



**DEPARTMENT OF THE AIR FORCE**  
**OFFICE OF THE CHIEF OF SPACE OPERATIONS**

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Department of the Air Force  
Office of the Chief of Space Operations  
2020 United States Space Force  
Washington, DC 20330-2000

To the Men and Women of Our Nation's Air and Space Forces,

The tragic death of George Floyd is wrong and goes against the founding principles of our nation. It also serves as a stark reminder that racism and unequal treatment is a reality for many and a travesty for all. As members of the United States Space Force we are not immune. Many in our Service feel this pain on a daily basis and we all are hurting as we have experienced the sickening events that have played out in our cities around the country.

Each of us volunteered to serve, and for those in the Armed Service, we all raised our right hands and took an oath to protect and defend that Constitution of the United States against all enemies foreign and domestic...a Constitution that begins with three simple words, "We the People." Racism is an enemy. It is an enemy of everything we know that is fair, right and just. It is an enemy of our Service; it is an enemy of our readiness; it is an enemy of our core values; it is an enemy of our most precious resource, America's sons and daughters; and it is an enemy that we must defeat.

Now is time to uphold and defend our oath...and we have work to do. Every one of us must own this problem. It is not enough to assume that the issue is not there because you do not witness direct evidence. We all have blind spots, and we all know biases show up in subtle ways but have significant impacts. I urge you to look deeper: ask hard questions, have uncomfortable conversations, observe daily routines from a new perspective. It is there. In some cases, it is just below the surface in our offices and workspaces. In other cases, teammates deal with it every day in their communities or through the experiences of their loved ones.

Our nation needs us to build this new Service to protect and defend our access to and freedom to maneuver in space...a vital national interest. However, this is not possible unless we build this Service on a foundation of dignity and respect for all. We have an opportunity to get this right from the beginning and we are committed to doing so. We must build diversity and inclusion into our "cultural DNA" – make it one of the bedrock strengths of our Service. Diversity is a strength, but only if we maximize our perspectives and experiences. As a team, we must recognize the worth of every individual, include and value diversity in all of its forms. Because inclusion means we embrace every race, creed, gender, and ethnicity on equal terms demanding the best from every member of the Force and in so doing, we build a better and stronger United States Space Force and a better and stronger America.

A handwritten signature in black ink, appearing to read "John W. Raymond".

John W. Raymond  
General, U.S. Space Force  
Chief of Space Operations

A handwritten signature in black ink, appearing to read "Roger A. Towberman".

Roger A. Towberman  
Chief Master Sergeant, U.S. Space Force  
Senior Enlisted Advisor