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| Commandant  United States Coast Guard | 2703 Martin Luther King Jr Ave SE  Washington, DC 20593-7000  Staff Symbol:  Email:  1040  18 Jul 2017 |

**MEMORANDUM**

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| From: | F. M. Last, RANK  UNIT |

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| To: | Commanding Officer |
| Thru: | Executive Officer |
| Subj: | TRIP REPORT – NATIONAL NAVAL OFFICERS ASSOCIATION (NNOA) LEADERSHIP AND TRAINING SYMPOSIUM (JULY 26–27, 2017) |

1. Purpose. The purpose of the National Naval Officers Association (NNOA) is to enhance operational readiness by supporting recruiting, professional development, and retention in order to achieve a diverse officer corps that reflects the demographics of our Nation. NNOA holds this Symposium annually. This year’s the theme was "Developing Leaders Through Education, Experience and Personal Development.”
2. Attendees. There were 240 attendees to include Navy, Marine Corps, Air Force, NOAA, and Coast Guard personnel; 81 of which were Coast Guard members. Senior CG Leaders in attendance included: ADM Zukunft, VADM Ray, RADM Vojvodich, RDML Kelly, RDML DeQuattro, RDML Johnston, Mr. Curtis Odom, CMC Fahlenkamp and CMC Stephens. Senior Navy Leaders included: VADM Burke, VADM Crawford, VADM Rowden, VADM Scott, RDML Evans, RDML Garvin, RDML Holsey, RDML McNeal, RDML Pringle, RDML Wilson, and MCPON Giordano. Senior Marine Corps Leaders included: LtGen Bailey, LtGen Craparotta, LtGen Stewart, LtGen Brilakis, BGen Henry, and BGen Langley. National Oceanic and Atmospheric Administration (NOAA) Senior Leadership included RDML Lopez.

3. Itinerary. 26 – 27 July 2017; agenda enclosure (1).

1. Day 1 included:
   1. “Innovation and Inclusion” by RADM Vojvodich, DCMS. Discussions included: (Enter any take aways you gained from each session and/or value)
   2. “Excelling in an CG Environment” by VADM Ray, DCO. Discussions included: (Enter any take aways you gained from each session and/or value)
   3. “Lead Where You Are” by RDML Johnston, CG-93. Discussion included: (Enter any take aways you gained from each session and/or value)
   4. Speed Mentoring and Senior and Junior Officer Networking. (Enter any take aways you gained from each session and/or value)
2. Day 2 included:
   1. “Recruiting and Talent Management Panel” with LtGen Brilakis, USMC, DC M&RA; RDML Kelly, USCG, CG-1; and RDML Garvin, USN, CRNC. Panel discussions included: recruitment, work-life balance, (Enter any take aways you gained from each session and/or value) The guest speakers were educational and brought light topics that were relevant to the symposium.
   2. “Officer Evaluation Reports” by CDR Dougan, OPM. Discussions included: (Enter any take aways you gained from each session and/or value)
   3. Coast Guard Service Awards Luncheon with speaker VADM Ray. During this lunch, LT Harold Piper was awarded the Coast Guard’s 2017 Captain Edward R. Williams Award for Excellence in Diversity. NNOA Distinguished Service Awards were awarded to LCDR Dustin Williams and LTJG Herman Green.
   4. “Being an Effective Leader Panel” with CDR Hannah, CDR Merchant, and CDR Canady. Panel discussions included: (Enter any take aways you gained from each session and/or value)
   5. “Commandant’s Corner” by ADM Zukunft. Discussion included: (Enter any take aways you gained from each session and/or value)
   6. “Words of Wisdom” an E9 Panel with CMC Stevens, USCG; MCPON Giordano, USN; and SgtMaj Whitcom, USMC. Panel discussions included: (Enter any take aways you gained from each session and/or value)

4. Conclusion. The Coast Guard is committed to building and sustaining an organizational climate in which people of diverse backgrounds, cultures, races, religions, genders, and ethnicities are fully included, valued and respected. However, retention within our service continues to be an issue; officer corps is comprised with only 12.7% minorities (compared to DoD 22.5% and U.S. resident population 21.6%). This organization’s goal of providing career mentors and peer advocates is unmatched. I would highly recommend continued command support for this and future diversity inclusion events.

5. I remain available for additional questions and information regarding this year’s NNOA Leadership, Professional Development and Training Symposium.

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Enclosure: (1) NNOA 2-day Symposium Agenda

Copy: USCG/NNOA Service Affiliate

Enclosure (1)