



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 – September 2021
DATE: September 8, 2021

Highlights

- Working with Winnie Zhou, ADSO-DV and Division 12 SO-DV, on creating a PowerPoint presentation on the positive impact that Diversity and Inclusion have within the United States Coast Guard Auxiliary on the National, District, Division, and Flotilla levels. Our plan is to have this PowerPoint presentation presented to Division 12 and Flotilla 12-01 in the upcoming month.
- Working with Nancy Peterson, Coyote Point Flotilla 113-01-09 and Division One SO-DV on a PowerPoint presentation explaining how reasonable accommodation and inclusion go hand and hand in the United States Coast Guard Auxiliary. The purpose of this presentation is to bring attention to our fellow Auxiliary members that when Auxiliarist gets to a certain age they feel sense of being “left out”

Highlight Details

- The United States Coast Guard Auxiliary’s values are not to discriminate against any ethnicity, race, gender, background and age. The purpose of this PowerPoint that we are creating would also stress the point that the United States Coast Guard Auxiliary believes that each and every citizen regardless of who you are, where you come from are given the privilege and honor to join this organization. In addition, I will be using this PowerPoint that me and Winnie Zhou, ADSO-DV and SO-DV when I receive from San Francisco State University authorization to come on campus to present this PowerPoint to the veteran services department.
- There are a number of Auxiliarists because of age, physical or mental ability can no longer serve at the required level of competence. Nancy Peterson FSO-DV, SO-DV, and I are creating a PowerPoint presentation on how emeritus status could be given to these members and by doing so this group of the population in the Auxiliary would feel more included. In our PowerPoint, we would like to show how these members could become crew emeritus, coxswain emeritus, communicator emeritus, vessel examiner emeritus. These members would not receive orders and could not be in charge of patrol. But they would know that they were being included as useful and vital members of the USCG Auxiliary.

Project

- Continue to complete the PowerPoint presentation on Diversity and Inclusion with Winnie Zhou, ADSO-DV and SO-DV and Nancy Peterson, FSO-DV and SO-DV.

Future Activity

- San Francisco State University alumni association has postponed me being able to come on campus and promote the U.S Coast Guard Auxiliary diversity and inclusion programs. Reason being due to surge of the delta virus.

Challenge

- Due to work schedule, trying to find a way to participate in the monthly Town Hall Diversity meetings on consistence basis.

Goal

- My objective is to continue to work with all of the SO-DVs on different ideas that are important to them regarding diversity and inclusion matters in the Auxiliary. I already have the privilege working with two SO-DVs and hopefully throughout the remainder of this year I could start other diversity and inclusion project with the remaining SO-DVs that I have not have the privilege to work with yet.

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

Diversity quote for the month of September
“In diversity, there is beauty and there is strength.”

“Individually, we are one drop. Together we are an ocean”

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

Division Diversity SO's

Division 1 – Nancy Peterson
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 – Winnie Zhou

End of report