



Federal Asian Pacific American Council
U.S. Coast Guard Chapter
Strategic Priorities
2021-2022
Equity - Influence - Empower

1. **Equitable Participation:** Facilitate effective programs and initiatives that will promote opportunities for Asian American and Pacific Islanders (AAPI) in all professions, and increase the AAPI rates at all levels of the Coast Guard especially in senior officer, senior enlisted, and civilian executive positions.
2. **Career Development:** Strengthen and support organizational efforts in expanding training and career development opportunities such as mentoring programs, peer support programs, leadership conferences, and professional development training.
3. **Advocacy for Diversity and Inclusion:** Effectively communicate any issues and concerns that affect equal opportunity for AAPIs across the organization. Support the Coast Guard's Diversity and Inclusion Action Plan 2019-2023, and assist with achieving goals and objectives.
 - a. Utilize data to advocate for diversity: Establish a baseline for the CG's AAPI community and evaluate organizational effectiveness based on data.
 - b. Provide sensitivity and unconscious bias training: Inculcate training at all levels of the organization including all accession points, A-Schools, LAMS, Chiefs Academy, unit leadership, and command cadre schools.
 - c. Revamp our Coast Guard culture and programs that focus on retention: Create an inclusive culture where all individuals feel that they can contribute, be themselves, be treated equally and be in an environment that is non-hostile.
 - d. Implement new policies that remove barriers: Create and implement policies that strengthen diversity and inclusion in all communities, officer, enlisted, and civilian. Doing so creates a reference/framework that goes beyond cultural concerns. This also reinforces our organization's commitment to diversity and inclusion initiatives. Include diversity (race/culture/gender) as a significant weighted factor in officer and enlisted selection boards and panels.
 - e. Improve recruiting and hiring outreach programs/process: Make diversifying our CG workforce a priority. Invest in resources and technology to boost diversity in recruiting and hiring. Provide training to remove unconscious bias among the recruiting and hiring teams. Create connections and paths from all accession points that link directly into all CG Affinity Groups.
4. **Improve Organizational Effectiveness:** Improve process and organizational administration, and planning and leadership development.
5. **Recognition and Membership:** Develop recognition programs and promote membership benefits that ensure the achievement of FAPAC's vision of being represented nationally and honorably recognized.