Welcome

This presentation will introduce you to some of the ideas which effective leaders use to ensure successful mission outcomes. The most important aspect is valuing the uniqueness of each individual member.

In the second part of the presentation you will be guided through the application process for the National Commodore’s Three Star Award for Excellence in Diversity Management. A note box is located in the upper left hand corner of the page. Click on the box for additional information.

We thank you for your interest in this presentation and look forward to helping each of you to build successful diversity programs at both flotilla and division levels.

Commodore Ken Jacobs, ANACO-DV
U.S. Coast Guard Auxiliary - 2017
What Diversity Means

Accepting, welcoming and valuing the differences inherent in every individual.
Acknowledging Differences

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

Understanding that individual members come from a broad range of backgrounds.

Recognizing the value of using different perspectives and ideas.
Valuing Individual Members

Value the differences which make each person a unique contributor.
United States Coast Guard Auxiliary

Presents the
Diversity Management
3-Star Award of Excellence

to
Flotilla 095-41-04

for Creating a Positive Environment,
Valuing All Members and Promoting Individual Success

August 25, 2016
Presented at NACON
2016 Results

- District 7
- District 5SR
- District 11SR
- District 1NR
- District 1SR
- District 9ER
- District 8WR
- District 5NR
- District 9WR
- District 8CR
- District 13
- District 17
- District 11NR
Four Goals

Goal 1 – Create a Positive Environment
Goal 2 – Value All Members
Goal 3 – Promote Individual Success
Goal 4 – Expand Outreach
Action Items

Purpose: The NACO Three Star Award for Excellence in Diversity is an annual award intended to recognize fleets and divisions for distinction in managing and valuing diversity.

Units applying for the NACO Three Star Award of Excellence for Diversity Management must complete a minimum of four action items in each goal category listed below:

Goal #1 - Create a Positive Environment (4 of 6 goals required)

1.1 Appoint a unit diversity advisor, i.e., FSO-DV or SO-DV. Who is your unit diversity advisor?

1.2 Publish at least one article on diversity awareness per year. Has your unit published an article on diversity in the unit newsletter, on the unit website, Facebook page or other social media used by the unit?

1.3 Conduct one (1) in-unit diversity member training session per year. (Training materials are available on the Diversity Website or see your District Diversity Staff Officer) Has your unit conducted a diversity training?

1.4 Create a recruiting plan and target local neighborhoods and cultures in the community of the unit AOR in a recruiting action plan. Has your unit created a recruiting plan which includes a plan to conduct outreach in local neighborhoods in your community?

1.5 Encourage 50% of the unit’s membership to attend a minimum of four meetings. Has 50% of the unit’s membership attended 4 or more meetings in the past year?

1.6 One of the unit’s elected leaders must have attended leadership training. Has one of the unit elected leaders attended leadership training?

Complete not less than four of the six action items for each goal.
Goal 1 – Create Positive Environment

1. Appoint a diversity advisor.
2. Publish one article on diversity awareness.
3. Diversity member training sessions.
4. Create a Recruiting Plan.
5. Encourage membership to attend four meetings.
6. Unit's elected leaders attend leadership training.
Goal 2 – Value All Members

1. Informal awards and recognition programs.
2. Routine communications with members.
3. Conduct exit interviews.
4. Maintain 90% of membership.
5. Membership involvement at or above 65%.
6. Fellowship activities sponsored by the Flotilla.
Goal 3 – Promote Individual Success

1. Assign a mentor for each new member.
2. Utilize the Mentor Involvement Plan.
3. Provide written goals and expectations.
4. Provide Staff Officers with written job descriptions.
5. Establish a Flotilla mentoring program for potential Staff Officers.
6. Ensure adequate access to meetings.
Goal 4 – Expanding Outreach

1. Expand outreach to underrepresented populations.
2. Outreach or recruitment activities.
3. Reinforce diversity training.
4. Sustain an inclusive organization through action.
5. Develop or strengthen relationships/ enhance community trust.
6. Create capacity for change in organizational thinking.
Forms Warehouse

Welcome to the official Coast Guard Auxiliary’s National Forms Warehouse. Electronic versions of Auxiliary forms are posted on-line, to provide members with a quick and convenient method of obtaining good quality forms reproductions. New and revised forms will be made available as soon as they are released. If you have not already installed Adobe Reader®, please do so now.

PDF Forms
The PDF Forms page contains the most recently released versions of Auxiliary forms as PDF files. They may be printed and completed “on paper”, filled out on your computer and then printed out, or even attached to an email and sent. New and revised forms will be made available here as soon as they are released. To access PDF Forms, use the menu on the left.
<table>
<thead>
<tr>
<th>Form Number</th>
<th>Description</th>
</tr>
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<tbody>
<tr>
<td>7061</td>
<td>National Staff Appointment Request (Deputy Director &amp; above only)</td>
</tr>
<tr>
<td>7062 (4-13)</td>
<td>National Staff Application</td>
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<tr>
<td>7063</td>
<td>Assignment of Copyrights - AUX</td>
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<tr>
<td>7064</td>
<td>NACO Three Star Award for Excellence in Diversity</td>
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<tr>
<td>7065</td>
<td>Vehicle Offer of Use</td>
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<td>7066</td>
<td>Commercial Vessel Examination Activity Report</td>
</tr>
<tr>
<td>7069</td>
<td>Auxiliary Clergy Support (ASC) - Application</td>
</tr>
</tbody>
</table>
Submitter Information

Submission Deadline: The Award application is to be submitted no later than June 30th

Name: Kenneth Jacobs
Office: FSO-DV
Email: knthjacobs@aol.com
Unit: 014-07-07
FC or DCDR and VFC or VCDR

Unit Commanders *should* review the diversity application to ensure that required tasks have been completed.

The unit commanders are FC or DCDR and VFC or VCDR.

Applications are reviewed for accuracy
Questions

Questions about the application should first be directed through the CoLM or to an area Branch Chief.

The ANACO-DV and Deputy ANACO-DVd can also assist when necessary.
Submission Process

All award submissions must be sent directly to the Deputy Assistant National Commodore for Diversity, ANACO-DVd, via email.

The current ANACO-DVd is David Porter and his email address is CPUST1@aol.com

This is a National award and is not to be processed through the chain of leadership and management.
Application Period

• The application period for the 2017 NACO Three Starr Award opens on 01 JAN 2018.

• Completed applications are due not later than 30 JUN 2018.
Submission Deadline

The Award application should be submitted to the ANACO-DVD not later than June 30th

Exceptions to this rule must be approved by the ANACO-DV
FEMA Diversity Course IS-20.17

This course recognizes the benefits of diversity in our workforce and FEMA’s commitment to valuing the diversity of its employees and customers. By the end of this course, you will be able to:

- Define what is meant by diversity.
- Describe how diversity benefits us individually and collectively.
- State FEMA’s Vision of Diversity.
- Describe the agency’s commitment to diversity as stated in FEMA's Diversity and Inclusion Plan.
- Describe how culture influences our interactions with others.
- Describe the actions you can take to optimize diversity.

https://emilms.fema.gov/IS0020.17/curriculum/1.html
Diversity Awareness Certificate

Emergency Management Institute

FEMA

This Certificate of Achievement is to acknowledge that

MARK R VILLENEUVE

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

IS-00020.17
Diversity Awareness Course 2017

Issued this 4th Day of December, 2017

Tony Russell
Superintendent
Emergency Management Institute
More Information

Diversity Web Page:
http://wow.uscgaux.info/content.php?unit=d-dept

Diversity Facebook Outreach Page:
https://www.facebook.com/CGAUXDiversity/info
Together Everyone Accomplishes More

Mother Theresa once said:

“I can do things that you cannot,
You can do things that I cannot,
Together we can do great things.”

Let’s accomplish great things together by working as a team!