



DIVERSITY & INCLUSION ACTION PLAN

UNIT LEADER

BUILDING AND MAINTAINING AN INCLUSIVE TOTAL WORKFORCE

The New Inclusion Quotient (IQ) is 5 demonstrated inclusive behaviors that when repeated over time, form the habits that create essential building blocks of an inclusive environment.

These inclusive behaviors, known as FOCSE, can be learned, practiced, and developed into habits of inclusiveness and subsequently improve inclusion in the organization.

A HIGH INCLUSION IQ + CULTURAL FLUENCY = MISSION READINESS

INCLUSIVE BEHAVIORS

Fair

Leaders treat all members equitably.

Open

Leaders support diversity and inclusion in all ways.

Cooperative

Leaders encourage communication and collaboration.

Supportive

Leaders value their workforce.

Empowering

Leaders ensure resources and support tools are available to excel.

Inclusive leaders build inclusive teams, and those teams outperform teams with low inclusion. While most leaders want to ensure their teams are inclusive, they often don't know where to start. Inclusion is an ACTION. When leaders practice the five inclusive behaviors, their members will feel that they are valued and that they are a mission ready member – committed to the unit's goals and an integral member of the team.

I SUPPORT THE MISSION READY MEMBER

FAIR	OPEN	COOPERATIVE	SUPPORTIVE	EMPOWERING
I will identify systemic barriers and seek to correct imbalances so that everyone has the same opportunities	I will lead social connections that influence diversity and inclusion to maximize productivity and retention.	I will have meaningful interactions with all levels of leadership at my unit.	I am committed to being inclusive and I value the diversity of my unit members.	I will engage with likeminded positive communities to thrive and accelerate cultural fluency.



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COMMAND LEVEL BENEFITS OF INCLUSION:

▶ My leadership demonstrates cultural fluency by effectively interacting with members from different cultures and backgrounds.

▶ When I feel included, I feel like the unit is as much mine, as it is the CO's.

▶ Inclusion makes upward mobility possible – I feel like I am part of an organization that values me and I can see a career path for myself.

▶ Increased pride in unit, increased reenlistment and retention, results in Coast Guard becoming the "Employer of Choice"

▶ Increased morale and job satisfaction: My command cares about me.



▶ More efficient member certifications and qualifications due to member engagement; increased quality and execution of operations and mission support.

▶ Fewer disciplinary issues, reduced alcohol incidents, fewer MISHAPS, risks are mitigated and operations/mission support continue.



WHAT IS YOUR UNIT'S INCLUSIVE INTELLIGENCE?

NO AWARENESS

TOLERANCE

SENSITIVITY

APPRECIATION

CULTURAL FLUENCY