



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

Summer 2016

Ken Jacobs, ANACO-DVd

D-Directorate General Information

NACO's Three Star Award for Excellence in Diversity Management

Well done Team,

Commodore Simoni is looking forward to talking with our senior field leadership about this at NACON. Once again we have proven that the award is attainable, and demonstrated that in areas where the leadership is engaged. He feels that we are getting good submissions. The success of the program is directly attributable to the outreach work and training our team has conducted across the country.

This shows that our team is dedicated and committed to this program. For next year, I would like to see a goal set of at least 10% of our flotillas earning the award in each and every region. Let me know how I can help you get there. Thank you for providing us more good news for NACON.

Very respectfully,

Marion Byerson
Assistant National Commodore - Diversity
(ANACO-DV)
U.S. Coast Guard Auxiliary
marion.byerson@cgauxnet.us

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

More on the 2016 NACO's Three Star Award for Excellence in Diversity Management.

Now that the deadline has passed I am pleased to report that we have surpassed all expectations with 55 applications currently pending for the *NACO's Three Star Award for Excellence in Diversity Management*. The following is the current breakout:

Atlantic East - 35

05 District 1nr
03 District 1sr
03 District 5nr
15 District 5sr
09 District 7

Atlantic West - 7

02 District 8cr
03 District 8wr
02 District 9wr

Pacific Area - 12

02 District 11nr
10 District 11sr
01 District 13

As of today we have three units who have requested an extension. The possibility still exists that we could hit the 60 mark.

This is an amazing milestone for our program. We have seen persistent growth each year and the success of the program is directly attributable to the outreach work and training this team has conducted throughout the

country. The interest in the Excellence in Diversity Management award is the only true measure of success for such a subjective program and our ever improving results demonstration the dedication and commitment of our team effort.

Again, thanks to each of you for your service and dedication to the Diversity program.

Bravo Zulu!

Most respectfully,
Ken

Kenneth E. Jacobs
Deputy Assistant National Commodore -
Diversity (ANACO-DVd)
Division Chief - Training, User Support
Directorate (DVC-UA)
Coordinator, AUX-04 and AUX-10 "C"
Schools
U.S. Coast Guard Auxiliary

Promoting Best Practices Used for the Three Star Award

The Diversity Directorate would like to start sharing the experiences which helped your unit compete for the *NACO's Three Star Award for Excellence in Diversity Management*. Please submit photographs of events and/or brief descriptions of activities along with relevant goal category and action item to Ken Jacobs, ANACO-DVd, at kennethejacobs@aol.com or Tom Bamford, DVC-DA, at naco3staraward@gmail.com.



Secretary Johnson Announces New DHS Mission Statement

Release Date: May 11, 2016

DHS Press Office

I am pleased and proud to release to the public today our new mission statement for the Department of Homeland Security:



“With honor and integrity, we will safeguard the American people, our homeland, and our values.”

This statement is intended to reflect the views and the values of our employees, and to be in their voice, not mine. Almost 3,000 of our people answered my call for ideas for our mission statement, and we received many thoughtful answers. Across all components, the three words most often invoked in the submissions were “honor,” “integrity,” and “safeguard.” These words are contained in the statement. The word “values” was included to reference, among other things, our missions to preserve and promote this Nation’s immigrant heritage and humanitarian spirit, as well as the freedoms and civil liberties we must balance and preserve in the pursuit of our security mission. We wanted to limit the statement to one sentence.

In the development of this statement, I was pleased to consult all three former Secretaries of Homeland Security.

This statement is intended for all our components and all our approximately 226,000 personnel across the entire Department. My hope is that our people will see it as the capstone of our Unity of Effort initiative, and our unifying mission statement for now and long after I am Secretary of Homeland Security.

STEP UP TO LEADERSHIP

By COMO Carol A. Urgola

Past National Chief of Staff, 2005-2006

USCG Leadership Competency: Leading Self – Aligning Values and Personal Conduct

In the book, *The Leadership Challenge* by Kouzes and Posner, the following findings were arrived at through a series of interviews and case studies:

1. Leadership can be learned.
2. Anyone can learn leadership skills.
3. Leadership is not reserved for a selected few.
4. 80% of our leadership skills are developed through experience.
5. Leadership development is, ultimately, self-development.
6. Leadership is everyone's business!

If we accept this as true, why is it difficult to step up to fulfill leadership positions?

Each of us is surrounded by a '*Force Field*' and we work inside of it. Our individual capability to absorb or deflect these forces can be seen as our personal productivity.

Each of us can list the forces that demand our time, energy and personal resources: children, parents, job, home, finances, health, volunteer work and our own personal ambitions and intentions.

For example:

On one hand children offer you the forces of love and affection and on the other hand require guidance and discipline.

On one hand we have our parent's support and validation, on the other hand are their needs and expectations of us.

Our jobs provide financial security and fulfillment, but require commitment and performance.

Commitment requires sacrifice;
Integrity requires living up to expectations;
Hard Work requires time & energy;
Self-Awareness requires learning.

These are the pressures that work on us in our Force Field. How we cope with our forces predicts our performance in life.

Sadly, sometimes it's easier to just say no, than to add another force to our field. When opportunity for self-development knocks on our door, some folks fear adding more forces to their field – no matter the personal benefit.

Although there are days when it doesn't seem so, we all have in us:

- More energy than have ever been tapped,
- More talent than has ever been utilized,
- More strength than has ever been tested,
- More to give than we have ever given,
- Each of us has a passion that has to do with our own intentions and our own self development. That passion enables us to tap our personal resources, our energy, strength and talent.

In fact, everyone in this organization shares a passion for volunteerism and a common passion for the Coast Guard and its missions. Together, these passions help us tap our energy resources to fulfill ourselves. Our passion is a benevolent virus that is contagious.

To paraphrase a statement made by General Dwight D. Eisenhower: "*Leadership is the art of getting others to do whatever you want done, because they want to do it.*" As leaders, you do not have to do it all! Be the inspiration for others.

Leadership is an art and many may be uncomfortable thinking of themselves as artists. But, with every choice, every day we create a unique work of art – something only each of us can do with our passion and talent. And we must trust our creativity and even risk

the possibility of failure to achieve the leadership experience we all need.

So, choose your attitude, be willing to learn, respect your own creativity, and manage your force field. Share your passion and ignite it in others and you will enhance your self-development as an effective leader in the Coast Guard Auxiliary. Step up to leadership. This is your time!

Semper Paratus!

This article is from the USCGAUX Deckplate Series.

LEADERS ARE TEAM BUILDERS

“Coming together is a beginning; keeping together is progress; working together is success”

~ Henry Ford ~

Center For Applied Technology (CAT) - South, Marine Technology, Edgewater, Maryland visits USCG Curtis Bay Yard, USS Constellation and USCG Cutter Eagle in Dry-dock, February 2015

NOTE: The ensuing article serves as an example of how the Coast Guard Auxiliary is supporting the national STEM movement to strengthen our country. Our members are engaging young adults and exposing them to

professionals who can encourage and inspire them to undertake highly technical careers. Not every Coast Guard Auxiliary diversity action will, or should have direct Auxiliary results. Here we see Coast Guard Auxiliary servant leaders working in our communities, helping to guide our youth towards success, and thereby creating a norm of value added service. Surely, some of those young people will remember and value our help, and return the act in the future.



USCGAUX Flotilla 23-07, Shady Side, MD. Partners with Students

Since Oct 2014, Auxiliarist VFC Gershman, USCGAUX Flotilla 054-23-07, has initiated the beginning of a long-term partnership with the Center of Applied Technology - South River High School (CAT-South), Edgewater, MD.

Auxiliarist Gershman coordinated the event at Curtis Bay Coast Guard Yard, on 03 Feb 2015, for the purpose of introducing students from the Science, Technology, Engineering, and Math (STEM) Marine Technology Program to the USCG, USCG Academy, Curtis Bay Yard, and opportunities in personal development and leadership skills with the USCGAUX. This is one initiative under Flotilla 23-07's Diversity Strategy for 2015.

Auxiliarist Gershman presented a one hour OSHA shipyard safety brief and discussion, highlighting the many dangers in a shipyard or any industrial facility environment. Additionally, the students previously watched the OSHA Shipyard Safety Accident Simulation video (45 minutes), in preparation for this visit.

This visit and overall initiative included a tour of Curtis Bay Yard operations, USS Constellation, USCGC Eagle, and a visit to the repair trade shops in the yard. (Hull, Mechanical, Electrical, HVAC, and Armament facilities)



USS Constellation repair at USCG Curtis Bay Yard October 2014 – February 2015

In 2011 USS Constellation was dry docked at the Sparrows Point Shipyard for routine maintenance. While in the dock we noticed an area of deterioration in her starboard quarter. Upon investigation, we determined that the entire laminated hull below the waterline was deteriorating due to freshwater intrusion. The water had come from the top of the laminate where there were voids in the repair that had been executed during the 1996-'99 repair. While we had capped the laminate in 2003-'04, it became obvious that the damage had already been done.

We did not have the money or the time to effect total repairs in 2011, so we patched up the hull and decided to plan for a complete repair.

Since 2011, we were able to raise \$1.25MM in support from the State of Maryland and \$750K in support from the City of Baltimore. There were also some private contributions supporting the repair. In October of 2014, USS Constellation was placed into dry dock at the USCG Yard in Curtis Bay, Baltimore. The plan was to

replace the ship's laminated hull planking from just above the waterline down to her remaining original white oak planking. As we removed the rotten laminated planking we were relieved to see that the historic frames and planking had not been affected by the freshwater intrusion.

As rotten wood was removed, the ship's frames were treated with borate wood preservative and painted with an oil based primer. The planking system was similar to what was implemented in 1996-'99 with subtle differences. Originally, the laminate consisted of a 2" inner layer of Douglas Fir laid fore and aft and fastened to the frames with 6-inch bronze lag screws, then two 3/4" intermediate layers installed on opposite diagonals fastened with bronze ring-shank nails, and a final 1.5" layer of Douglas Fir laid on the outside fastened with bronze wood screws. Each layer was also glued with epoxy making this repair the largest "cold-mold" project ever implemented. The entire hull was then coated with epoxy.

The 2015 repair consists of a 1.5" layer of Douglas Fir on the inside, laid fore and aft, fastened with bronze lags, and this time bedded against the frames in roofing tar. The second and third layers are now 1" Douglas Fir marine grade plywood fastened with wood screws and ring-shank nails. The outer layer is again 1.5" Douglas Fir, fastened with wood screws. In this repair, the layers have been glued with 3M 5200 instead of epoxy. When complete, the repair was coated with Devco 167 penetrating epoxy and then received two coats of Interlux "Aqua" antifouling paint.

Launch proceeded on or about 20 February 2015.

For more technical or historical information, please contact:

Historic Ships of Baltimore
Christopher Rowsom
Executive Director,
(410) 539-1797, Ext. 402

Employment, Further Education, and USCGAUX



CAT-South students were briefed by the USCG Curtis Bay Yard HR Department on available openings, how to apply, and how they were to be assessed. Additional

opportunities, for those interested in applying for the Coast Guard Academy were also encouraged. Many local opportunities in the Marine technology field are also available Nationwide, such as in the shipbuilding, conversion and repair facilities.

Naturally, opportunities exist in the Coast Guard Auxiliary, which provides further diversity, training, education, experience, and certification in many specialties. Development of leadership skills is also available, and progression through the Auxiliary, as they migrate and grow throughout their careers. It also looks good on the resume and to prospective employers.

Article submitted by:
Steve Gresham, FSO-DV
Herring Bay Flotilla 054-23-07
Shady Side, MD



RECRUITING AND RETENTION

By Randy Ventress
TSgt, Tennessee ANG (Ret)
DCOS-South, D8ER, USCGAUX

USCG Leadership Competency: Leading Self – Accountability & Responsibility

A lot has been said over the years about recruiting and retention. As an organization we seem to have no problem getting members on board. Retaining members appears to be the problem. The push now is to find a way to keep our members on board.

Mentoring is an answer. What is a mentor? A mentor is a member that will take the time to work with another member and give answers and sometimes direction to the other member. A vast knowledge of the organization is not always a requirement to mentor, desire to help another is.

A few questions on retention have been on the table for some time. Why do members join and then not stay on board? Why do we have so many members leaving usually in the first year of membership? What causes the member to leave?

The answer is that there are many answers, or reasons. One reason may be that the member isn't busy thereby not feeling a sense of worth to the organization. The remedy for this could be mentoring.

Another reason is that the member may have become disillusioned. Perhaps the pulse of the flotilla he or she has joined has been faint. Perhaps there may be an aura of separation from the rest of the Division from the flotilla.

Are we promoting within our Flotillas and Divisions a club-like atmosphere or are we promoting the duties we took a pledge to do? As Elected and Appointed Leaders it is our

responsibility to follow the pledge we raised our right hand and repeated. Have we revisited this pledge and really read what we swore to do? As members have we really read the pledge we took and vowed to uphold?

On one exit interview of a member that was leaving the organization, the question was put to him of what “drove” him away from the organization. There was a list of reasons, spanning from lack of participation of the members, to lack of seriousness of the Leadership.

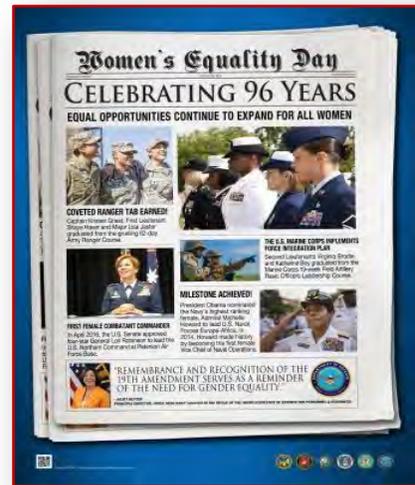
The member went on to say that he felt that there was a reason the Auxiliary existed and that was to do more than sit around and do nothing. He was looking for a reason to be a part of the organization and this wasn’t being shown by the membership.

What type of culture do we have in our flotillas? What type of example are we setting? What type of view does the Public, the Coast Guard, and even our members have of us? If we take a good long objective look at ourselves and our flotillas, we may realize where our members are going.

This article is from the USCGAUX Deckplate Series.



Women's Equality Day
26 AUG 2016



WHY Diversity - Part 2

By Gerard Williams

BC-DAD, FSO-DV District 5SR and CDR, USCG (RET)

In the last PAD I wrote about diversity from the perspective of understanding and developing a mindset to support organizational growth. I will speak to building readiness from the flotilla level in Part 2 of this article.

I've said it for years now, ***"Diversity equals Readiness."*** We use the Green, Amber, Red (GAR) model to continuously assess and manage risk. The GAR is a directed part of our organizational readiness process. It serves to identify and mitigate risk across all Coast Guard mission areas. However, have you ever thought about our GAR model as an example of *operational diversity*? Simply stated, we built our GAR model by leveraging diversity: the experience and personal attributes of the crew, accounting for human physical characteristics, changing mental alertness during the mission, varying operational environmental factors (the changing demographics of a community), our facility capabilities, our support system (crew training, equipment, experience of unit communications watchstanders, mission partner network), and other important factors. These factors present us with both strengths

and challenges. Ignoring or dismissing factors is not an option in planning for success. Yes, we can control some of these factors such as crew training, but we must smartly manage all of them to be truly ready. Therefore, understanding that diversity equals readiness and addressing all factors allows us to manage mission risk effectively.

Operational diversity is real. You demonstrate it in planning and executing every mission. We should use operational diversity tools such as those posted on the National Diversity Website on a daily basis to grow our understanding, and our effectiveness of managing Auxiliary readiness. Please review, use, and provide feedback and recommendations on these tools: <http://wow.uscgaux.info/content.php?unit=d-dept>

Flotillas are the foundation for enabling readiness. Flotilla leadership teams can implement operational diversity in many ways. One easy and immediately beneficial way to implement diversity is to work with your local community mission partners to identify readiness gaps and then develop Incident Action Plan (IAP) solutions to address those gaps. For example, a flotilla should contact the local Coast Guard units and Sector to determine readiness gaps in any of their IAPs. Certainly work via the Auxiliary chain of leadership when appropriate, but do not stop on format. Just get to the person who has the planning rose pinned on them to build the IAP and offer your help. Trust me, I was a Boat Forces member... they value your help to develop actionable IAPs!

The operational diversity question is, “Are we maximizing diverse flotilla skill sets?” Here are some checklist steps to answer that question and build readiness:

(1) The flotilla should conduct routine self-assessments to identify resident skill sets aligned to Team Coast Guard readiness requirements;

(2) We offer our member skills and facility resources to support IAP development and execution;

(3) Flotillas should leverage mission partners to meet IAP requirements all the time, not just for special event planning;

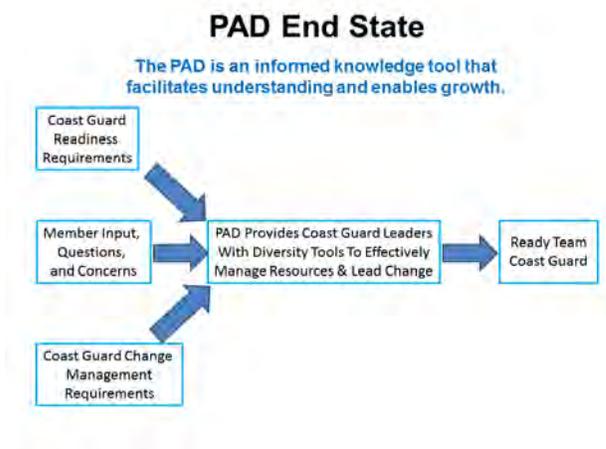
(4) We conduct surveys of local resources and identify opportunities to create new relationships;

(5) We conduct targeted new member recruitment efforts to fill current and projected operational requirements. Please remember that our recruitment effort should focus on the Auxiliary, but also support active duty, reserve, and civilian recruitment goals, as we are representatives of Team Coast Guard; and

(6) We enter data into readiness reporting systems to support community or area response planning and information sharing per Coast Guard and Auxiliary information management policies.

The above scenario is an example of a flotilla taking NACO’s diversity program direction and applying it in a direct operational support manner that affects national level readiness. It does not get any easier than this to implement diversity in your annual flotilla planning.

Holy GAR Batman! There is nothing new here... We just operationalized diversity by taking simple steps to build readiness from the flotilla level and all it took was a new



perspective on our established mission processes and community outreach.

NOTE: Everyone wins when we think and act inclusively. Team Coast Guard wins via your targeted flotilla leadership assessment focused on critical mission support requirements. The Auxiliary wins by using informed leadership methods to sustain our course as a premier volunteer organization. The nation wins because we open our Auxiliary hatches to new opportunities to learn from others, grow our membership and mission partner base, and increase our readiness to serve others.



CULTURE OF RESPECT

By P. D. LEHMANN, CDR
CGD SEVEN (dpa)

“While we can have disagreements and are all human, we must and shall conduct ourselves in a professional and respectful manner. As you know, it is a choice and honor to be affiliated with a uniformed service and we swore an oath to adhere to our core values of *Honor, Respect and Devotion to Duty*.

We choose to hold ourselves to a higher standard and must exercise the discipline it takes to do so. Otherwise, the core values are just words on paper instead of the words we live by. With that, let us remember to always treat one another with respect; we must be a living breathing example of the core values we swore to follow. Failures to adhere to the core values are clearly addressed in the Auxiliary Manual and shouldn't be tolerated by anyone.

We, here at DIRAUX, are committed to treating others with fairness, consideration and respect. Since we are a team and only as strong as our weakest link, let's all focus on a culture of mutual cooperation and respect at all times.”

EDITOR's NOTE: CDR Lehmann recently offered his comments to all members of D7 as a reminder of our core values. District 7 is one of the largest in terms of geographical size, membership and operational needs on a 24/7/365 basis. This vastness affords us the opportunity to tap into a wealth of skills and cultural experiences in order to meet the ever increasing needs in supporting the USCG missions, as part of **“TEAM BLUE.”**

Tom Bamford, DVC-DA, VCDR 070-09



THE U.S. COAST GUARD'S VISION FOR DIVERSITY & INCLUSION: (As stated in the US Coast Guard Diversity and Inclusion Strategic Plan 2015 - 2018.)

In the Spring 2016 issue of the PAD, we started a series about **“ASK YOURSELF, WHY?”** do individuals seek out membership with the US Coast Guard Auxiliary as the **“Volunteer Organization of Choice.”**

The overall objective with this project is to gain insight from our new or tenured (not saying ‘senior members’ because so many of us are) members as related to their reasons of **WHY, WHAT** and **HOW** they chose to partake in the **“Volunteer Organization of Choice.”** So the term becomes ‘tenured members.’ We are also looking to glean insight from those who wish to seek the US Coast Guard as a career opportunity.

We are asking the questions of **WHY, WHAT** and **HOW** the Coast Guard will be distinguished as the **“Service of Choice”** within the federal government for recruiting,

retaining, and sustaining a ready, diverse, and highly skilled workforce.

Very recently two terrific young women from the ***Coast Guard OT program*** (they will explain the program) were interning at Coast Guard Station Ft Myers Beach, and this offered a great opportunity to have their stories and their motivations shared with all of us, as to the considerations of the Coast Guard being the “***Service of Choice.***”

Let me introduce ***OT Raquel Rosado*** and ***OT Erika Szillus.***

I’m ***OT Raquel C. Rosado*** and it has been quite the journey since I’ve joined the Coast Guard. I was born in Queens, NY and moved seven times, until my family and I moved to Medford, NY. As the oldest of three, I learned early how essential it was to set a good example and have been doing so my entire life. Before the Coast Guard I was attending community college, working two jobs, and was an active member within my schools honor society volunteer organizations. While looking for the next step to take, I looked into several police departments and military branches. I really took to the Coast Guards mission of saving lives, while revering honor, respect and devotion to duty. I originally called to set up an appointment to enlist and was suggested to apply for the College Student Pre-Commissioning Initiative Program (CSPI). I applied knowing that if I didn't get it, I could still join the Coast Guard as an enlisted member. A year passed with a bunch of paperwork and traveling involved and it turned out that I was accepted to CSPI to attend John Jay College of Criminal Justice in Manhattan, New York and receive my B.S. degree in Criminal Justice. Since then I have shipped off for the full eight weeks of boot camp, shadowed at three different small boat stations and one air station, completed one of the two years of my projected degree plan, met with several officers and worked multiple outreach events through the Coast Guard Recruiting Office closest to me. I will

continue on through the program and at the completion of my degree, will be able to ship off for Officer Candidate School (OCS) to earn my commission and join the fleet. The CSPI program aims to gather civilian, active duty and reservist members who demonstrate exceptional leadership and academic skills coupled with the desire to pursue their education and serve their country. The program pays for the last two years of your bachelor’s degree at a minority school while you receive active duty E-3 pay and benefits. Within the program you commit your time off from school, and at least one day a week to the Coast Guard. At the completion of your degree you attend OCS with fellow CSPI, direct commission, prior enlisted and those accepted by NOAA. I believe the Coast Guard aims to diversify its fleet as much as possible to accomplish the mission based off of the diversity in the people we serve and our ability to serve alongside other agencies, implementing their mission as well. I’m proud to say I have been chosen to represent the Coast Guard and its diversity in members, missions and career paths, making it my service of choice.

I’m ***OT Erika Szillus***, and before I became a part of the CSPI program I was an YN3 reservist at Sector Jacksonville. I found out about the CSPI program when I was balancing three jobs and pursuing aviation major, while trying to make ends meet. I recalled a chief asking me if I was in the CSPI program amidst basic training, and that had led to further research online before I decided to take the steps necessary to become a part of the program. On top of working at the Veteran Affairs office at Florida State College at Jacksonville, financial aid office at Jacksonville University, and being a reservist, I managed to partake in multiple clubs and international associations at Jacksonville University and the University of North Florida. I was part of the Muslim Student Association, International Business, and the International Student Association, to name a few clubs. My dreams and aspirations include

becoming a pilot for the United States Coast Guard and flying C-130s. I have been able to continue my major in New York at Vaughn College of Aeronautics where I otherwise would not have been able to afford college had I not been a part of the CSPI program. This program has provided me a second chance at pursuing my dream. Now, I have completed my private pilot license and am midway through my instrument rating to build up my resume to become a pilot. The CSPI program indulges on diversity in the Coast Guard and has allowed me to become a future leader within this service.

Here are their comments to the questions of **WHY, WHAT** and **HOW...**

- **WHY** should the US Coast Guard, be recognized as the **“Service of Choice?”**

Comment: OT Rosado and OT Erika Szillus

The U.S. Coast Guard dates back to 1790, when it was known as the Revenue Cutter Service. Since then our missions have branched out, encompassing the responsibilities of the Lifesaving Service, Lighthouse Service and Steamboat Inspection Service. While gaining the responsibilities of other entities, the Coast Guard has moved from the Department of Transportation to the Department of Homeland Security, in 2003. Today our assignments involve port, waterway and costal security, drug interdiction, aids to navigation, and search and rescue, to name a few. The Coast Guard has evolved and adapted with any conflict the United States and its military family has faced a testament to our motto; “Semper Paratus,” which means “Always Ready.” In order to implement several goals from the multiple entities the Coast Guard acquired over the years, each task force must work towards one single mission overall, and that is to save lives. In order to save lives, we have to encourage diversity not only in our missions, but also in our members. We have a diverse

enlisted force varying in gender, nationality, ages, sexual orientation, level of education, hometowns, previous stations and job’s within the Coast Guard. Our reservists vary as well with the exception that they come from multiple civilian jobs, much like our volunteer counterparts, the US Coast Guard Auxiliary. Officers come from a vast array of backgrounds as well, and are a product of direct commission, prior enlisted and the College Student Pre-Commissioning Initiative (CSPI), all of which attend a seventeen week Officer Candidate School (OCS). Additionally, officers can graduate from the four year Coast Guard Academy in New London, CT. The Coast Guard is a **“Service of Choice”** because it welcomes the diversity of its members and whichever career path they may choose.

- **HOW** do you convey the message of being the **“Service of Choice?”**

Comment: OT Rosado and OT Erika Szillus

The Coast Guard conveys itself as a **“Service of Choice”** by constantly offering the chance to advance to its entire workforce. You can go enlisted, warrant or civilian to officer, by submitting a package. Within the enlisted pay scale you can go from non-rate to master chief by showing proficiency in performance evaluations and passing service-wide tests. Regardless of which route you prefer, your performance in whichever career path you choose determines just where you will go. You choose your career, your performance level, and when you have enough skill and mindset to advance. Essentially, the Coast Guard becomes your **“Service of Choice”** because you choose where you will go and how fast you'll get there without being hindered by race, gender, religion or sexual orientation etc.

• **WHAT** is it that the US Coast Guard does for you that makes it the “*Service of Choice?*”

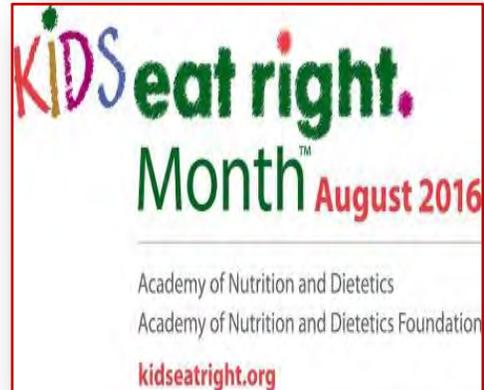
Comment: OT Rosado and OT Erika Szillus

For me, the Coast Guard was my “*Service of Choice?*” because I [OT Rosado] sought a career within law enforcement with the purpose of implementing strategies to save lives. When I arrived at the recruiting office an opportunity was presented to me that allowed me to attend a school I otherwise would not have been able to attend, as well as offered a promising career after college. There are so many college graduates that are without a job, and I wanted to ensure a career path within something that served a purpose and matched my core values. In this I landed on the Coast Guard, and within the College Student Pre-Commissioning Initiative Program (CSPI), I was able to further my education as well as become part of the mission. The Coast Guard provided me with the foundation I needed to continue a successful career at such a young age while being a minority and a female, traits which hold little value in other career paths.

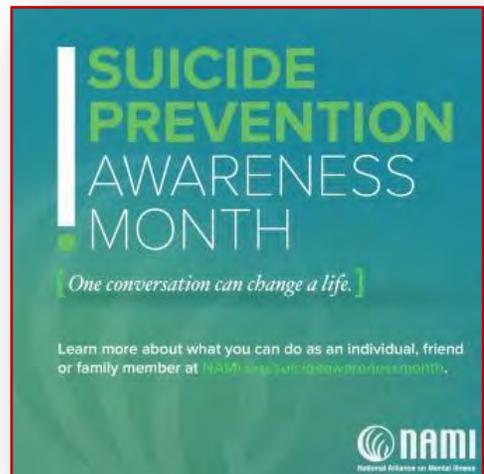
Article submitted by:
Tom Bamford, DVC-DA, VCDR 070-09
OT R. Rosado and OT E. Szillus

NATIONAL DIVERSITY MONTHLY EVENTS 2016

AUGUST



SEPTEMBER



NATIONAL DIVERSITY MONTHLY EVENTS 2016

SEPTEMBER - OCTOBER



OCTOBER



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

DIVERSITY FACEBOOK PAGE LINK:

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

DIVERSITY WEB SITE LINK:

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

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