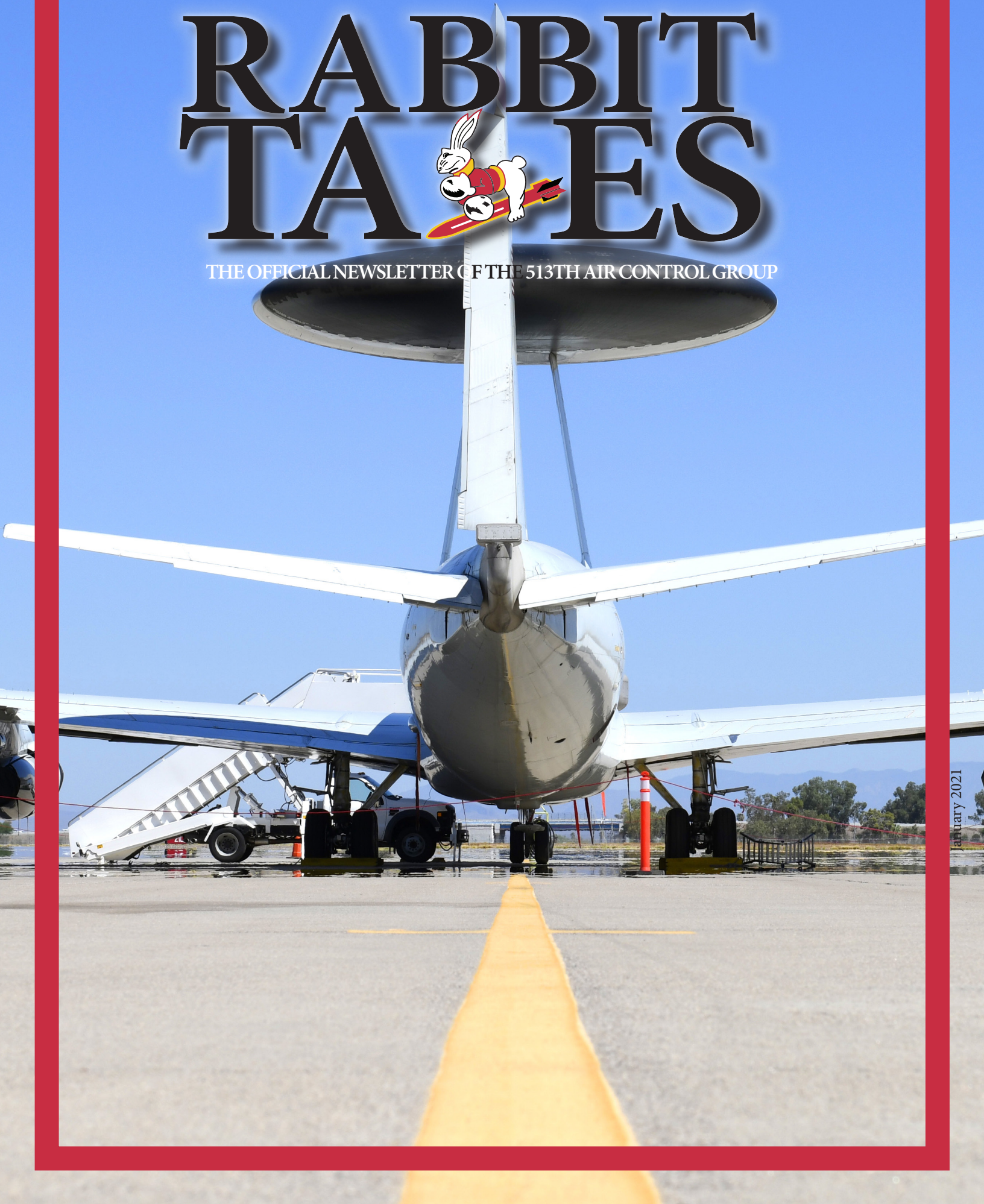


RABBIT TALES



THE OFFICIAL NEWSLETTER OF THE 513TH AIR CONTROL GROUP



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All photographs are Air Force photographs unless otherwise indicated.

Message from the 513th OSS commander

-Lt. Col. Anne Ridlon

Happy February Thumpers and Camelot!



As we get ready to get out the door for the deployment, let's take a few minutes to talk about resiliency in our support systems. For those of us going, we'll be busy day to day, but we need to take the time to check in with our families and make sure they're doing okay as well. Do they need help with managing bills or the house without you around? Are they worried about how long you'll be gone or what you'll be doing? Take the time now, before we leave, to talk with them about what to expect, let them know how often you'll check in with them

and stick to that schedule and lean on your friends and extended family back home to make sure that they are as prepared for your 'desert vacation' as you are.

For those of you staying behind, it probably seems obvious to check in on your deployed friend's family to make sure they have help mowing the lawn or getting the kids to whatever activities they've got going. But don't forget about your family and the families of those still here. You all will be working longer hours, doing different duties than before the RCP because we'll have so many members gone. Take the time to check in with the other people in your shop or section to make sure the increased work isn't causing stress for their families.

We're all here to take care of each other and that is never more obvious than when we send such a significant portion of the group out the door. As we get into RCP spin-up and the deployment itself, remember to check your own stress levels, whether you're leaving or not. Finally, remember that our families spend their time taking care of us, we need to do what we can to take care of them and also pay it forward to make sure we're taking care of our Thumper family as well.

Air Force to allow longer braids, ponytails, bangs for women

ARLINGTON, Va. (AFNS) --

As an outcome of the 101st Air Force uniform board, Air Force women will be able to wear their hair in up to two braids or a single ponytail with bulk not exceeding the width of the head and length not extending below a horizontal line running between the top of each sleeve inseam at the under arm through the shoulder blades. In addition, women's bangs may now touch their eye-brows, but not cover their eyes.

These new changes will be effective upon publication of the new standards in Air Force Instruction 36-2903 in February.

"As I outlined in Action Order A: Airmen, this decision is a commitment to supporting the Airmen We Need and sustaining the culture and environment of excellence that will continue to make the Air Force an attractive career choice for Airmen and families," said Air Force Chief of Staff Gen. Charles Q. Brown, Jr. "I'm thankful for the feedback and research conducted from a number of women leaders, the Women's Initiative Team, the Air Force uniform board, and our joint teammates."

The Air Force uniform board convened virtually in November 2020 to discuss ideas sourced from Airmen across the Air Force who participated in a dress and appearance crowdsourcing campaign. Participants on the board included 19 diverse Airmen of various ranks from across the major commands and headquarters directorates.

The board reviewed all ideas including a recommendation from the Air Force's Women's Initiative Team. Thousands of women across the Air Force provided feedback to the Women's Initiative Team, stating constraints to hair grooming standards resulted in damage to hair, migraines and in some cases, hair loss. The detailed work done by the Women's Initiative Team to research and support the recommendation was greatly appreciated by the uniform board.

"In addition to the health concerns we have for our Airmen, not all women have the same hair type, and our hair standards should reflect our diverse force," said Chief Master Sergeant of the Air Force JoAnne S. Bass. "I am pleased we could make this important change for our women service members."

In addition to addressing issues associated with per-

sonal health and hair loss, adjusting female hair standards supports ongoing efforts to address diversity and inclusion in the ranks. Earlier this year and in her role leading the Defense Department's Diversity Board, then-Secretary of the Air Force Barbara M. Barrett played a prominent role in supporting these types of adjustments to ensure a more inclusive culture in the services.

The Air Force chief of staff approved the policy after considering feedback from the force, the uniform board recommendation, and the professional image and standards of the Air Force and U.S. military.

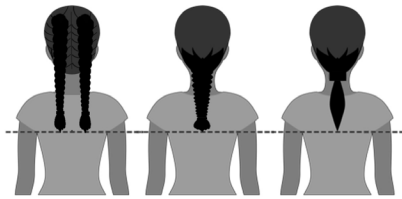
"We remain committed to removing barriers to service," said Lt. Gen. Brian Kelly, Air Force deputy chief of staff for manpower, personnel and services. "In an all-volunteer force, we want fully qualified volunteers who are representative of the nation to see us as a great opportunity to maximize their talent and serve."

Members must adhere to current occupational safety, fire and health guidance, and mishap prevention procedures emphasizing when and how to mitigate the potential for injury from hair of varying lengths around machinery, equipment, power transmission apparatus or moving parts. Airmen are encouraged to reach out to their safety office for assistance in analyzing any potential hazards, as applicable.

Another idea considered by the board related to beard wear for men. Unlike with women's hair standards, there are no known health or hair loss issues associated with current male grooming standard compliance. As such, the Air Force plans to continue under the current male grooming standards without adjustments. Beards are currently permitted in conjunction with medical exceptions such as shaving waivers or for approved religious accommodations.

At this time, Guardians will adhere to the female grooming standards of the Air Force. Eventually, the U.S. Space Force will develop its own policy.

Numerous other ideas from the board are still under consideration for implementation and will be released in the future. For more information, consult AFI 36-2903 Dress and Appearance.



Air Force announces Airmen leadership qualities

ARLINGTON, Va. (AFNS) --

The Air Force announced 10 Airman leadership qualities which are now being integrated into a new feedback tool, for officers in the grades of O-1 through O-6 and senior noncommissioned officers in the grades of E-7 through E-9, to facilitate discussion between rater and ratee.

The qualities, found in the Airman Comprehensive Assessment Addendum - AF Form 724-A, focus on character and competence and are categorized under four major performance areas which coincide with both the major graded areas of the Air Force Unit Effectiveness Inspection program and the language used to describe expected performance factors provided to promotion boards: executing the mission, leading people, managing resources and improving the unit.

"The adjustments toward these new leadership qualities are imperative to shift the way we measure, incentivize, and reward the Airmen we need for the future," said Air Force Chief of Staff Gen. Charles Q. Brown, Jr. "We must have evaluation systems that provide constructive feedback, evaluate against qualities we value, and highlight future potential."

The Airman leadership qualities are expected to form the basis for the future officer and enlisted performance reporting systems. The alignment between evaluating units and evaluating Airmen is intended to further emphasize and accelerate an understanding and adoption of the associated leadership qualities.

"The major performance areas and Airman leadership qualities were developed over the last two years by looking at industry and sister service best-practices, academic literature, and most importantly the attributes we know will be required of our Airmen. They were refined over a series of Total Force focus groups to develop and validate the qualities we value in our leaders," said Col. Laura King, Air Force Talent Management Innovation Cell director. "We designed the addendum to be used in conjunction with the primary Airman Comprehensive Assessment form to serve as a guide for raters to help facilitate actionable discussions during feedback that incorporate the Airman leadership qualities."

Each Airman leadership quality is assessed on a five-point scale of proficiency levels: does not meet expectations, developing, proficient, highly proficient and outstanding. They are currently grade independent, understanding raters will account for the relative expectation based on rank and Air Force specialty code.

Over the past two years, the Department of the Air Force has made several large-scale modifications to its ent management system. This initiative is part of a larger and the next step in the implementation of a more comprehensive evaluation system.

Continue on next page

February Promotions 513th ACG

Nicholas Short AMXS



Chirstopher Ogden OSS
Courtney Peace OSS
Thomas Vann OSS



Jesse Egert AACs



(Leadership qualities, continued)

“To improve how we make talent management decisions, we must measure what we value. These Airman leadership qualities make clear what we value in officer and enlisted performance. Our Airmen must understand what they are being ‘graded’ against to provide them with a clear understanding of expectations and aid them in their future development,” said Lt. Gen. Brian Kelly, deputy chief of staff for manpower, personnel and services. “The objective is for raters to begin discussing and assessing ratees against the Airman leadership qualities to provide us feedback as they introduce the new measures they will see in future evaluation systems.”

Over the coming months, feedback will be gathered from major commands throughout the Air Force. The data collected will be used to refine the Airman leadership qualities and the addendum before the new evaluation systems are finalized. While initial use of the form will be optional, leaders are encouraged to use it to the maximum extent practical.

“We are working to build a system that defines the qualities we value and need in our Airmen,” said Chief Master Sgt. of the Air Force JoAnne S. Bass. “I’m very excited that we are doing that in synergy with our officer corps, it shows that we value Airman leadership qualities across the ranks, from E-1 to O-10.”

The major performance areas and Airman leadership qualities are:

Executing the Mission

- Job Proficiency: Demonstrates knowledge and professional skill in assigned duties, achieving positive results and impact in support of the mission.
- Initiative: Assesses and takes independent or directed action to complete a task or mission that influences the mission or organization.
- Adaptability: Adjusts to changing conditions, to include plans, information, processes, requirements and obstacles in accomplishing the mission.

Leading People

- Inclusion and Teamwork: Collaborates effectively with others to achieve an inclusive climate in pursuit of a common goal or to complete a task or mission.
- Emotional Intelligence: Exercises self-awareness, manages their own emotions effectively; demonstrates an understanding of others’ emotions, and appropriately manages relationships.
- Communication: Articulates information in a clear and timely manner, both verbally and non-verbally, through active listening and messaging tailored to the appropriate audience.

Managing Resources

- Stewardship: Demonstrates responsible management of assigned resources, which may include time, equipment, people, funds and/or facilities.
- Accountability: Takes responsibility for the actions and behaviors of self and/or team; demonstrates reliability and transparency.

Improving the Unit

- Decision Making: Makes well-informed, effective and timely decisions under one’s control that weigh constraints, risks, and benefits.
- Innovation: Thinks creatively about different ways to solve problems, implements improvements and demonstrates calculated risk-taking.

For additional information and details on the addendum, go to MyPers.

Important Gate Closure

Tinker Gate (I-40 & Air Depot Blvd) is closed for upgrades through January 2022. To handle the traffic, Eaker Gate (I-40 & Town Center Dr) is open with 24/7 access. The Pass & ID Office location and hours remain the same. The following gates are the closest alternatives:

Eaker (Open 24/7)

Vance (5:30 a.m.-5 p.m., M-F) (NEW EXPANDED HOURS)

Hruskocy (5:30-9 a.m. & 1:30-5 p.m., M-F)

The closure is part of an ongoing \$9.7 million renovation project to bring Tinker AFB's gates into compliance with DOD facility requirements. We understand that this closure will cause inconvenience and appreciate your patience and understanding as we work to improve our base.

The gate map lists all available gate hours and locations to help you plan alternative routes to work, in some cases using a less trafficked gate can get you to your destination faster.



TAIL FLASH COMPETITION

**MUST BE 17" TALL
12'8" WIDE**



SUBMISSIONS ARE DUE BY OCTOBER 1ST

PLEASE EMAIL DESIGNS TO CHAD.DIXON@US.AF.MIL

In the Spotlight



Airman First Class Grady Hicks

Unit: 970th AACs

Job title: Administration

Hometown: Springtown, TX

Civilian job: Lowe's Sales Associate

Place you'd like to visit: Rome

Best place I've visited: My families ranch in Uvalde, TX

Favorite part of your job: The people are great.

Biggest pet peeve: Nail Filing

Little known fact about you: I use to be in fencing and it's still my favorite sport.

Favorite memory from your time in the 513th: Celebrating the last day of basic with my flight.



Senior Master Sgt. Robert Harding

Unit: 513th AMXS

Job title: Squadron Superintendent

Hometown: Templeton, Mass

Civilian job: N/A

Place you'd like to visit: Galapagos Islands

Best place I've visited: Guam, USA

Favorite part of my job: Meeting and helping people.

Biggest pet peeve: Getting interrupted while watching Motocross/Supercross

Little known fact about you: My hobbies are birdwatching and riding motocross.

Favorite memory from your time in the 513th: My time spent in Germany before/after Berlin Wall fell 1987-1990