Coast Guard Auxiliary District 9-West Division 35 Flotilla 12 June 2022 Newsletter (FOCUS ON DIVERSITY)

**ALCOAST 252/20 - JUN 2020 RELEASE OF THE COAST GUARD DIVERSITY AND INCLUSION ACTION PLAN 2019-2023**  
RELEASE OF THE COAST GUARD DIVERSITY AND INCLUSION ACTION PLAN 2019-2023

1. The world’s best Coast Guard must be the world’s most inclusive and diverse  
Coast Guard; anything less means that we will fail to garner the talent,  
innovation, creativity, and performance necessary to meet the challenges of the  
increasingly complex maritime environment our Service operates within.  
2. Today, the Coast Guard is officially launching our 2019-2023 Diversity and  
Inclusion Action Plan (DIAP), which establishes Diversity and Inclusion (D&I)  
resources, goals, and measures designed to increase the inclusivity of our  
workplaces and the diversity of our ranks. Our goal is to build a fully inclusive  
Coast Guard where all people are respected – empowered – valued, and have the  
opportunity to achieve personal growth and professional success. To succeed in  
this effort, the DIAP focuses on operationalizing inclusive behaviors and  
providing tangible resources to help command cadres, Leadership and Diversity  
Councils, and individual members contribute to achieving this service-wide goal.    
3. The DIAP includes three Lines of Effort (LOE):  
   a. Development of D&I Acumen: Build education and awareness around D&I  
strategic goals to increase cultural intelligence and identify the unique value  
of our total workforce.  
   b. Strengthen Leadership D&I Awareness and Accountability: Provide unit leaders  
with tools to measure, track, and improve their culture of inclusion by aligning  
their awareness with action.  
   c. Build and Maintain an Inclusive Total Workforce: Create a robust outreach  
plan to recruit an increasingly diverse workforce representative of the nation  
we serve, and execute standard Coast Guard-wide learning to promote inclusive  
leadership.  
4. Efforts have been underway for much of the past year to establish the  
conditions for DIAP implementation, including training for D&I change agents,  
the launch of the Coast Guard Holistic Study and Analysis for Recruiting and  
Retention of Underrepresented Minorities (URM Study), and the development of  
leadership guides to support the field. These key initiatives are just a few  
examples of the many efforts to support the DIAP which we will continue to  
undertake in the years to come. Visit https://www.dcms.uscg.mil/DIAP for more  
information.  
5. Building the inclusive and diverse Coast Guard that America needs will not  
happen through study and/or aspiration. Inclusion is an action. We must all be  
committed to making tangible differences in the diversity of our ranks and the  
inclusivity of our workplaces. All commands shall read the DIAP and encourage all  
unit members (active duty, reserve, civilian, auxiliary, and contracted personnel)  
to read and understand the expectations it sets, as well as set the conditions  
for its successful implementation.  
6. Many elements of success already exist in our shared commitment to each other,  
the Coast Guard, and our Core Values of “Honor, Respect, and Devotion to Duty,”  
but there is considerable opportunity for organizational growth, particularly  
with respect to inclusivity. Implementation of the DIAP will help ensure we not  
only attract the best of America’s diverse talent but also foster an environment  
that encourages America’s best to stay in our ranks.    
7. Admiral Karl. L. Schultz, Commandant, United States Coast Guard, sends.  
8. Internet release is authorized.

EQUAL OPPORTUNITY POLICY STATEMENT

As the national demand for strategic maritime safety, security and stewardship intensifies, the Coast Guard must support workplaces - ashore, afloat, aloft, and on line - which ensure that members feel valued and that they can succeed to their full potential. Members being treated with dignity and respect is a hallmark of a mission-focused, Semper Paratus, workforce. A mission-ready workforce respects, includes, and looks out for each other. Conversations in the public sphere focusing on differences - notably race. Anti-Semitism and Asian-American harassment have only bolstered our resolve to drive out all forms of discrimination, and foster a climate of equity and cohesion. I direct all leaders, commanding officers/officers in charge, managers, supervisors, and team leads to follow the practices below to ensure the Coast Guard's continued success:

• Recruit, train, develop, promote, reward, retain, and deploy a skilled and capable diverse workforce who are treated in a fair and consistent manner.

• Provide reasonable accommodations for applicants and employees with disabilities.

• Ensure that opportunities in the Coast Guard are publicized to the widest extent possible to identify, from all areas of our country and all parts of our society, highly qualified applicants for enlistment, officer accession, civilian employment, and Auxiliary enrollment.

• Maintain a work environment free from unlawful discrimination, hate, and harassment of any kind. The Service must also be free of any attempts at reprisal or retaliation for participating in protected whistle-blowing activities. Guidelines for reporting and responding to unlawful discrimination and other prohibited behaviors can be found on the Coast Guard Civil Rights website: <https://www.uscg.mil/Resources/Civil-Riqhts/>.

• Ensure that all Coast Guard members are educated about their rights and responsibilities under civil rights laws, regulations, and policies.

• Protect the privacy of persons who report violations.

• Act expeditiously, appropriately, and decisively in support of this policy to ensure personal accountability throughout the Coast Guard. Hiring and retaining a highly qualified and diverse workforce must continue to be a Service imperative. To that end, every member of the Coast Guard will treat all applicants and employed persons with dignity and respect without regard to race, color, religion, sex (including gender identity, pregnancy, and sexual orientation), national origin, age, disability, protected genetic information, marital status, parental status, and political affiliation, reprisal or retaliation. Behaviors and actions that are not in accordance with this policy oppose the time-honored traditions of our Service and will not be tolerated. - KARL L. SCHULTZ Admiral, U.S. Coast Guard

DIVERSITY and INCLUSION POLICY STATEMENT

At the core of Service Readiness is our most valuable asset – our people. I am fully committed to broadening the diversity of our Coast Guard workforce to be more reflective of the population we serve, and committed to fostering an environment that embraces that diversity. Our strength resides in our people and the different perspectives, talents and abilities each individual brings to the organization. The Coast Guard will recruit and retain a world-class workforce derived from the richness of American society and foster an inclusive work environment grounded in our Core Values of Honor, Respect and Devotion to Duty. The Coast Guard’s ability to respond to emerging threats in a fast-paced, ever changing world requires that we maximize the full potential of our diverse workforce. It is our duty to ensure that all members belong and are valued in solving the complex problems that the Coast Guard faces. This is paramount to improving productivity, performance, innovation, job satisfaction, and achieving mission excellence. Diverse representation without inclusion degrades our readiness. Barriers to inclusion are the unconscious biases we carry without our awareness. As individuals, we will identify and mitigate our biases and work to build bridges that connect us to one another. As an organization, we will identify bias and barriers within the system, policies, and procedures and take action to mitigate them. Achieving and maintaining a culture of respect begins with understanding and exhibiting inclusive behaviors that are fair, open, cooperative, supportive, and empowering. Diversity and inclusion are the cornerstones of high organizational performance and mission effectiveness. A diverse workforce stimulates innovation, new approaches, and fresh perspectives to solve complex organizational challenges. Our Service benefits greatly when we incorporate diversity at all levels of our total Coast Guard workforce - Active Duty, Reserve, Civilian, and Auxiliary. Diversity and inclusion breeds new ideas, supports a stronger team, and fosters service readiness to allow us to thrive in our challenging maritime missions. Our Diversity and Inclusion Plan will guide our efforts to engrain such behavior and achieve our goals. I encourage each member of our workforce to become familiar with the plan located on our diversity and inclusion website

<https://www.dcms.uscg.mil/OurOrganization/Assistant-Commandant-for-Human-Resources-CG-1/Civilian-HumanResources-Diversity-and-Leadership-Directorate-CG-12/Diversity-and-Inclusion/>.

Join me in my personal commitment to make our United States Coast Guard the Service of choice for all Americans who seek to serve our Nation. -KARL L. SCHULTZ Admiral, U.S. Coast Guard

ANTI-DISCRIMINATION and ANTI-HARASSMENT POLICY STATEMENT

The Coast Guard is committed to a workplace free of all forms of discrimination, including harassment. Discrimination violates the law and undermines the Service's Core Values of Honor, Respect and Devotion to Duty. Achieving an environment of high professionalism that is free from harassment is essential to successful maritime safety, security and stewardship - across agencies, aligned to other services, and attentive to the trust placed in us. It is our duty as Coast Guard members to treat each other with dignity and respect - without regard to race, color, national origin, religion, sex (including gender identity, sexual orientation, and pregnancy), age, disability, genetic information, marital status, parental status, political affiliation, engagement in a protected Equal Employment Opportunity/Equal Opportunity (EEO/EO) activity, Whistleblower activity, or any other basis protected by law and policy. We will proactively address any reports of inappropriate behaviors before they rise to the level of prohibited discrimination and before they significantly affect our people, their performance, or our maritime mission. The entire Coast Guard workforce will continue to receive mandatory EEO/EO training to ensure that all members know their rights and responsibilities for preventing, eliminating, and addressing reports of harassment. Collectively, we must sustain a culture where all members feel empowered to act against any harassing or discriminatory behaviors. Coast Guard members who believe they have been subjected to unlawful discrimination, which includes harassment, reprisal for participation in EEO/EO/whistleblower activity, bullying, hazing, or other disruptive behaviors, should report it promptly through their chain of command, their local civil rights service provider, the Department of Homeland Security, Office of the Inspector General (military), U.S. Office of Special Counsel (civilian), or other appropriate grievance forums. All complaints and reports will be processed swiftly, thoroughly, impartially, and through a process that protects privacy. For cases in which it is determined that discrimination or prohibited harassment has occurred, leaders and managers will take immediate and appropriate corrective action. Coast Guard Commandant Instruction M5350.4 (series) contains guidelines for addressing claims of discrimination and harassment. Guidelines for addressing misconduct (i.e. hazing, bullying, and other inappropriate behaviors) are outlined in Coast Guard Commandant Instructions M1600.2 (series) for military and M12750.4 (series) for civilian members. Dialogues taken to the public square have highlighted the corrosiveness of discrimination, bullying, and intolerance. These behaviors breach trust in teams, reduce unit cohesion, and degrade individual and overall readiness. I am counting on every member of the workforce to be proactive, steadfast, and determined in preventing harassment and maintaining an atmosphere reflective of our Service's values. – KARL L. SCHULTZ Admiral, U.S. Coast Guard

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| CULTURE OF RESPECT DEFINITION |
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1. As a result of the Coast Guard Culture of Respect (COR) IPT and SAPR Workgroup, FORCECOM is providing the following definition and statements related to COR for approval to use for tasks outlined in reference (a).

2. Core Values are qualities that an organization espouses. As defined in reference (b),

Honor, Respect, and Devotion to Duty are the values and principles we hold. Respect is defined as:

“We value our diverse workforce. We treat each other and those we serve with fairness, dignity, respect, and compassion. We encourage individual opportunity and growth. We encourage creativity through empowerment. We work as a team.”

3. Culture is how we express our Core Values. I propose the following optimal statements for expressing COR:

We hold ourselves to a higher standard than what is expected of the public—we live our core values of honor, respect, and devotion to duty. We act morally, ethically, lawfully, professionally, and with integrity on and off duty. We treat everyone with dignity, respect, care, and concern. We hold ourselves and others accountable and have the moral courage and authority to proactively prevent, stop, correct, and address undesirable behavior while upholding Coast Guard standards.

We are all leaders responsible for showing respect up, down, and across the chain of command through transparent action. As leaders we communicate clear expectations to our subordinates and demonstrate sound judgment. We model respectful behavior and lead by example, with self discipline and enthusiasm. We select leaders who demonstrate competence, commitment and character; role models who exhibit maturity and professional acumen. We understand that “character” encompasses ethical decision making, integrity, fairness, dignity, and respect. We know the people we work with and show them respect. There are no bystanders in the Coast Guard. We do not tolerate sexual assault, harassment, discrimination, hazing, bullying, retaliation, or intimidation; we uphold a culture of respect for all. We provide a safe, collaborative, and productive environment free from hostility and violence as well as substance abuse. We will provide clear direction and standards to our members on how to report and take reports of culture of respect violations. We support victims of these offenses, and they shall not be made to fear retaliation for reporting violations.

We include, value, and respect all members of the Coast Guard family, regardless of background, job specialty/rating, gender, sexual orientation, religion, race, color, national origin, age, disability, genetic information, marital status, parental status, or political affiliation. We afford all personnel the equal opportunity to contribute to Coast Guard missions and advance in their careers.

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| T. F. Walsh, Jr., CAPT |

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| CG FORCECOM (FC-T) |

Getting Your Vessel Ready to Splash in 2022

When the snow melts, it will be time to get ready for boating in 2021. If you were careful in the laying-up process last fall, this will be a reverse of the steps that you took at that time.

1. Remove the cover. You will need to loosen the cover tie downs which kept out the snow and rain. Fold and store the cover in a place where you can easily find it in fall.

2. Inspect the interior of your vessel. Watch for dry rot. Any dry rot must be removed completely.

3. Carefully clean your vessel to make it fresh for the upcoming boating season.

4. Check the condition of your bottom paint. That bottom paint is important to protect the hull and prevent plants and creatures from attaching to your vessel and slowing it down.

5. Change the oil if you forgot to do that last fall. The oil is the life blood of your engine and old oil will not do.

6. Replace the floorboards which you removed to keep the bilge dry.

7. Replace items which you feared might be stolen, such as compasses, navigation tools, radios, oars, etc. Check their condition as you do.

8. Put back all needed clothes, bedding, mattresses, life jackets, etc. Make sure the life jackets are readily accessible and not in a locked compartment when you sail.

9. Re-install the battery. Hopefully, you stored it in a place that was not subject to freezing. All boats are different, so you may have other steps to take with your vessel. If you have a boating checklist, this will be a time to inspect it.

VE Blitz calendar:

JUNE 4  BURNHAM HARBOR1559 S. Lake Shore Drive  Chicago, IL 60605

JUNE 11 COLOMBIA YACHT CLUB  
JUNE 25  MONROE HARBORFoot of Monroe Street  Chicago, IL 60603  
JULY 2  JACKSON PARKOUTER HARBOR    6400 S. Lake Shore Drive  Chicago, IL 60649  
JULY 2  JACKSON PARK INNER HARBOR6400 S. Lake Shore Drive  Chicago, IL 60613  
JULY 9  59TH STREET HARBOR5900 S. Lake Shore Drive  Chicago, IL 60615