



THE NATIONAL COMMODORE
UNITED STATES COAST GUARD AUXILIARY
Agostino "Gus" Formato



November 1, 2022

Diversity and Inclusion Policy

It is the policy of the United States Coast Guard Auxiliary to ensure that all citizens, regardless of *race, gender, color, national origin, sexual orientation, gender identity and expression, age, religion, or physical or mental disability*, have an equal opportunity to become a volunteer of this organization. It is, after all, part of our mission to become the premier volunteer organization of choice.

As the National Commodore, I will personally lead the diversity initiatives and challenge all who serve to do the same through leadership, mentorship, service, and example. As someone who committed to diversity and inclusion, I understand that providing training is one of the strategies that help to build an inclusive environment, which is crucial to attracting and retaining top talent, building member engagement, and fostering creativity and innovation. Our Strategic Plan for Managing Diversity and Inclusion will guide us in accomplishing this goal.

The diversity of thoughts, ideas, and competencies of our people, keeps the Auxiliary strong and empowers us to achieve mission readiness and excellence.

Diversity, Equity and Inclusion is imperative to the Auxiliary; it can increase morale and impact our success. In essence, every member is responsible for fostering an inclusive team atmosphere and contributing to the Team Coast Guard while providing an equitable atmosphere that values our members while offering opportunities for all to participate to the level their time and ability permits and to excel in service to their community, country, the Coast Guard and its Auxiliary.

The Auxiliary is committed to creating a diverse and inclusive environment, and a journey guided by the deeply held values of Honor, Respect, and Devotion to Duty. As America's Guardians, we understand that diversity is not a problem to be solved, but an asset to be embraced and developed.

A handwritten signature in blue ink, reading "A. Formato".

Agostino "Gus" Formato
National Commodore

Integrity - Inclusion - Inspire