

# United States Coast Guard Auxiliary

## Next Practices in Achieving Diversity & Inclusion

The Auxiliary has already created its Policy Statement and Strategic Plan to develop diversity and inclusion initiatives throughout the organization. Our Plan addresses the purpose, vision, specific goals, and action items toward managing diversity.

Next, it's incumbent upon the Auxiliary's elected and appointed Leadership to incorporate and carry out our diversity policies and objectives into every aspect of the organization's functions and purpose. It is our Leaders who'll be expected to carry out an active role in implementing our diversity processes helping the Auxiliary maintain the competitive edge as a volunteer organization; our actions will be aligned with the core values of ***Honor, Respect, and Devotion to Duty.***

Now is also the time to move beyond viewing diversity and inclusion as merely the numerical representation of certain groups. It's time for a systematic application of diversity concepts to the business of our organization. Diversity and inclusion are business priorities of Team Coast Guard and it takes people with diverse talents and perspectives in an inclusive culture.

### ***What is Diversity & Inclusion?***

***"Diversity includes all characteristics and experiences that define each of us as individuals."***

A common misconception about diversity is that only certain persons or groups are included under its umbrella, when in fact, exactly the opposite is true. Diversity includes the entire spectrum of primary dimensions of an individual, including race, ethnicity, gender, age, religion, disability, and sexual orientation. Secondary dimensions commonly include: communication style, work style, organizational role/level, economic status, and geographic origin. It is a simple fact that each of us possesses unique qualities along each of these dimensions.

### ***Leadership Commitment***

The degree to which our leaders are actively involved in implementing initiatives, taking ownership and communicating the vision will be a test of their leadership. Managers manage change, but best-in-class leaders create change by inspiring their members, they also recognize the importance of diversity and inclusion being infused into all of the Auxiliary's processes. Diversity and inclusion is both a top priority and a personal responsibility for our leaders.

## ***Empowering through Leadership***

As a part of our next practices, diversity and inclusion will not depend on a single leader because it will be woven into the fabric of the way we will conduct business. And because our leaders will come to understand that being competitive on a global front requires full utilization of the skills and talents of all our members and potential members to better serve and meet the needs of a diverse community.

*“Success will only be achieved through inspired people operating in an environment based on mutual trust respect, openness, candor, empowerment, teamwork, innovation, risk taking, integrity, and encouraging and valuing diversity.”*

## ***Accountability***

A key element to ensuring the success of any organizational initiatives especially diversity and inclusion is accountability. Accountability is achieved by making the appropriate leaders responsible and ensuring that *“everyone is on board”* and actively engaged in the diversity process.

We will begin with a monitoring system to measure diversity and inclusion representation by function at all levels to: (1) ensure a balanced workforce, and (2) strengthen the organization’s ability to attract, retain, and develop the most highly qualified members. Specific measures included in the plan are: positive responses to member surveys, positive articles in publications, sustaining the reputation as a volunteer organization of choice, improved representation of diversity at all levels, effective remedial action when appropriate, awards, and other recognition.