



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



To: COMO Curtis Han  
CC: James Losi, District Chief of Staff  
From: Winnie Zhou, DSO-DV  
RE: Diversity Report- November 2023  
Date: November 14, 2023

**Highlights:**

**Division 12 Winnie Zhou, SO-DV, DSO-DV, BC-DV**

- ILEAD program training by Tracy Schultz, ANACO-DV

**Division 1 Nancy Peterson, SO-DV, FSO-DV, ADSO-DV**

- Recognizing Diversity and Inclusion observances for the month of November

**Division 3 Kevin Power, SO-DV**

Nothing to report on

**Division 4 Robert Price, SO-DV**

Nothing to report on

**Division 5 Dinia Paananenm, SO-DV**

Nothing to report on

**Division 6 Tracy Schultz, SO-DV, FSO-DV, ASOC- Instructor, Diversity and Inclusion Commodore**

Nothing to report on

**Division 7, SO-DV office vacant**

**Division 8, SO-DV office vacant**

**Division 10- Marion James Stephens, SO-DV**

Nothing to report on

**Division 11 SO-DV office vacant**

**Details**

**Division 12**

- I received an ILEAD (Inclusive Leadership Excellence and Diversity) training presentation on October 29, 2023, by Tracy Schultz, ANACO-DV. The Auxiliary ILEAD is similar to the active duties ILEAD program. It is a holistic approach designed to positively impact leadership and diversity. The purpose of the ILEAD program is to ensure all members have a voice, are heard, are valued, and are provided an opportunity to advance so we can improve the culture of our service. During the ILEAD presentation Tracy Schultz strongly encouraged the ILEAD link to be posted on the district website. In addition, national is strongly recommend all units (flotilla, division, special units) to add the ILEAD link to their sites

<https://wow.uscgaux.info/content.php?unit=il-group>

### **Division 1**

- Division 1 SO-DV report states that the following dates will be recognize and celebrated by Division one and their members in the month of November including Native American Heritage Month, 11/10, Veteran’s Day 11/11 Hindu Diawli Festival of Lights, and 11/23, Thanksgiving

### **Division 3**

Nothing to report on

### **Division 4**

Nothing to report on

### **Division 5**

Nothing to report on

### **Goal**

Practice empathy and respect all viewpoints of all Auxiliary members.

Diversity and Inclusion quotation for the month of November  
*“Supporting diversity and inclusion is how we bring different voices to the table.”*

D11NR Diversity Team  
Winnie Zhou, DSO-DV  
Nancy R. Peterson, ADSO-DV (Deputy)

Division Diversity SO's

Division 1 – Nancy Peterson	Division 7 – Vacant
Division 3 – Kevin Power	Division 8 – Vacant
Division 4 – Robert Price	Division 10 – Marion James Stephens
Division 5 – Dinia Jo Paananen	Division 11 – Vacant
Division 6 – Tracy Schultz	Division 12 – Winnie Zhou

End of Report

Respectfully Submitted  
Winnie Zhou  
DSO-DV, SO-DV, BC-DV  
District 11N Flotilla 12-01