



U.S. COAST GUARD AUXILIARY
Eleventh Coast Guard District Northern Region
Diversity – Support



TO: COMO Dean McFarren
CC: Curtis Han, District Chief of Staff
Bruce Martin, DCAPT-Support
District 11 North Board and Staff
FROM: Randy McCormick, DSO-DV
RE: Diversity Report – December 2020
DATE: January 13, 2021

3-Ups - Successes

1. 2021 Diversity District Planning
2. Guide to Success
3. SO-DV Officers

Highlights:

1. Planning is underway to establish and socialize the District Goals for Diversity and Inclusion and actions that will be taken to achieve them. The primary areas are:
 - a. Promote D&I (Diversity and Inclusion) at Division and Flotilla Levels – It is part of our DNA. Diversity Officers are to ensure D&I awareness is part of every activity.
 - b. Training and Review of D&I will be planned for every unit.
 - c. D&I Successes will be celebrated.
 - d. NACO 3-Star Award for Diversity becomes a normal processes of Division and Flotilla planning and activities. How can we ensure an activity can also accomplish a Diversity Award goal?
2. NACO 3-Star Award for Diversity Guide to Success is being created to include an easy to use tracking of attaining Diversity Goals. This should be reviewed at every unit meeting. This will feed directly into the Diversity Award application.
3. Seven Division Level Diversity Officers have been assigned. Three Divisions do not have a Diversity Officer. We have 25 Diversity Officers at the Flotilla level out of 38 Flotillas.

3-Downs – Challenges

1. Flotilla team activities that help attain Diversity Goals.

Respectfully submitted
Randy McCormick, DSO-DV D11NR

D11NR Diversity Team
Randy McCormick, DSO-=DV
TBD, ADSO-DV (Deputy)

021 Division Diversity SO's

Division 1 – TBD	Division 7 – TBD
Division 3 – Kevin Powers	Division 8 – Marisa Hutcheson
Division 4 – TBD	Division 10 – Matthew Jones
Division 5 – Randy McCormick	Division 11 – Cameran Stolz
Division 6 – Tracy Schultz	Division 12 – Steven Hilt