

R 202044Z MAY 10

FM COMDT COGARD WASHINGTON DC//CG-01//

TO ALCOAST

BT

UNCLAS //N05354//

ALCOAST 257/10

COMDTNOTE 5354

SUBJ: OPERATIONAL TASKING (OPTASK) DIVERSITY SITREP ONE

A. COMMANDANT COAST GUARD WASHINGTON DC 012239ZSEP 09/ALCOAST 500/09

1. IN AN EFFORT TO OPTIMIZE WORKFORCE READINESS AND MEET THE MARITIME CHALLENGES OF THE 21ST CENTURY, COMMANDER ATLANTIC AREA, COMMANDER PACIFIC AREA, THE DEPUTY COMMANDANT FOR OPERATIONS (DCO), AND HEADQUARTERS UNITS HAVE DEVELOPED DIVERSITY ACTION PLANS RELEVANT TO THEIR ORGANIZATIONAL FOCUS.

2. THE RESULTANT DIVERSITY ACTION PLANS HAVE TRANSFORMED THE BROAD GUIDANCE OF REF A INTO ACTION ITEMS THAT WILL HELP THE COAST GUARD ACHIEVE ITS STRATEGIC DIVERSITY GOALS.

3. COMMANDER ATLANTIC AREA, COMMANDER PACIFIC AREA, DEPUTY COMMANDANT FOR OPERATIONS, AND HEADQUARTERS UNITS HAVE CAREFULLY CONSIDERED EACH PROPOSED ACTION AND HAVE USED THE DIVERSITY ASSESSMENT TOOL TO CREATE PERFORMANCE MEASURES, ADDRESS RESOURCE REQUIREMENTS, ASSIGN DUE DATES AND DETERMINE LEADERSHIP ACCOUNTABILITY.

4. ITEMS COMPLETED LAST 90 DAYS:

A. DEVELOPED/EXECUTED DIVERSITY ACTION PLANS IN ACCORDANCE WITH THE DIRECTIONS FOUND IN REF A.

B. ENGAGED EXTERNAL DIVERSITY MANAGEMENT PROFESSIONALS TO SHARE BEST PRACTICES, ADVISED, AND INFORMED COAST GUARD PROGRESS TOWARDS CREATING A DIVERSE WORKFORCE.

C. DEVELOPED/CONVENED AN ENTERPRISE WIDE COAST GUARD DIVERSITY SUMMIT TO TRAIN AND EDUCATE LEADERS AT ALL LEVELS OF THE ORGANIZATION.

D. DEVELOPED/EXECUTED A SERVICE-LEVEL STRATEGIC DIVERSITY COMMUNICATIONS CAMPAIGN THAT INCLUDED DIVERSITY ARTICLES AND PRESS RELEASES, AND ENCOURAGED THE USE OF BLOGS AND OTHER SOCIAL NETWORKING SITES.

E. OPTIMIZED RECRUITING EFFORTS TO DEVELOP ROBUST AND DIVERSE APPLICANT POOLS BY INCREASING COAST GUARD PARTICIPATION IN

COMMUNITY, SCHOOL, PROFESSIONAL, AND CULTURAL EVENTS.

5. A SERVICE-LEVEL SUMMARY OF THE COMMANDER ATLANTIC AREA, COMMANDER PACIFIC AREA, DEPUTY COMMANDANT FOR OPERATIONS, AND HEADQUARTERS UNITS DIVERSITY ACTION PLANS CAN BE FOUND ON THE COAST GUARD OFFICE OF DIVERSITY WEB SITE
[HTTP://WWW.USCG.MIL/DIVERSITY/DOCS/DIVERSITY/DIVERSITYACTIONPLAM25FEB10.PDF](http://WWW.USCG.MIL/DIVERSITY/DOCS/DIVERSITY/DIVERSITYACTIONPLAM25FEB10.PDF).

6. ALL CONCERNED ARE REQUESTED TO INITIATE AND SUSTAIN OPERATIONAL TASKING DIVERSITY ACTIVITIES AT THEIR UNIT OR IN THEIR AREA OF RESPONSIBILITY.

7. POINT OF CONTACT: COMMANDER WILLIAM MAKELL (WILLIAM.J.MAKELL(AT)USCG.MIL) COMDT (CG-12B) STAFF, 2024755246.

8. RELEASED BY VICE ADMIRAL JOHN CURRIER, CHIEF OF STAFF.

9. INTERNET RELEASE AUTHORIZED.

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