MEMORANDUM OF AGREEMENT
BETWEEN THE
U.S. COAST GUARD AND THE NATIONAL
ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

Parties:
This Memorandum of Agreement (MOA) represents a formal joint venture between the United States Coast Guard (USCG) and the National Association for the Advancement of Colored People (NAACP). This MOA represents a commencement of a joint venture between the USCG and the NAACP to promote equal opportunity in officer and Reserve enlisted careers in the Coast Guard.

Agreement:
The USCG agrees to collaborate with the NAACP in implementing mutual interest programs. This joint venture is designed to advance the development of human potential, strengthen the capacity to provide quality education, and increase opportunities for African Americans to pursue public service career as a commissioned officers in the Coast Guard.

The USCG and NAACP agree to collaborative initiatives designed to increase the participation of African Americans in Coast Guard military (officer and Reserve enlisted) programs.

Purpose:
The purpose of this Memorandum of Agreement is to identify initiatives designed to increase the participation of African Americans in Coast Guard sponsored programs and activities and to recognize that the USCG and NAACP share a number of common goals that promote equal opportunity and access for all minority groups and that each organization has informational and personnel resources that can be mutually beneficial.

Principal Contacts:
USCG representative(s) will meet periodically with NAACP representative(s) to share information and expertise. Each organization will designate a representative to serve as a principal point of contact. The principal points of contact will be the channels to introduce and coordinate specific opportunities that are identified by either the USCG or the NAACP.

Program Initiatives:
The Coast Guard recognizes that African Americans are a significant percentage of the population and recognizes that a well-educated African American population will impact favorably on current and future workforce needs.

The Coast Guard will promote opportunities for NAACP affiliate students in the following programs:

Direct Entry into the Coast Guard Academy: Seniors in high school may be recommended for the Coast Guard Academy. Upon graduation, students are commissioned as Ensigns in the United States Coast Guard.

Officer Candidate School: College seniors may be recommended for Officer Candidate School. Upon graduation, students attend 17-weeks of officer training in New London, Connecticut. They are then commissioned as officers in the United States Coast Guard.

The Coast Guard Recruiting Initiative for the Twenty-First Century (CGRIT): High school seniors and college freshmen are recruited for careers in the Coast Guard officer corps. Students may spend their first year in college prior to matriculating to the Coast Guard Academy.

The College Student Pre-commissioning Initiative (CSPI): A scholarship program which recruits minority officers and provides compensation while students continue their education and acquire work skills.

Reserve Enlistment Program: High school seniors, college freshmen and sophomores are recruited for careers in the Coast Guard. The program provides a means for financial assistance and training, and promotes student applications for the CSPI Program at the end of their sophomore year.

CGRIT aids the student in receiving an appointment to the Coast Guard Academy and CSPI feeds into Officer Candidate School. The selection process will be a collaborative effort with the potential of awarding up to 14 CGRIT and 15 CSPI annual scholarships at the NAACP Regional Conferences or other forums to be determined by the NAACP.

USCG *will:*

- Designate a liaison person to work with the NAACP on all aspects of this MOA.
- Participate in the NAACP's seven regional conferences.
- Participate in selected NAACP State Conferences.
- Participate in the NAACP's National Conference.
- Recruit youth affiliated with the NAACP for military workforce careers.
- Distribute Coast Guard information to NAACP about scholarship programs and career opportunities.
- Promote Coast Guard initiatives in NAACP magazine, *The Armed Services Veterans Affairs* newsletter, and other appropriate NAACP publications.
- Compile and distribute a schedule of career days and job fairs sponsored by NAACP to Coast Guard personnel involved in recruiting.
- In connection with the Coast Guard's national recruitment strategy, provide NAACP a list of regional Coast Guard military recruiting offices in order to establish a local network and infrastructure with NAACP field affiliates to assist in generating African American applicants for Coast Guard military officer and enlisted careers.
- Promote Coast Guard initiatives on the NAACP web page.

- Provide information regarding Coast Guard research and contract program opportunities.
- Provide resource support to the NAACP to assist in processing CGRIT and CSPI applications.
- Participate in career days, job fairs, workshops, and other NAACP career orientation and recruitment activities.

NAACP *will:*

- Notify all NAACP affiliates of the joint venture agreement between the USCG and the NAACP.
- Designate a liaison person to work with the Coast Guard on all aspects of this MOA.
- Provide information on the NAACP organization for dissemination to Coast Guard units.
- Provide the Coast Guard, in connection with the national recruitment strategy, a list of names of regional points of contact for establishing the local network with regional Coast Guard recruiting offices to assist in generating applicants for Coast Guard military officer and enlisted programs.
- Participate in and sponsor and/or co-sponsor workshops, conferences and other forums directed toward increasing military career opportunities in the Coast Guard for students from NAACP affiliates.
- Advise students participating in NAACP affiliate sponsored activities how to apply for Coast Guard officer scholarships and other military career opportunities.
- Advertise Coast Guard initiatives on NAACP web page and provide direct links to the Coast Guard Recruiting Command and Coast Guard Academy web pages.
- Establish a leadership group of NAACP and USCG senior managers to provide direction, impetus and evaluation of the initiatives outlined in the MOA.

This MOA is voluntary and there is no obligation imposed upon either party. It is understood by all concerned that changes in the MOA may be made as necessary to accomplish its stated objectives. Nothing herein shall be construed as requiring the USCG or NAACP to expend funds on behalf of the purpose, objective, and responsibilities set forth in the MOA except as specifically stated in the MOA or agreed to in writing by the signatories or the organizations that they represent. All expenditures by the Coast Guard are subject to the availability of appropriations.

The parties agree to review this Memorandum of Agreement annually to assess its effectiveness.

The parties hereby agree that this document represents the full understanding between them. The parties mutually agree to consult regarding any amendments or issues to be addressed. The Memorandum of Agreement may be modified by written mutual consent.

This Memorandum of Agreement shall become effective upon the last signature hereto, and will remain in effect until such time as it is terminated upon 180 days written notice of either party.

APPROVED

Kweisi Mfume
President/CEO
National Association for the Advancement of Colored People

APPROVED

John J. Johnson
Director, Programs Department
National Association for the Advancement of Colored People

APPROVED

John H. Jackson
Director of Education
National Association for the Advancement of Colored People

Date: 5/29/01

APPROVED

Admiral James M. Loy
Commandant
United States Coast Guard
Department of Transportation

APPROVED

Rear Admiral Fred L. Ames
Assistant Commandant for Human Resources
United States Coast Guard
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APPROVED

Rear Admiral Douglas H. Teeson
Superintendent, U.S. Coast Guard Academy
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APPROVED

W. R. Somerville
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Date: 6/15/01