



# COMMANDER'S CALL TALKING POINTS

## July 2021



### July Is BIPOC Mental Health Month

The month of July is recognized nationwide as BIPOC (Black, Indigenous, and People of Color) Mental Health Month. The Department of the Air Force (DAF) supports all Airmen and Guardians regardless of race or ethnicity and aims to provide quality care to everyone. However, there are some unique challenges minority groups face that lead to disparities in care.

In the American Psychiatric Association's [Mental Health Facts for Diverse Populations fact sheet](#), it notes that members of racial and ethnic minority groups are significantly less likely to receive services for mental illness due to low perceived need, structural barriers (e.g., financial cost, lack of services), and concerns over effectiveness.

Encourage and [promote help-seeking behavior](#) for invisible wounds to all DAF members by sharing the following resources with your Airmen and Guardians.

**“Across the force, diversity of background, experience, demographics, perspectives, thought and organization are essential to our ultimate success in an increasingly competitive and dynamic global environment.”**

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-Air Force Diversity & Inclusion

### Leadership Guidance to Support Airmen and Guardians

Leaders should always foster a culture of inclusion and understanding for Airmen and Guardians including those living with an invisible wound. If you or another service member identifies [signs and symptoms](#) of mental health conditions exhibited by peers, use this four-step guidance to help facilitate discussions related to seeking help for invisible wounds.



#### STEP 1: TALK

- Text and ask when's a good time to talk
- Make the call or video chat
- Learn about the problem they are facing

#### STEP 2: EMPATHIZE

- Validate their feelings
- Summarize their situation to show you understand

#### STEP 3: SUPPORT

- Encourage them to seek care for possible invisible wounds
- Address barriers to seeking care
- Support them in getting care

#### STEP 4: SUSTAIN

- Continuously follow-up after care has started
- Show your support for their recovery process

For additional resources, please visit [www.ReadyAirmen.com](http://www.ReadyAirmen.com). To learn more about The DAF Diversity and Inclusion efforts, visit [www.af.mil/diversity](http://www.af.mil/diversity).

### Resources



#### [AF Diversity & Inclusion](#)

Diversity in all forms makes our Air Force better. It's more than race, gender and ethnicity—it's about leveraging unique strengths, perspectives and experiences.



#### [AF Resilience](#) offers tools for Airmen and Space Professionals to maintain resilience.

### MILITARY ONE SOURCE

[Military OneSource](#) offers mental health information, a list of providers, and resources that have been vetted by the DoD.



Military Crisis Line is a 24/7 hotline that offers confidential, immediate help and connects military service members and their families who are experiencing a crisis with trained counselors.