



Partners in Auxiliary Diversity

PAD 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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Ken Jacobs, ANACO-DVd



COMO Nancy Rudiger, ANCO-DV, Bill Key, long time DSO-DV District 8WR and Ken Jacobs, ANACO-DVd, photo by Kevin Redden

BLACK HISTORY MONTH

By Nancy Rudiger ANACO-DV

In recognition of February, Black History month, this issue highlights the accomplishments of our Black members. Every Auxiliarist has his/her own Diversity.

As an organization we have to value those differences. We are all different and contribute in different ways and areas. Diversity has empowered our members to achieve their potential and encourages teamwork. The members highlighted this month demonstrate teamwork, positive attitudes, and mission contributions. We have to ensure that members at all levels are provided the tools to enhance effectiveness by educating the entire organization on the benefits of inclusion, equity, and respect for all persons, their talents, experiences, and abilities. The Auxiliary thanks

its Black members of all backgrounds for their contributions and accomplishments which have strengthened the organization.

We welcome and value the differences inherent in every individual member and their contributions to a diverse membership. They improve our organizational effectiveness and operational performance. We are fortunate that our leaders have taken an active part to promoting diversity in recruiting and encouraging members of the Auxiliary to work side by side serving the boating public.

Black History Month is an opportunity to reflect and value our organization and the opinions and contributions of all members. Our diverse workforce provides a variety of perspectives and talents that has enhanced our workplace and encouraged a productive and positive work environment.

**DIVERSITY:
THE BEST PEOPLE OF ALL
BACKGROUNDS, DOING
THEIR BEST WORK,
SUPPORTED BY A
CULTURE OF INCLUSION
AND FAIRNESS, TO DRIVE
INNOVATION, QUALITY,
AND RESULTS.**

AUXILIARY PROMOTION OF CIVIL RIGHTS

By Gerard Williams FSO-DV, SO-DV 5-3,
District 5SR and Commander, USCG (retired)
photo by Charles Mcleod



The theme for America's 2014 Black History Month is, "Civil Rights in America." It is an honor to share how the Coast Guard Auxiliary has served as a foundation of my professional success as a minority citizen. I am also asking you to consider what a great organization like ours should do to support national civil rights initiatives as we build a highly inclusive community.

A general definition of Civil Rights is, "Personal liberties that belong to an individual, owing to his or her status as a citizen or resident of a particular country or community."

(retrieved from: <http://legal-dictionary.thefreedictionary.com/Civil+Rights>)

As an African American and Asian American male, people often asked what drew me to the Coast Guard. Many of my minority community acquaintances remarked negatively about the

seagoing aspect of the service and about "all that water." Further, they did not understand why I would want to be part of what seemed to them to be an organization with very limited membership diversity. Undeterred and slightly amused due to my being a surfer and fisherman, I would tell them that I loved the ocean and wanted never to be too far from it. To work on the sea was a dream of mine as far back as the age of four so the Coast Guard was a natural fit for my personality and interest – I thought that it might be my kind of community if I could figure out how to fit into the team.

I figured it out with a little help... I served over 26 years on active duty in the Coast Guard after learning about our great service via the Auxiliary. My dad bought a boat in 1978 and my entire family took a safe boating course from our local Auxiliary Flotilla in Milwaukee. That enthusiastic introduction to Coast Guard missions and the extraordinary professionalism of the flotilla members started my 36-year relationship with the Auxiliary, an adventure that transcended biases and helped me to grow both professionally and personally.

Life in the Coast Guard was not always easy for a minority person in some of the communities where I worked and lived. I had to learn the local shoal water and carefully maneuver. This was especially true as I became more senior in rank and interfaced with senior community leaders. My Auxiliary story brings me to the support, guidance and genuine friendship I received from my Auxiliary community shipmates over the years. They promoted my learning and helped me to realize more than I would have without their dedicated assistance as I rose within the ranks of the Coast Guard. Auxiliary members have always helped me to develop actionable plans and provided me with opportunities to expand community relations well beyond the norm for Coast Guard units. They have been the foundation of many of my operational successes by way of introduction to key political figures and marine infrastructure managers, expanding my operational capabilities,

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From Page 2, and helping me to understand the operational environment.

Additionally, Auxiliary members shared personal insights with me that allowed me to skillfully navigate some rather touchy situations where local community members did not exactly shall we say, “value my diversity.” Their very personal actions ensured the preservation of my civil rights as they gave me their best efforts for the betterment of our mission accomplishment. More importantly, they genuinely cared about my family and me, making sure we were welcomed into each Auxiliary community as we moved from unit to unit.

The Coast Guard Auxiliary is an outstanding example of an organization with a rich history of national service and support for the ideals expressed in our country’s civil rights laws. We have risen to every challenge to provide aid and comfort to individuals and communities in need without bias, often performing exemplary feats under very challenging conditions. We often unknowingly demonstrate our dedication to our fellow citizens’ civil rights via our education and community outreach programs, sharing knowledge to prevent disasters and encouraging a positive sense of community. Our efforts serve as overt examples of community service and respect of others.

Our continued organizational growth and specifically our ability to meet future mission challenges - our readiness - will require us to leverage past leadership and fellowship successes to develop new diversity action plans that ensure the preservation of civil rights. The human demographics of our great nation are changing. We must adjust our course accordingly. We must continue to dedicate ourselves to educational growth in all diversity related topics as we have done in areas such as the adoption of Incident Command System training to enable our members to serve successfully in a new global environment. Moving skillfully forward will require a more in-depth understanding of the nuances of community citizenship so we can provide our traditional services in the most effective means – means smartly tailored to the communities we

serve. We are the future leaders who must continue to learn and grow as individuals and as a powerful team.

I propose that we all find ways to promote diversity in line with our national civil rights goals so that the Auxiliary shall be ready when the next person who seems different from ourselves crosses our track in need of our help and deserving our respect. When we act in a respectful and inclusive manner, in addition to saying “Thanks” that person just might turn into a new teammate as I did 36 years ago. *Semper Paratus!*



From left to right they are William Cummings DCAPT, John Steinbarg PDCDR, Clyde Davis PDCDR-5, D9ER, Photo by Allen Knish, DSO-DV

Silent Supporter

By COMO Allen Knish,
DSO-DV, District 9ER

What is a silent supporter? I ask this for a reason. In one of the segments in my diversity presentation we discuss our BEHAVIORS and one of the behaviors we talk about is the silent supporter behavior. Before we begin talking about what a Silent-Supporter is, first let us discuss what bias and stereotypes are.

Bias is a slanted view, positive or negative in nature that is applied to individuals or a group of individuals. Biases and stereotyping can create all kinds of problems in an organization. They can keep us from seeing others accurately and from being able to treat people with respect that can sustain inclusiveness within an organization. Biases can and do interfere with our decision-making or our evaluating of our fellow are traits and characteristics based on limited experience

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From Page 3, or some shred of truth and shipmates, which could, and in many cases do, interfere with our mission objectives.

Stereotypes are traits and characteristics based on limited experience or some shred of truth and generally applied to a group of people, usually based on lack of personal experience getting to know people.

Now to our discussion of a Silent Supporter, They are members or persons who are aware of the biases in themselves and others. These members understand that the behavior is inappropriate and has negative impact on others, yet they choose to avoid conflict by not speaking up. We may interpret this choice as agreeing with the inappropriate behavior.

I speak about silent supporters because of issues that have emerged within the Auxiliary, that do not put us in a very good light with our members and especially with the public. These issues have come anonymously to our attention so that we can prevent them from occurring long before they reach a point of no return. Issues of this matter need to be resolved at the lowest level of leadership as well as all levels of leadership.

Below I give you scenarios of two incidents that could happen while you are in attendance and in uniform. After you read them I will ask you a question. Now be truthful with yourself when answering the question. Once you believe you have the answer then continue reading to see what actually happened.

Picture the following:

You and your fellow members are in uniform sitting around a dinner table at a banquet (this could be a Commodores banquet or a Change of Watch Dinner) waiting to be served. A few members begin talking about political issues and immigration involving certain ethnic cultures here in America. Some members of the wait staff happen to be associated with this culture the member was discussing. The conversation became such that employees serving the dinner became very disturbed by the comments being made by our uniformed shipmates.

Now Picture this incident:

You arrive at your flotilla meeting a little early and notice a guest sitting alone at a table looking nervous. So you walk over and introduce yourself and discover that this guest is interested in joining your flotilla. While discussing the Auxiliary with the guest some fellow members arrive and join the two of you at your table. You introduce each member and then continue discussing the Auxiliary.

As you are talking with the guest about the Auxiliary being “The Volunteer Organization of Choice” your fellow members begin a conversation that becomes very insensitive to diversity and highly charged about the GLBT (Gay Lesbian Bisexual Transgender) community.

As this discussion was being carried out you noticed that your guest was beginning to feel uncomfortable about the conversation.

This question becomes: “What would you do concerning each of these incidents?”

In the first scenario the members sitting around the table at the banquet did not say a word; for whatever reason they kept silent. In the second scenario the members again were silent and the guest, who was interested in joining the Auxiliary, “The Volunteer Organization of Choice,” your flotilla, who was also a member of the GLBT Community, decided maybe this was not the Flotilla nor the Volunteer Organization of Choice she/he wanted to part of.

We as members of the U. S. Coast Guard Auxiliary *must remember* we are representatives of the Coast Guard and that when we are in uniform, and in a public facility, the public does not see us as individuals in a private conversation. They see us as members of the Coast Guard and that we are representatives of the United States. While this offensive discussion was being conducted other guests seated at the table remained silent even though

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From Page 4, some may have disagreed with the comments. They remained silent. By keeping silent, they were in essence agreeing with the offensive comments and became Silent Supporters. By keeping silent, they were in essences agreeing with the offensive comments and became Silent Supporters.

We should have no silent shipmates when fellow shipmates are not adhering to the Coast Guard and Auxiliary Core Values, which are our values. Members are not silent when it comes to someone not wearing the uniform properly, so let us not be silent when it comes to issues involving Core Values. We should RESPECTFULLY ask the members or persons making such derogatory remarks if their actions and words are in line with the Coast Guard Core Values of HONOR, RESPECT AND DEVOTION TO DUTY.

“Our lives begin to end the day we become silent about the things that matter.”
(MLK quote) Remember, Core Values Matter.

As we become aware of our own biases and stereotyping, we will be more capable of controlling our misjudgments and disrespectful behaviors we create. Stereotypes are a part of the way our brains function. We have so much data coming at us, that our brain actually only pays attention to a small percentage of it. The rest is sorted out by category so we do not have to think about it. Stereotypes apply to everyone and they affect everyone. Maybe we see what we expect and should be looking for what really is there.



Tyrone E. Keys of Flotilla 22-2 in District 5SR with Pastor Benjamin F. Long, Jr. of the Rehoboth Light of the World Church in Woodlawn, Maryland during an outreach event. Photo by Michael Hanson.

U.S. COAST GUARD, A RICH HISTORY OF DIVERSITY

By Tyrone E. Keys, Jr.

It can be argued that the United States Coast Guard recognized the value of diversity within the ranks long before the dedication of the first Cutter. In fact, the contribution of men and women of color in the furtherance of the mission to keep our nation's shores safe was evident even prior to the initial battle cries at Lexington and Concord.

In 1716, while the first slaves were arriving in Louisiana, America's earliest lighthouse commenced operations near Boston.

Two years later, while traveling to the facility with his family and slave Shadwell, George WorthyLake, his wife and 15 year old daughter, were killed along with Shadwell when their boat capsized.

We can quite correctly surmise that Shadwell would have been put to work at the lighthouse

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From Page 5, upon his arrival. If not for Benjamin Franklin's immortalization of the incident in his poem, 'The Lighthouse Tragedy', Shadwell's involvement in helping to protect the seaboard interests of the colonies would have been lost to history as assuredly as his life was extinguished beneath the waves on that fateful night.

In 1790, when Congress, at the behest of Alexander Hamilton, authorized the creation of the Revenue Marine Service, Maria Lee, also known as "Black Maria" was entrusted with the safe transportation of the armaments that would soon be affixed to the ships of the new service. The trip from Philadelphia to Portsmouth, New Hampshire was set upon by highwaymen who lay in wait on the Philadelphia-New York road. The record documents Maria's bravery in driving off no less than six of the attackers. Needless to say the guns arrived safely and the new service was equipped.

In the wake of the Civil War blacks within the Revenue Cutter Service were relegated primarily to positions of stewards and cooks. However, the service again demonstrated its preference for excellence even if that involved the adoption of the principles of diversity in a time where such ideals were less than popular. In 1877 Michael A. Healy, the son of a former slave, proved the correctness of the Coast Guard's decision when he was given command of the Cutter Chandler. From there he went on to become one of the Coast Guard's model Captains.

The 1960s, a time of seismic change within our country's collective psyche, would bring about the passage of a monumental Civil Rights Act, the assassination of a President, the introduction of a Captain named Kirk and, in 1966, the commissioning of an Ensign named Merle Smith, the first black graduate of the United States Coast Guard Academy. With this blacks had surmounted every challenge the service had to offer and had become a day to day instrumental part of the well-oiled Coast Guard team.

The Coast Guard, by virtue of its labors on the sea, has always appreciated the indiscriminate, and oft times volatile, temperament of nature. The deep has forever been an environment in which men and women have had to set aside differences and rely on one another regardless of dissimilarities that may have taken precedence in tamer surroundings. This fact can be characterized as part of the spirit of the Coast Guard that has always existed even in spite of societal situations that may have sought to separate.

The Coast Guard has indeed been ever ready to embrace and espouse teamwork, bravery and diversity and has set a foundation of success based on inclusion and excellence that will ensure that the service will prosecute its mission to help safe guard our nation for generations upon generations to come.

WASCHE'S VISION LED TO INTEGRATION OF THE FIRST NAVAL VESSEL

By Ken Jacobs, ANACO-DVd

In 1943 Admiral Russell R. Wasche, the U.S. Coast Guard's longest serving Commandant, looked out over the landscape of his time and envisioned a fully integrated service. He approved a request for the training of African

American Seaman which led to the creation of our Nation's first fully integrated ship, USS Sea Cloud. The Sea Cloud's 173 man crew would include 4 African American officers along with 50 African American petty officers and seamen. By the end of ADM Wasche's tenure, 965 African Americans served on integrated ships as petty officers and warrant officers and many outranked white crew members. There were also a few commissioned officers, two of which commanded integrated crews. During this period the Coast Guard also recruited African American women into the SPARS.

Today we are on a mission to build a more diverse Coast Guard Auxiliary. The future

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SPAR recruits Julie Moselsy Pole, on the left; Winifred Byrd, on the right, in the fall of 1944. Official U.S. Coast Guard photo

From Page 6, growth of our organization is dependent upon how well our leaders can identify and capitalize on our member's 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 one another. We must use training and mentoring at all levels to build an inclusive environment, promoting diversity of thoughts, of ideas, and of competencies.

Another challenge is ensuring that each member understands his/her role in diversity and how it ties to the mission.

This will enable us to work on building high performance teams and empower us to mission readiness and excellence.

Our recruiting initiatives must be structured to attract top talent to our organization. We must seek a wide range of potential members from under reached groups. Seeking to identify affinity groups in our own communities will



Admiral Russell R. Wasche, Commandant of the US Coast Guard 1936 to 1945. Official U.S. Coast Guard photo

help to forge new relationships. Such a model will guide us to achieve a measurable improvement in the diversity of our membership, our missions and our partners.

The result will be an increase in morale which will provide a positive impact on the success of our members in the fulfillment of their individual mission. Today, with the same spirit and courage exhibited by ADM Wasche, our leaders look out toward a new horizon and they envision an organization rich with diversity, an organization which will represent all facets of society.

DIVERSITY WEB SITE LINK:

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

DIVERSITY FACEBOOK PAGE LINK:

<https://www.facebook.com/CGAUXDiversity>

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