

## **Coast Guard Foundation Diversity and Inclusion Policy Statement**

The Coast Guard Foundation exists to serve all members of the U.S. Coast Guard and their families.

The strength of the Coast Guard Foundation and the Coast Guard it serves resides in our people and the different perspectives, talents, and abilities each individual brings to these organizations.

The Coast Guard is committed to “broadening the diversity of our Coast Guard workforce to be more reflective of the population we serve, and committed to fostering an environment that embraces that diversity.”

The Coast Guard Foundation is similarly committed to a diverse and inclusive environment where all trustees, staff, and partners feel respected and valued regardless of age, color, disability, genetic information, marital status, national origin or ancestry, alienage, race, religion, sex, pregnancy, sexual orientation, gender identity or expression, veteran status, domestic violence victim status, or any other characteristic protected by law.

The Coast Guard Foundation strives to create a **fair and welcoming** environment grounded in our core values, which include being Respectful, Responsive, Results-Driven, Compassionate, Accountable, and Grateful. All of these values are better achieved through a diverse and inclusive Coast Guard Foundation. To realize these cultural cornerstones within our organization, we commit to:

- Being an organization that is free from discrimination and provides equal opportunities for employment, board service, advancement, and Coast Guard program support in all areas of our work;
- Identifying, seeking to understand, and rising above the biases we carry as individuals while we work together in service of the Coast Guard and Nation;
- Identifying bias and barriers within our programs, policies, and procedures and taking action to remove them;
- Listening to the perspectives of others and investigating assumptions that interfere with maintaining a diverse and inclusive organization;
- Achieving and maintaining a culture of respect by understanding and exhibiting inclusive behaviors that are fair, transparent, cooperative, supportive, and empowering;
- Seeking trustees and staff that reflect diverse backgrounds and perspectives that are representative of the Coast Guard and the Nation it serves.

Our commitment to diversity and inclusion does not mean that we must agree on everything, nor does it mean that those who do not agree with each other cannot be part of our community. What our commitment does mean is that our differences drive our need to be inclusive and respectful of each other, and that we take seriously our professional, ethical and legal responsibilities to be fair and impartial.

The Coast Guard Foundation’s success in fostering a diverse and inclusive environment requires dedicated attention, reflection, and action by each of us every day. Through these individual and collective actions, we will achieve our vision of a world where all Coast Guard members and families, trustees, and staff are valued and have the support they need to succeed.