



# *Partners in Auxiliary Diversity*

# Bulletin

*"Moving Beyond Simple Tolerance"*

*Promoting an inclusive atmosphere of acceptance and respect and creating an environment, which fosters an appreciation of the values, skills, and abilities of each individual member.*

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## **YOU HAVE BEEN IDENTIFIED AS A PARTNER IN AUXILIARY DIVERSITY**

Congratulations! You are receiving this bulletin because you have been identified as a Partner in Auxiliary Diversity, (PAD).

The PAD program has been established by the Coast Guard Auxiliary Diversity and Inclusion Department to recognize leaders who are working to further the cause of our mission throughout the Auxiliary at all levels. This publication will be distributed to members as often as is necessary to insure the message of the Diversity Department 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 the Diversity Department 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 on 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.

## **WHY DIVERSITY**

Diversity is about acknowledging differences and adapting practices to create an inclusive environment in which skills, perspectives and backgrounds are valued.

Diversity is about understanding the individual differences in the people with whom we serve. These differences arise from a broad range of backgrounds and lifestyles, and we must recognize the value of using those different perspectives, ideas and ways of working to enhance the quality and outcomes of our mission.

Our diversity is shaped and informed by a variety of characteristics including age, ethnicity, gender, disability, language, religious beliefs, life stages, education, career responsibilities, sexual orientation, personality and marital status.

Membership diversity builds on the traditional principles of equal opportunity, ensuring that all members have access to opportunities and mission assignments.

The responsibility for ensuring the successful implementation of any diversity

program depends upon the contributions of all members. Elected flotilla and division leaders, along with their appointed staff, should implement strategies specific to the needs of the local unit, however, such strategies must be consistent with the requirements set forth in the NACO's Strategic Plan and Diversity Policy.

## **NACO DIVERSITY STATEMENT**

The following diversity statement has been promulgated by the National Commodore and is posted on COMO Mallison's official web site:

*“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.”*

## **DIVERSITY EXCELLENCE AWARD**

The criteria for the NACO Three Star Award for Excellence in Diversity can be located on the Diversity web site.

Contact your District Staff Officer or a Diversity Branch Chief for assistance with competing for this award.

## **LOCAL DIVERSITY STAFF OFFICER POSITIONS FOR 2013**

The National Auxiliary Executive Committee, NEXCOM, has approved the creation of Flotilla and Division Staff Officers for Diversity; FSO-DV and SO-DV. Elected leaders may now begin considering such appointments for the coming year.

Diversity is about acknowledging differences and adapting practices to create an inclusive environment in which diverse skills, perspectives and backgrounds are valued.

Organizational diversity builds on the traditional principles of equal opportunity, ensuring that all members have access to opportunities and mission assignments. Additionally, diversity means accepting, welcoming and valuing the differences inherent in every individual and recognizing the contribution that a diverse membership can make to organizational effectiveness and operational performance.

Responsibility for ensuring the successful implementation of diversity program rests with all members, but in particular Flotilla and Division leaders. Elected leaders and staff officers must implement strategies specific to the needs of their local units which are consistent with the requirements set forth in the NACO's Strategic Plan and Diversity Policy. Included in this charge is the responsibility to make appointments to staff positions to help you to communicate the message down to the deck plate.

## **DIVERSITY WEB SITE LINK:**

<http://ddept.wow.uscgaux.info>

## **2013 DIVERSITY STAFF**

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