THE COMMANDANT OF THE UNITED STATES COAST GUARD
Washington, DC 20593

DIVERSITY AND INCLUSION POLICY STATEMENT

I am committed to improving diversity within the Coast Guard. The Coast Guard's strength resides in its people and the different perspectives, talents and abilities they bring to the Service. We gain much from the ideas and viewpoints of a workforce that reflects the richness of American society. Recruiting drives the composition of our workforce but we must do more than just recruit effectively. Retention of a high performing, diverse workforce is paramount to secure our mission success. We must respect those who serve with us. We must leverage diversity and we must be inclusive in order to achieve the highest level of mission excellence.

We will create and sustain a climate where people of diverse backgrounds are included, valued and respected. We will capitalize on the differences that each brings. A diverse workforce stimulates innovation, new approaches, and fresh perspectives to solve complex organizational challenges. Our Service benefits greatly when we incorporate diversity at all levels of the workforce: active duty, reserve, civilian, and Auxiliary. Diversity ultimately enables us to better perform our challenging maritime missions.

We must strive to create a culture where all individuals have the opportunity to prosper, advance in their careers, and contribute to Coast Guard missions. Our Diversity and Inclusion Strategic Plan will guide our efforts to achieve these goals. I encourage each member of our workforce to become familiar with the plan located on our diversity and inclusion website http://www.uscg.mil/diversity.

Join me in my personal commitment to make our Coast Guard the Service of choice for all Americans who seek to serve our Nation.

PAUL F. ZUKUNFT
Admiral, U.S. Coast Guard