



DEPARTMENT OF THE AIR FORCE  
OFFICE OF THE CHIEF OF CHAPLAINS  
UNITED STATES AIR FORCE  
WASHINGTON DC

26 June 2020

MEMORANDUM FOR ALL MAJCOM-FOA-DRU

SUBJECT: The Racial Equality Assessment Team

Chaplain Corps Colleagues

During our most recent Chaplain Corps Town Hall, I announced the commissioning of The Racial Equality Assessment Team (TREAT) led by Ch, Col Donnette Boyd and CMSgt Braderick Adams. I charged them to clearly define the problem of racism in our Corps and to present me with courses of action (COAs) that will start eradicating racism and intentionally provide equal opportunities for every member of our Corps.

TREAT is comprised of Chaplains and Religious Affairs Airmen, of various ranks, who are critically dissecting the practices, processes, and prejudices that have made serving in our Corps painful for many Black/African-Americans, specifically. As TREAT engages Black/African-American Chaplains and RAAs at your base, your encouragement of their participation is critical to our success as a Chaplain Corps.

Other minority groups within our Corps have suffered as well and the days of us inflicting pain on one another are over. It is unacceptable for any Chaplain Corps member to mistreat, denigrate, or discriminate against anyone. We should be exemplars in Respect and TREAT is leading us to that end.

As COAs are implemented, I expect each of you to lean into this and commit to being part of the solution. Regardless of your rank, position, or time in service; I value each one of you. As I have said before, every man and woman in our Corps is precious. Every human has within him or her the very likeness of our Creator. It is time we treat each other as such.

You can expect to receive regular updates as TREAT continues their efforts. You can also expect to see quick and enduring change. If you have questions, concerns, or suggestions, please share them with Ch Boyd ([donnette.boyd@us.af.mil](mailto:donnette.boyd@us.af.mil)) and CMSgt Adams ([braderick.adams@us.af.mil](mailto:braderick.adams@us.af.mil)). This is a priority for me. I ask you to make it your priority as well. Together, I am confident that we will establish a deep and abiding respect for each other as we care for every Airmen and Space Professional more than anyone thinks possible.

Sincerely

SCHAICK.STEVEN.A. Digitally signed by

STEVEN A. SCHAICK  
Chaplain, Major General, USAF  
Chief of Chaplains