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11 May 2009

MEMORANDUM

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From: Robert A. Stohlman, CAPT
Chair, Diversity Advisory Council

Reply to: CG-12B
Attn of: LCDR Stundtner
(202) 475-5247

To: CCG *Aulis*
Thru: (1) CG-12 *CBO 5/14/09*
(2) CG-12 *MS 5/26/09*
(3) CG-01 *MS 5/26*
(4) CG-09 *MS 5/26*

Subj: SPRING 2009 DIVERSITY ADVISORY COUNCIL (DAC) REPORT

1. The Diversity Advisory Council met from 20-24 April 2009 at Coast Guard Headquarters. The Council meeting was held as an open session. Mr. Odom (CG-12D) and DAC Chair CAPT Stohlman (CG-12B) welcomed the council.
2. The Council received the following updates and training:
 - a) LTJG Marcheski provided information on the changes to the paternity leave policy.
 - b) LTJG Caldwell gave an informational brief on USCG Homeport use.
3. The Council prepared a brief to the Chief of Staff regarding the issues they researched over the past six months. These issues and the DAC's recommendation are included in enclosure (1).
4. The Council considered all issues brought forth by the fleet and committee members. Thirty-one issues were discussed during this meeting, and nine were deemed to be within the DAC purview. These issues will be researched or followed up on over the next six months. A list of these issues is in enclosure (4).

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Enclosures: (1) DAC Report, Spring 2009
(2) Marks Analysis
(3) Proposed Lactation Policy
(4) Issues to be Researched Over the Next Six Months, Spring 2009
(5) List of DAC attendees

Copy: CG-00H, CG-00B

DAC Report, Spring 2009

#	Issue	Discussion & Recommendation	COMDT/CG-1 Comments	COMDT/CG Comments
1	<p>Lack of women in non-traditional billets/roles (e.g. MLE Academy, MSST's, the DOG, and in nontraditional rates).</p>	<p>DAC drafted an email to OPM/EPMI requesting number data so the team can quantify its questions. The following are research questions:</p> <ol style="list-style-type: none"> 1. Are females applying for these positions at the MSST, MSRT, DOG, LE Instructor and if so, can you provide the DAC with numbers? 2. Are there any initiatives to increase the availability of non-traditional billets/roles for females in the support rates? 3. Are there any policy restrictions that exclude or constrain females from participation? If so, please specify? 4. Are there any initiatives to bring more exposure to these types of billets? 5. What is the current package review process? 6. What are the disqualifiers and have you noticed a trend? If so, please provide examples. 		

	<ul style="list-style-type: none"> ▪ A 10-year span of historical data on ATTC Male/Female graduate rates from Aviation "A" schools was reviewed. Indications show low interest from females to get into aviation rates in general. <p>RECOMMENDATION:</p> <ul style="list-style-type: none"> • Continue research. With the standup of the LETSGO diversity cell, we will continue to monitor this issue. • Recommend including a DAC member on this group. 		
<p>2</p> <p>Increase the availability of lactation rooms/lactation policy.</p>	<p>Drafted an expanded and more robust policy and forwarded to CG-122.</p> <p>RECOMMENDATION: The proposed policy has been in CG-1221 since Dec; currently at a standstill due to some thoughts of the policy being too strict.</p> <p>DAC feels that the policy needs to be strict in order for the issue to be resolved.</p> <p>We hope to push forward with the new policy.</p>		

3	<p>Increase the availability of childcare and number of Child Development Centers. Even though the HQ CDC has the capacity for 60 children, there is always a waiting list to get in.</p> <p>When will we see a CG wide survey identifying the need for Child Development Centers in new regions or added supplemental pay for Child Care on the economy?</p>	<p>Met with CG-112 and obtained necessary background.</p> <ul style="list-style-type: none"> ▪ RECOMMENDATION: <ol style="list-style-type: none"> 1. Provide interim modular units for TRACEN Petaluma CDC. 2. Broaden eligibility and/or increase yearly subsidy under the child care subsidy program to use all existing funds. 3. Ensure child development resources are provided to incoming personnel. 4. Post United Way 211 website link on all CG work-life and unit web-sites. 5. Conduct Coast Guard wide Child Care Needs Assessment Survey every 5 years. Last survey done in 2005; next survey due in 2010. 6. Parity of funding to the DOD. 		
4	<p>Perception that women's evaluations are lower than men's.</p>	<p>Teamed up with CG-12A to analyze evaluation data from both Enlisted and Commissioned members.</p>		

Enclosure (1) to SPRING 2009 DIVERSITY ADVISORY COUNCIL (DAC) REPORT

		<p>Preliminary findings show perception to be empirically unfounded.</p> <p>RECOMMENDATION: Ensure that the research of this perception is revealed to the field. Distribute data results/documents to field via Diversity web-site and other forms of visibility.</p> <ul style="list-style-type: none"> • Continue to track OER and EER data; every 2 years. • Request access to SAS and SPSS programs to ease programming data pull. • Add reserve marks to future analysis. 		
5	<p>Add language to the harassment policy regarding neutrality toward the accuser.</p>	<p>Met with Civil Rights office. Current policy statement is specifically cited as saying "the Coast Guard will not tolerate retaliation against any employee who reports harassment or who assists in any investigation regarding such a claim." Existing policy already has aspects of approaching the process in an objective manner.</p> <ul style="list-style-type: none"> ▪ RECOMMENDATION: No further action to be taken 		
6	<p>Address/Review discrimination regarding</p>	<p>This issue has shifted from a discrimination issue to an educational</p>		

<p>mental health (addiction, depression, eating disorder, etc.).</p>	<p>issue. After further research, we have identified the possibility that members are not aware of the CG policy and CG resources about mental illness, which may be hindering them from getting help.</p> <ul style="list-style-type: none"> ▪ Health & wellness training is neither mandatory nor standardized, and mental health training probably does not even exist at all units. ▪ Met with the work-life supervisor on Coast Guard Island in Alameda who recommended CG life-skills training comparable to that of the Air Force. ▪ The Office Chief of CG Health Services CG-112 has proposed a new initiative to improve CG mental health services. The DAC contacted CG-112 to discuss the new initiative and requested periodic updates regarding the implementation of the proposal. <p>RECOMMENDATION: Follow up on below proposed actionable items:</p> <ul style="list-style-type: none"> • Flag Voice release to CG members • Informational presentation to clarify the care available and proper interpretation of the 		
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	<p>Medical Manual.</p> <ul style="list-style-type: none"> • In addition, add slides to existing GMT for Suicide Prevention to cover this topic. 		
<p>7</p> <p>There is a concern that the Cape May swim test for recruits is preventing minorities from entering the Coast Guard.</p>	<p>The current Cape May swim test is conducted on Tuesday of week 2. Recruits are required to climb up on a six foot platform, cross and cover, jump off, swim 100 meters, and pull themselves out unassisted.</p> <p>This process is problematic for a poor or non-swimmer. Each week, the forming recruits fill out a form where they can identify themselves as a poor or non-swimmer. This is entered into a database. Statistically, about 20-30% of the company identify themselves this way. However, when poolside, only one or two individuals will raise their hand when asked if anyone is a poor/non-swimmer.</p> <p>When recruits fail the swim test, they are required to report poolside at 0530 each morning M - F starting the next Monday; yet they do not get a break from watch standing, physical fitness training, and classes because of a swim failure. As a result, they fall asleep in class, can't perform IT as well as their shipmates, and generally fall behind. They've also been called out in front of their shipmates/peers.</p>		

	<ul style="list-style-type: none">▪ RECOMMENDATIONS:<ol style="list-style-type: none">1. Administer the initial swim test for all recruits on Friday of week 4 in lieu of the current Cybex class at the gym.2. Take aside recruits who indicate poor or non-swimmer status on their form in week 2 during the normal initial swim, and begin working with them on water skills.3. Allot one hour in the afternoon per day for poor/non-swimmers to go work on their swim skills, so they can complete the work of the day required of them, and still have some energy leftover.4. Form support/working groups to aid potential recruits begin water skills and familiarization training by partnering Recruiting Offices/local units/local area facilities (i.e. YMCA, colleges) with a pool.5. Also discussed pre and post boot camp options.		
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	<p>6. Encourage recruiters to inform potential recruits that swim instruction is available.</p>		
<p>8</p> <p>Continued research on the affects of pregnancy survey.</p>	<p>The original issue submitted to the DAC was the concern that officers were being marked down on their evaluations during or after a pregnancy. The DAC expanded this issue to look at all CG personnel (officers, enlisted and civilian) and then divided the issue into three categories – marks, assignment, and treatment of personnel.</p> <ul style="list-style-type: none"> ▪ The DAC interviewed the various programs responsible for personnel related issues at Headquarters and OPM and conducted an anonymous field survey regarding pregnancy and the issues and perceptions surrounding it. ▪ The DAC contacted OPM, EPM and civilian personnel management and only found one reported case of an officer disputing her evaluation due to pregnancy related concerns. There were no reported cases of enlisted or civilian personnel disputing their marks due to pregnancy related concerns. However, comments to the survey did show a general perception that marks are lower for 		

	<p>pregnant personnel, but provided no concrete evidence to support this perception.</p> <ul style="list-style-type: none"> ▪ The survey received a response from 5% of Coast Guard personnel. The raw data did not speak to a Coast Guard-wide problem regarding negative treatment of pregnant personnel; however, we did find this to be an issue that warrants attention from a leadership standpoint and at various units throughout the Coast Guard. <p>▪ RECOMMENDATION:</p> <ol style="list-style-type: none"> 1. Pregnancy is a leadership issue that should be discussed at the CO conference to help promote a better understanding of the Pregnancy Chapter to the Personnel Manual. 2. Pregnancy should be addressed during member's indoctrination at Cape May, OCS, Academy or other accession points. 3. Expand the backfill program to accommodate pregnancy related needs, through 	

Enclosure (1) to SPRING 2009 DIVERSITY ADVISORY COUNCIL (DAC) REPORT

		<p>additional billets to the organization if necessary.</p> <p>4. Create a guide to pregnancy for members and commands including policies, biological issues, and routes women can take if they experience discrimination.</p>		
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Spring DAC 2009: Issues To Be Researched Over the Next Six Months

#	Team	Issue	Recommendation	Additional Info
1	Bravo	During transfer season orders sometimes come out so late that members are having difficulties enrolling their kids in school since some schools require children t have shot records and registration completed by February or March. Sometimes members, especially officers, don't get their orders until these months or later. By the time members get their orders and try to find a home to have proof of address it is too late for registration, not all schools are accommodating. When members can't get their children in the local schools they end up either settling for schools not so great or home schooling, or having to spend a lot of money on private schools.	Will Research	Met w/ PSC: OPM, EPM Requested statistics from 12A
2	Bravo	There's some aggravation with collocating. Members are not getting enough guidance; it would be easier to receive a list of units were both members can be stationed. I have seen members come up with long lists of units near by one another and very realistic and still get told they can't be collocated because the billets have been given away already. It's as if collocation orders are worked on last because they are more difficult. Any way my point, members then get so frustrated with the system and decide to just get out, and most of the time, it ends up being the woman who gets out.	Will Research	See issue 1
5	Delta	Look into new reserve detailing issue. Funding for NAF diversity training, recruitment, and retention initiatives (as well as attend functions). More visibility for NAF women in management and leadership roles.	Coordinate with the IT department to set up NAF employees into Direct Access.	P1. Addressed with 12B. Try to obtain funds for items in FY10. Will follow up.

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			Will Research	P2. Working with Mr. Dolder and CG-121.
6	Charlie	Lack of diversity with senior enlisted members and within the reserve enlisted ranks. How can we do a better job of retaining high performing enlisted members in the enlisted ranks? Additionally, there is a lack of minority instructors at the LDC.	Will Research	Still researching and data collecting. Working with CGRC, MCPPO Bowen and the assignments branch.
7	Bravo	Single parent accessions	Will Research	Still researching; looking into policy (CG and DOD). Discuss w/ recruiters about issues that have come up.
8	Delta	Can the recruiting process/accesion process be sped up or easier – improve customer service issue. Potential recruits have to put their lives on hold until the process can be completed.	Will Research	POC LCDR Solak Look at intake surveys, medical community, and recruiters. Conduct fact finding. Looking into SMART and PAO &

Enclosure (4) to SPRING 2009 DIVERSITY ADVISORY COUNCIL (DAC) REPORT

9	Bravo	Pregnancy affects on officer careers in specialized communities (afloat, aviation, and prevention)	Will Research	<p>advertising. Working with OPM. Looking into revamp previous pregnancy survey to be more specific to those communities. Obtain OERs from volunteers.</p>
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Spring 2009 Diversity Advisory Council Attendance

NAME	UNIT	EMAIL ADDRESS
LCDR Carol Stundtner	COMDT (CG-12B)	Carol.M.Stundtner@uscg.mil
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