

A-21863

U.S. Department of  
Homeland Security

United States  
Coast Guard



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5050  
1 Jun 07

# MEMORANDUM

From: V. D. DeLaurentis, CAPT  
Chair, Diversity Advisory Council

Reply to: CG-12B  
Attn of: CWO Karen Huyck  
202-475-5250

To: CG-00

Thru: (1) CG-12

(2) CG-1

(3) CG-01

(4) CG-09

*A see comments  
CBS 7 Jun 07  
7 Jun 07  
Held package to determine way ahead for child-care subsidy.  
\* will fund at expense!  
8/31*

Subj: SPRING 2007 DIVERSITY ADVISORY COUNCIL (DAC) REPORT

1. The Diversity Advisory Council (DAC) convened from 30 April-04 May 2007 at Coast Guard Headquarters. The Council meeting was held as an open session.
2. RADM Pearson welcomed the council and provided his thoughts on diversity and the significance of the DAC's responsibilities. Mr. Odom (CG-12D) also welcomed the council members, discussed his experiences as a former Ethnic Policy Advisor and Chief of Leadership and Diversity, and echoed RADM Pearson's comments on the importance of the DAC to the Coast Guard.
3. The council considered all issues brought forward from the field in one of the four DAC subcommittees: Ethnic, Gender, Workforce and Equal Opportunity. Upon conclusion of the subcommittee's breakout sessions, the DAC reconvened as a whole to determine the items for presentation to senior leadership. The topics are listed below and are further described in enclosure (1):
  - a) Issue 1: Child Care Subsidy Program Funding ✓
  - b) Issue 2: Lack of Reserve "C" School Quotas
  - c) Issue 3. Civilian Hiring, Career Development and Upward Mobility
4. The DAC considered all issues raised by council members and the field. Forty-six issues were researched and discussed during this session. The complete list of "unfiltered" issues considered by the DAC is provided as enclosure (2).

#

Enclosures: (1) DAC Report, Spring 2007  
(2) Complete listing of DAC Issues, Spring 2007

Copy: CG-01, CG-00H, CG-00B, CG-1, CG-1B, CG-11, CG-12, CG-121, CG-13, CG-82

## Current Issues and Recommendations – Spring 2007

### Issue 1

**Topic: COAST GUARD CHILD CARE SUBSIDY (CCS) PROGRAM**

**Action Offices: CG-111, CG-82**

#### **DISCUSSION:**

Child care continues to be a significant concern in the field; three child care related issues were brought to the DAC during this convening. Due to the overwhelming and unanticipated success of the recent Child Care Subsidy Program (the first such program that reaches Coast Guard families in smaller, remote locations as well as those in urban areas), the program is struggling to balance the apparent need in the field with available funding. During FY07, X-stage funding brought the FY07 funding level to \$1.7M. These funds provide benefits for 743 children from 637 Coast Guard families (over 80% of whom are in pay grades E-6 and below). If no additional funding is provided for FY08, and enrollment and enrollment criteria remains unchanged, it is estimated that funding would assist only 200 families – all of whom are in the \$45K or less total family income (TFI) bracket. This means 437 families may no longer receive assistance through this program. Work Life is therefore considering a variety of alternatives/options to address this funding issue. The DAC supports their focus on ensuring enrollment in the subsidy program is “needs based” with maximum benefits going to the lower income families.

#### **DAC RECOMMENDATION:**

Recommend an examination of the program and funding levels to ensure that the Child Care Subsidy Program is funded at the appropriate level.

#### **CG-1 Comments:**

We are actively working with CG-8 and CG-1 evaluating this successful program, the enrollment criteria and the funding mechanisms/levels to ensure that child care subsidies are appropriately funded and administered in FY08 and the future.

#### **CG-00 Comments:**

*Will be funded at Bridge P  
At what level and with  
what means test?*

## Current Issues and Recommendations – Spring 2007

### Issue 2

**Topic: PERCEIVED LACK OF AVAILABLE “C” SCHOOL QUOTAS FOR RESERVE MEMBERS**

**Action Office: CG-1312, CG-132/TQC**

#### **DISCUSSION:**

There is a perception that inequities exist regarding training quota management/allocation for reserve members as compared to their active duty counterparts. Specifically, it was perceived that the number of quotas available and the existing allocation process hinder Reservists from receiving appropriate training. The DAC researched quota availability and management practices with CG-1312 and TQC. The DAC determined that this issue is not a matter of inequity between workforces, but rather an apparent misalignment between historically funded training quotas and present Reserve requirements, impacting Reserve quota availability. CG-1312 recently instituted a review of historical quota usage as compared to actual C-school requests to facilitate better alignment and allocation of quotas with Reservists needs.

#### **DAC RECOMMENDATION:**

Recommend CG-13 continue to review/align training quotas with Reserve C-school training requests with an end state of aligning

quotas with the training required to maintain competencies to support operational requirements and the Contingency Personnel Requirements List (CPRL); and ensure proper quota allocations are addressed in CIAO #9.

**CG-1 Comments:** Concur with the DAC's recommendation. CG-13 will further review the Reserve quota management process, update/align training quotas with the necessary competencies in support of operational requirements and CPRL; and address quota management as part of CIAO #9 as appropriate.

**CG-00 Comments:**

*Need to fix this.*

## Current Issues and Recommendations – Spring 2007

### Issue 3

**Topic:** CIVILIAN HIRING, CAREER DEVELOPMENT AND UPWARD MOBILITY

**Action Office:** CG-12, CG-121

### **DISCUSSION:**

There is a perception that inequities exist in the civilian workforce hiring and promotion practices. The DAC believes this issue is an update to/extension of the Fall 2006 DAC issue - Civilian Career Upward Mobility. DAC members met with the Acting Director of Personnel Management concerning this issue and reviewed the draft charter for the CG-1 initiated Civilian Career Enhancement Task Force. During this meeting, CG-12 indicated his intent to expand the charter objectives to address pay grades beyond the GS-9 level; include a Civilian Advisory Board member and DAC member on the Task Force; and explore broader hiring authority, career laddering and upward mobility as specific items.

### **DAC RECOMMENDATION:**

The DAC recommends that CG-1 continue with current Task Force initiative and the charter be modified to include broader hiring authority, career laddering and upward mobility as specific items to be reviewed. The DAC further recommends that a member of the Civilian Advisory Board and DAC be included on the Task Force.

### **CG-1 Comments:**

Concur with the DAC's recommendations. I have initiated the Civilian Career Enhancements Task Force, and expanded the charter to include the DAC's recommendations.

CG-121 is heading the Task Force, and I will ensure the DAC is provided updates as to the status of the Task Force's efforts. CG-1 will lead a Guidance Team that includes CG-0094D, CG-00H, CG-8D and CG-12D.

### **CG-00 Comments**

*Pass to STT for info/action  
per AIC all hands*