

FLAG VOICE #504  
Coast Guard Pregnancy and New Parent Guide

The Coast Guard is committed to providing world-class support to its workforce and leading the way as an employer of choice. The recent Women's Retention Study and Holistic Analysis (WRSHA) provided recommendations that would assist the Coast Guard in communicating initiatives that are intended to address concerns that affect the total workforce. This includes concerns for the member's personal life when starting and/or expanding a family.

The volunteer group PARENT (Providing Assistance and Resources to Expectant, New, and Toddler families) has been conducting informal meetings on Coast Guard Island Alameda to support active duty members through the rigors of pregnancy and child rearing. To empower parents with the tools to cultivate successful careers while raising healthy families, a few outstanding members of our Service are credited with the creation of the locally generated *New and Expectant Parent Resource Guide*. Due in large part to their ingenuity and initiative to assist Coast Guard members becoming new parents, the Health, Safety and Work-Life Directorate (CG-11) teamed with the Office of Diversity & Inclusion (CG-127) to the expand on their stellar work and create the *Coast Guard Pregnancy & New Parent Resource Guide* for members to use Coast Guard-wide.

This guide will serve as a reference for the entire Coast Guard workforce and their families. The policies and resources described in this guide, for Commands and members, are designed to ensure the health and well-being of expectant and new parents as they navigate pregnancy and parenting. This information may be found under "Family Support" at: <https://dcms.uscg.mil/worklife/Parent-Resources/>

Pregnancy is an exciting time, but it can also be stressful. To help alleviate potential stress, it is critically important for commands and members to know the Coast Guard's pregnancy policies and understand all of the available resources. It is our duty to ensure our members are taken care of before, during, and after the birth or adoption of a child and ensure they return to work fully mission capable and prepared.

If personnel or Commands have questions about any of the topics in this resource guide or have other concerns about other topics, please feel free to contact [Tim Merrell](#) or the Office of Work-Life at: <https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Health-Safety-and-Work-Life-CG-11/Contact-Us-Health-Safety-and-Work-Life-CG-11/>

Our goal is it ensure that commands and members are aware of the resources available to them during this exciting and stressful time of their lives. I trust that if your leaders receive this guide directly from you, it will have the desired impact.

  
RADM WILLIAM G. KELLY  
Assistant Commandant for Human Resources