



FLAG VOICE #554
U. S. Coast Guard Affinity Group Program
23 August 2021

I am pleased to announce the promulgation of the U.S. Coast Guard Affinity Group Program Commandant Instruction (COMDTINST 5350.10). For nearly 50 years, Affinity Groups have helped the Coast Guard recruit and retain a diverse and highly skilled total workforce. They enrich the personal and professional development of all Coast Guard employees by fostering an inclusive community that values the rich diversity of the United States. This Program creates an equitable process for all Affinity Groups - from large national organizations to smaller Coast Guard-centric groups.

Affinity Groups are not-for-profit voluntary Employee Associations established around a shared or recognized characteristic, or common interest, that can affect professional development. Membership in Affinity Groups organizations is not limited by race, ethnicity, sex, background or career specialty. Any Coast Guard employee can join any Affinity Group to learn about and support each Affinity Group's community of focus. Functionally, Affinity Groups host activities such as meetings, mentoring events, and training activities that foster employee professional development and enhance the Coast Guard culture.

The Affinity Group Program establishes a framework to support these organizations as well as formally delineating the roles, responsibilities and benefits that accompany these partnerships. The Coast Guard commits to providing resources to Affinity Groups through a Memorandum of Understanding that establishes joint priorities and areas of work. These resources include a designated Executive Champion for each group and access to official electronic communication tools like CG Portal pages, ALCOASTs, MyCG, and the Coast Guard Mentoring Program.

As you work with Affinity Groups, I hope you become as excited as I am about this Program's potential to expand and further support inclusion in our Service. Any questions can be directed to the Office of Diversity & Inclusion program managers: Mx. Angela Lakey at Angela.N.Lakey@uscg.mil, or PAC Michael Anderson at Michael.A.Anderson@uscg.mil. Thank you for your support of this important initiative.

A handwritten signature in black ink, appearing to read "Eric C. Jones", is written over a circular stamp.

ERIC C. JONES

Rear Admiral, U. S. Coast Guard
Assistant Commandant for Human Resources