

**Eleventh District (SR) Coast Guard Auxiliary**  
**Diversity Implementation Plan**

1. As part of “Team Coast Guard”, we, the Auxiliary, are charged with implementing the Directions and Policies of the Commandant of the Coast Guard. This includes the Commandant’s Coast Guard Diversity Policy Statement. Admiral Loy’s Diversity Policy Statement concluded with the following comment. “Diversity is one of our greatest strengths. I challenge each of you to make an individual commitment to this policy”.
2. The District Diversity Implementation Plan calls for a District Diversity Advisor, Division Diversity Advisors and Flotilla Diversity Advisors.
3. The District Commodore, Vice Commodore, and Area Rear Commodores are ex-officio members of the District Diversity Implementation Team (DDIT).

***Job Descriptions/Responsibilities***

The District Diversity Implementation Team (DDIT) is made up of the following members, plus the District’s Commodore, Vice Commodore, and Rear Commodores.

1. District Diversity Advisor (DDA) – (Appointed by the DCO) Reports to the District Commodore, responsible for the overall management of Diversity implementation, prepares budget and schedules, interfaces with the National Diversity staff for training materials and information. Provides initial/ongoing training to Area Diversity Advisors. Summarizes and distributes progress reports received to the DCO.
2. Division Diversity Advisors (DVDA) – (Appointed by the DCP) Reports to the DCP, creates and maintains the Division Diversity management plan. Division Diversity Advisors Become part of the District Diversity Implementation Team. They coordinate, advise and train the Flotilla Diversity Advisors, providing progress reports to the DDA.
3. Flotilla Diversity Advisor (FDA) – (Appointed by the FC) Reports to the FC, creates and maintains the Flotilla Diversity management plan. They become part of the District Diversity Implementation Team, coordinating, advising and training the Flotilla members. They are responsible for providing progress reports to the DDA via the DIVDA. The Flotilla Diversity Advisor is also responsible for accumulating the necessary data to support accomplishment of the various goals of the National Commodore’s 3-Star Award of Excellence for Managing Diversity. In this regard, the FDA should work closely with the appropriate flotilla staff officers to; (1) make them fully aware of the 3-Star Award criteria, and (2) review the status of the various goals. **(4) When the requirements necessary to qualify for the 3-Star Award have been met, the FDA should file a report with the District Diversity Advisor (with a copy to the DVDA). The report should follow the same format as the 3-Star Award Goals outline. This report should be filed as soon as the required number of goal items have been accomplished. It does not have to be as of 31 December. If more than the minimum required goals have been met, include all such accomplishments in the report.**

***Websites – Diversity (USCG and USCG Aux)***

[www.cgaux.org/diversity](http://www.cgaux.org/diversity)  
[www.uscg.mil/hq/g-w/g-wt/g-wtl/home](http://www.uscg.mil/hq/g-w/g-wt/g-wtl/home)