



# U.S. Coast Guard Diversity Strategic Plan Overview

## MISSION

The role of the Coast Guard is critical to national security. Its mission is to protect the public, the environment and America's economic interests in the nation's ports and waterways.

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

## 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 has the opportunity to prosper and contribute to Coast Guard missions.

## VALUES

The Coast Guard Core values embody the very nature of selfless service achieved through the contributions of each individual.

## GOALS

### Goal 1. Assure a Diverse Workforce Through All-Hands Commitment With Leadership Accountability.

*In line with the Commandant's guiding principal of "Respecting our Shipmates," the Coast Guard shall hold leaders at all levels accountable to sustaining a workforce climate of equity, building an organization that leverages the Coast Guard's diverse workforce, and fostering an environment where every individual has the opportunity to prosper and effectively advance their careers.*

### Goal 2. Fully Utilize Communication and Focus groups to Improve the Workforce Cultural Climate

*Knowledge management is a critical capability, and in strategically communicating the Commandant's diversity message to all levels in the Coast Guard, we emphasize the value of effective diversity management in our rapidly evolving organization and its significance in building and sustaining an inclusive workplace environment.*

### Goal 3. Expand Outreach to Achieve Access Opportunity for Underrepresented Populations.

*Strengthen our partnerships with the public and private sector as a force-multiplier for the Coast Guard. As we capitalize on agency relationships to achieve results, we will expand our coordinated efforts with external stakeholders through outreach activities. It is through these activities that we will spread awareness of Coast Guard opportunities and reach as many people as possible from diverse backgrounds and cultures.*

### Goal 4. Ensure Equitable Hiring and Career Opportunity for All Employees

*With an over-the-horizon focus, we must prepare for the future by providing the keys to success to all members of the organization through timely career counseling, professional development, and mentoring in order to retain a highly skilled and diverse workforce.*

### Goal 5. Optimize Training and Education to Enhance Diversity Management and Leadership Skill Sets

*In line with the guiding principal of Honoring our Profession, we must ensure members at all levels are provided the tools to enhance their diversity management and leadership skill sets by educating the entire organization on the benefits of inclusion and respect for all.*

## OBJECTIVES

- 1.1 Develop methods to ensure leader accountability for implementing diversity initiatives and programs at all Coast Guard commands.*
- 1.2 Ensure diversity initiatives are in all Coast Guard supervisor performance evaluation systems.*
- 1.3 Assure measureable improvement within the Coast Guard Total Workforce for Underrepresented Minorities by 2015.*

- 2.1 Communicate the Commandant's diversity message and its importance to the health of the organization.*
- 2.2 Utilize leaders at all levels throughout the Coast Guard as force-multipliers in promoting the importance of diversity in organizational climate.*
- 2.3 Capitalize on the use of social media to communicate the importance of diversity and to broadcast outcomes.*

- 3.1 Involve leaders at all levels with affinity groups to maximize opportunities for developing relationships and maintaining executive outreach partnerships.*
- 3.2 Maintain the coast guard's Executive Outreach management System to track strategic outreach engagements.*

- 4.1 Provide equitable opportunities based on performance so every member has the potential to compete, ensuring promotion and advancement systems are understood.*
- 4.2 Implement mentoring introduction modules into leadership trainings so all members (active duty, reserve and civilian) receive guidance while navigating their careers.*
- 4.3 Provide every member the resources necessary to reach their full potential.*

- 5.1 Train and educate leaders at all levels in the organization on how to lead a diverse workforce.*
- 5.2 Educate all members (active duty, reserve, civilian, and Auxiliary) on the benefits of a diverse workforce.*

**HONOR • RESPECT • DEVOTION TO DUTY**

To view the Diversity Strategic Plan document visit the Website at:

[www.uscg.mil/diversity](http://www.uscg.mil/diversity)