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| Your Unit  United States Coast Guard | Your Unit Address  Your Unit City, State Zip  Staff Symbol:  Email:  1040  xx Aug 2019 |

**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 (August 7-8, 2019) | |

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 theme was " Charting a Course for Tomorrow’s Leaders.”
2. Attendees. There were 235 attendees to include Navy, Marine Corps, Air Force, NOAA, USPHS, and Coast Guard personnel; 103 of which were Coast Guard members. Of note Congressman Robert C. Scott, Third Congressional District of Virginia; Dr. Melvin T. Stith, Interim President, Norfolk State University; RADM Sylvia Trent-Adams, Deputy Surgeon General; and RDML (Ret) Mark Buzby, Administrator, Maritime Administration.
   1. Senior CG Leaders in attendance included: ADM Schultz, ADM Ray, VADM (ret) Brown, VADM Buschman, RADM (ret) E. Brown, RADM (ret) Rochon, RADM Heinz, RADM W. Kelly, RADM Sokalzuk, RDML Penoyer, RDML J. Kelly, RDML Ryan, and CMC McPhilamy.
   2. Senior Navy Leaders included: Honorable B.J. Penn, ADM Richardson (Chief of Naval Operations), ADM (ret) Haney, VADM Scott, VADM (ret) Williams, RDML Evans, RDML Wilson, RDML (ret) Andres, RDML (ret) Shepherd, Mrs. Ester, and CMC Freeman.
   3. Senior Marine Corps Leaders included: LtGen Brilakis (Commander, U.S. Marine Corps Forces Command), MajGen Crenshaw, BGen Seely III, BGen Swan and BGen (ret) Thomas.
   4. National Oceanic and Atmospheric Administration (NOAA) Senior Leadership included RDML Hann.

3. Itinerary. 7-8 Aug 2019; agenda enclosure (1).

1. Day 1 included:
   1. Opening Session Keynote Speaker: ADM Ray, VCG. Discussions included: (Enter any takeaways you gained from each session and/or value)
   2. “Excelling in any CG Environment” by RADM Austin, D5. Discussions included: (Enter any takeaways you gained from each session and/or value)
   3. “Lead Where You Are” panel by CAPT Platt, CO, AIRSTA Miami; CDR Edwards, J2, JTF-E; CDR Shuler, EO, Elizabeth City; CDR Smith, DCO-81; and LCDR Andrew, CG-ODO. Discussion included: (Enter any takeaways you gained from each session and/or value)
   4. “Personnel Excellence – What does it take to be the Best” by CAPT (ret) Cochran, USN. Discussions included: (Enter any takeaways you gained from each session and/or value)
   5. Speed Mentoring and Senior and Junior Officer Networking. (Enter any takeaways you gained from each session and/or value)
2. Day 2 included:
   1. Coast Guard Service Awards Breakfast with speaker ADM Schultz, CCG. During this lunch, LCDR Bryon Hayes was awarded the Coast Guard’s 2018 Captain Edward R. Williams Award for Excellence in Diversity. (Enter any takeaways you gained from each session and/or value)
   2. “Commandant’s Corner” by ADM Schultz, CCG. Discussion included: (Enter any takeaways you gained from each session and/or value)
   3. “Officer Evaluation Reports” by CDR K. Lewis, OPM-4. Discussions included: (Enter any takeaways you gained from each session and/or value)
   4. “How Diversity and Inclusion Help Accomplish Agency Missions” with RADM (Ret) Buzby, USN (MARAD); RADM Trent-Adams, USPHS; RADM Kelly, CG-1; and RDML Hann, NNOA. Panel discussions included: (Enter any takeaways you gained from each session and/or value)
   5. “Senior Officer Town Hall” and Flag and SES Panel with Honorable Penn; ADM (Ret) Haney, USN; VADM Scott, USN; VADM (Ret) Brown, USCG; MajGen Crenshaw, USMC; RDML (Ret) Andrews, USN; RDML Evans, USN; and RDML Wilson, USN. Panel discussions included: (Enter any takeaways 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 14.3% 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

COMDT (CG-127)

Enclosure (1)