

Spring DAC 2009 Unfiltered Issues

#	Responsible Office	Issue	Recommendation
1	CGPC	During transfer season orders sometimes come out so late that members are having difficulties with enrolling their kids in school since some schools require children to have shot records and registration completed by February or March. Sometimes members, especially officers, don't get their orders until these months or later. By the time members get their orders and try to find a home to have proof of address it is too late for registration, not all schools are accommodating. When members can't get their children in the local schools they end up either settling for schools not so great or home schooling, or having to spend a lot of money on private schools.	Will Research
2	CGPC, CG-122	There's some aggravation with collocating. Members are not getting enough guidance; it would be easier to receive a list of units were both members can be stationed. I have seen members come up with long lists of units near by one another and very realistic and still get told they can't be collocated because the billets have been given away already. It's as if collocation orders are worked on last because they are more difficult. Any way my point, members then get so frustrated with the system and decide to just get out, and most of the time, it ends up being the woman who gets out.	Will Research
3	CG-12B, Civil Rights	Look into new reserve detailing issue. Although we celebrate different heritages throughout the year and monthly observances...we do a horrible job of recognizing those outstanding members of the CG that should be recognizing those are serving now. We would expand the discussion on diversity if we looked within our current force. Our history is important...our future is even more so.	Actionable Item – leadership news, ALCOASTS, etc Will not research.
4	CG-122	Women's uniform designs are just horrible. Perhaps a candid dialogue with	Not a diversity issue. Pass to the

		women in the Coast Guard for recommendations for changes in several items: Dress Slacks, Trop Shirt, ODU Tops. The air-force and army have an untucked dress shirt for the women that are flattering, yet military.	uniform board for review.
5		There is not enough senior women representation underway (Wardroom or CPO Mess)	Will not research Currently being researched by the DAC.
6		I would like to suggest that the leadership desist from referring to the membership as "deck plate" and "bilge mice" when writing from on high and directing mid level leaders to pass on their important messages. I believe that these are derogatory terms and are totally inappropriate. I am a Guardian or Auxiliariist or a Member of the USCG Aux. I prefer to be addressed as such. It would be much more appropriate and respectful to say "please pass this info on to the membership" or "please pass this info on to the Guardians".	Leadership issue rather than a diversity issue. Send to the LAC. Will not research.
7	CG-121	Just today I received two emails from senior leaders to division leaders with the sentence: "Please cascade to the deck plate. I resent this. Lack of civilian women in VTS.	Local issue not fleet wide; therefore, not a DAC issue. Will not research.
8	CGPC; Civil Rights	Basically you have to be an E-7 or O-3 to fill the majority of the billets (EOA jobs). If you're an interested E-7 you're detailer has to release you from rate in order to fill the position (most rates this is very difficult). I know there are quite a few Officers and Enlisted folks in the field who are passionate about Civil Rights, HRA and Diversity but they have no opportunity to be an official part of that community.	Billet issue not a diversity issue. Pass on to civil rights/detailers. Will not research.

		<p>If the CG is truly interested in improving the state of our Civil Rights program they will open the doors to anyone who is passionate about this field. I believe whole-heartedly if people are passionate and knowledgeable about their work that particular field will flourish. We need to fill the H/R and C/R jobs with people who actually want to be there; not simply to just fill a billet.</p>	
9	CG-121	<p>I haven't seen any follow up from Fall 2008. I looked for any reference to it in the Fall 2008 Report. We as civilians don't know where this stands. I am not sure if there has been any dialogue within Sector SF about this issue.</p> <p>This affects our Dual Qualified VTS Supervisors who are billeted at GS-11 but perform the duties and hold the responsibility of a GS-12. Sector San Francisco VTS Branch should submit input based on current schedule reflecting what is actually taking place. Document work performed with CG-121. In addition, maybe formal recognition such as a Memorandum reflecting performance at a higher pay grade for future employment or reference.</p> <p>I am not aware of any action within the branch. This is just a follow up DAC issue. LCDR Mohr would be the best person to talk to from management's perspective. On average these designated persons perform this duty 20 hours at minimum out of an 80 hour pay period.</p>	Obtain update
10	CG-12B; CG-122	<p>I would like to know with the new Administration and its stated intention to overturn Don't Ask Don't Tell (DADT) in favor of open integration, whether the Coast Guard has been studying the issue and doing the necessary preparation for this change. Has there been any discussion of this at the upper levels of the Coast Guard?</p>	<p>There is currently no policy to research. When DADT is repealed, any new policy will be disseminated to the fleet.</p> <p>Will not research.</p>
11	CG-13, Civil Rights	Supervisors and Managers are not familiar with or do not utilize "flexible hiring authorities" to address/hire the under-representation of	LAC already has this issue FORAC.

		<p>minorities, women and people with disabilities in the federal workforce; RECOMMEND to establish a "standardized/tailored" training in EEOC Management Directive 715, (addressing civilian workforce imbalances), is needed to educate them of their roles and responsibilities in the entire federal workplace (especially, USCG);</p> <p>The perception of "diversity issues" in the federal workplace is to hire/integrate different cultures and national origins; again, we need to educate our supervisors and managers that "diversity" ALSO includes the contributions of knowledge, skills, and abilities among men, women, people with disabilities, people over the age of 40 years old, people of different religious beliefs, (etc.), as well; RECOMMEND to include this topic in a "standardized/tailored" training; specifically, EEOC Management Directive 715;</p>	<p>Will not research.</p> <p>See issue 11</p>
12	CG-12B		
13	Civil Rights, CG-121	<p>Civil Rights Service Providers in the field must work, jointly, with the Civilian Personnel Recruiters; there is absolutely zero (0) collaboration or inclusion of the CRSP's to assist with "outreach and recruitment" efforts to build potential/diverse applicant pools of eligible candidates for selection of civilian jobs; RECOMMEND to assign a field-level CRSP from each AOR to work MORE closely with the Recruiters and local CSA.</p> <p>The issue of having senior officers more sensitive to dual working families, or even just family issues.</p>	<p>This is a Civil Rights issue not a diversity issue. Pass to civil rights.</p> <p>Will not research.</p> <p>This is a leadership issue rather than a diversity issue. Pass to the LAC.</p> <p>Will not research.</p> <p>Pass to workforce for determination on feasibility.</p> <p>Will not research.</p>
14			
15	CG-11	<p>The issue of having "back-up daycare" either in addition to CDC already in existence, or in places where parents retain private child care - just like Mayo Hospital only has back-up daycare but no routine child care.</p>	
16		<p>Should the Coast Guard have a written policy regarding mandatory counseling of minority members who receive orders to geographic locations</p>	<p>DAC feels this policy is better left unwritten; notify PSC.</p>

	<p>that have a history of racial discrimination incidents?</p> <p>DISCUSSION: Currently, CGPC does not have an established policy to guide assignment officers in potentially counseling members who are receiving orders to geographic areas that have a history of racial discrimination. Many Coast Guard units are located in communities that are less than welcoming to minorities, regardless of whether they are Coast Guard personnel or civilian members of the community. Often times, minority members are "informally" counseled by either assignment officers or other CG members regarding their pending assignment to these locations. A formal pre-assignment counseling session for minority members assigned to these areas could have potential benefits, but could also have unintended consequences as well. On the positive side, it could make the minority members and their families aware that there have been previous discrimination incidents in that community that could affect them. On the negative side, it could establish an unwarranted stigma for those members, who might then approach the pending assignment with trepidation. Additionally, "urban legend" in the Coast Guard has long held that there is a semi-official "list" of various geographic locations that are not minority-friendly. The existence, or lack thereof, of this "list" has occasionally caused angst among minority members and those attempting to "counsel" minority members with pending assignments to these locations.</p> <ol style="list-style-type: none"> a. Limited extensions at current units (12 months maximum) to continue care and give the opportunity to at least try advanced infertility procedures if called for and desired by Mbr. b. Early transfer to a unit close to a DOD facility that offers the Advanced Assisted Reproductive Care (i.e. Walter Reed, etc.) if Mbr is close to tour completion so that procedures can be started ASAP. c. TAD period to unit close to DOD facility that offers the Advanced Assisted Reproductive Care. (i.e. Walter Reed, etc.) d. Having a policy that addresses infertility as medical issue for 	<p>Will not research.</p>
<p>17</p> <p>CG-11, CGPC, CG-122</p>		<p>Policy is already in place in the medical manual under non emergent procedures.</p> <p>Will not research.</p>

		assignment purposes could also allow for this to be handled with procedures already in place in the medical manual.	
18	CG-12B, Civil Rights	CGA issue.	Referred to CG-13
19		Funding for NAF diversity training, recruitment, and retention initiatives (as well as attend functions)	Community Service Center; CAPT Eng; Will Research
20		More visibility for NAF women in management and leadership roles	Add into 19 research
21		Lack of diversity with senior enlisted members. How can we do a better job of retaining high performing enlisted members in the enlisted ranks?.	Will research with 22 below
22		Lack of diversity within reserve program enlisted ranks	Will research.
23		We need to reach out to more people to tell them about the CG. Outreach beyond PIE, COMPASS, etc. What can the DAC do to help in their own regions?	Actionable item with the DAC.
24		Weight standard is not reasonable. People get older, their body changes, etc.	Will not research. Table until Spring 2010 after the BMI standards go into affect.
25		Current diversity policy statement is one-sided. Would like to see a more specific policy/strategy.	Will not research. Strategic plan will cover this:
26		When will MD-715 be implemented?	Will not research. Individual question. Respond directly to individual.
27		Lack of minority instructors at LDC.	Will not research.
28		Single parent accessions	Add to issue 21.
29		Can the recruiting process/accession process be sped up or easier – improve customer service issue. Potential recruits have to put their lives on hold until the process can be completed.	Will research.

30		How are recruiters targeting minorities/women? If recruiters meet their quota early in the year, what do they tell potential recruits, particularly minorities and women.	Add to issue 29.
31		Pregnancy issues with female aviators.	Research
32		Educate the fleet on Team/Total CG to include Auxiliary. For example, awards state "in the highest tradition of the USCG and USCG Auxiliary". How are they different?	Leadership issue not a diversity issue. Pass to the LAC. Will not research.