

Coast Guard Completes Study of Underrepresented Minorities



Lt. Darrina Willis, chief of Incident Management Division for the U.S. Coast Guard, who appeared in a “Portraits of Diversity” photo series in 2019. *U.S. COAST GUARD / Petty Officer 2nd Class David Micallef*

WASHINGTON – The Coast Guard completed the “Holistic Study and Analysis for Recruiting and Retention of Underrepresented Minorities” (URM) as part of its commitment to create and retain a more inclusive workforce, the service’s headquarters said in an Aug. 11 release.

The service initiated the study with researchers at RAND’s Homeland Security Operational Analysis Center (HSOAC) to produce a report that was released on Wednesday titled “Improving the Representation of Women and Racial/Ethnic Minorities Among United States Coast Guard Active-Duty Members.”

The report analyzed the policies, programs, and practices that create potential barriers in attracting and retaining Underrepresented Minorities into Coast Guard ranks. The report also included recommendations to help the Coast Guard achieve its goal of creating a more inclusive workforce.

“The Coast Guard continues to seek out opportunities to foster a more inclusive, respectful Coast Guard that produces a mission-ready workforce that reflects the public we serve,” said Adm. Linda Fagan, vice commandant of the Coast Guard. “This study builds on the findings in the 2019 RAND Women’s Retention Report and Holistic Analysis, establishes benchmarks, and gathers feedback from the workforce to help ensure all members can reach their full potential.”

The findings and recommendations of the URM study focus in five key areas: diversity outreach and recruiting; career development; advancement and promotion; retention; and workforce climate.

The Coast Guard's internal personnel readiness task force is taking immediate action on the recommendations of the URM study. Additionally, the Coast Guard is implementing the recommendations of both the URM and Women's Retention Studies and will continue to execute the 2019-2023 Diversity & Inclusion Action Plan, which outlines 36-actions to measure outcomes, hold leadership accountable, and equip unit commanders with a standard set of resources to improve diversity and inclusion throughout the service.

Additional information on Coast Guard diversity and inclusion efforts can be found [here](#).