

NACO Diversity Statement

It is the policy of the United States Coast Guard Auxiliary to ensure that all citizens, regardless of race, gender, color, national origin, sexual orientation, age, religion, or physical or mental disability have an equal opportunity to become a member of this organization. People from a wide variety of backgrounds and interests are welcome and encouraged to join the Auxiliary to work side by side with us as we serve the boating public.

The fundamental action imperative of diversity is to create an environment, which fosters an appreciation of the values, skills, and abilities of each individual member. Members are responsible to each other for promoting an inclusive atmosphere of acceptance and respect, for demonstrating a commitment to fair and equal opportunity, and for moving beyond simple tolerance to embracing and celebrating our different backgrounds. We are committed to enjoying a diverse and inclusive membership. We all understand that diversity is not a problem to be solved, but that it is an asset to be developed.

What is Diversity?

- Diversity is the appreciation of the uniqueness of everyone including our varied personal attributes, values, the differences in our skin color, gender, culture, talents, skills, education, personality and upbringing.
- Diversity is typically viewed in a limited sense addressing issues of race, ethnic or gender linked to laws providing protected status to certain groups.
- The Auxiliary embraces a broad definition of diversity, one that accepts readily individual differences and celebrates the way a member thinks and does things. This is critical.

Partners in Auxiliary Diversity “PAD” Program

The Partners in Auxiliary Diversity “PAD” program has been established by Coast Guard Auxiliary Diversity to support and recognize leaders who are working to further the cause of our mission throughout the Auxiliary at all levels. A publication has been created to be distributed as often as necessary to insure the Diversity message is reaching all members throughout the organization.

Our mission as an organization is to ensure that each and every member is empowered to serve and given every opportunity to achieve success. It is the responsibility of Diversity to promote this mission; it is the responsibility of each and every member to assist in that initiative.

We welcome your suggestions and your assistance as a member of our Partners in Auxiliary Diversity Team. We must always be guided by the Coast Guard values; Honor, Respect, and Devotion to Duty. Our devotion to these principles will be as a torch in the night guiding our way, and together we will make the Coast Guard Auxiliary America’s volunteer organization of choice.

Flotilla Staff Officer - Diversity Job Specifications

Will ensure that the Strategic Plan for Managing Diversity is carried out and work to drive diversity to all members throughout the Flotilla.

Will compile, track and review all diversity statistical information for the Flotilla and report said information to the SO-DV and be the contact for all information on the NACO 3 Star Award for Excellence in Diversity.

Will be responsible for conducting and coordinating all Flotilla level training in the areas of Diversity.

Will work with any and all Flotilla staff for outreach, recruiting and training in all areas served.

Will submit highlights of diversity information and best practices to the Flotilla members for use and implementation as a part of member recruitment.

Will solicit information and pass along ideas up the chain and onto the Auxiliary Diversity Leadership Council.

Will be a role model and leader in the creation of a comprehensive approach to behavior and attitude change for all members.

Division Staff Officer - Diversity Job Specifications

Will ensure that the Strategic Plan for Managing Diversity is carried out and work to drive diversity throughout the Division.

Will compile, track and review all diversity statistical information for the Division and report said information to the DSO-DV through the ADSO-DV and be the contact for all information on the NACO 3 Star Award for Excellence in Diversity.

Will be responsible for conducting and coordinating all Division level training in the areas of Diversity.

Will work with any and all Division staff for outreach, recruiting and training in all areas served.

Will submit highlights of diversity information and best practices to the Division members for use and implementation as a part of member recruitment.

Will solicit information and pass along ideas up the chain and onto the Auxiliary Diversity Leadership Council.

Will be a role model and leader in the creation of a comprehensive approach to behavior and attitude change for all leaders.

District Staff Officer - Diversity Job Specifications

Will ensure that the Strategic Plan for Managing Diversity is carried out and work to drive diversity throughout the District.

Will compile, track and review all diversity statistical information for the District and report said information to the DCOS and be the contact for all information on the NACO 3 Star Award for Excellence in Diversity.

Will be responsible for conducting and coordinating all District level training in the areas of Diversity.

Will work with any and all District staff for outreach, recruiting and training in all areas served.

Will submit highlights of diversity information and best practices to District members for use and implementation as a part of member recruitment.

Will solicit information and pass along ideas up the chain and onto the Auxiliary Diversity Leadership Council.

Will be a role model and leader in the creation of a comprehensive approach to behavior and attitude change for all leaders.

District Staff Officer - Diversity Job Specifications

Continued

Promote the Auxiliary University Program (AUP) in driving age and demographic diversity through the district, helping to educate leadership as to opportunities available through AUP, working with the AUP staff to identify and cultivate growth opportunities within the district, including college-level opportunities in Auxiliary diversity outreach efforts, and referring questions and opportunities for AUP growth to the AUP staff through the diversity leadership chain.

Assistant District Staff Officer - Diversity Job Specifications

Assist the District Staff Officer will provide the District Staff Office with assistance by providing an additional level in the diversity leadership chain between the District Staff Officer and the Division Staff Officers to distribute information and consolidate reports.

Developing Culture of Passion around Diversity

Extract from D7 website:

The Seventh District program will be measured by how well our leadership can identify and capitalize on our members' talents, finding the best in everyone. We must work to ensure that trust is at the foundation of each of our initiatives. Our members must know where the lines are drawn, what is acceptable and unacceptable behavior toward other members, and we must use training at all levels to build an inclusive environment, promoting Diversity of thoughts, ideals, and competencies. We must also be certain that each member knows their role in Diversity and how it ties to the mission of the Auxiliary. This will enable us to work on building high performance teams and empower us to mission readiness and excellence.

Developing Culture of Passion around Diversity

Our Core Ethical Principles:

HONESTY - Be truthful, straight forward, sincere, candid. Do not mislead or deceive.

INTEGRITY - Live by principles, show the courage of your convictions. Stand behind your beliefs, and put principle over expediency. Walk the talk.

COMMITMENT - Keep your promises, be reliable, take action, and accept responsibility.

LOYALTY – Be faithful, supportive, adhere to accepted cases, and pledge allegiance.

FAIRNESS - Strive to be equitable, be open-minded to people and ideas, recognize and overcome prejudice, do not discriminate on an improper basis.

COMPASSION - Be considerate, kind, caring, charitable, and unselfish.

RESPECT - Be courteous, deferential, and tolerant to policies & procedures, individuals and groups. Appreciate the freedom, dignity, and rights of others.

CIVIC - Willingly perform assignments and a fair share of the work. Abide by rules and laws; participate.

PURSUIT OF EXCELLENCE - Identify deficiencies. Do your best at all times, take pride in your work, always strive to improve.

ACCOUNTABILITY - Consider consequences and accept responsibility for actions and inactions, do not shift blame or make excuses. Correct errors and misunderstandings.

Developing Culture of Passion around Diversity

The core elements of Diversity that a person cannot change; birthplace, ethnicity, race, and gender. The elements of Diversity a person can change; language, religion, beliefs, educational level, profession, some cultural aspects, etc.

In understanding diversity, it is important to realize that diversity's call for treating people as equal does not mean treating them as if they were similar. People are equal in their right to dignity and respect, but they are not equal in their abilities, nor should we mistakenly think that they are similar. Effective diversity training will help Auxiliarists become more open to differences in general, and more skilled in handling problematic Diversity issues.

Diversity and Inclusion from DVC-DA Tom Bamford

National Diversity and Inclusion site and includes policy statements, news, training materials and resources. I encourage everyone to review these items with particular emphasis on:

- (1) USCG Auxiliary Strategic Plan for 2013-2017,
- (2) Auxiliary Strategic Plan for Managing Diversity and
- (3) the NACO Three Star Award for Diversity.

NACO Three Star Award for Diversity

The NACO Three Star Award for Excellence in Diversity is an annual award intended to recognize Flotillas and Divisions for distinction in managing and valuing diversity. Units competing for the award must complete a minimum of four action items in each goal category as defined in the program description below.

<http://forms.cgaux.org/archive/a7064.pdf>

REPORT CONTENT

3 UPS

Include 3 Positive achievements and happenings that are going on, have just happened or is in the plans. Bullet points are fine – include enough information so everyone **understands**.

3 DOWNS

Include 3 Disappointments; obstacles, delays or Failures; Not working. Bullet points are fine – include enough information so everyone **understands**.

NACO 3 STAR AWARD

Include your status on your submission for the NACO 3 Star Award for last calendar year.

SUMMARY

Add a short text summary of how things are going, and why.

REPORT SUSPENSE DATES

ADSO-DV REPORT

As the ADSO North, my report is due to the DSO-DV on the 15th of each month.

SO-DV REPORTS

To consolidate the SO-DV reports for Division 2, 10 & 12, I need to receive those reports by the 13th of each month.

FSO-DV REPORTS

As the SO for Division 2, I need the Flotilla Reports for Flotillas 21, 22, 23, 25, 27 & 29 by the 13th of each month so I can prepare my SO Report.

SO-DVs for Division 10 and 12 must set their own suspense date to receive their Flotilla Reports.

District 7 North Diversity Information CY-2019

Helpful Websites

https://auxofficer.cgaux.org/auxoff/orgcharts/D_Dept_Org_Chart.pdf

http://www.uscga-district-7.org/pdf/commodore/Shipmates_Engaging_Diversity.pdf

<http://www.uscga-district-7.org/pdf/commodore/DV%20POLICY.pdf>