



# Diversity Directorate



Commodore David Porter

Deputy Commodore Tracy Schultz





# You Are The New Diversity Officer!



Now What?





# First---

# Congratulations!

Below is part of the Oath you took...

You have offered your talents and services in the interest of a better Coast Guard Auxiliary. The pledge you are about to take admits you to an office of greater responsibilities and high honor. Along with this honor, you must be prepared to accept certain obligations as well as the administrative and supervisory responsibilities of your office. Your task is to develop the Auxiliary programs to the maximum efficiency that conditions permit. You are expected to promote closer liaison between the Auxiliary and local Coast Guard units, constantly reminding Auxiliarists that their actions reflect not only on the Auxiliary, but also on the Coast Guard. As a leader, you are charged with maintaining high standards in all Auxiliary programs and activities, never compromising honesty and integrity.






# But What Does That Mean?

It means that you have the opportunity to promote, encourage, teach, inspire, advise and role model diversity and inclusion, culture of respect and diversity of mission. You have a chance to help make a difference.





# Diversity, Inclusion, Culture of Respect, Diversity of Mission, What?



Your diversity office focuses on diversity and inclusion as well as a culture of respect and diversity of mission. These allow the Coast Guard Auxiliary to respectfully and inclusively benefit from the talents, abilities, ideas, and viewpoints of a workforce drawn from the richness of American society, including men, women, minority groups, people with disabilities, and veterans. It is achieved by creating and sustaining an organizational climate in which people of diverse backgrounds, cultures, races, religions, ethnicities and experience are fully included, valued, and respected.

If these phrases or terms are new or somewhat unclear, please watch our PowerPoints or talk to a National Diversity Officer to get a better understanding of what we are talking about.



# Explore New Worlds!



Diversity and Inclusion:  
The final frontier. These are the voyages of the Coast Guard Auxiliary. Its mission: to explore strange new worlds, to seek out new life and new civilizations, to boldly go where no one has gone before. To be ready, reliable and relevant.



# Your Mission: Should You Choose to Accept It



Make a Positive Difference...  
Think Outside the Box..  
Enable and Include Members..  
Offer them Value and Engagement

Most Importantly....The Mission is Not Impossible...Just Like in the Movies...Be Successful and Make a Positive Difference!





# How?



Network/Communicate

Utilize the Diversity Directorate and Our Resources

<http://wow.uscgaux.info/content.php?unit=D-DEPT>

Join a Town Hall Meeting

Watch Our PowerPoints

<http://wow.uscgaux.info/content.php?unit=D-DEPT&category=training-material-1>

Review Your Job Description

<http://wow.uscgaux.info/content.php?unit=D-DEPT&category=job-specifications>







# Acknowledge Your Shipmates and Their Efforts By Pursuing the NACO 3 Star Award in Diversity



Promotes systemic Flotilla self reflection and internal evaluation of goals and accomplishments in relation to our community and our organization

<http://wow.uscgaux.info/content.php?unit=D-DEPT&category=diversity-excellence-award>



# What Can Diversity, Inclusion, Culture of Respect and Mission Readiness Do?

- Entice members to feel valued
- Make meetings more dynamic and relevant
- Expand the horizons and skills of members and flotillas
- Become more relevant and responsive partners to the gold side
- Increase recruitment and retention



### 11 U.S. Coast Guard Missions

- (S) • Ports, Waterways, and Coastal Security (PWCS)
- (S) • Drug Interdiction
- (S) • Aids to Navigation (ATON)
- (S) • Search and Rescue (SAR)
- (S) • Living Marine Resources (LMR)
- (S) • Marine Safety
- (S) • Defense Readiness
- (S) • Migrant Interdiction
- (S) • Marine Environmental Protection (MEP)
- Ice Operations
- (S) • Other Law Enforcement



U.S. COAST GUARD

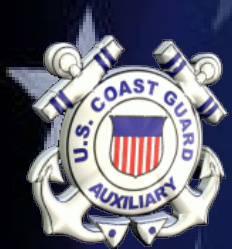


# Questions?



Please Feel Free to Contact the  
National Staff with Any Questions!





# Thank you!

