



OFFICE OF DIVERSITY AND INCLUSION





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WHAT WE DO

The Coast Guard total workforce is the heartbeat of our service. Without our people, steel does not move, lives are not saved, and our national security, safety, and commerce are at risk.

We grow positive and respectful work environments, for all, to:

- Transform our total workforce
- Sharpen our competitive edge
- Advance our mission excellence





WHAT WE DO

The Coast Guard Office of Diversity and Inclusion (Office of Diversity and Inclusion) serves as a **subject matter expert** and **supportive partner** to members, across the force, in co-designing, implementing, and evaluating actions aimed at increasing diversity, equity, inclusion, and accessibility within the Coast Guard.



WHAT WE DO



Key Products

- **Diversity and Inclusion Education and Awareness Program**

- Provides diversity and inclusion (D&I) training and coaching to the workforce via D&I Change Agents.

- **Diversity and Inclusion Foundations Course**

- Designed to provide US Coast Guard personnel with the basic knowledge to create an inclusive workplace; improve collaboration between Coast Guard unit members; and enhance an inclusive culture that impacts people across levels.
- Available on the Coast Guard's online Learning Management System (Course number 100455) <https://elearning.uscg.mil/>

- **Studies**

- [Coast Guard Holistic Study & Analysis for Recruiting & Retention of Underrepresented Minorities \(URM Study\)](#).
- [Improving Gender Diversity in the U.S. Coast Guard: Identifying Barriers to Female Retention \(Women's Retention Study\)](#).



WHAT WE DO



Key Products

- **Public Communication**
 - Speeches, talking points, articles, policy statements, and other communication related to Diversity, Equity, Inclusion, and Accessibility (DEIA).
- **Surveys Related to DEIA**





WHAT WE DO



Key Services

- Member of the Defense Advisory Committee on Women in the Services ([DACOWITS](#)).
- Member of the DHS Gender Policy Council.
- Member of the USCG Uniform Board.
- Development of Women's Advisory Board.
- Affinity Group/Employee Resource Group program Support Services
 - Affinity groups, also known as employee resource groups (ERGs), bring together employees with similar backgrounds or interests and can have a powerful influence in the workplace.



WHAT WE DO



Key Services

▪ **Minority Serving Institution (MSI) Liaison services**

- MSI Liaison Officer facilitates development of partnerships between MSIs and the CG in support of strategic plans such as the [Diversity & Inclusion Action Plan, 2019-2023](#).
- Federal recognition as an MSI is a key eligibility criteria for the Coast Guard College Student Pre-Commissioning Initiative, open to students of all races and ethnicities, which pays up to two academic years of college tuition at MSIs.

▪ **Support services to the Coast Guard Inclusive Leadership, Excellence, and Diversity (ILEAD) Council and Leadership Diversity Advisory Councils (LDACs)**

▪ **Reports**

- As required by Congress and other official government entities.



WHAT WE DO



Key Services

- **Coordination of Captain Dorothy Stratton Women's Leadership Award; Master Chief Petty Officer Pearl Faurie Women's Leadership Award; Captain Edward G. Williams CG Award for Excellence in Diversity.**
- **Policy advising and drafting services relevant to DEIA.**
- **Key role in administering the 2019-2023 Diversity & Inclusion Action Plan:**
<https://www.dcms.uscg.mil/DIAP/>
- **Development of the Congressionally Mandated Advisory Board on Women in the Coast Guard**
- **Outreach concerning DEIA non-federal entity events**



W H Y W E D O I T

- ▶ **Inclusive leadership enables every person– active duty, reserve, civilian and auxiliary– to perform to their greatest potential in pursuit of mission success.**
- ▶ **Diverse, Equitable, Inclusive, and Accessible teams are correlated with**
 - ▶ **Increased innovation and problem solving.**
 - ▶ **Higher recruitment and retention of quality personnel.**
 - ▶ **Greater social and task cohesion among teams.**
- ▶ **To better serve our diverse stakeholders & communities.**
- ▶ **Compliance with laws, policies, and orders.**



WHY WE DO IT



Mission

The Coast Guard values diversity, teamwork, and responsiveness. Our mission in valuing diversity is to build a positive and respectful work environment for all personnel, regardless of their similarities or differences, to enhance our mission capabilities.





WHY WE DO IT



Vision

The Coast Guard will be recognized as the “Service of Choice” in the federal government for recruiting, retaining and sustaining a ready, diverse and highly-skilled total workforce. We will foster an environment in which every individual can prosper and contribute to the success of Coast Guard missions.



WHY WE DO IT



Values

The Coast Guard's Core Values— *Honor, Respect, and Devotion to Duty*— embody the very nature of selfless service achieved through the contributions of each person.





WHO WE ARE



**Hope Balamani, MBA/ PMP/
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WHO WE ARE



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WHO WE ARE



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Melissa Purdy

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Diversity and Inclusion Education and
Awareness Program Manager
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Vacancies

- GS-0301 Communications Specialist (Vacant)
- GS-0301 Affinity Group Program Manager (Vacant)



HOW WE DO IT



- **Shared Vision & Collective Impact**
 - Broad collaboration with many program offices and among varied partners.
 - Engaging in mutually-supportive activities, sharing resources; tearing down silos.
- **Continuous Communication**
 - Consistent; open communication among the many players to build trust and shared understanding.
- **Subject Matter Expertise**
 - Office of Diversity and Inclusion has certified DEIA practitioners, public & legislative affairs professionals, outreach specialists; human resources advisors.
- **Evaluation Matters**
 - Collecting data and measuring results consistently and in a timely manner boosts the accountability and effectiveness of DEIA campaigns.
- **Leadership Buy-In & Consistent Resourcing**



KEY LAWS / POLICIES / INSTRUCTIONS



- The Constitution, statute (laws)— including the Uniform Code of Military Justice (UCMJ)—DHS & DOD,* as well as service-level policies and regulations; Executive Orders
- National Strategy on Gender Equity and Equality
- Government-wide Strategic Plan to Advance Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce
- Department of Homeland Security Priorities
- Coast Guard Strategic Plan 2018-2020
- Diversity & Inclusion Action Plan (DIAP) 2019-2023

* Some, but not all DoD policies apply to the USCG



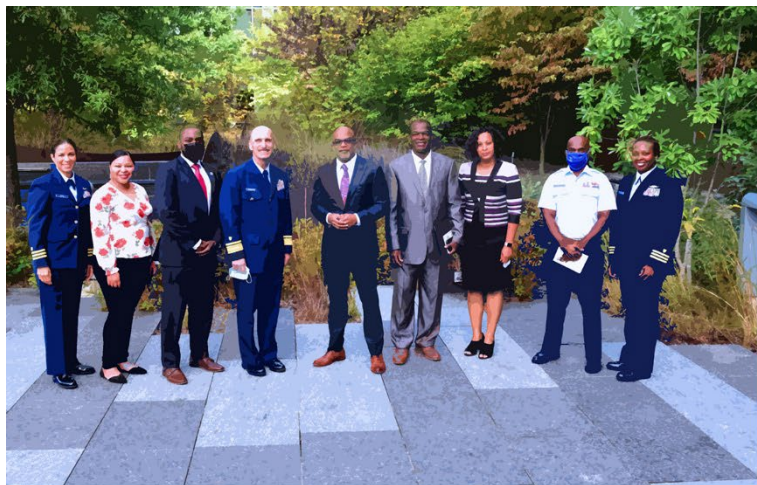
HOW YOU CAN BOOST INCLUSION



- **Improve the quality of your daily conversations & interactions**
 - Review the 2019-2023 Diversity & Inclusion Action Plan (DIAP).
 - Complete the Diversity and Inclusion Foundations Course on LMS.
 - Participate in Diversity & Inclusion training; deploy what you've learned in your life.
- **Boost mentoring, coaching, and sponsoring for all**
 - Ensure all your direct reports are heard, given feedback, provided support, and offered opportunities to excel even if they are not “like” you. Request mentoring, coaching, and sponsoring from your supervisor and other more senior professionals.
- **Become a D&I change agent**
 - Apply to serve as a D&I Change Agent, a collateral duty for multidisciplinary personnel throughout the force. D&I Change Agents participate in an extensive training program provided via the Diversity and Inclusion Education and Awareness Program (DIEAP) and deliver D&I training and coaching services to Coast Guard personnel.
 - More information about the D&I Change Agent program is available on the D&I Education and Awareness Share Point Site, <https://uscg.sharepoint-mil.us/sites/DIEAPProgram>.



QUESTIONS?





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