general, in 1956. He retired from that post in 1976.

After surviving a near-fatal crash as a passenger in a T-33 aircraft in 1961, resulting in extensive burns, he began a lifelong and legendary safety mission that took him to dozens of bases in the U.S. and around the world to make over 2,000 presentations on flying safety and crash survival. He was the first reserve officer awarded the Air Force Distinguished Service Medal for one of his three trips to Vietnam when he gave 100 presentations to over 10,000 people, at 58 bases, in 60 days.

For three decades he served on the governing board of the Air Force Association and was the Board Chairman for 17 years. He was Chairman Emeritus at Embry-Riddle Aeronautical University and served on the Advisory Council of their Center for Aerospace Safety Education. He also served on the Board of the Aerospace Education Foundation, and the National Guard Educational Foundation. He was a regular lecturer at the International Center for Safety Education and the Air National Guard Training and Education Center. He served the National Guard Association of the United States for over half a century, including its board of directors and the NGAUS Insurance Trust.



VIRTUAL WOMEN'S AIR & SPACE POWER SYMPOSIUM 2023

8-10 MARCH

OVERALL THEME: IN THE ROOM WHERE DECISIONS ARE MADE

This professional development event welcomes the participation of all Total Force Airmen and Guardians, both military and civilian, and all genders to engage in thought-provoking discussions that address challenges facing servicewomen and minorities today. The volunteers who dedicate their time and talents to make this conference a success are passionate about removing barriers that still exist to serve! The symposium is an opportunity to increase awareness, build leaders armed for action, and bring the future faster!

DAY 1: FINDING INSPIRATION ... DAY 2: DEVELOPING SKILLS ... DAY 3: LEADING CHANGE

DAILY VIRTUAL FORMAT FOR 8, 9, & 10 MARCH 2023 (EST)

-  **Opening Remarks** 0900-0915 / 15 min
-  **AM Keynote** 0915-0945 / 30 min
-  **Panel 1** 0945-1045 / 60 min
-  **Break** 1045-1055
-  **Panel 2** 1055-1155 / 60 min
-  **Lunch** 1155-1230 / 35 min
-  **Panel 3** 1230-1330 / 60 min
-  **PM Keynote** 1330-1420 / 50 min
-  **Break** 1420- 1430
-  **Panel 4** 1430-1530 / 60 min
-  **Closing Comments** 1530-1545 / 15 min

PANEL TOPICS

- DAY 1**
 - We Stand on the Shoulders of Giants
 - The Gift of Attention, The Power of Connection
 - Allyship: An Important Part of the Diversity, Equity, and Inclusion Conversation
 - How to Make Change in Bureaucracy
- DAY 2**
 - Intersectionality: The Voice of Those Who Serve
 - Navigating Family Building: How to Support Airmen and Guardians Through the Ups and Downs
 - The Multi-Generational Workforce: Key to Connection, Influencing Change, and Retaining Talent
 - An Outside-In Perspective: What the Department of the Air Force Can Learn from Industry
- DAY 3**
 - Addressing Childcare, Education, and Spouse Employment Barriers so Airmen, Guardians, and Families can Rise to Their Best
 - There is Still More Work to Be Done: A Roadmap to Transforming Sexual Assault Prevention and Response
 - Women, Peace, and Security: Embracing Change to Achieve Operational Objectives
 - How Our Sister Services are Changing Policy for Servicewomen

CONFIRMED SENIOR LEADERS AND KEYNOTE SPEAKERS

- Deputy Secretary of Defense, The Honorable Kathleen Hicks
- Chief of Staff of the Air Force, General CQ Brown, Jr.
- Chief of Space Operations, General Chance Saltzman
- Air Mobility Commander, General Mike Minihan
- Deputy Chief of Staff for Operations, Lt Gen James C. Slife
- Director C4/Cyber, J6 Joint Staff, Lt Gen Mary F. O'Brien
- Deputy Chief of Space Operations, Lt Gen DeAnna Burt
- Chief Master Sergeant of the Air Force, CMSAF JoAnne Bass

Confirmed Additional Speakers

- Gen (ret) Lori Robinson
- Gen (ret) David L. Goldfein
- CMSAF (ret) Kaleth O. Wright
- Col (ret) Dede Halfhill

Additional Invited Speakers (Tentative)

- Vice President of the United States of America, Madam Vice President Kamala Harris
- Chief Master Sergeant of the Space Force, CMSSF Roger A. Towberman
- Senior Enlisted Advisor to the Chairman Joint Chiefs of Staff, SEAC Ramon Colon-Lopez

SPONSORED BY

Department of the Air Force Office of Diversity and Inclusion



daf.womens.air.and.space.power@us.af.mil



Full Agenda will be up at the following site by 21 February 2023
<https://www.af.mil/Diversity/>



SCAN ME!



<https://www.facebook.com/WomensAirAndSpacePowerSymposium>



HOW ESGR CAN HELP

ESGR understands the unique talents and skill set Guard and Reserve Service members can bring to the civilian workforce. To make this arrangement work, both parties must be aware of their rights and responsibilities under the Uniformed Services Employment and Reemployment Rights Act (USERRA). Delaware ESGR is here to help! There is an ESGR representative able to help you forge a stronger bond with your supervisor through a greater understanding of your military service.

As part of our outreach ef-

forts, ESGR offers employer programs such as Bosslifts, employer briefings, and job fairs in your local area.

There are ways to say “thanks for your military service,” and ways to say “thanks for your support.” ESGR offers a Statement of Support program where employers can sign a pledge to support the military service of their employees. Simultaneously, Delaware ESGR offers a progressive awards program so you can nominate a supportive supervisor or employer for support that goes above and beyond

what is required by law.

Our hope is by creating a culture in which all American employers value the military service of their employees, we will limit any issues between employers and Service members. When issues do arise, ESGR offers free, neutral mediation and information on what the law requires.

For more information about ESGR outreach programs or volunteer opportunities, call 1-800-336-4590 or visit www.ESGR.mil.



SAPR ARTWORK CONTEST

Theme Topics:

Prevention

Investigation

Accountability

Advocacy

Assessments

Intervention

Consent

Quid Pro Quo

Hostile Environment

Retaliation

"Not in my Squad"

"Step Forward. Prevent. Report. Advocate"

"Courage to Report Fuels Change"



Entries submitted to
DENG SAPR Offices
ANG & ARNG
COB 6March 2023

PRIZES:
1st, 2nd, & 3rd

Winners notified 31Mar2023

Winning ART displayed
in various locations
in Delaware

SHOW OFF YOUR ART/DESIGN
SKILLS BY ENTERING YOUR BEST
WORK IN THE SEXUAL ASSAULT
AWARENESS AND PREVENTION
MONTH ARTWORK CONTEST

Please sign up @

<https://elinvitations.afit.edu/inv/anim.cfm?i=719553&k=05604B0C7E54>

Please send all inquiries to:

chateedra.r.othman.mil@army.mil

stephanie.davis.13@us.af.mil

luciany.moise.civ@army.mil

(302)319-1767



Hosted by: DENG SAPR Team



Stephanie Davis

166th Airlift Wing SARC

(302) 250-1802

Stephanie.davis.13@us.af.mil

DoD

Safe Helpline

Sexual Assault Support for the DoD Community

safehelpline.org | 877-995-5247



UPDATE

D.E.E.P.

-- Joint Enlistment Enhancement Program --

HELP US FIND THE NEXT DNG SOLDIER OR AIRMAN!

EARN CASH INCENTIVES FOR EACH REFERRAL THAT JOINS THE DELAWARE NATIONAL GUARD:

NOW \$1,000!

**\$500 @ ENLISTMENT PLUS
\$500 @ DEPARTURE FOR TRAINING
OR \$1,000 @ ENLISTMENT IF FULLY QUALIFIED**



Air National Guard



5 EASY STEPS!

1. FIND AN APPLICANT & SCAN THE QR CODE
2. THEY ENTER THEIR CONTACT INFORMATION
3. YOU ENTER YOUR UNIQUE ID CODE
4. RECRUITERS CONTACT AND PROCESS THE LEAD
5. YOU EARN IF THEY JOIN!

CONTACT A RECRUITER FOR MORE INFORMATION



Army National Guard





Mr. Jovy Juanillo | Delaware Military
OneSource Consultant
Contractor
Jovy.juanillo@militaryonesource.com
Mobile: (302) 494-3825
Office: (302) 326-7455
Visit www.militaryonesource.mil or call:
800-342-9647

MILITARY ONE SOURCE

MILTAX WILL HELP MAKE FILING TAXES EASY

Tax season doesn't have to be a stressful time.

With MilTax, surprises are a thing of the past! Military OneSource MilTax benefits make filing more accessible, faster, and secure for all military community members. You can access the suite of services 24/7 and consult with tax professionals who understand the unique considerations for military personnel. Get an early start on your taxes and increase your chances of getting a significant refund. To learn more and access Miltax please visit this link <https://www.militaryonesource.mil/financial-legal/taxes/miltax-military-tax-services/>





166th Force Support Squadron

Did You Know?

ANG Federal Tuition Assistance Program is BACK!

DSGs (Enlisted and Officer) can now take advantage of Fed TA to pursue off-duty educational opportunities!

The ANG Fed TA program will pay 100% of your tuition not to exceed:



- \$250 per semester credit hour, or
- \$166 per quarter credit hour, and
- \$4,500 maximum per fiscal year



ANG Fed TA will approve up to:

- 124 Semester Hours (186 Quarter Hours) for an undergraduate degree and
- 42 Semester Hours (70 Quarter Hours) for a graduate degree.

Contact ANG TA Central Office for more information:

ngb.cc.a1fedtaorg@us.af.mil

Request Fed TA through AFVEC:



AIR FORCE

Virtual Education Center

<https://afvec.us.af.mil>

no earlier than 45 days and no later than 7 days PRIOR to course start date.



***It is mandatory that ALL invoices are sent to NGB/A1D by 19 Aug 23 (cutoff date) before the billing cycle closes.**