



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

DIVERSITY and INCLUSION POLICY STATEMENT

At the core of Service Readiness is our most valuable asset – our people. I am fully committed to broadening the diversity of our Coast Guard workforce to be more reflective of the population we serve, and committed to fostering an environment that embraces that diversity. Our strength resides in our people and the different perspectives, talents and abilities each individual brings to the organization. The Coast Guard will recruit and retain a world-class workforce derived from the richness of American society and foster an inclusive work environment grounded in our Core Values of *Honor, Respect and Devotion to Duty*. The Coast Guard's ability to respond to emerging threats in a fast-paced, ever changing world requires that we maximize the full potential of our diverse workforce. It is our duty to ensure that all members belong and are valued in solving the complex problems that the Coast Guard faces. This is paramount to improving productivity, performance, innovation, job satisfaction, and achieving mission excellence.

Diverse representation without inclusion degrades our readiness. Barriers to inclusion are the unconscious biases we carry without our awareness. As individuals, we will identify and mitigate our biases and work to build bridges that connect us to one another. As an organization, we will identify bias and barriers within the system, policies, and procedures and take action to mitigate them. Achieving and maintaining a culture of respect begins with understanding and exhibiting inclusive behaviors that are fair, open, cooperative, supportive, and empowering.

Diversity and inclusion are cornerstones of high organizational performance and mission effectiveness. 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 our total Coast Guard workforce - Active Duty, Reserve, Civilian, and Auxiliary. Diversity and inclusion breeds new ideas, supports a stronger team, and fosters service readiness to allow us to thrive in our challenging maritime missions.

Our Diversity and Inclusion Plan will guide our efforts to engrain such behavior and achieve our goals. I encourage each member of our workforce to become familiar with the plan located on our diversity and inclusion website <https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Civilian-Human-Resources-Diversity-and-Leadership-Directorate-CG-12/Diversity-and-Inclusion/>.

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

A handwritten signature in black ink, reading "Karl L. Schultz". The signature is stylized and fluid.

KARL L. SCHULTZ
Admiral, U.S. Coast Guard