



October 8, 2018

From: Tim Kahn

DSO-DV, D11 NR

To: District Board and Staff

Subject: Diversity Report for October 2018

1. My final goal for D11NR Diversity is to encourage leadership to appoint a Diversity Staff Officer in every Division and Flotilla and assign them the yearly task of helping their unit to qualify for the NACO Award for Excellence in Diversity. 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.
2. The meetings at PCA fair were encouraging as several leaders who attended agreed to emphasize Diversity goals in the coming year.

Respectfully submitted,

Tim Kahn, DSO-DV, D11 NR