



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.

Marion Byerson, ANACO-DV

Spring 2016

Ken Jacobs, ANACO-DVd

NATIONAL DIVERSITY DIRECTORATE Reorganization –

The Diversity directorate has been reorganized into divisions. Effective immediately Diversity Branch Chiefs have been promoted to Division Chiefs and will manage the Branch staff. Please continue to reach out to staff with your questions and/or requests for assistance.

I would like to thank those who joined us on 20 MAR for the review of the NACO's Three Star Award for Excellence in Diversity Management and recent changes to the application. The most important discussions centered on the changes to goal 4 and the submission process. Remember that your unit needs to complete only four of the six action items in each goal area.

Please ensure that your application is complete with unit number using the 000-00-00 convention. Please refer questions about the NACO's Three Star Award for Excellence in Diversity Management to your area Division staff.

Ken Jacobs, Deputy Assistant National Commodore - Diversity (ANACO-DVd)

***"Diversity Opens Doors to
Opportunities and Understanding"***

OUR STORY OF "WHY" –

Recently, Flotilla 91, Ft Myers Beach, FL (D7) celebrated its 10th anniversary.

Chartered in January of 2006, the initial cadre consisted of 20 members from one of the larger flotillas in the area. During the quiet celebration, the two of us who are the last active "plank owners" reflected on the early days in the history of the flotilla. Most of the original membership has moved away, retired or passed away. Dan Eaton (a former FC for 91 and now once more the current FC), and myself carry on our heritage for Flotilla 91.

The Flotilla's beginning was a result of a need to more closely support Coast Guard missions at Station Ft. Myers Beach. That beginning was a true diversity mission in order to better support the Station's readiness along the local coast; the Gulf of Mexico. The mission is described in the story of ***"Enduring Friendship"*** which was written by Dan Eaton and published in the **NAVIGATOR** back in the Spring of 2008.

So why, you might ask, is the story being resurrected now? It is about our Flotilla's history, and the actions involving several cultures coming together for one common purpose. The majority of the current members have no idea about those diverse beginnings or of our cultural involvement with neighboring nations.

Perhaps it is time for your Flotilla or Division

to tell its own diversity story which brought many like-minded individuals together for a common purpose.

We do all learn from one another. We welcome you to tell us your story of “**WHY.**”

Tom Bamford, Division Chief – Diversity Administration (DVC-DA), VCDR 070-09

DO OUR CORE VALUES NEED MODERNIZING?

By LCDR Stephen Bird,
SFLC Baltimore

USCG Leadership Competency: Leading Self – Aligning Values

Editor’s Note: This article refers to leadership at a Coast Guard unit; however, all aspects of this article do apply to Auxiliary Flotilla Leadership.

As we work hard to steady the course after arguably the most change the Coast Guard has seen in decades, one might ask if our core values still remain current, or maybe even wonder if they are just too demanding along with the additional stress and pressures from change. I think the best way to approach this is to delve into each value individually, and then compare them collectively to what our organization values most today and how they relate to accomplishing our mission.

First, let’s ponder what values are. The most agreed upon definition of values are “*the principles, beliefs, and standards we feel are imperative to our success as an organization.*” I can’t help but think of my days as young Boy Scout – Trustworthy, Loyal, Helpful, Friendly, Courteous, Kind, etc. Many of these values are taught to us by culture through parents, schools, religion, etc. Several years ago the Coast Guard identified three foremost values it finds essential in our members, and wrapped them nicely into what we refer today as our Core Values: *Honor,*

Respect, and Devotion to Duty.

Honor is first on the list; it is overarching and must exist before the other values. Webster defines honor as *that which rightfully attracts esteem, respect, or consideration; self-respect; dignity; courage; fidelity; especially, excellence of character; high moral worth; virtue; nobleness.*

As you can see, honor is indeed all encompassing, and must remain at the forefront of both our personal and professional decision making processes. In short, honor is to do what’s right even when no one is looking.

With honor, it is then possible to earn and give **Respect**. Webster defines respect as *to consider worthy of esteem; to regard with honor.* To receive respect, we must both give it and act in a manner deserving of respect in return. Respect in the workplace can make seemingly impossible goals possible. A person that wants to work for or with another person will go the extra mile to make sure their goals are met and often exceeded. Additionally, respect amongst diversified teammates creates synergy, which is a use of energy and resources in order to reach our goals. Additionally, through trust and empowerment we can communicate respect in others by giving them the opportunity to provide new and creative solutions while providing the climate necessary for growth.

By definition, duty means conduct, service, or functions that arise from one's position. Again, all things covered by honor. Therefore **Devotion to Duty** is to uphold your service, enhance the service and its mission through increased responsibility, all-the-while conducting ourselves professionally. Duty is our responsibility as public servants, and acting responsibly means to swiftly hold ourselves accountable. .

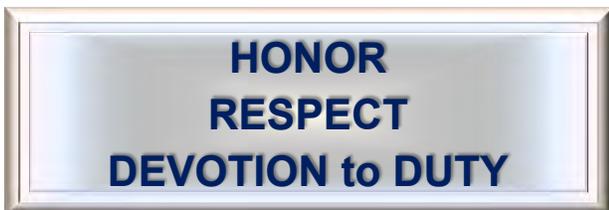
Furthermore, accountability must be taken as early as possible or soon others will soon begin questioning our motives. Would I have

held myself accountable if I knew for sure that no one would have found out? It is also our *duty* to hold people accountable that we are responsible for, and doing so at the earliest possible opportunity allows them to learn, recover, and move on. If we don't hold our self and others accountable, the snowball effect kicks in and the next indiscretion will be even worse.

The Coast Guard's core values are ageless, powerfully simple, and provide us with a foundation on which we can use as a compass to guide us as we progress in our careers as well as at home.. Honor, Respect, and Devotion to Duty are values that will remain of utmost importance to our service regardless of organizational changes. Demanding? Maybe, but the alternative would be at best lukewarm and bring inevitable failure to our country and each other. I have yet to meet someone who sought employment with the Coast Guard because they thought it would be easy. The prevailing reasons I hear are because of the many challenges, positive impact we can have on society, and the boundless pride in serving our country. It is not realistic to expect perfection, nor would we learn if mistakes were prohibited. But as leaders, we must define ourselves by the very core values the service expects of us, showing subordinates that a violation of core values is also a personal act of disrespect towards you. If the core values are not reflected in our daily life, we enable the same of others as it perpetuates down the chain resulting in character weakness and lack of integrity.

This article is from the USCGAUX Deckplate Series.

Reprinted with permission of the Coast Guard e-Leadership News Magazine.



THE AUXILIARY UNIVERSITY PROGRAM – Beyond the Numbers



This article is not about passing Auxiliary University Program (AUP) statistics. This article is about sharing a success story that highlights Team

Coast Guard values and the positive results of dedicated effort.

Ensign Garrett Hendrickson, a new Coast Guard officer and a member of the Auxiliary National Staff, is an outstanding example of how the Auxiliary is making a difference and enabling the future success of the United States Coast Guard one inspired member at a time. One member can cause change. Garrett led the way to develop the AUP and recently graduated from Officer Candidate School to begin his dream career as a Coast Guard officer.

Ensign Hendrickson was kind enough to respond to our questions about his AUP experiences. We hope that you enjoy reading his answers. Additionally, we hope that his wonderful story will spark your interest in the AUP and move you to find and mentor our next successful Teammate.

Q: How did you learn about the Auxiliary?

A: My father, an active duty Coast Guard officer, told me about the Auxiliary in the summer of 2011. I was interested in finding ways to learn about and gain exposure to the Coast Guard. He mentioned some of the opportunities available to Auxiliarists. A few months later, I was a member!

Q: Why did you join the Auxiliary?

A: I joined the Auxiliary to learn about the Coast Guard and gain exposure to their missions. I knew I wanted to pursue a future career in the Coast Guard, and the Auxiliary seemed like a great way to get experience while also benefitting the service.

Q: What are your mission areas of interest?

A: I primarily focus on aviation operations and finding systemic ways to have the Auxiliarists benefit the Coast Guard. As a licensed civilian pilot, I love that I can operate in Auxiliary aircraft to benefit the Coast Guard. As an Active Duty Coast Guard officer, I also love leveraging my knowledge of the Auxiliary to find new ways the Gold Side and Silver Side can help each other.

Q: What is your most memorable Auxiliary experience?

A: During the summer of 2014, I created the aviation course for the Auxiliary University Program. I recognized the lack of exposure students had to CGAUX aviation, so I worked with partners from the Gold Side and Silver Side to fill that gap. I was later the chief instructor for the course, and it was incredibly rewarding to have seen that entire project through from start to finish.

Q: Did the Auxiliary aid your personal growth? If yes, how?

A: The Auxiliary is a fantastic organization for people interested in personal development. That's one of the core tenants of the Auxiliary, after all! The organization provided opportunities for me to learn and do some incredible things. In particular, as a member of the Auxiliary University Program I was exposed to an holistic course of study that covered everything from operations to leadership.

Q: Do you have any qualification or leadership position goals within the Auxiliary?



From L to R: Auxiliarist Robert Hendrickson, Ensign Garrett Hendrickson, CAPT Robert Hendrickson

A: I am a proud Coast Guard Auxiliary aviator. I have been qualified Air Crew for a few years now, and every mission is as rewarding as the last. I hold a few other collateral qualifications, like Fingerprint Technician and Instructor. I'm also an involved leader in the Coast Guard Auxiliary diversity directorate. My leadership positions include FSO-DV and BA-DAUP. I think being a leader at both the local and national level gives me a great appreciation for how well Auxiliarists at all levels work together.

Q: What would you like to share with the public about your Auxiliary experience?

A: My family jokes that the Coast Guard is the "family business." My grandparents are Auxiliarists. My mother is a Coast Guard veteran. My father is an Active Duty officer. I think I get the best of both worlds. As a leader on both the Gold Side and Silver Side, I truly recognize the symbiotic relationship between these two parts of Team Coast

Guard. The Auxiliary has provided me incredible opportunities that will benefit me for a long time to come, and being a member of the Auxiliary is doubtlessly one of the most rewarding things I've ever done.

We can read and feel Ensign Hendrickson's conviction in his words. Please review figure



Figure - 1

1 to see the flow of how Auxiliary members can assist AUP students. We have a great opportunity to help them move forward in their careers and lives. Everyone wins no matter what career choices they make – either into the active duty, reserve, Auxiliary, or to become proud American citizens.

Submitted by:

Gerard Williams, (CDR, USCG ret'd.), Branch Chief – Diversity Administration (BC-DAD) from an interview with the newly commissioned Ensign Garrett Hendrickson.

“The broadest and maybe the most meaningful definition of volunteering: Doing more than you have to because you want to, in a cause you consider good.”

~Ivan Scheier (PhD is known for his professional on-site consulting for volunteer programs and citizen participation efforts in the US and Canada since 1967.)

A Unique Perspective on Diversity Management in support of USCG missions –

One of the questions on the D7 monthly Diversity Management report asks, “Describe how your Division/Flotilla has demonstrated Diversity Management that has supported USCG Missions.”

There are two Auxiliary members within Division 9 who are trained USCG Ombudsman for USCG Station Ft. Myers Beach. They are Theresa Sweeney, FC 94 Franklin Locks and myself. Terry is a retired BM2 and had been stationed at Ft. Myers Beach.

Terry understood the value of the Ombudsman based on her own CG experiences, and me, from my military family experiences which help to support our family.

When Terry and I were asked to become Ombudsman for the station, we both readily accepted the offer since we knew full well the value of such a support system between the command and the station's personnel. This has become a most fulfilling opportunity for both of us, as we are able to provide enhanced resources via the Coast Guard Health, Safety and Work-life (HSWL) programs.

The Coast Guard Ombudsman Program is a command program intended to improve communication between the command and the Coast Guard family members. Coast Guard ombudsmen are communication links, provide information and referral resources and act as advocates for family members.

Coast Guard Ombudsman Appreciation Day – March 26, 2016



The Coast Guard Ombudsman Program celebrated its 30th Anniversary on 26 March 2016. Throughout the years, Ombudsmen have played a crucial role in supporting the morale, health, and well-being of our Coast Guard families and improving their overall quality of life. On this historic occasion, we take time to honor their selfless service.

In 1986, Admiral Gracey established the Ombudsman Program, envisioning a program where Coast Guard spouses serve as the liaison between the command and its families. The Ombudsman Program has exceeded this goal during 30 years of unwavering commitment.

Today's Coast Guard Ombudsman is a trained professional who excels as a communicator, information and referral resource, and quality of life advocate.

When our families respond to the challenges of the military lifestyle, our Ombudsmen are there to provide them with guidance and support. Ombudsmen help families find the answers to life challenges, building resiliency and self-reliance.

Ombudsmen serve Coast Guard families with a genuine desire to help, and they continue to represent the very best of the program's tremendous 30-year legacy.

In recognition of the vital role our Ombudsmen play in the support of Coast Guard's missions, per reference (A), March 26th is designated Ombudsman Appreciation Day. Commands are strongly encouraged to honor and publicly recognize the many contributions of their Ombudsmen, not only on this day, but throughout the year.

Visit www.uscg.mil/ombudsman to learn more about the USCG Ombudsman Program and how you can support your Ombudsman please.



An **OMBUDSMAN PEARL of WISDOM** provided by Chris Degraw, Ombudsman Program Manager. Chris sends out daily “pearls,” and here are a couple of the gems.

“Appreciation is a wonderful thing. It makes what is excellent in others belong to us as well.” ~ Voltaire (French Philosopher)

“Volunteers are just ordinary people with extraordinary hearts. They offer the gift of their time to teach, to listen, to help, to inspire, to build, to grow, to learn. They expect no pay, yet the value of their work knows no limit. They've known the unexpected joy of a simple hug. They've planted tiny seeds of love in countless lives. Volunteers are just ordinary people who reach out and take a hand and together make a difference that lasts a lifetime.”

One more...

“Volunteering is at the very core of being a human. No one has made it through life without someone else's help.”

Tom Bamford
CG Ombudsman, CGSTA Ft. Myers Beach

I AM HOME –

My name is Thom McQueen. Born in the mountains of Southeastern Kentucky, I was raised on the traditions, music and values of the farmers and coal miners.

From a broken family, this was to be my world and I was destined to be poor, uneducated (*9th grade was my final year of school*) and, well...poor and uneducated. I wanted more. When I left to move North, I brought those thoughts and feelings, as well as a strongly pronounced “hillbilly” accent, with me.

Interesting words and phrases peppered my conversations, such as “disremember” instead of forget and “chunk” instead of throw. I was

16, young, naive and totally lost in this new world. Yes, there IS a different world out there!

Embarrassed by my lack of education, and upbringing, something that my words and accent wouldn't allow me to hide, I sunk into becoming shy and alone to protect myself even though all the while my inner being was screaming to be released. But I didn't scream. I just ran away. At 19, I joined the Army.

The Army was the best thing that could have happened to me. I grew up more, and learned more in those three short years than I had in all the previous. I learned that there truly was a world out there with many different places, many different people, many things to do and see and that I could be anything that I wanted to be. I learned about me. Those Appalachian values served me well.

While at Ft. Carson, I started to travel. Colorado, Texas, New Mexico, Mexico, and places I had only read about back in Kentucky. The people, the customs and traditions of other cultures was fascinating to me and I indulged as often as I could.

One Friday, 3:00 in the morning, I ran out of gas in the middle of the desert in New Mexico. A Reservation Police Officer showed up and took me on to the Reservation to get gas. Over top of the small gas station, the family was gathered around an older gentleman, sitting on a blanket. He was chanting, praying and asking supplication to a deity that I knew nothing of. I was fascinated. I was grateful. I was accepted and got to be a part of something that very few get to partake.

At Ft. Carson, I took a GED then started college. After the military was the police department, the public defender's office, another degree, teaching, writing, etc., etc., etc. I have earned a living with a shovel, with a pen and with a microphone. Ninety miles an hour to anywhere. It wasn't that I didn't know

what I wanted to do; it was that I wanted to do everything.

All of it while, meeting new people, learning new things about the world, and about me.

During my life I have seen 32 states, three countries, lived in seven states and met thousands of people. Through it all, I have discovered that "people are people." They want to be treated the same as you want to be treated.

I wanted the American Dream. And I live the American Dream. For me, I found that my wife and children are the fulfillment of my dreams. That dream is still out there for you. It's filled with new people, adventure and hope.

I spent the first part of my life trying to get away from Southeastern Kentucky, the farm and the "hillbilly" moniker. I have spent the last part trying to get back to them. And I now have a t-shirt that proclaims that I am a "Proud Hillbilly."

After the travels, the learning, the life, the ups and downs, I have returned to where it began. I am Kentucky through and through. And I am home.

Getting older but still wanting to be involved, I joined the Coast Guard Auxiliary. The idea was that when "something" happens (I don't believe it's an "IF" but a "WHEN"), though I cannot be a front line responder, I can answer the phones and hold down the fort while the Coast Guard responds to it. A force multiplier.

I approached the Coast Guard Auxiliary as I have everything in my life, with a lot of energy and gusto. I am currently a National Officer with the Incident Management and Preparedness Directorate and an Assistant Pollution Investigator (Coast Guard), but prior to that, I wanted to be "everywhere." Teaching, Vessel Inspections, River Patrols,

Harbor (MOMs) Patrols. Any classes and training that were available, I was there.

When I discovered Public Affairs, I found a new lease on life. With the leadership help and advice of PA's Manny Romero, "Captain Kirk" Scarborough, David McClure and (especially) Bill Key, I quickly became a PA1 (formerly PA3). I wrote, started a Flotilla newsletter, became a member of the National Photo Corps, sat in on Oral Boards with National PA, and was soon moved to the District publications. I earned my AUXOP and am working toward my TRIDENT, being three quarters of the way there.

Nothing I have experienced has ever made me want to give up on the Auxiliary. When you look at things going on with you, and elsewhere in the world, just remember that what goes on around you compares little with what goes on inside you. Suck it up, put on your big boy pants and continue forward. This is the greatest volunteer organization in the world, doing the greatest things for the greatest country in the world.

Working closely with our flotillas, Amy Matracia, VFC, and Valerie McQueen (my wife), we achieved the NACO 3-Star Award for Excellence in Diversity. A milestone in personal and flotilla achievement for all of us.

And Incident Management and Preparedness came calling. A chance to join a tight-knit group that does so much and affects so many. When IM&P Director John Ellis called, I eagerly jumped at the opportunity and once again, I can truly say, I am home.

Submitted by:
Thom McQueen, BA-QITA
Incident Management & Preparedness
US Coast Guard Auxiliary



“Enduring Friendship” – *Floridians are teachers, not fighters, in this ‘war’*

Yes, Virginia, sometimes the Auxiliary does go to war.

One case in point: Three members of Flotilla 91, District 7 (Ft. Myers Beach, Florida) have been heavily involved in the war against drug-trafficking, gun-running, terrorism and illegal fish-harvesting.

What do these varied “war-time” activities have in common? And, where does the Auxiliary fit in? The answer, in a nutshell, is: Operation Enduring Friendship.

This military operation, an initiative of the Tampa, Florida based U.S. Southern Command is designed to build regional cooperative security, support the national counter-terrorism/drug policy, and develop roles and missions for the 21st century.

Enduring Friendship is a voluntary program, with the primary goal of coordinating the assets and efforts of not only the United States, but also the Caribbean countries, to fight the common problems that all face as maritime nations.

To that end, two Florida firms -- Naples Yachts, of Naples, and Nor-Tech Performance Yachts, of Ft. Myers, were awarded a \$4.7 million contract to provide eight 43-foot interceptor vessels for participating Caribbean countries.

Technical training was provided by the Lee County School System at the Marine Training Center in Ft. Myers.

Next, the Caribbean crews needed to be trained in small-boat operations.

The first training class was comprised of personnel from the Dominican Republic Navy. Teaching chores were handled by William Burch, [former] FC-91; Robert W.



Dan Falzone (former FSO-VE Flt 91) and his Dominican Republic crew

DePuy, [former] IPFC-91; and, Daniel Falzone, [former] FSO-VE 91, all D7. In addition to having held a wide variety of Auxiliary elected and appointed positions, all three instructors also hold U.S. Coast Guard 50- or 100-ton Master licenses.

The eager students were highly motivated to learn because the Dominican Republic, which occupies two-thirds of the island of Hispaniola, is one of the trans-shipment points used by South American drug traffickers for drugs headed to the U.S. and Canada. The country also is used for trans-shipment from Holland and Belgium of the drug Ecstasy, and Colombian drug-lords favor the Caribbean country for money-laundering. The Flotilla 91 instructors taught the Dominicans all aspects of small-boat handling, explained marlinspike, taught knot tying, and then supervised as the students performed the tasks.

The sailors were also taught to read charts and they practiced their skills during classroom navigational exercises.

Many of these students were fulfilling their dream to come to America to learn new ideas and techniques, and to refine their own techniques. They have taken what they learned back to their home country, and are more effective in their drug-interdiction and other missions as a result of their U.S. training.

By becoming more productive in their sector of the Caribbean, the Dominican sailors have allowed the U.S. to reallocate its assets to other problem areas.



Robert DePuy (former PFC Flt 91, now retired) with the Dominican Republic crew as they learn to get their bearings. Photo by Dan Eaton

Flotilla 91, which is proud to be an important and active contributor to the Operation Enduring Friendship initiative, was planning next to provide small-boat training in the Bahamas and Jamaica as part of what was expected to be an ongoing mission for these Auxiliarists.



* The countries that participated during the multi-year span of the program were the Dominican Republic, Bahamas, Jamaica, Honduras, Panama, Nicaragua, and the Texas Department of Public Safety.



Dan Falzone (former FSO-VE Flt 91) and his Dominican Republic crew

Story reprinted from the Spring 2008 Navigator. Original story & photos were submitted by Dan Eaton FSO-PA 91 D7.

NOTE: Dan currently serves as the FC and the FSO-PA at Flotilla 91 Ft. Myers Beach, Florida.

We want to hear from you...

Diversity and Inclusion revolves around every person and every activity in which we become involved.

- ❖ Share the events of your shipmates and of the activities in which your Districts, Divisions, and Flotillas become involved in communities.
- ❖ Bring your own discoveries about diversity to light.
- ❖ What are your 'best practices' for supporting the goals and objectives of the Auxiliary Strategic Plan for Diversity Management?

Send your articles and photographs to:

NACO3StarAward@gmail.com

WHY DIVERSITY? – Part 1

The United States Coast Guard Auxiliary (USCGAUX) must evolve to meet the requirements of a dynamic operational environment. We keep hearing this type of statement about the need for organizations to change. So what does “dynamic” mean to us? I offer that it means exactly what leaders of all types and from all cultures have always told the masses – everything changes so plan for change. Remember hearing that, “No plan survives first contact with the enemy?” That is why we redo the risk assessment as conditions change. Our organizational diversity status is no different from doing an organizational GAR assessment. We must determine where we need to focus our collective efforts to complete the mission in the most efficient manner possible given all our available resources and the evolving environmental challenges.

The USCGAUX has witnessed many changes in resource types and demands over the past 20 years. For example, the Coast Guard has renewed its aircraft, cutters, small boats, and established Sector commands. We created new career specialties that brought new readiness and training requirements to active duty, reserve, and auxiliary members. The USCGAUX in particular as a volunteer force has undergone many organizational changes that directly affected our membership. Some changes were easier to manage than others were, but all were natural growth steps in an organization’s life cycle.

To the good news... we can lead positive change! Our actions as part of team Coast Guard must support the new resource environment of our life cycle. Additionally, our efforts must identify and produce process changes that allow us to sustain our devotion to supporting our members and using best practices. We must establish processes to capture and share all the goodness that we continue to bring forth to Team Coast Guard and the many other organizations and

community efforts that we support so that we build upon our success.

In the past change occurred too often only after a documented MISHAP. Process improvement was slow and efficiency was low. That process model is no longer acceptable. We have access to new technology and our members have a broader set of skills allowing us to conduct data analytics to identify trends and then smartly contribute to decision-making processes. This is a critical point. We can leverage “newness” to expedite efficiency. That is strength point of diversity – to use the ability of all to make things better for all.

What about our people? What has happened to the characteristics we value in our Team Coast Guard members amid this diversity change? I offer, “We’re growing stronger and more capable.” We are still the dedicated, brave, mission orientated people who greatly value others and will risk all to save a stranger in distress. Additionally, diversity education, ongoing local discussions, and success stories are helping us to understand the value of differing thought patterns. We more fully understand the nature of different as not bad necessarily, and that outreach allows us to share our values and learn new things. Thus, we are actively seeking to harness a broader set of ideas and experiences via inclusive teams and working groups. As a result, our ranks are growing with new people who see our inclusive nature and believe that they can add their uniqueness to our team. The PAD article this month on the Auxiliary University Program serves an example of your diversity outreach results.

We see now that “dynamic” as it applies to us, simply means that what worked and was valued as a best practice 20 years ago might not have the same effect and value in today’s environment because things have changed. So we choose to change too... just like after the GAR. Conditions have changed so we

must review our status, collaborate respectfully and inclusively, make and communicate our plan, adjust course, and keep making way in a much safer manner with a much higher probability of success for having valued diversity.

All fun nautical terms aside, this positive attitude and action about diversity and its ability to improve our team is especially true when we consider the vast amount of new skills and viewpoints needed to effectively plan and operate today, and in the future. Everything, including the USCGAUX we love, must change to meet evolving conditions. Luckily, we are the ones on watch at this time and place when technology is more wonderful on a daily basis and our people are so smart and eager to succeed. Thankfully, we are all empowered and encouraged by Team Coast Guard leadership as highly valued teammates to help make positive, sustainable changes for the life course of our great organization.

Please contribute your greatness.

Submitted by:
Gerard Williams, (CDR, USCG ret’d.)
BC-DAD US Coast Guard Auxiliary

**National Volunteer
Week**
April 10-16, 2016

**National Military
Appreciation Month**
May 2016

ASK YOURSELF, WHY? –

When we joined the US Coast Guard Auxiliary we have all asked ourselves a similar question, “Why do I want to be a member of the Coast Guard Auxiliary?”

Some individuals have joined because it offered a sense of purpose. Some have joined because of the organization’s culture. Yet, others have joined because they wanted to “give back” to their communities.

Most individuals commonly ask, “What does the Coast Guard or the Coast Guard Auxiliary do?”

In Sales 101, one might be expected to say, “That is a great question. Why do you ask?”

Aren’t we all in the “business “of promoting the organization? If not, then why not?

For our organization to grow and expand into other USCG support missions, we all need to inspire others to become members, with fresh skills and new ideas, and we need to offer inspiration to all members so they will become more successful at the “WHAT” we do and then the “HOW” we do it.

The following is an exchange of thoughts based on the idea of the WHY, the WHAT and the HOW a member views the Coast Guard Auxiliary as the “*Volunteer Organization of Choice.*”

George Marrash is a new member of 014-07-07. In a very short period of time since becoming a member (SEP 2015) he has achieved (in AP status) completion of the Boat Operations exam, the Goodmate exam, the Instructor Development Course, APC, and the Introduction to Marine Safety and Environmental Protection exam.

Based on the Diversity Vision, as follows, I asked him the questions of the WHY, the WHAT and the HOW of his thoughts

regarding the consideration of the Auxiliary being the “*Volunteer Organization of Choice.*”

DIVERSITY VISION: (As stated in the US Coast Guard Auxiliary Strategic Plan for Managing Diversity.)

The U.S. Coast Guard Auxiliary will be recognized as the “*Volunteer Organization of Choice*” for American citizens interested in promoting recreational boating safety, security of America’s waterways and improved methods of educating the boating public. We will recruit, retain, train and deploy a ready, diverse and highly-skilled volunteer work force to contribute to Coast Guard Auxiliary mission success.

- Why should the US Coast Guard Auxiliary, be recognized as the “*Volunteer Organization of Choice?*”

Comment: George Marrash

I feel that the U.S. Coast Guard Auxiliary should be recognized as the “Volunteer Organization of Choice” for several reasons:

- 1) Our safe boating and related programs impact people from all communities and all walks of life, and educates them on the proper and safe way to operate their craft.
- 2) We provide a visible first line of defense for our waterways, ports and other facilities, when often times no other unit is visibly present.
- 3) Through the training that each member receives we all learn the importance of leadership, duty, honor and finally respect. These impacts are not only in our role as a part of the Coast Guard Family, but also in our private lives too. I have already had the occasion to use the tenants of good leadership,

learned through the required training, in my personal career.

4) We have the ability to serve alongside active duty members of the Coast Guard, allowing us to have a real and immediate impact on the safety and security of all.

- How do you convey the message of being the ***“Volunteer Organization of Choice?”***

Comment: George Marrash

In order for me to convey the message of being the “Volunteer Organization of Choice,” I take great pride and care when I wear the uniform so that I will have the opportunity to convey the work that is done by the Auxiliary. Secondly, whenever I can I always encourage my friends and family to think of joining. Lastly, for me I think that it is of great importance to be sure that my training is of the highest level possible so that I am always ready to assist, if called upon to do so.

- What is it that the US Coast Guard Auxiliary does for you that makes it the ***“Volunteer Organization of Choice?”***

Comment: George Marrash

Personally I have found that the US Coast Guard Auxiliary is the “Volunteer Organization of Choice,” since it has given me an opportunity at age 54 to serve and protect my country, which can continue well after I retire. There is a huge sense of accomplishment whenever I finish a training class and a sense of belonging to an organization that is found across the country. I have an extended family everywhere I travel. Lastly it has helped me to fill a void in my personal life, whereby I can now contribute back to my local community.

How would you respond to these questions? How would your team members, new or tenured, respond?

The next time you have individuals asking about the US Coast Guard Auxiliary, ask them the “WHY” question. Perhaps, after you evaluate your own WHY, you will be able to pass on the inspiration and the motivation which brought you to the consideration of, WHY NOT!

A very special “thank you” to George Marrash for his comments. In the next edition of the PAD, look for responses from another Auxiliary member perhaps; one of your own.

Submitted by:
Tom Bamford, DVC-DA, VCDR 070-09

“Volunteers are just ordinary people with extraordinary hearts. They offer the gift of their time to teach, to listen, to help, to inspire, to build, to grow, to learn. They expect no pay, yet the value of their work knows no limit. They've known the unexpected joy of a simple hug. They've planted tiny seeds of love in countless lives. Volunteers are just ordinary people who reach out and take a hand, and together make a difference that lasts a lifetime.”

~ Kimberly Rinehart, Poet

WHY Change? WHY Not!

We began this Spring edition of the PAD with a story of **“WHY”**. There is a discussion of WHY we helped other nations. A story of WHY a Coast Guard career was chosen. One tells us WHY we help our shipmates and their families. Another about WHY we have values, and one more concerning WHY diversity and change. Finally, we explored the comments from a new member when asked the question of WHY one might consider the **“Auxiliary the Volunteer Organization of Choice.”**

The WHY leads to considering the WHAT and the HOW of anything. For our purposes it leads us into discussing experiences, people, actions, ideas, skills, a sense of purpose; the inclusion of all aspects in life in order to strengthen our organization.

There was also a discussion about WHY Diversity. Diversity we know is about people, actions, variety, inclusion, and change. Diversity and change are inseparable. One cannot exist without the other present. When we embrace diversity, we need to embrace change. Whether we accept them or not is a totally different situation. Change is perpetual, and as we were brought up to know, change is inevitable.

Without diversity there can be no change. Without change there can be no diversity.

Our organization is in a constant state of change. How we accept and manage the change comes from our need to have greater diversity and inclusion from one another. It brings the Coast Guard Auxiliary new members with fresh ideas and skills. It brings an enriched passion for serving others, as volunteers which in turn leads all of us to ultimately know that “the success of the Coast Guard Auxiliary will depend upon the extent of your participation.”

Did we not take a solemn and sincere pledge, “to support the United States Coast Guard Auxiliary and its purposes, to faithfully execute my duties, and to abide by the governing policies established by the Commandant of the United States Coast Guard?”

Isn't this **“WHY”** we joined the Coast Guard Auxiliary in the first place? This certainly is WHY I joined, 25 years ago.

WHY change? WHY not!

SEMPER PARATUS...

Tom Bamford, Division Chief – Diversity Administration (DVC-DA), VCDR 070-09

In the United States, April is Sexual Assault Awareness Month (SAAM).

The goal of SAAM is to raise public awareness about sexual violence and to educate communities on how to prevent it.

Sexual violence is a major public health, human rights and social justice issue.

DIVERSITY FACEBOOK PAGE LINK:

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

DIVERSITY WEB SITE LINK:

<http://wow.uscgaux.info/content.php?unit=d-dept>

DIVERSITY DIRECTORATE STAFF

Tom Bamford, DVC-DA
Gerard Williams, BC-DAD
Kenneth Stanley, DVC-DE
Tyrone E. Keys, Jr., BC-DEN
Garrett Hendrickson, BC-DUP
Tracy Schultz, DVC-DP
Tim Kahn, BC-DPS
Christopher Ware, DVC-DW
Ramona Gonzalez, BC-DWN