



THE COMMANDANT OF THE UNITED STATES COAST GUARD
Washington, DC 20593

DIVERSITY and INCLUSION POLICY STATEMENT

The Coast Guard total workforce is the heartbeat of our Service. Without our people, steel does not move, lives are not saved, and our national safety, security and prosperity are at risk. The variable and unpredictable challenges presented by a changing world demand creative thinking at every level of the organization. A team of people with diverse experiences, perspectives, and ideas is better equipped to succeed than a team of people all thinking inside the same box. Therefore, diversity is crucial to Coast Guard mission excellence.

Inclusion is an operational imperative. The scope and pace of Coast Guard missions demand that every member of our workforce contributes their full potential. With the increasing demand for Coast Guard services, no unit or team can afford to exclude anyone from mission execution or team cohesion. Mission excellence is achieved only by inclusive leadership that enables every person – active duty, reserve, civilian and Auxiliary – to perform to their greatest potential.

Every Coast Guard leader is responsible for building the fair, open, cooperative, supportive, and empowering climates that are the foundation of our Service's diversity and inclusion. Leaders must work to build their diversity and inclusion acumen by leveraging the training and coaching resources made available by the Office of Diversity and Inclusion and the Office of Leadership. Our ability to build the Service-wide climate we need is dependent on every leader developing their emotional intelligence and ability to understand and appreciate the different experiences, perspectives, and ideas of every person with whom they work.

The Coast Guard will continue to implement the Diversity and Inclusion Action Plan. The Coast Guard has implemented more than two dozen new programs and policies to grow diversity and inclusion throughout our workforce, since 2020. Our work will continue as we build our diversity and inclusion awareness and improve accountability throughout the Service. We will use new measurement tools to track our progress and adjust our actions as needed to meet our objectives. We will continuously sharpen our ability to lead diverse and inclusive teams just as we continuously train to maintain our operational proficiency.

I am committed to providing opportunities for every person who chooses to serve our Nation in the Coast Guard. We will continue to listen to our workforce to make sure every voice is heard and valued. We will recruit, retain, and develop the best talent our Nation has to offer to remain the world's best Coast Guard.

A handwritten signature in blue ink, appearing to read "Linda L. Fagan".

LINDA L. FAGAN
Admiral, U.S. Coast Guard

