

Ethnic Subcommittee

“Unfiltered Issues Brought Forward for DAC Consideration Fall 2006”

1. Not enough billets are available to accommodate members proficient in foreign languages. Can Coast Guard expand incentives and recognition programs for foreign language speakers?

Not a DAC issue. Consulted CG-1324. Currently have 152 of 471 of interpreter and 20 of 103 linguist positions filled with certified personnel; currently there is a greater demand than supply. Members who are certified but not filling a position are not being tracked in Direct Access.

2. Minorities have assignment limitations due to social climate issues and perceived lack of opportunities for assignment to remote duty stations.

Previous DAC issue. Consulted EPM/OPM/CG-CR. ALCOAST 318/06 provided procedural guidance. There are no assignment restrictions. All EPM Assignment Officers are trained so they are aware of the policy and such issues when making assignments. Unit commanders are primarily responsible to monitor the social climate in their AOR, and interact with EPM and CG-CR when problem arise. DAC continue monitor.

3. Need to increase number of programs/publications from the Coast Guard that address cultural history in order to raise members' cultural awareness.

Previous DAC issue. Consulted: CG-CR. There are sufficient Special Emphasis's Programs (SEP) as per the equal opportunity manual. Commands are delegated the responsibility to conduct cultural observations at the local level. The understanding is that CG-CR is there to facilitate cultural observation activities. Additionally, cultural observation is not mandated by COMDT. A resource proposal (RP) for FY09 was submitted to create an Equal Opportunity Specialist position within each Coast Guard district. DAC to continue monitor.

4. Are the Coast Guard's evaluation systems failing minorities? Promotion rates appear inequitable across ranks, but in particular at the O-4 level.

Previous DAC issue for the enlisted population. Contacted CGPC (epm)(opm). No data to support this concern. A review was conducted last DAC which determined that minorities were promoted at a comparable rate of majorities. March 2006 Officer Succession Management Study determined that Performance, Leadership, Professionalism, Strength of OER Block 10 and absence or presence of core values determined selection or non-selection at the O4/O5 level irrespective of ethnicity, race or gender. DAC will continue to monitor.

5. Are member awards given on the opinion of merit or actual achievements?
Previous DAC issue. Consulted CG-12A: The issue was reviewed in regards to the Enlisted community and found to be unsupported. However, this issue was not reviewed for Officers. Data has been requested to assess the issue. DAC to continue to monitor.
6. There is not enough diversity among females and minority females at the senior levels.
Previous DAC issue. Consulted EPM/OPM/CG-12A. EPM indicated there is a shortage of females in many technical rates, especially at the senior levels. Recommend CG-RC continue with SMART program. Additionally, recommend CG-1 closely monitor retention and attrition rates.
7. Officers are assigned as foreign country attachés or liaisons without consideration of cultural background.
Not a DAC issue. Consulted OPM. Not supported: OPM emphasizes the following criteria in assignments to Attachés or Liaison billets based on: Applicant requests for the Billet; and Applicant presents a unique set of strengths in language and cultural awareness applicable and beneficial to the assignment.
8. Direct Commission Officers, given the rank of LT/O-3 at accession, (i.e., Lawyers) are suffering in promotions (at O-4 level) due to lack of OERs. Are DCOs entering at too senior of a level?
New DAC issue. Consulted OPM; requested data to assess concern. Data forthcoming. No recommendations at this time; DAC will follow-up at Spring 2007.

Equal Opportunity Subcommittee

“Unfiltered Issues Brought Forward for DAC Consideration”

1. Are full-time Civil Rights Officers resourced for PACAREA districts? If so, what is the timeline and status?
DAC issue. The subcommittee met with CG-Rd. The plan to have CRO's in place by the end of FY07 was dropped due to operational necessities. PACAREA Civil Rights Officers are slated to be in place during FY09.
2. Commands need to emphasize duties of Collateral Duty Civil Rights Officers (CDCRO). Some CDCROs are appointed to members with no interest in the position.
DAC issue. The Equal Opportunity Manual (COMDTINST 5354.2 (series)) outlines the requirements for CDCRO's but provides no guidance on the selection or assignment practices for commanding officers to follow. Subcommittee met with Ms. Arlene Gonzales, Division Chief, Policy and Plans Division, G-CR-2, and recommended changes to manual to include such guidance as: Commanding Officers should assign personnel as the CDCRO that display an interest or dedication to the issues relating civil rights, diversity, and equal opportunity; if possible, the CDCRO should not be assigned to command cadre or by default to any particular position at the unit; and clarification that CDCRO's, while trained in counseling as part of their duties, are to recommend further counseling when required and not act as counselors themselves.
3. Sexual harassment training should be delivered in the classroom instead of online.
DAC issue. The subcommittee met with G-CR-2 and verified that the sexual harassment training has only been on-line for fourteen months and that all feedback to headquarters has been positive.
4. There needs to be unit level affirmative action reports to accurately track diversity at the unit.
DAC issue. The subcommittee met with G-CR-2. Coast Guard diversity is tracked by the MD715 Agency Report (civilians) and annual Equal Opportunity reports (military). Should the need arise to determine the diversity posture of any particular unit, that data can be easily queried.

Workforce Subcommittee

“Unfiltered Issues Brought Forward for DAC Consideration”

(Note: workforce represents Reserve, Auxiliary and Civilian issues)

1. Limited career development opportunities for civilians. GS-9 Administrative Assistants feel like there is a cap and no where to go in career ladder.

Previous DAC Issue. Consulted CG 121. Review vacant civilian positions for conversion to career ladder positions. Track the number of ladder positions advertised versus the number of positions eligible. Formalize requirement for CSA's to discuss maximizing the use of career ladder for vacant civilian positions. Release ALCCG CIV message informing employees of various tools to monitor career opportunities within the USAJOBS.gov Internet web site.

2. Insufficient civilian orientation training.

Previous DAC Issue. Consulted CG121. Improvements have been made to increase the civilian orientation training in the initial package, increased use of the CD Rom and increased unit-level familiarization. However, with the increased number of civilians hired, the residential course quotas have not increased similarly. It is too soon to determine if these improvements have been effective.

3. No women and few minorities on Auxiliary Leadership board.

Previous DAC Issue. Consulted CG-PCX. CG-PCX provided DAC with a comprehensive list of senior minorities, and females throughout the Auxiliary leadership.

4. Lack of information from Coast Guard leadership to civilian employees on position plans due to Coast Guard structural reorganization strategy. There is a perception of a lack of 2-way communication between Command Staff Advisors, Equal Opportunity Advisors, Civil Rights Officers/Civilian personnel and employees. It is also perceived that feedback is given to the commanding officer and not the civilian employee who voiced the concern

New DAC Issue. Consulted CG121. DAC recommends that CG121 distribute the staff reorganization information to all employees.

5. Perceived disparity between military and civilian awards and recognition systems.

New DAC Issue. Consulted CG-121. Gather data to determine quantity of awards, by categories for both employee groups. The DAC was told that HR is not required to track some types of civilian awards. The DAC recommends a formal tracking tool to capture all recognition documentation in civilian employee records (OPF). The DAC recommends formal training to supervisors on the merits and process of recognizing civilian employees. A key recommendation is emphasizing the importance of educating supervisors on the awards that can be given to employees.

6. Some Coast Guard civilian position descriptions are not aligned with generic federal agency job descriptions. Examples: legal instruments examiners; seaman documentation specialists; supervisor marine transportation specialists.

New DAC Issue. Consulted CG-121. DAC recommends education of employees on methods and processes to effectively develop their careers. For example, obtain additional qualifications, education, mentoring, and ownership.

7. Perception that Reservists responding to solicitations are being denied fair and equitable consideration.

New DAC Issue. Consulted CG-13. DAC will conduct field research and report findings.

8. How can we breakdown the barrier that prevents the Auxiliary from being seen as a part of the Coast Guard?

Previous DAC Issue. Consulted CG-PCX. CG-PCX provided the DAC with many positive relationship examples. The DAC recommends senior CG leadership (Gold Side) continue to partner with Auxiliary leadership to create opportunities for maximum teamwork all at levels of the organization.

9. There should be an annual Diversity Summit.

New DAC Issue. Consulted CG-12B. Need research costs, previous summit information and consult with CG-12B.

10. There is a perception that the Coast Guard is not involved in the spousal preference program.

New DAC Issue. Internally researched. CG eligible. Located information in the Military Assistance Program, www.dod.mil/masp/site/spousepref. The CG does participate in the Military Spouse Preference Program. Recommend distribution of information via Gold Badge network and provide to members in unit sponsor programs.

11. Coast Guard Civilian hiring practices for diverse representation. Unfair Civilian hiring processes. Hiring officials seem to know who they are going choose prior to interview process.

Previous DAC Issue. Consulted CG121. Claim not supported. DAC recommends education of Managers, Supervisors and civilian employees on the hiring process.

Gender Policy Subcommittee (GPS)

“Unfiltered Issues Brought Forward for DAC Consideration”

1. Why are members not reassigned to their unit following pregnancy?

New DAC issue. After a review of the PERSMAN (Chapter 9), it was determined that policies exist for the assignment of members following pregnancy and that the vast majority of members remain at (or return to (in the case of afloat assignments)) their units following delivery. There are individual instances in which the unit has a critical need to fill the pregnant member's billet (again, and for an example, in the case of afloat assignments) and the member may be reassigned as a result. This issue, as brought forward to the DAC, appears to be an isolated case and no further action is recommended at this time. The Gender Subcommittee will retain this case on file and will recall it if similar questions are brought forward in the future.

2. Could the Coast Guard change the policy to allow homosexuals to serve openly now that the Coast Guard is under DHS?

Not a Previous DAC issue. Military Personnel (CG-122) was consulted to provide a determination. As per CG-122's research, the Commandant does not have the authority to initiate change in the "Don't Ask, Don't Tell" policy as it applies to the U. S. Coast Guard. Congress articulated its policy concerning homosexuality in the armed forces on November 30, 1993 in Public Law 103-160, which was codified at 10 U.S.C.A 654. The Secretary of Defense promulgated the congressionally mandated policy on December 21, 1993 in DoD 1304.26, "Qualification Standards for Enlistment, Appointment and Induction." The Coast Guard's policy is contained in Chapter 12.E of the PERSMAN, which mirrors DoD policy. The bottom line is that the Commandant is statutorily prohibited from deviating from the DoD policy and public law. Until and unless Congress and DoD change their minds, the Commandant has no authority to change the policy.

3. There is a glass ceiling for senior enlisted female engineers for Engineer Petty Officer assignments given the limited platforms available. Assignment policies further reduce opportunities. E.g., Mixed gendered 87' WPBs, and EPO opportunities are further limited by the WPBs' designated EPO specialty (some are MKC, while others are EMC billets). There is no flexibility in assigning a MKC to an EMC designated WPB.

Not a Previous DAC Issue. CGPC-epm and the EM Rating Force Manager were contacted for a determination on EPO opportunities for EMCs. There are currently 10 EPO positions for EMCs, all of which are on board 87' WPBs. Historically, EPO billets were only available for MKCs. The DAC supports the additional creation of opportunities for EM's to further career development. Additionally, there are 14 WLM EMCs billets available for assignment for the approximately 35 to 40 EMCSS serving. Although there are some complications with berthing issues (i.e. another female crewmember would be needed in order for a female EMC to fill an EPO billet), CGPC-epm deals with these on a case by case basis and in general is able to accommodate the female member. Finally, EPO assignment is not critical for promotion to E-8

in the EM rating as compared to BMs who must certify as an ashore/afloat OIC to advance to E-8. The DAC believes this is an isolated issue, and supports the current efforts in maintaining at least 10 EPO billets afloat for EMCs.

4. Are there any initiatives to recruit and retain senior enlisted female engineers?

Previous DAC issue. CG-RC was contacted to inquire about recruitment initiatives specifically geared towards women. All Division Chiefs, Branch Chiefs, Zone Leaders, Sector Supervisors, and Recruiters in Charge (RICs) were issued the Commandant's Strategic Metropolitan and Recruiting Territory (SMART) Recruiting and Marketing Guidance (COMDTINST 1133.1) which directs RICs to "aggressively market the Coast Guard and vigorously recruit in areas where those who meet SMART criteria may be located." Women are listed in the instruction as one of the SMART criteria.

There are also certain rates which merit service re-enlistment bonuses (SRBs) that are not gender specific. Of the engineering ratings, the following SRB multiples were published in ALCOAST 283/06: Zone A: EM2 and above (2.5 multiplier); MK2 and above (1.0 multiplier); Zone B: EM2, EM1 (2.5 multiplier); EMC (3.0 multiplier); MK2 and above (0.5 multiplier)

The lack of senior enlisted female engineers is correlated to the overall lack of women in the Coast Guard which is certainly a systemic issue for the organization. Offering SRBs is an excellent initiative to retain all engineers, however the DAC believes more needs to be done to retain women in the Coast Guard at all levels, not just engineers. The Gender Policy Subcommittee will continue to monitor recruitment and attrition numbers for women.

5. Coast Guard does not offer wider array of childcare options to members.

Previous DAC issue. ALCOAST 373/06, Expansion of U.S. Coast Guard and General Services Administration Partnership for Affordable Child Care was distributed in July 2006. This announced increased accessibility and funding to Coast Guard members for Child Care. GSA partners with the Coast Guard in helping members locate and access state licensed centers or home based child care facilities at discounted rates. The ALCOAST also announced the availability of \$4,500 per child per year for those qualifying Coast Guard members who must utilize state-licensed commercial facilities. The subsidy will be paid directly to the child care provider on behalf of the Coast Guard member. Although this is not a perfect solution, the DAC believes that substantial and adequate measures are being implemented to address this supported and systemic issue.

6. Women do not have proper senior enlisted mentors at remote duty stations. There is a lack of a support network and critical mass in senior enlisted mentors.

New DAC issue. CGPC-epm was contacted to determine the distribution of enlisted women, by rate, at the various isolated ashore duty stations. Below is a table outlining the results which reflect the most current data as of 2006:

Rate	# female assigned	# of available assignments
BM	322	5421
EM	45	1142
FS	168	1237
MK	116	4206
Total	351	120006
		3% of billets filled by women
SK	318	1393
Combined Total	969	13399
		7% of billets filled by women

The Gender Policy Subcommittee (GPS) certainly agrees that there are few women filling billets at isolated duty stations. This again is systemic of the overall lack of women in the Coast Guard. In addition to maintaining programs such as the SMART recruitment initiative, GPS recommends that CG-12B coordinate efforts undertaken by CG-1B1 which conducted a Female Retention Working Group in 2006. The results of this workgroup were recently finalized and shared with CG-12B for analysis.

7. Society necessitates a dual-income. Coast Guard culture accommodates a "one-income" family to remain mission ready (i.e., active duty member spouse has full time at-home parent responsibilities). Can Coast Guard culture accommodate a "dual-income" family while keeping members mission ready?

DAC issue. Issue will be addressed as part of CG-12B's future Family and Career Planning Initiative.

8. Coast Guard's advertising/recruiting methods appear to be less cognizant of gender (and other minority groups). For example, NASCAR has a female viewer population of 41%...is the Coast Guard truly studying the advertising demographics?

DAC issue. As was mentioned earlier, CGRC is operating under its SMART Initiative as a way to focus on recruitment of women and minorities. In addition, CGRC continually studies the demographics of certain regions to strategically target mail distribution of recruiting advertisements to junior and senior high school members. There are also continued analysis of what national publications are marketed towards women and minorities (e.g. Women of Color Magazine) for insertion of Coast Guard recruiting advertisements. GPS recommends that CGRC continue these demographic studies and targeted dissemination in order to align with the SMART Initiative. Additionally, GPS recommends that CGPC and CG Public Affairs continue to coordinate efforts in the development of large scale advertising and outreach initiatives.

9. Do the Coast Guard weight standards take into account certain body types resulting from being a certain ethnicity?

Previous DAC issue. GPS consulted with CG-1111 to determine what the current female body measurement standards are, and if there are any future plans to change those standards. The

Coast Guard does not delineate between race or ethnicity in the current weight or body fat standards for men or women. Furthermore, in the determination of body fat composition, the Coast Guard measures the neck, waist and hips to determine body fat composition for females. The specific issue raised to the DAC mentioned the Army's current standard to only measure women's hips in determining body composition. In early October of this year, the Army announced recent changes to the Army's weight standards for women, citing reflection of actual women's body types. These changes allowed the Army to accommodate for a more realistic female size. The Army also amended the actual measurement locations which now include the neck, waist and hips. None of the research conducted identified race or ethnicity as an impetus for changing the standards. In conclusion, GPS agrees with CG-1111 in that the Coast Guard should not consider altering its maximum allowable standards to accommodate for race or ethnicity. The Coast Guard already has the most lenient standards of all the armed services.