



September 2, 2018

From: Tim Kahn

DSO-DV, D11 NR

To: District Board and Staff

Subject: Diversity Report for September 2018

1. Nine of the ten Division presentations have been completed. The last will be completed before the end of the year.
2. My goal continues to be that every Flotilla in the District will be able to qualify for the Award for the year 2018. One practical step toward this goal would be to assign the Diversity Staff Officer in each unit the yearly task of helping their unit to qualify for the Award and submit it every year. This is more important than the Award itself. Working to complete all the tasks in each of the four goals will be an important way to change some of our best practices to be intentional and regular rather than occasional.
3. I am looking forward to one more chance at the PCA Fair, to encourage leadership to use the principles of the Diversity discipline, respect and inclusion, to build unit effectiveness.

Respectfully submitted,

Tim Kahn, DSO-DV, D11 NR