



U.S. Department of Homeland Security  
**United States Coast Guard Auxiliary**



TO: COMO Dean McFarren  
CC: Curtis Han, District Chief of Staff  
Tracy Schultz, ANACO/DV  
District 11 North Board and Staff  
FROM: Steven Hilt, DSO-DV  
RE: Diversity Report – July 2021  
DATE: July 10, 2021

#### Highlights

- Held a virtual training with Carolina Filgueiras, USCG Academy Admission partner, branch chief diversity and inclusion Atlantic Southeast. The purpose of this virtual training session was for Carolina to familiarize me on the following diversity and inclusion topics
- How important it is to encourage and engage Auxiliarist in a post COVID-19 environment
- Leadership role in the Auxiliary
- Responsibilities and duties of a diversity and inclusion branch chief
- The important of Diversity and Inclusion in the flotilla level
- Different recruitment tactics can be used to attract diverse group of individuals.

#### Project

- July: Meeting with Quindy Sammler, ADSO-MS/SO-MS Division 12 and Winnie Zhou, ADSO-DV/SO-PA discuss ideas on how to implement diversity & inclusion into Marine Safety activities.

#### Future Activity

- Waiting for approval from the San Francisco State University alumni association to come on campus in the fall semester to conduct a recruitment and diversity& inclusion power point presentation within the veteran's services department.

#### Challenge

- How to Encourage SO-DVs to submit their monthly reports

#### Goal

- My goal for the next couple of months is to find a way how to introduce youth living in economically challenged neighborhoods in San Francisco to the Sea Cadet program for the purpose of recruitment and inclusion.

Respectfully submitted  
Steven Hilt, DSO-DV, D11NR  
BC-DPW

D11NR Diversity Team  
Steven Hilt, DSO-DV  
Winnie Zhou, ADSO-DV (Deputy)

Division Diversity SO's

Division 1 – TBD

Division 3 – Kevin Powers

Division 4 – TBD

Division 5 – TBD

Division 6 – Tracy Schultz

Division 7 – TBD

Division 8 – Marisa Hutcheson

Division 10 – Matthew Jones

Division 11 – Cameran Stolz

Division 12 – TBD