



FLAG VOICE #525

Coast Guard URM Study: Career Perspectives Survey

24 June 2020

Thank you for your support thus far for the Coast Guard Holistic Study & Analysis for Recruiting & Retention of Underrepresented Minorities (URM Study, first introduced in ALCOAST 337/19). The focus group phase of research was completed in February 2020, after 109 focus group sessions at units in New York, Alameda, Miami Beach, New Orleans, Portsmouth, and Washington, DC. Based upon initial qualitative data, RAND researchers have created a service-wide online survey, which will serve as the next step in this important project.

The Coast Guard Career Perspectives Survey will launch in the coming weeks and be open to all active duty members, as well as reservists currently serving on EAD or ADOS. It will consist of approximately 100 questions and take 20 minutes to complete. Each member will receive an invitation to participate through an email sent to their 'uscg.mil' address. Access will be controlled to ensure the validity and integrity of the data, and the survey will be open for 90 days after its release. Maximum participation highly encouraged, as the study will help the Coast Guard better understand the many variables that impact recruiting and retention of underrepresented minorities.

The Commandant received a mid-study briefing from RAND on June 15, 2020, in which researchers made recommendations related to key findings. The Coast Guard will move out on the actionable items and remain poised to address further findings that will be revealed in the final report. In October, the Commandant will receive a data analysis briefing. A draft report is expected in January 2021, and the final published report is due in May 2021.

As all of our members are vital to the mission, hearing from as many voices as possible is critical. Your encouragement and support are vital.

Thank you for your efforts on behalf of our 21st Century workforce.

A handwritten signature in blue ink, appearing to read "Joanna M. Nunan".

RADM JOANNA M. NUNAN
Assistant Commandant for Human Resources