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SUBJ: COAST GUARD DIVERSITY STRATEGIC PLAN IMPLEMENTATION 1. THIS ALCOAST ANNOUNCES THE IMPLEMENTATION OF THE COAST GUARD DIVERSITY STRATEGIC PLAN. 2. THIS PLAN SETS OUT AN AMBITIOUS ROAD MAP FOR CHANGE IN MANAGING DIVERSITY IN THE COAST GUARD AND ACHIEVING OUR DIVERSITY VISION - THE COAST GUARD WILL BE RECOGNIZED AS THE EMPLOYER OF CHOICE IN THE FEDERAL GOVERNMENT FOR RECRUITING, RETAINING AND SUSTAINING A READY, DIVERSE AND HIGHLY-SKILLED TOTAL WORKFORCE. WE WILL FOSTER AN ENVIRONMENT IN WHICH EVERY INDIVIDUAL HAS THE OPPORTUNITY TO PROSPER AND CONTRIBUTE TO COAST GUARD MISSIONS.

3. I AM COMMITTED TO ACHIEVING A WORKFORCE THAT IS DIVERSE AND WHOSE COMPOSITION INCLUDES REPRESENTATION OF WOMEN, MEN, MINORITIES, NON-MINORITIES, PEOPLE WITH DISABILITIES, AND VETERANS. AS A CAPSTONE DOCUMENT, THE DIVERSITY STRATEGIC PLAN SETS CLEAR GOALS AND OBJECTIVES THAT COMMANDING OFFICERS AT EVERY UNIT SHALL USE TO DEVELOP THEIR OWN DIVERSITY ACTION PLANS.

4. I AM DIRECTING THE CHIEF OF STAFF, DEPUTY COMMANDANT FOR OPERATIONS, COMMANDER, ATLANTIC AREA, AND COMMANDER, PACIFIC AREA, TO DEVELOP AND IMPLEMENT SUPPORTING DIVERSITY ACTION PLANS RELEVANT TO THEIR ORGANIZATIONAL FOCUS IN ACCORDANCE WITH THE OVER-ARCHING DIVERSITY STRATEGIC PLAN GOALS AND INITIATIVES. QUARTERLY STATUS REPORTS SHALL BE PROVIDED TO CG-1.

FORMAT FOR REPORTS WILL BE PROVIDED VIA SEPCOR.

5. THE DIVERSITY STRATEGIC PLAN BUILDS UPON THE SIGNIFICANT PROGRESS WE HAVE MADE OVER THE PAST YEAR AND PROVIDES DIRECTION FOR OUR COLLECTIVE EFFORTS TO MAKE THE COAST GUARD A LEADER IN DIVERSITY MANAGEMENT WITHIN THE GOVERNMENT AND A MODEL FOR THE NATION. EVERY COAST GUARD MEMBER SHALL HEED THE CALL FOR CHANGE AND FOLLOW THESE FIVE BASIC GOALS:

A. ASSURE A DIVERSE WORKFORCE THROUGH ALL-HANDS COMMITMENT WITH LEADERSHIP ACCOUNTABILITY B. FULLY UTILIZE COMMUNICATION AND FOCUS GROUPS TO IMPROVE THE WORKFORCE CULTURAL CLIMATE C. EXPAND OUTREACH TO ACHIEVE ACCESS OPPORTUNITY FOR UNDERREPRESENTED POPULATIONS D. EQUITABLE HIRING AND CAREER OPPORTUNITY FOR ALL EMPLOYEES E. OPTIMIZE TRAINING AND EDUCATION TO UNDERSCORE THE VALUE OF WORKFORCE DIVERSITY 6. THE DIVERSITY STRATEGIC PLAN CAN BE ACCESSED ON THE CG-12B WEBSITE AT

[HTTP://WWW.USCG.MIL/DIVERSITY/](http://www.uscg.mil/diversity/) 7. I EXPECT YOUR FULL SUPPORT, AND MORE IMPORTANTLY, YOUR ACTIVE PARTICIPATION TOWARD ACHIEVING THE GOALS DEFINED IN OUR DIVERSITY STRATEGIC PLAN. THIS IS AN ALL-HANDS EVOLUTION THAT REQUIRES A DEDICATED EFFORT BY ALL OUR COAST GUARD EMPLOYEES.

8. POINT OF CONTACT: CDR WILLIAM MAKELL, CG-12B, PHONE: (202) 475-5246.

9. ADM THAD ALLEN, COMMANDANT SENDS.

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