FLAG VOICE #553

Coast Guard URM Study: Final Report

11 August 2021

I am pleased to announce the publication of the RAND Homeland Security Operational Analysis Center's report "Improving the Representation of Women and Racial/Ethnic Minorities Among U. S. Coast Guard Active-Duty Members." This report is the final product resultant from the past two year's work, internally titled as the 2019-2021 Coast Guard Holistic Study and Analysis for Recruiting and Retention of Underrepresented Minorities (the URM Study). Thank you for the exceptional support and leadership you provided for this extremely important effort. The RAND Researchers analyzed an enormous amount of qualitative and quantitative data provided to the research team through focus groups, surveys, interviews, past research reports and data pulls. The research resulted in 40 multi-level recommendations ranging from accessions, career development, advancement and promotions, retention, and workplace climate.

We have taken advance actions and will continue to move out on the recommendations listed in the final report; it was publically released today. I ask you to read the full report and further ask you to have your subordinate commanders and leaders also become familiar with it. To help facilitate dialogues, there will be both frequently asked questions (FAQs) and the report listed on the Office of Diversity & Inclusion portal page:

https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Civilian-Human-Resources-Diversity-and-Leadership-Directorate-CG-12/Diversity-and-Inclusion/

This research and report provide the Coast Guard with valuable information to continue to move our Service forward. Your encouragement and support of the report's findings and our Diversity and Inclusion Action Plan are vital to ensure we are prepared to meet the needs of our 21st century workforce!

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