



FLAG VOICE #550

Establishment of U. S. Coast Guard Senior Advisor for Diversity and Inclusion

21 June 2021

I am pleased to announce another milestone in the Coast Guard's Diversity and Inclusion (D&I) transformation - the establishment of the Senior Advisor for Diversity and Inclusion (SADI). This Advisor, an SES providing advice to the Commandant, will further our efforts to embed D&I into every Coast Guard mission area in an integrated approach to be the most diverse and inclusive Coast Guard. The establishment of the SADI meets the requirements of the 2021 National Defense Authorization Act.

Ms. Michelle Godfrey (CG-12) will serve as interim SADI until we bring a permanent Advisor aboard. In this role, she will help maintain our emphasis and sustain the amazing progress in support of the Diversity and Inclusion Action Plan, such as:

- **The Coast Guard Mentoring Program:** Available through web browsers or mobile-enable device to the total workforce in May, supporting one-to-one mentoring, a communities marketplace, fresh perspectives (insights from future leaders), and flash mentoring.
- **Coast Guard Change Agents:** These collateral-duty diversity and inclusion leaders serve as D&I advocates, facilitators and coaches and provide trainings, coaching, discussion support, and one-on-one meetings for command cadre.
- **ILEAD:** The new ILEAD Council clarifies and escribes an enhanced network of Leadership and Diversity Advisory Councils (LDACs) to support and extend field D&I and leadership efforts, it provides a forum for identifying and sharing challenges, solutions, programs and practices that have proven their effectiveness in enhancing diversity and inclusion.
- **Affinity Group Support:** Shortly, I will promulgate a first-ever Coast Guard instruction that defines our interactions with and support to Affinity Groups. These groups are powerful allies in our D&I and leadership work.

Thank you for your continued leadership in the D&I space. I will keep the workforce informed during the formation of this new Directorate and as we seek to hire our new Senior Advisor for Diversity and Inclusion. Any questions should be directed to Captain Laura Collins, laura.d.collins@uscg.mil.

A handwritten signature in blue ink that reads "Dr. D. Mischell Navarro".

Dr. D. Mischell Navarro

Senior Executive Service, U. S. Coast Guard
Acting Assistant Commandant for Human Resources