



*Office of Diversity and Inclusion*

**United States Coast Guard**

# **2022 YEAR IN REVIEW**



*May 2023*

***Tomorrow looks different. So will we. — Admiral Linda Fagan***

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## **FORWARD FROM THE USCG SENIOR ADVISOR FOR DIVERSITY AND INCLUSION (SADI)**

**I am pleased to present the Office of Diversity and Inclusion 2022 Year in Review. This document is intended for our Coast Guard total workforce. Commands are encouraged to share this document with members of their teams.**

Our Coast Guard succeeds because of our exceptional character, our high sense of purpose, and dedication to who we are and what we stand for: our Core Values, our Ethos, and our sense of service to the Nation.

Our Commandant ADM Linda Fagan has said, “We are committed to building a diverse and inclusive workforce reflective of the American people. We will create an environment where all people are respected, valued, and empowered. Delivering improvements for our Coast Guard workforce is my top priority, so our Service can meet the challenges of tomorrow and ensure the enduring security and prosperity of America.”

The achievements described in this Office of Diversity and Inclusion 2022 Year in Review reflect the Coast Guard’s commitment to fostering a workplace where all people are respected and empowered. Organizations that fail to adopt modern policies and processes will fail in attracting and retaining the talent necessary to meet the challenges of an increasingly complex world. We will not fail.

Top of mind, always, is our Ethos:

In Service to our Nation  
With Honor, Respect, and Devotion to Duty  
We protect  
We defend  
We save  
We are Semper Paratus  
We are the United States Coast Guard.

We are proud of our courageous and culturally fluent MEMBERS who build fair, open, cooperative, supportive, and empowering environments every day. This Office of Diversity and Inclusion 2022 Year in Review highlights some of our most impactful achievements.



**Dr. Donna (Mischell)  
Navarro, SES**

Deputy Assistant  
Commandant for Human  
Resources (CG-1D);  
and Senior Advisor for  
Diversity & Inclusion



## MESSAGE FROM THE CHIEF

**What an incredible year filled with triumphs, research, in-depth discussions, pivots, and robust partnerships. In consultation and collaboration with you, our partners, we:**

- ▶ Inspired more than 500 students from underserved communities to consider the vast, diverse, exciting opportunities within the Coast Guard at 12 distinct events.
- ▶ Laid the foundation for the new Advisory Board on Women in the Coast Guard which will provide advice on matters relating to the recruitment, retention, wellbeing, and progress of women serving in the Coast Guard.
- ▶ Grew the Coast Guard Diversity and Inclusion Education and Awareness Program, wherein D&I change agents (composed of specially-trained personnel across the Coast Guard) increase diversity, equity, inclusion, and accessibility acumen among the total force.
- ▶ Fostered more inclusive and equitable workplaces for everyone.

As we prepare for the new year, it's important to look back and reflect on the past year. That way we know what we did well, consider the areas we could improve on, and evaluate our priorities moving forward.

Throughout our history, the Coast Guard has led from the front on issues of Diversity, Equity, Inclusion, and Accessibility (DEIA)— we have the first U.S. warship to racially desegregate, the first service academy to appoint women, and feel righteous pride given ADM Linda Fagan, commandant of the U.S. Coast Guard, is the first female service member to lead a military department.

Yet we are not immune to the forces of bias that subdue underrepresented people and their voices. Increasing Diversity, Equity, Inclusion and Accessibility (DEIA) throughout our Coast Guard is a journey, not a destination.

IDEIA is different from other transformations—it is deeply personal and making progress often requires going slow to go fast; taking the time to fully define the problems, recognize the highest-impact opportunities, and evaluate results of actions; reiterating and innovating as needed.

From everyone here at the Office of Diversity and Inclusion, thank you for making 2022 so impactful. We will continue to inform, consult, involve, collaborate and empower our many stakeholders in 2023.



**Hope Balamani,**  
MBA, PMP, CMDI,  
Chief, Office of Diversity  
and Inclusion  
U.S. Coast Guard

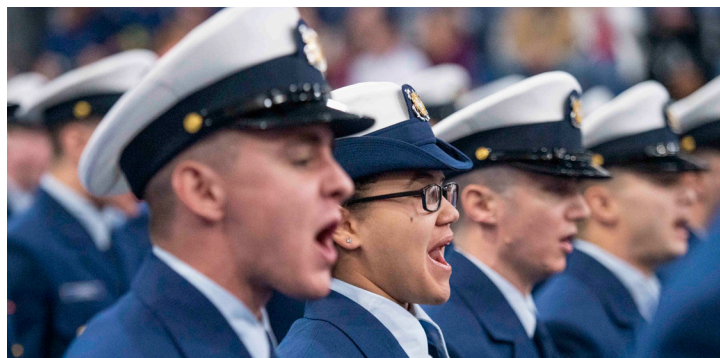
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## DIVERSITY

The term diversity means the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.

Recruiting and outreach to underserved communities helps ensure a diverse pipeline.



## 2022 ACHIEVEMENTS

### Revitalized the Minority Serving Institutions (MSI) Program

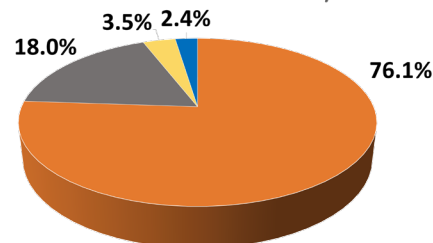
- ▶ Engaged with more than 500 students from underserved communities concerning the vast, diverse opportunities within the Coast Guard at 12 distinct events.
- ▶ Universidad Ana G. Méndez became the first university in Puerto Rico to partner with the Coast Guard's Minority Serving Institutions (MSI) Program.

### Exceeded EEOC and DHS Goal for diversity in hiring Individuals with Disabilities (IWD) & Individuals with Targeted Disabilities (IWTD)

IWD: 12% - USCG 32.5%

IWTD: 2% - USCG 3.5%

Disabled Workforce – 09/2022



## 2023 PLANNED ACTIVITIES

- ▶ Complete and publish the Minority Serving Institutions (MSIs) Program Commandant Instruction.
- ▶ Continue to provide guidance to Coast Guard personnel concerning engagement with Minority Serving Institutions.
- ▶ Have 100% of memorandums of agreement (MOA) with participating MSIs current and valid by the end of FY2023.



## EQUITY



The term equity means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.

Equitable representation is beneficial for high-performing organizations in career and professional development programs, awards, mentoring, and promotions.

## 2022 ACHIEVEMENTS

### **Co-produced the Coast Guard Female Relevant Policies Resource Guide with the Personnel Readiness Task Force**

- ▶ Eight chapters cover the following topics: Grooming, Appearance, and Uniform Standards; Assignment Related Content; Body Composition Program; Health, Pregnancy & Postpartum; Dependent Care; Support Opportunities; References.

### **Established the Diversity and Inclusion (D&I) Change Agent Competency Code**

- ▶ Certified Diversity & Inclusion Change Agents now have a new competency code (titled "DIEAPCA") added to their personnel records which formally provides acknowledgement and credit for performing this essential collateral duty for the Coast Guard.



## 2023 PLANNED ACTIVITIES

- ▶ Updates to the Coast Guard Female Relevant Policies Resource Guide.
- ▶ Continued engagement with DACOWITS.
- ▶ Advisory Board on Women in the Coast Guard members will be appointed by the Commandant in March 2023 through a selection board process managed by the Office of Diversity, Equity, and Inclusion.

# INCLUSION

The term inclusion means the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.

Inclusion and engagement activities, listening sessions, mentoring program activities, employee association activities, and inclusive diversity training are beneficial to mission readiness.



## 2022 ACHIEVEMENTS

### **Grew the Diversity and Inclusion Education and Awareness Program**

- ▶ Through education and awareness activities, the Diversity and Inclusion Education and Awareness Program (DIEAP) increases the D&I acumen of personnel across the Coast Guard and helps to ensure they are equipped with the knowledge and skills useful in fostering an inclusive workplace.
- ▶ The DIEAP has a total of 88 D&I Change Agents who have delivered a total of 98 D&I Awareness Training sessions since the program's inception in Fiscal Year 2021.
- ▶ Published the Diversity and Inclusion Education and Awareness Program COMDTINST 5360.1.

### **Supported 10 separate affinity group\* outreach events**

Engaged with approximately 800 participants at 10 affinity group outreach events.

*\* Personnel who lead and take part in affinity groups/ employee resource groups are strategic partners to the Coast Guard and play a vital role in ensuring an inclusive environment where all are valued, included, and empowered to succeed. Affinity group events offer numerous opportunities for mentoring, networking, and professional development.*

## INCLUSION (Continued)



*The Coast Guard will be recognized as the “Service of Choice” in the federal government for recruiting, retaining and sustaining a ready, diverse and highly-skilled total workforce. We will foster an environment in which every individual can prosper and contribute to the success of Coast Guard missions.*

## 2022 ACHIEVEMENTS

**2019-2023 Diversity & Inclusion Action Plan (DIAP) - Three lines of effort with 36 actions to improve workforce culture and expand Diversity and Inclusion efforts.**

In collaboration with our partners, achieved 33 of 36 activities defined in the 2019-2023 Diversity & Inclusion Action Plan (DIAP), National Defense Authorization Act for Fiscal Year 2022 (NDAA 2022), Coast Guard Authorization Act of 2022 (CGAA, 2022), and other requirements such as Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce.

## 2023 PLANNED ACTIVITIES



- ▶ Affinity Groups will complete Memorandums of Understanding (MOU) and required documentation to become officially recognized in accordance with the “U.S. Coast Guard Affinity Group Program Commandant Instruction 5350.10” by the end of FY 2023.
- ▶ Selecting and training 50 additional D&I Change Agents.
- ▶ Closeout of the 2019-2023 Diversity & Inclusion Action Plan (DIAP) and development of the 2024-2028 Diversity and Inclusion Action Plan.



## OUTCOME MEASURES AND RESULTS

### Fiscal Year 2022 Federal Employee Viewpoint Survey (FEVS) Diversity, Equity, Inclusion, and Accessibility Index (DEIA)

- OPM considers 65% a strength – DHS's Inclusion category exceeds at 70%
- 7 out of 10 Components had above 65% in the DEIA index
- 5 Components lead the DEIA Index:
  - CISA (75%)
  - DHS HQ (74%)
  - USCIS (73%)
  - FEMA (72%)
  - USCG (72%)
- USCG DEIA Index Ratings:
  - Overall 72%
  - Diversity 75%
  - Equity 67%
  - Inclusion 76%
  - Accessibility 71%

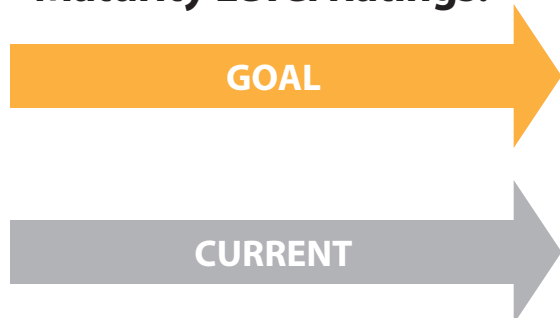
	DEIA	Diversity	Equity	Inclusion	Accessibility
GOVT	69%	70%	65%	75%	67%
DHS	63%	64%	58%	70%	59%
CBP	59%	59%	54%	68%	56%
CISA	75%	79%	71%	77%	74%
DHS HQ	74%	75%	71%	79%	71%
FEMA	72%	75%	67%	77%	70%
FLETC	67%	68%	60%	73%	68%
ICE	63%	62%	59%	72%	60%
TSA	57%	61%	53%	65%	50%
USCG	72%	75%	67%	76%	71%
USCIS	73%	74%	69%	76%	71%
USSS	69%	71%	63%	76%	67%

# OUTCOME MEASURES AND RESULTS

## Fiscal Year 2022 Office of Personnel Management Diversity, Equity, Inclusion, and Accessibility Assessment

As mandated in EO 14035, and with guidance from OPM, every federally agency was instructed to conduct a DEIA self-assessment of the current state of DEIA in the agency's human resources practices and workforce composition. Every agency was also instructed to submit a DEIA strategic plan to identify actions that advance DEIA in the workforce and remove any potential barriers to DEIA in the workforce identified in the self-assessments. Agency DEIA strategic plans had to also include quarterly and annual goals and actions to advance DEIA initiatives in the agency workforce and in the agency's workplace culture.

### Maturity Level Ratings:



- Based on Component assessments, DHS is rated between Level 1 and Level 2
- USCG is currently rated at Level 2

**Level 3:** DEIA is embedded in the mission, vision, values, strategy, policies, and practices.

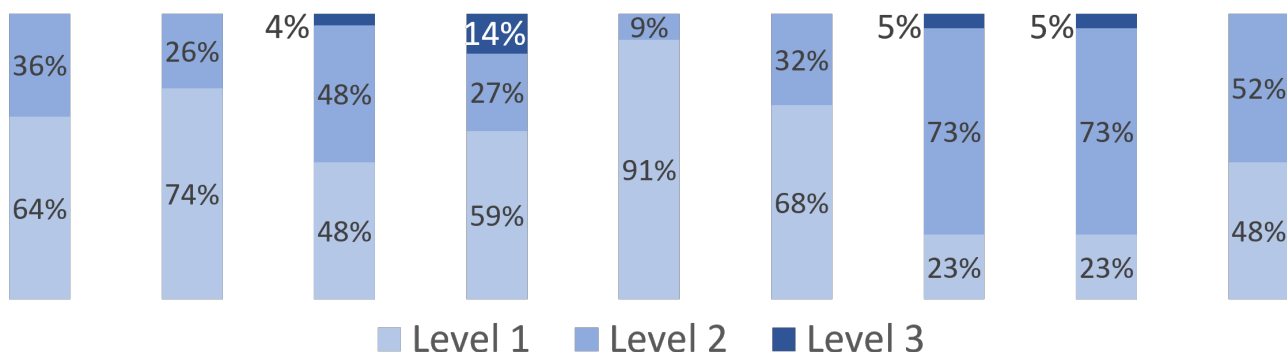
**Level 2:** DEIA initiatives yielding improved results and outcomes driven by dedicated resources, strategic planning, goal setting and evaluation.

**Level 1:** Focused on complying with non-discrimination legislation and regulatory requirements



## Component DEIA Maturity Level Rating

(% of activities assessed at each level)



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# OFFICE OF DIVERSITY AND INCLUSION



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## Office of Diversity and Inclusion

