



November 11, 2018

From: Tim Kahn

DSO-DV, D11 NR

To: District Board and Staff

Subject: Diversity Report for November 2018

1. My final goal continues to be for Diversity in D11NR 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. This is my final District report. I am pleased to learn that Robert Clark will replace me as DSO-DV in 2019. He is a wonderful choice and I know that the District will be well served in the years to come.
3. I want to thank the leadership that I have served under as DSO for these years and the Divisions and Flotillas that have given me the privilege of presenting the case for Diversity at their unit meetings. It has been an honor to serve in the Coast Guard Auxiliary and one that I will never forget.

Respectfully submitted,

Tim Kahn, DSO-DV, D11 NR