



# U.S. Coast Guard Auxiliary



Flotilla 054-10-05

## 2021-2024 Strategic Plan for the Enhancement of Diversity and Inclusion

### MISSION

The mission of U.S Coast Guard Auxiliary Flotilla 054-10-05 is to recruit, train and engage a diverse, skilled and ready volunteer force that is capable and eager to provide boating safety programs to recreational boaters and be a force multiplier for US Coast Guard Station Oak Island’s operational, administrative and logistical requirements, as well as support other United States Coast Guard programs.

### VISION

U.S.C.G. Auxiliary Flotilla 054-10-05 will be the “Volunteer Organization of Choice”, for those interested in boating safety and supporting the United States Coast Guard, by providing:

- 1.a climate of inclusion, for all ages, races, genders and religious identifications,
- 2.training to build skills to enhance each member’s usefulness,
- 3.opportunities to improve the safety of recreational boaters through classroom and field education and
- 4.opportunities to work directly with the Coast Guard.

### VALUES

The U.S. Coast Guard Core Values embody the very nature of selfless service achieved through the contributions of each individual. Flotilla 10-5 abides by these values:

#### **HONOR**

**RESPECT**

**DEVOTION TO DUTY**

### GOALS

#### 1. Retention

After an extended period of inactivity and remote meetings during the pandemic, there is a need to rebuild our sense of community within the flotilla. We will create a climate of inclusion with special attention to our newest members, inactive members, fellowship and engagement of the entire membership.

#### 2. Recruiting

Being aware that long-term growth of a volunteer organization is dependent on the changing times and demographics, we will create a focused recruiting program to expand the diversity of our membership in terms of age, race, gender and geography in order to reflect the communities of our Area of Responsibility.

#### 3. Leadership

Our elected and selected leaders are the core of our organization and their role is to intertwine both program management and personnel management. As we enhance our diversity and improve our climate of inclusion, they will be at the forefront of creating a positive environment that values all members and promotes individual success.

#### 4. Education

Although our members are aware of Diversity and Inclusion through our yearly training sessions, we will create a flow of information that will increase their understanding to a greater depth, as well as everyone’s role in the process.

### OBJECTIVES

- 1.1 Create a Sponsor Program for new members.
- 1.2 Enlist the help of the CG station’s Auxiliary Liaison in familiarizing all members with the Station and the Coast Guard’s expectations.
- 1.3 Create a strong Fellowship program.
- 2.1 Contact various organizations that represent women, minorities, businessmen and young adults and other individuals and groups interested in boating and marine safety.
- 2.2 Stage three (3) focused recruiting events in different town locations.
- 3.1 Create a Sponsor position to follow-up on inactive members.
- 3.2 Create an Awards Committee to increase recognition.
- 3.3 Promote attendance at multicultural events.
- 3.4 Promote greater understanding of elected and appointed officers and what they do.
- 3.5 Keep members active and involved.
- 4.1 Educate the membership on Diversity and Inclusion.
- 4.2 Ensure elected and selected leaders are specifically trained in Diversity and Inclusion to improve mission readiness of all members.