



## New NAVAIR African-American Advisory Team established

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At left, Dr. Renee Yuengling, a diversity consultant, facilitates a discussion on career progression barriers at the kickoff meeting of NAVAIR's African-American Pipelines Advisory Team Feb. 26 in Patuxent River, Md. (U.S. Navy photo)

NAVAL AIR SYSTEMS COMMAND, PATUXENT RIVER, Md. — NAVAIR launched a new African-American Pipelines Advisory Team Feb. 26 to bolster its diversity and inclusion initiatives.

Specifically, the 60-member team — the fourth advisory team under NAVAIR's Executive Diversity Council — has three main goals:

- Identify career progression barriers from an African-American perspective
- Foster a NAVAIR-wide collaborative network to share information and lessons on how to climb the career ladder
- Enhance mentoring and motivate NAVAIR's African-American workforce to prepare for and pursue senior leadership opportunities, including the Senior Executive Service

The team includes military and civilian employees across all NAVAIR sites, with smaller focus area teams concentrating on site-specific issues.

In his Commander's Intent, NAVAIR Commander Vice Adm. David Dunaway reiterates



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NAVAIR's continued commitment to creating a world-class, diverse workforce. Establishing this team directly supports this goal, team members said.

NAVAIR is also developing a long-range workforce strategy, which, among other initiatives, includes creating opportunities for all employees to sharpen their technical, business and leadership skills through a range of developmental opportunities.

According to national government civilian labor force statistics, black males and females make up 4.8 percent and 5.7 percent, respectively. At NAVAIR, black males make up 5.8 percent of the workforce, while black females make up 2.7 percent.

NAVAIR has experienced a five-year decline in African-American representation across the civilian workforce — a “trigger” that the team plans to study as part of its focus on barriers, challenges and solutions to African-American hiring and retention.

One of the team's executive champions, Rear Adm. Mark Darrah, encouraged the team by saying, “This isn't a sprint — it's a marathon. We still have a lot of work to do to put the right people in the right jobs.”

NAVAIR's other advisory teams focus on individuals with disabilities, Hispanic engagement and women. An Asian-American and Pacific Islander team is in the planning stages for fiscal year 2014.