

# United States Coast Guard Auxiliary

## Diversity Policy Statement

It is the policy of the United States Coast Guard Auxiliary to ensure that all citizens, regardless of race, gender, color, national origin, sexual orientation, gender identity and expression, age, religion, or physical or mental disability have an equal opportunity to become a volunteer of this organization. It is after all, part of our mission to become the volunteer organization of choice.

As the National Commodore, I will personally lead the diversity initiatives and challenge all who serve to do the same through leadership, mentorship, service, and example. As someone committed to diversity, I understand that providing training is one of the strategies that helps build an inclusive environment, which is crucial to attracting and retaining top talent, building member engagement, and fostering creativity and innovation. Our Strategic Plan for Managing Diversity will guide us in our efforts towards accomplishing this goal.

Diversity of thoughts, ideas, and competencies of our people, keeps the Auxiliary strong and empowers us to mission readiness and excellence.

Diversity is an imperative to the Auxiliary; it can increase morale and impact our success. In essence every member is responsible for fostering an inclusive team atmosphere and being a contributing part of Team Coast Guard.

The Auxiliary is committed to creating a diverse and inclusive environment, a journey guided by the deeply held values of *Honor, Respect, and Devotion to Duty*, as America's Guardians, we understand that diversity is not a problem to be solved, but is an asset to be developed.

*James E. Vass,*

**James E. Vass**

**National Commodore, U.S.C.G. Auxiliary**