

## Command Climate Resources

<b>Leadership &amp; Professional Development Resources</b>	
<a href="#">Joint Area Commanders Video Message</a>	Both Pacific Area and Atlantic Area Commanders teamed up to share a message about our service culture and what give our Core Values meaning – our incredible people. We must accomplish our mission while fostering a culture intolerant to behaviors that go against our Core Values. Each member of our workforce deserves nothing less than to come to work and be treated with dignity and respect. Ensuring this is a responsibility we all share. The video is a good starting point to generate conversation with your crew about fostering a culture of respect.
<a href="#">Leadership Development Resource (LDR) Materials</a>	The CG’s Leadership Development Center’s LDR materials include facilitation guides to engage in meaningful, "round table" group discussions. Guides provide examples of discussion questions that unit-led facilitators should customize to foster growth. Topics range from core values, inspirational leadership, leading teams, communications, and various tools are provided for personal and unit assessments.
<a href="#">Leader Development Best Practices</a>	A forum to share best practices from professional publications, personal knowledge and experience, from commercial industry to the military, for the development of our current and future leaders.
<a href="#">Leadership Assessment Survey (LAS)</a>	The LAS is a 36-question survey that provides post-survey results to measure unit leadership and effectiveness in the areas of Leading Self, Leading Others, Leading Performance and Change and Leading the Coast Guard. Participation in the LAS is not required, but highly encouraged for any unit, department, or team who desires a real-time snapshot of its leadership environment and unit cohesion. The LAS does not replace the DEOCS.
<a href="#">Skillport</a>	Skillport provides access to the e-learning and training resources on topics ranging from emotional intelligence, diversity and inclusion, unconscious biases, and a number of various workplace and leadership topics.
<a href="#">Professionalism: A Cutterman’s Corner</a>	A centralized repository of resources, discussion topics, and case studies specifically for the cutter community, hosted by the Office of Cutter Forces (CG-751).
<b>Sexual Assault Prevention, Response &amp; Recovery (SAPRR) Resources</b>	
<a href="#">Continuum of Harm</a>	A facilitated exercise and discussion about the continuum of harm/behaviors. Studies have long shown that harassment, including sexual harassment, as well as bullying, hazing, etc. are just the beginning of a continuum of violence that leads to, or fosters an environment that allows for, assault, including sexual assault. We recommend discussing this “continuum of harm” concept with your crews in an effort to reframe why this is so important. Not only are these behaviors violations of our Core Values, but the fact is that it has been shown these behaviors

	can breed horrible crimes, which is another powerful reason for <i>why</i> each and each member of our workforce should care deeply about this.
SAPR Training Materials	These training materials comprise a standardized 2-hour SAPR training lesson plan for inclusion into existing leadership and accessions training. Due to the sensitive nature of SAPR and the potential for emotional response of students, instructor requirements are necessary. A Sexual Assault Response Coordinator (SARC) will deliver training at all Command Cadre courses. All other courses shall be instructed by an instructor qualified (PERJC - competency code) Victim Advocate (VA). If a PERJC VA instructor is not available, then a qualified instructor may present the lesson, but a separate VA must be present throughout the lesson.
<b>Substance Abuse Prevention Resources</b>	
7 Steps to an Effective Command Prevention Program	There is no silver bullet in prevention - no one single thing you can do. Instead, an effective Command alcohol and drug abuse prevention program will encompass on several fronts. These seven steps have been implemented at many commands resulting in a reduction in incidents. Prevention can take the form of universal, selective, and indicated categories, focused on reducing risk factors and increased protective factors, and may fall somewhere on a spectrum involving promotion, prevention, treatment, and recovery. We intervene early before a crisis; however, a strong treatment and intervention that equals recover, is also good prevention.
CDAR & Substance Abuse Prevention Resources	A centralized repository of resources from HSWL Service Center, Work-Life Division for unit Command Drug and Alcohol Representatives (CDAR). Includes templates for designation letters, CG-3307s for alcohol incidents, checklist/tickler and other resources to support the CDAR position.
<b>Diversity &amp; Inclusion Resources</b>	
CO's Inclusion & Diversity Guide	Published by the CG Office of Diversity and Inclusion (CG-127), the guide provides education on why diversity and inclusion (inclusive leadership) is a mission imperative, provides an overview of inclusion measurements (FEVS, OAS, DEOCS), and a list of Q&A's.
CG Affinity Group Contacts	The Coast Guard has grown and expanded its avenues for advocacy through Coast Guard Affinity Groups. Many affinity groups are organizing leadership and professional development events and touching on topics related to cultivating a culture of respect within our workforce. Reach out to your local affinity groups and become an executive champion for one of these groups. Or if you don't have any affinity groups in your area, educate yourselves, encourage your staff and establish one. The link provides a listing of the national POCs for all of the Coast Guard Affinity Groups.