
COMMANDANT'S
DIVERSITY ADVISORY COUNCIL
CHARTER

Purpose: This charter formally establishes the Diversity Advisory Council, hereafter referred to as "Council", and provides operating guidance and procedures for the Council. It shall serve as the Council's authority to gather information and make recommendations that will assist Coast Guard leadership to better manage diversity, fostering an equitable environment where all feel valued and have the opportunity to develop and reach their full potential.

Background: Based on a recommendation from the 1987 study entitled "Accession and Retention of Minority Coast Guard Officers," a Minority Officer Advisory Council was established to systematically obtain input for utilization in the management of Coast Guard equal opportunity concerns. In 1993 the name was changed to the Minority Advisory Council (MAC). Similarly, the Women's Advisory Council (WAC) was established in 1993 to address women's concerns on issues such as recruiting, retention, and advancement. In September 1998, the MAC and WAC were consolidated to form a single Diversity Advisory Council (DAC). This consolidation allows one organizational entity to review, coordinate, and provide advice and recommendations across diversity initiatives. As the focal point for diversity initiatives, the DAC serves as a catalyst to ensure a broader and more comprehensive perspective that better reflects the Coast Guard.

Scope: The scope of this charter is to set forth guidelines for the performance, expectations and organization of the Diversity Advisory Council. Additional guidance and specific direction will be provided under separate cover.

Tasking: The Council, acting under the authority of the Assistant Commandant for Human Resources:

- Provides unfiltered feedback to the Commandant concerning diversity issues.
- Highlights diversity concerns that impact the Coast Guard and recommends systemic changes.
- Acts as a conduit to communicate diversity initiatives to all members of the Coast Guard.
- Undertakes all other related activities as directed by the Commandant, Vice Commandant, Chief of Staff, Assistant Commandant for Human Resources, Director of Personnel Management, or Chief, Office of Diversity.

Organization: The Chief, Office of Diversity (CG-12B) is designated as Chair, Commandant's Diversity Advisory Council. The Ethnic Policy Advisor, Gender Policy Advisor, and Workforce Policy Advisor are standing members and will function as advisors and facilitators. One representative from the Office of Civil Rights (CG-OOH) and one Leadership Advisory Council (LAC) representative will serve as adjunct members.

Membership: The Council is composed of approximately 25 members, representing all components of the Coast Guard (active, reserve, civilian, NAF, and auxiliary). Membership reflects the Coast Guard's diversity and encompasses, among other dimensions, geographic, occupational, ethnic, racial, and gender

diversity. General membership to the Council is solicited once a year via ALCOAST message. Selectees typically serve three year terms and meet formally on a semi-annual basis. Other organizational representatives will be called upon to assist in providing current policy guidance, possible impact of future changes, and subject matter expertise, as needed.

Logistics: The Chief, Office of Diversity will provide administrative and logistical support necessary for the performance of the Council's functions.

Deliverables:

Expected work products at each convening session include:

1. A brief to the Commandant, Vice Commandant, or Chief of Staff, on diversity issues having either service-wide impact or great local significance, to include research, background information and recommended actions.
2. A summary of all diversity issues brought forward by the field. The list will include subject and recommended action, if appropriate.
3. A presentation to the Assistant Commandant for Human Resources (CG-1) of the significant issues to be researched during the next six months, and a progress update on previous issues that are not ready for final report to Commandant.
4. A communications plan for presenting the Council's work for that session to the field. Methods of communication can include but are not limited to ALCOAST message, Flag Voice, Website updates, iCommandant blog, Gold Badge network email, and final report.

The Council will provide monthly updates of its progress on research projects to CG-12B, if appropriate.

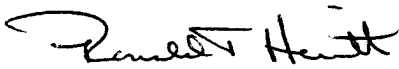
Authority To Act: This Council is hereby authorized to gather all necessary data from available resources regarding assigned projects, including but not limited to, conducting interviews and surveys.

Effective Date:

This charter is effective upon signature.

Submitted:

Date: 10 NOV 2009



Ronald T. Hewitt, RADM, USCG
Assistant Commandant for Human Resources

Approved:



Thad W. Allen, ADM, USCG
Commandant

Date: 30 Nov 2009