



NCR Diversity, Equity and Inclusion

Cultural Observances, Awareness Information and Events

Juneteenth and Pride Month

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Juneteenth and Pride Month

Juneteenth, also known as Emancipation Day, is celebrated annually on June 19 to commemorate the emancipation of enslaved African Americans in the United States. Juneteenth has become an occasion to honor ancestors, recognize their sacrifices, and celebrate the achievements and contributions of Black Americans to the nation. It offers an opportunity to educate and raise awareness about the history of slavery, the struggles endured by African Americans and the ongoing fight against systemic racism.

Pride Month, honors the journey of LGBTQIA+ community and continue the efforts of promoting acceptance and inclusion. The struggles, sacrifices and successes among the LGBTQ+ community to shape our history and remind us to defend tolerance and justice for all. Pride Month provides us the opportunity to educate and discuss issues related to LGBTQ+.

Both Juneteenth and Pride Month emphasize the importance of inclusion and equal opportunity within Civil Air Patrol and our strength in unity.

Lt Col Bonnie Braun
NCR Diversity Officer



OFFICE OF THE NATIONAL COMMANDER
NATIONAL HEADQUARTERS
CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
MAXWELL AIR FORCE BASE, ALABAMA 36112-5937

1 April 2022

MEMORANDUM FOR ALL CAP MEMBERS

SUBJECT: CAP Nondiscrimination Policy

1. Civil Air Patrol is committed to equality of opportunity in offering access to its educational and operational programs and activities. Nondiscrimination and diversity are critical to our success as an organization.
2. CAP provides an inclusive and welcoming environment for all members and ensures that educational, membership and operational decisions are based on each individual's abilities and qualifications. Consistent with this practice and applicable laws, 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, sex, age, color, religion (creed), national origin (ancestry), sexual orientation, gender identity or expression, disability (formerly handicap), marital status, military or veteran status. However, each case is subject to applicable qualifications and ability standards for the CAP program or activity concerned. Further, it is Civil Air Patrol policy that no applicant meeting CAP's minimum age requirement will be denied membership in CAP on the basis of any of the foregoing characteristics. This policy is intended to ensure that only relevant factors are considered, and that equitable and consistent standards of conduct and performance are applied.
3. Commanders at all levels are responsible for ensuring that members under their command are aware of and adhere to CAP's nondiscrimination policy.
4. Allegations of violations of the CAP Nondiscrimination Policy will be sent to the Equal Opportunity Officer (EOO), Lt Col Walter Vertreace. Submission of allegations and/or complaints directly to the CAP/EOO will not be considered a violation of the chain of command.
 - a. Those wishing to submit a discrimination complaint should review CAPR 36-2, *Complaints Under the Civil Air Patrol Nondiscrimination Policy*, for procedures and guidance. Additional guidance may also be obtained by contacting the EOO.
 - b. The CAP/EOO can be contacted at eo@capnhq.gov or (267) 971-9442, or by writing to Equal Opportunity Officer, 105 South Hansell Street, Maxwell AFB, AL 36112.
5. Any questions concerning this policy should be directed to the CAP/EOO.

EDWARD D. PHELKA
Major General, CAP