

Eleventh Coast Guard District Northern Region DIVERSITY PROGRAM FOCUS

References: a. Coast Guard Auxiliary manual M16790.1F

A. Diversity Management

1. The Coast Guard Auxiliary will HONOR Auxiliarists' desire of involvement, RESPECT the volunteer nature of our organization, encourage DEVOTION TO DUTY considering time restraints, PROVIDE a positive environment for members, and FULFILL our missions with adequate resources for our members.
2. Elected Leaders appoint a Diversity Advisor to promote diversity and diversity management principles
 - a. Diversity Advisor will uphold the diversity goals of positive environment, value all auxiliarists, and promote individual success by selecting appropriate strategies listed below:
 - 1) Conduce unit seminars, workshops, forms and panel discussions to educate the membership on diversity and its effect on the organization.
 - 2) Maintain a knowledge base of current diversity and diversity management initiatives through ready and research.
 - 3) Work closely with the unit elected leaders to encourage implementation of tasks relative to the Auxiliary's diversity goals and objectives. (See Auxiliary Manual, Chapter 7)
 - 4) Write articles for unit communications which develop understanding and appreciation for diversity within the Auxiliary
 - 5) Utilize the results of surveys and exit interviews to determine diversity issues and intervention strategies that effect the satisfaction of the membership.
 - 6) Be part of the unit Recruiting Team, to support diversity focus in recruiting activites
 - 7) Flotilla Advisors prepares the NACO 3 STAR DIVERSITY MANGEMENT AWARD for the FC submission
 - b. Flotilla and/or Division Diversity Advisors communicate with the district Diversity Advisor, as well as the unit elected leader.