

R 221412Z DEC 09
FM COMDT COGARD WASHINGTON DC//CCG//
TO COMLANTAREA COGARD PORTSMOUTH VA//A// COMPACAREA COGARD ALAMEDA CA//P//
INFO AIG 11930 AIG 11905 BT UNCLAS //N05354//
SUBJ: OPTASK DIVERSITY -- MSG ONE

A. COAST GUARD DIVERSITY STRATEGIC PLAN (COMDT COGARD WASHINGTON DC 012239ZSEP 09/ALCOAST 500/09) 1. THE COAST GUARD IS COMMITTED TO BUILDING AND SUSTAINING AN INCLUSIVE AND DIVERSE ORGANIZATION. A DIVERSE WORKFORCE CAN EFFECTIVELY INTEGRATE AND TRANSLATE VARIOUS VIEWPOINTS, PROFESSIONAL EXPERIENCES, AND CULTURAL BACKGROUNDS INTO MISSION SOLUTIONS. WITHOUT QUESTION, WORKFORCE DIVERSITY IS A MISSION READINESS AND EFFECTIVENESS ISSUE. IT IS A SERVICE PRIORITY.

2. TO OPTIMIZE WORKFORCE READINESS AND MEET THE MARITIME CHALLENGES OF THE 21ST CENTURY, WE MUST TAKE BOLD, DECISIVE, AND IMMEDIATE ACTION TO FURTHER OPERATIONALIZE REF A. AS PER REF A, SENIOR LEADERSHIP WILL DEVELOP AND IMPLEMENT DIVERSITY ACTION PLANS RELEVANT TO THEIR ORGANIZATIONAL FOCUS. THE RESULTANT DIVERSITY ACTION PLANS WILL USE THE BROAD GUIDANCE OF REF A TO DIRECT ACTION TOWARD THE ACCOMPLISHMENT OF OBJECTIVES LINKED TO STRATEGIC DIVERSITY GOALS. WHILE DIVERSITY ACTION PLAN CONTENT IS NOT PRESCRIBED, PLANS SHOULD INCLUDE INFO ON LOCALIZED ACTIVITIES AT SUBORDINATE ECHELONS OF COMMAND. NOTE: HQ UNITS (E.G.

FINCEN, NPFC, PSSU HQ, ETC) SHALL FOR THE PURPOSES OF OPTASK DIVERSITY, COORD DIVERSITY ACTION PLANNING AND REPORTING WITH CG-01. DIRLAUTH.

3. IMPLEMENTATION TIMELINE.

A. NLT 15JAN10 CG-01, DCO, COMLANTAREA/OPCOM, COMPACAREA/FORCECOM SHALL SUBMIT AN FY10 DIVERSITY ACTION PLAN TO CG-1. ACTION PLAN FORMAT IS AVAILABLE SEPCOR FROM THE CG-12B POC BELOW. ADDITIONALLY, NLT 15APR10 AFOREMENTIONED ACTION ADDEES ARE TO PROVIDE CG-1 AN INITIAL FY10 Q2 PROGRESS REPORT AND QTRLY UPDATES THEREAFTER. A COMMON REPORTING FORMAT WILL BE PROVIDED SEPCOR BY CG-12B.

B. CG-1 WILL USE THE ABOVE INFO TO DEVELOP CONSOLIDATED QTRLY AND YEAR-ENDING SERVICE-LEVEL REPORTS.

4. FY10 FUNDING SUPPORT FOR IMPLEMENTATION OF OPTASK DIVERSITY ACTIVITIES MAY BE AVAIL. CONTACT CG-12B POC FOR ADDITIONAL INFO AND TO REQUEST FUNDING. DIRLAUTH.

5. ALCON ARE REQUESTED TO INITIATE AND SUSTAIN AN AGGRESSIVE AND ACTIVE PUBLIC AFFAIRS APPROACH TO OPTASK DIVERSITY ACTIVITIES IN THEIR AOR.

6. POC: CDR WILLIAM MAKELL (WILLIAM.J.MAKELL(AT)USCG.MIL) CG-12B STAFF, 202-475-5246.

7. ADMIRAL THAD ALLEN, COMMANDANT, SENDS.

8. INTERNET RELEASE AUTHORIZED.

BT

NNNN