

LEADERSHIP DIVERSITY ADVISORY COUNCIL

USCGC SPENCER

WHAT IS THE LDAC?

As professionals in the United States military, we are directly responsible for the workplace environment onboard USCGC SPENCER. The purpose of the Leadership Diversity Advisory Council (LDAC) is to create and maintain a positive workplace where everyone is encouraged to use their unique talents and skill sets to achieve their full potential and maximize their contribution to USCGC SPENCER. To achieve the vision of the LDAC, it is important to encourage positive expressions of culture, beliefs, and values. We are part of an ever changing and multi-cultural society so diversity is an operational imperative. While individuals may have different ethnicities, personal backgrounds, or religious beliefs, our Core Values of Honor, Respect, and Devotion to Duty bring us together as one team.

WE DO NOT TOLERATE DISCRIMINATION

The cornerstone of our democracy is respect and equality for all. We shall treat each other with fairness, dignity, and compassion regardless of race, religion, gender, ethnic background, or disability. We teach individuals to recognize discrimination, and we expect everyone to take positive steps to address and eliminate it. This requires personal leadership and commitment from everyone, especially those in supervisory positions.

WE DO NOT TOLERATE ANY FORM OF SEXUAL HARASSMENT

Sexual Harassment involves unwanted sexual advances, sexually oriented verbal or non-verbal language or physical contact. Such behavior has a devastating impact on our workforce. It diminishes self-esteem, erodes teamwork, and inhibits performance. Personnel must feel free to report all incidents of sexual harassment.

WE VALUE THE DIVERSITY OF OUR WORKFORCE

We are committed to an organizational culture that capitalizes on the strengths of a diverse workforce. We must maintain a positive environment where differences are recognized, understood, and valued so that all can achieve their full potential and maximize their contributions to our mission.

We believe in Cognitive Diversity – how a diverse workforce contributes immeasurably to the creative thinking and innovation critical to excellence.

It is up to each and every individual to hold themselves accountable. However, if you feel that you have been discriminated against, sexually harassed, unable to express your personal beliefs, or if you simply feel that you are being treated unfairly, then it is your charge to bring it to the LDAC's attention.