

FLAG VOICE #503

2015-2018 Diversity & Inclusion Strategic Plan (DISP) Closeout Report

As the face of our Nation evolves we must continue to attract and retain women and men with a propensity to serve on Active Duty, in the Reserve Force, as members of our Civilian Workforce, and as dedicated volunteers in the Auxiliary. To ensure we continue to attract and retain the talent we need, we must continue to transform our approach to diversity and inclusion. By embedding inclusion and diversity into our Coast Guard culture, we will recruit and retain a ready, relevant and responsive total workforce.

Attached is the 2015-2018 Diversity and Inclusion (DISP) Closeout Report. The report highlights significant accomplishments and ongoing initiatives in our journey to becoming the most inclusive military service. Our goal in releasing this report is to ignite conversations and thoughtful reflection about diversity and inclusion.

The 2015-2018 DISP Closeout Report, Commanding Officer's Inclusion and Diversity Guide, and lastly the Inclusion and Diversity Food for Thought pamphlet can be found in the [Resources](#) Tab on Office of Diversity and Inclusion (CG-127) [Portal](#) site. The CG-127 developed, "Commanding Officer's Diversity & Inclusion Guide" front-loads leaders with the inclusion measures that are utilized within various climate surveys. Becoming familiar with these measures will help raise awareness of leadership effectiveness in fostering an inclusive workplace environment at the unit level. The "Diversity & Inclusion: Food for Thought" pamphlet was created to serve as a conversation starter and self-reflection job-aid for inclusive behaviors with an emphasis on bias. I urge you to share these documents with your Commanding Officers and OICs. I trust that if your leaders receive this directly from you, it will have the desired impact.

We are currently working on a new Diversity & Inclusion Implementation Plan to continue our focus on the five habits of inclusion: Fair, Open, Cooperative, Supportive, and Empowering. Your commitment and support in the Coast Guard's diversity and inclusion journey is greatly appreciated as we continue to recruit and retain an inclusive total workforce that reflects the American people we serve.


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