

Standard Replenishment: Navies Help Each Other at 'Speed of Combat'



Capt. Bobby Summers, master of USNS Ericsson (T-AO 194), supervises a replenishment at sea with the Japan Maritime Self-Defense Force's, helicopter destroyer JS Ise (DDH 182). Ericsson provides critical supplies to U.S. Navy and partner nations' ships operating in the Indo-Pacific Region. *MILITARY SEALIFT COMMAND FAR EAST / Jeyh Janik*

Navies that operate frigate-sized ships and larger will generally need to provide for a replenishment-at-sea capability, but many of those navies do not have large replenishment ships that can operate on extended missions to sustain their ships while deployed, or one may not be present where their warships are operating.

They can, however, be supported by oilers and replenishment ships from other navies, as long as both the combatants and logistics ships are built and operated to the international standard. When navies that follow that standard, there is a much large force of replenishment vessels for everyone.

According to Cmdr. J.H. "Han" van Huizen, NATO Maritime Command Branch head for Logistic Operations & Exercises, both NATO and the nations have collective responsibility for the logistic support of alliance operations and missions (AOM).

"The nations are responsible for ensuring that maritime units and formations assigned to NATO are properly supported by an effective and efficient tailored logistics structure for AOM, including a proportional contribution to theater-level support capabilities," he said.

"From the NATO perspective, logistics is a national

responsibility, but the nations and NATO authorities have a collective responsibility for logistic support of NATO's multinational operations. Logistics support must be sufficient to sustain maritime operations and is required in theater to support forward deployed maritime forces," van Huizen said. "When operating in a task group, for example, the ships will coordinate efforts like replenishment at sea [RAS] with designated fleet logistic coordinators and a group logistic coordinator. Cooperation among the nations and NATO authorities is essential."

Interoperability is achieved because the navies have agreed-upon standards. They use the same rigs, procedures, terminology and documentation. Interoperability starts with design standards and includes the concepts of operations and operational procedures. NATO and partner nations can do this because they have agreed to follow the same standards and the same manual.

The U.S. Navy's manual for underway replenishment is essentially the same as the NATO manual, which provides conceptual interoperability from the start.

"ATP-16 is the NATO document that has the parts to procedures on how things are going to happen. This is the document to make sure all those countries that are listed in the manual can interact easily with each other," said Richard Hadley, an underway replenishment (UNREP) engineer with Naval Surface Warfare Center Port Hueneme Division in California.

To achieve interoperability, the visual signals have to be the same on both the delivering and receiving ships. The sound-powered phones have to connect the same way. Emergency breakaway procedures have to be the same.

Interoperability has to be designed in from the beginning, not done as an afterthought. "There's a device on a cargo receiving station called the NATO Long Link, and the pelican

hook on all of the delivering ships will connect with that. It's the same on all of the ships," Hadley said.

"We're the engineers who design and support the UNREP system, not the people who are out there every day conducting these evolutions, but we take our work very seriously," Hadley said. "It has to be safe. It has to be effective and reliable. You don't want the fleet to have logistics problems, because your system goes down. If the system doesn't work, the fleet won't be able to do what they need to do. We always have to be aware of that."

Singapore-based Commander, Logistics Group Western Pacific (COMLOG WESTPAC)/Task Force 73 (CTF 73), is the U.S. 7th Fleet's provider of combat-ready logistics, operating government owned and contracted ships to keep those ships armed, fueled and fed.

"Reliable and responsive sustainment enable ships to remain at sea – ships at sea are key to the global presence that underpins regional security and stability," said Cmdr. Rob Paul, deputy assistant chief of staff for Logistics, COMLOG WESTPAC/CTF 73. "Replenishments at sea are one way we enhance our interchangeability with friends, partners and allies in the region. This is true whether we are resupplying other nations, or they are resupplying us, because our partners and allies are able to supply us with fresh food, stores and fuel, and we can do the same for them. We can sustain nearly any partner or ally in this region and vice versa. That is at the core of interchangeability and interoperability."

According to Paul, the U.S. has conducted replenishment operations with Australia, France, India, Japan, Republic of Korea and Singapore. The U.S. has received cargo and/or fuel from Australia, Japan and Republic of Korea in the past year.



The U.S. Navy's fleet replenishment oiler USNS Big Horn (T-AO 198), left, conducts an underway replenishment with the French

Navy's amphibious assault ship FS Tonnerre (L 9014), while the French frigate FS Surcouf (F711) follows. *FRENCH NAVY*

Safety First

Because replenishments and refueling at sea are inherently dangerous, Paul said the most important attribute allied and partner navies share are basic safety features.

"Prior coordination before any RAS helps ensure safe and efficient operations. While there are standard operating guidelines we publish in an unclassified manual, before each replenishment operation we transmit an official message that reiterates agreed upon procedures and guidance regarding many factors from ship speed to acceptable weather," he said.

After safety, it becomes a matter of efficiency, such as the standard NATO fittings that can provide the optimal fuel transfer rates.

"It's also important to ensure you are delivering the right cargo," Paul said. "We coordinate that at the fleet logistics level. Our CLF fleet replenishment oilers and dry goods and ammunition ships can receive cargo, stow it and transfer it using the same general process as any partner or allied cargo vessel."

The U.S. and allied and partner navies follow the same protocols or procedures to seamlessly deliver or receive fuel, ammunition and stores at sea.

Paul said great advances are being made in the areas of authorities and legal considerations as well. "We are making strides is at higher levels of engagement, specifically, navigating through the complex accounting process," he said. "Both we and our partners are committed to strengthening and simplifying these channels to ensure the comprehensive process – from ordering, scheduling, paying and delivery – moves at the speed of combat."

“At the tactical level, we routinely prove that our procedures really are very similar,” Paul said. “What’s important is that we continue working and exercising together, because through those exchanges we continue building a shared confidence in our interchangeability and interoperability during the sustainment process.”

One example of enhanced interoperability is the Japanese Maritime Self-Defense Force (JMSDF) assigning an officer to the CTF 73 staff to serve as a liaison regarding replenishment at sea with their respective ships. The liaison officer works with the CTF 73 logistics officer in planning and executing combined replenishment operations to ensure the efficiency of combined logistics operations between the JMSDF, U.S. Navy and Military Sealift Command.



Japanese Maritime Self Defense Force Towada-class replenishment ship JS Towada (AOE 422) sails connected to U.S. Navy Arleigh Burke-class guided missile destroyer USS Barry (DDG 52) during an underway replenishment during routine operations in the East China Sea. *U.S. NAVY / Lt. j.g. Samuel Hardgrove*

Tactical Edge

U.S., Japanese and French ships demonstrated the ability for allied and partner navies to successfully replenish each other’s ships this in May in the Philippine Sea when fleet replenishment oiler USNS Big Horn (T-AO 198) conducted a replenishment-at-sea with the French navy amphibious assault ship FS Tonnerre (L 9014), and JMSDF Replenishment Ship JS Masyuu (AOE 425)replenished the French Navy frigate FS Surcouf (F 711).

“Replenishment-at-sea is a maneuver of special interest for our Navy assets operating in the Indo-Pacific,” said French navy Rear Adm. Jean-Mathieu Rey, joint commander of French armed forces, in Asia-Pacific. “First, it highlights the excellent level of tactical interoperability between partners,

as RAS is a complex maritime operation, requiring perfect seamanship training and technical coordination. Then, it allows our respective naval forces to operate durably at sea without the constraint of replenishment port visits. Today, in the specific context of the current pandemic, whereas access to some harbor is denied to our navy ship, this capacity is of first importance.”

Because of the interoperability and standard procedures, crewmembers involved with underway replenishment, either the delivering or receiving ship, know what to expect from the ship alongside.

“Coordinating operations throughout 7th fleet with our allies and partners ashore and afloat is made simple through the use of standardized publications and instructions and operations are conducted safely and professionally IAW standardized procedures,” said Ryan Snow, a cargo mate aboard USNS Charles Drew (T-AKE 10), currently operating in the Indo-Pacific AOR.

“We apply common skills, together with a number of international navies in support of operations at sea,” said Charles Drew’s 2nd Officer Brian Knudson. It is by these common procedures and safety protocols, that we are able to sustain joint operations.”

While it may appear to become routine, it isn’t.

Underway replenishment “happens all the time, every day, somewhere in the world, but it’s inherently dangerous,” said Hadley. “All sorts of bad things can happen if you don’t have professionals that know what they’re doing.”

U.S. Coast Guard Cutters Patrol the U.S. Arctic



The Coast Guard Cutter Midgett and the Canadian coast guard ship Sir Wilfrid Laurier conduct a joint maritime security patrol in the Chukchi Sea on July 20, 2021. The Midgett is the Coast Guard's eighth National Security Cutter and is homeported in Honolulu. *U.S. COAST GUARD*

JUNEAU, Alaska – Crews aboard Coast Guard Cutters Midgett and Healy patrolled the Bering and Chukchi Seas off the coast of Alaska this summer to demonstrate the Coast Guard's commitment to ensuring a safe and secure Arctic and to work respectively with Canadian and Russian counterparts on shared maritime interests, the Coast Guard 17th District said in an Aug. 12 release.

In late July, the crew of Coast Guard Cutter Midgett, one of the Service's National Security Cutters, conducted combined operations and training with the Canadian coast guard Ship Sir Wilfrid Laurier in the Chukchi Sea, a joint patrol of the U.S.-Russia maritime boundary north of the Diomedede Islands with the Russian Border Guard vessel Kamchatka, and a joint transit of the Bering Strait with the Coast Guard Cutter Healy, one of the service's two operational polar icebreakers. In each case, Coast Guard Air Station Kodiak crews forward-deployed to Kotzebue, Alaska in an HC-130J Hercules airplane supported the operations.

The simultaneous presence of Healy and Midgett in the Arctic region signals the increasing demand for the merged icebreaking and maritime security capability required of future Polar Security Cutters.

Midgett is the Coast Guard's eighth National Security Cutter and is homeported in Honolulu. Featuring advanced command-and-control capabilities, national security cutters are the

flagship of the Coast Guard's fleet, deploying globally to confront national security threats, strengthen maritime governance, and promote economic prosperity. While National Security Cutters possess advanced operational capabilities, more than 70% of the Coast Guard's offshore presence is the service's aging fleet of medium-endurance cutters, many of which are over 50 years old and approaching the end of their service life. Replacing the fleet with new Offshore Patrol Cutters is one of the Coast Guard's top acquisition priorities. The first Offshore Patrol Cutter is scheduled to be delivered in 2022.

Healy is a medium icebreaker capable of conducting a wide range of Coast Guard operations including search and rescue, ship escorts, environmental protection, and enforcement of laws and treaties in the polar regions. Uniquely equipped to conduct scientific operations, Healy is also the Nation's premiere high-latitude research vessel. Healy is the only U.S. military surface vessel that routinely deploys to the ice-covered waters of the Arctic to provide access and secure national interests related to our maritime borders and natural resources.

Coast Guard Rescues 48 Haitian Migrants Stranded on Monito Island



A Coast Guard HC-144 aircrew spots a group of 48 Haitian migrants stranded on Monito Cay, Puerto Rico during a routine patrol in the Mona Passage Aug. 11, 2021. *U.S. COAST GUARD*
SAN JUAN, Puerto Rico – Coast Guard and Puerto Rico Police

crews rescued 48 Haitian migrants Aug. 13, stranded on Monito Cay, Puerto Rico in the Mona Passage, the Coast Guard 7th District said in a release.

“This was a very complex rescue and the migrants were in pretty bad shape after being abandoned by smugglers in this austere and highly dangerous environment,” said Lt. Benjamin Williamsz, Coast Guard Cutter Winslow Griesser commanding officer. “The Winslow Griesser crew performed superbly, while working with our Puerto Rico Police and Border patrol partners, in rescuing and saving the migrants from the cliff’s edge and jagged rocks and bringing them to the safety of the cutter.”

Watchstanders at Coast Guard Sector San Juan were initially contacted late Wednesday night by the aircrew of a Coast Guard HC-144 Ocean Sentry aircraft, who spotted the migrants flashing a light and waving their hands for assistance.

Coast Guard watchstanders proceeded to divert the Coast Guard Cutter Winslow Griesser and launched an MH-60T Jayhawk helicopter from Coast Guard Air Station Borinquen to further investigate and rescue any persons in distress. A Puerto Rico Police marine unit also responded to assist.

Upon arriving on scene, the crew of the Winslow Griesser located the migrants, 26 men and 22 women, on the side of the cliff and taking shelter inside nearby caves. The Winslow Griesser launched their Over-the-Horizon IV small boat to recover the migrants.

The migrants were transported to Mayaguez, Puerto Rico, where they were transferred to awaiting U.S. Customs and Border Protection Border Patrol agents, who rendered assistance to the migrants along with emergency medical service personnel at the scene.

NAWC-AD Orders Advanced Data Transfer Systems from Mercury Systems



Mercury Systems Inc. received a \$17 million order from the U.S. Naval Air Warfare Center's Aircraft Division for Advanced Data Transfer Systems for deployment across multiple rotary-wing and tiltrotor platforms, such as the MV-22 Osprey shown here landing on the USS John P. Murtha (LPD 26). *U.S. NAVY / Mass Communication Specialist 2nd Class Curtis D. Spencer*

ANDOVER, Mass. – Mercury Systems Inc. a builder of secure mission-critical technologies for aerospace and defense, announced Aug. 12 it received a \$17 million order from the U.S. Naval Air Warfare Center's Aircraft Division (NAWC-AD) for Advanced Data Transfer Systems (ADTS) for deployment across multiple rotary-wing and tiltrotor platforms. The ADTS, a rugged data, video, and audio loader and recorder with cybersecurity capability, is used for moving mission data securely to and from the aircraft for pre- and post-mission analysis.

The order is part of a firm-fixed-price, indefinite delivery/indefinite quantity (IDIQ) contract award worth up to \$84.9 million originally received in September 2020 by Physical Optics Corporation, recently acquired by Mercury Systems. The \$17 million delivery order was received in Mercury's fiscal 2021 third quarter and is expected to be delivered over the next several quarters.

"We value our long-standing partnership with NAWC-AD and are excited about the opportunity to expand our role through the delivery of trusted and secure ADTS technology solutions

across multiple platforms,” said Jay Abendroth, vice president and general manager, Mercury Mission. “The IDIQ allows Mercury to fulfill our commitment to deliver critical purpose-built solutions to the Naval air fleet and further strengthens our position as a leader in making commercial technology profoundly more accessible to aerospace and defense.”

CNA Deploys 50 Analysts to Support the Navy’s Large-Scale Exercise



Gunner’s Mate 3rd Class Bailey Dixon, assigned to San Antonio-class amphibious transport dock ship USS Arlington (LPD 24), fires a M240B machine gun during a gun shoot in Arlington’s boat valley Aug. 11, 2021, as Arlington Sailors participate in Large-Scale Exercise 2021. *U.S. NAVY / Mass Communication Specialist Seaman Taylor Parker*

ARLINGTON, Va. – CNA’s Center for Naval Analyses has deployed a team of 50 analysts to commands around the world that are participating the Navy’s Large-Scale Exercise (LSE) 2021. The analysts will take the lead in gathering and synthesizing data to support assessments of distributed maritime operations (DMO).

According to CEO Dr. Katherine McGrady, CNA has played an active role leading up to LSE 2021, developing a standardized assessment framework for each DMO capability to ensure there was a common understanding of its importance and how it should be executed and assessed.

“Prior to the LSE, CNA performed analyses of DMO concepts

through fleet battle problem events that were intended to shape and inform the exercise as a capstone event. These frameworks provide the Navy with a clear and reproducible understanding of whether or not it can execute DMO capabilities against a challenging adversary and, if not, what improvement must be made,” said McGrady.

Large-Scale Exercise was designed to reinforce the chief of naval operations’ effort to set the stage for advancing naval doctrine and tactics by integrating Fleet operations to validate DMO capabilities.

CNA’s team will inform the Navy’s initial assessments in the days following the exercise and will provide more detailed analysis and assessments over the course of the next several months.

Since World War II, CNA has embedded analysts at commands around the world. These “field representatives” gather data and answer some of the most complex questions facing commanders. They follow their commands through exercises and operations, sometimes spending months at sea. CNA has supported every major exercise and conflict involving the Navy or Marines since World War II, providing commanders and their staff with independent scientific expertise.

Two Flag Assignments Announced

ARLINGTON, Va. – The secretary of the Navy and chief of naval operations announced on Aug. 12 the following flag assignments:

Rear Adm. (lower half) William P. Pennington will be assigned as deputy commander, Tenth Fleet, Fort George G. Meade, Maryland. Pennington is currently serving as commander, Task Force Seven Zero; and commander, Carrier Strike Group Five, Yokosuka, Japan.

Capt. David G. Wilson, selected for promotion to rear admiral (lower half), will be assigned as commander, Naval Legal Service Command, Washington, D.C. Wilson is currently serving as assistant judge advocate general (Operations and Management), Washington, D.C.

Coast Guard Cutter Finback Shifts Homeport to Portland, Maine



The Coast Guard Cutter Finback (WPB 87314) officially arrives at its new homeport in Portland, Maine, August 11, 2021. Mooring alongside the Coast Guard Cutter Sitkinak (WPB 1329), the Finback is a coastal patrol boat with a crew of 11 men and women whose area of operations ranges from Sandy Hook, New Jersey to the Maine/Canadian Border. *U.S. COAST GUARD / Lt. j.g. Patrick Lachey*

PORTLAND, Maine – The Coast Guard Cutter Finback (WPB 87314) officially arrived at its new homeport in Portland, Maine, Aug. 11, the Coast Guard 1st District said in a release.

Mooring alongside the Coast Guard Cutter Sitkinak (WPB 1329), the Finback is a coastal patrol boat with a crew of 11 men and women whose area of operations ranges from Sandy Hook, New Jersey to the Maine/Canadian Border.

"We are excited to see the Coast Guard Cutter Finback relocate to Portland," said Capt. Amy Florentino, commander, Sector Northern New England. "As a service with a big mission and limited resources, we are constantly seeking ways to be more efficient and effective. Portland is central location for the cutter to suppler both law enforcement and search and rescue operations. The change of homeport will also allow our team to provide better mission support for cutter maintenance and personnel needs. While the cutter's homeport is changing, its mission and service to the public aren't. As one of the only two patrol boats in our fleet, Finback and the crew will continue to operate throughout Sector New England's area of responsibility."

The crew will significantly increase the Coast Guard's operational presence and maximize logistical support in Portland, and will continue to aid in maritime law enforcement, ports and waterways, coastal security, marine environmental protection and commercial vessel safety mission-sets.

Bollinger Shipyards Inc. of Lockport, Louisiana, built USCGC Finback in December 1999. This vessel employs the latest in technology. A fully integrated electronics suite coordinates radar, satellite navigation, gyrocompass, autopilot and computer-generated charts to form a compact, but user-friendly command-and-control system for all ship's missions. A unique stern launch/recovery system is vastly superior in safety, speed, and manning requirements. Even during inclement weather, the small boat can be launched and recovered with a minimal crew on deck. It also allows for safe deployment in a much larger sea state than previous systems. The engine room incorporates electronic control and monitoring system with video readouts that can be monitored from the engine room or the bridge. For the first time, the crew onboard can be a combination of male and female resulting from the multiple

staterooms throughout the cutter.

The Finback is one of the most advanced coastal patrol boats in the world and will help the Coast Guard remain the world's premier maritime organization for many years to come.

New SECNAV Messages the Fleet



Carlos Del Toro, confirmed by the U.S. Senate as 78th secretary of the Navy. *SBG TECHNOLOGY SOLUTIONS*
ARLINGTON, Va. – Carlos Del Toro, the 78th secretary of the Navy, was sworn in on Aug. 9. He issued the following message to the fleet on Aug. 10:

Today, together, we again embrace the most sacred duty – defending our nation and working to build a world more defined by peace than conflict.

I join you as someone who loves the Navy – who spent twenty-six years in uniform and another seventeen striving to make sure you had the capabilities you needed to fulfill your mission effectively and safely. Serving you as your 78th Secretary of the Navy is a high honor. It also carries grave responsibilities to which I will dedicate all my skill and devotion.

You should also know I have a bias for action.

Our Navy and our nation face critical challenges on multiple fronts.

Like Secretary Austin, I view our most pressing challenges as the four Cs – China, culture, climate and COVID, and we need the resources and capabilities to address each now.

China is determined to reduce our military superiority. We will not let this happen. We will deter China's aggression, protect our national security, and preserve the peace. Our determination, our skill, and our courage will demonstrate our strength and conviction.

Culture comes down to one goal. Every Sailor and Marine – of all races, genders, religions, and ethnicities – must treat one another with dignity and respect. This is not just about doing the right thing. It is about ensuring our Navy and Marine Corps will be the most talented, most combat ready, most committed force possible.

Climate change exacerbates every challenge we face, from naval installations to frequent deployments. It is also a global struggle for resources that demands ingenuity and innovation. It demands solutions that mitigate climate damage while ensuring our operational success and competitive edge.

Lastly, we must combat COVID. This means we must continue to vaccinate our naval forces with expedience. If we are not vaccinated, we are neither deployable nor combat ready. Immediately, the Navy and Marine Corps will make every effort to vaccinate and care for our force and defeat the scourge COVID has inflicted on our troops.

Both our nation's security and your success as Sailors and Marines require your enthusiastic, unwavering commitment. We will succeed or fail together. Accordingly, with a leadership ethos forged as a destroyer captain, I will strive to be direct and transparent with you about what we need to accomplish together.

Please know your safety and welfare will always be paramount to me, and I will work tirelessly with you to meet the challenges that lie ahead.

To do this, we must possess the resources needed to expand our capabilities. I will make that my top priority. I am committed

to ensuring you have the tools and training you need to succeed. Just as I am committed to confronting our maintenance backlog, managing our operational requirements, and building our Navy of the future.

When I began my Navy career over 40 years ago, as a midshipman at the U.S. Naval Academy, I looked up to then-Secretary of the Navy Edward Hidalgo. Like me, he was an immigrant to this nation and, like me, his experience taught him why the world needs a strong United States Navy. Most of all, I understood that while I served our nation, he also served me.

The same is true today. I am *your* secretary of the Navy-Marine Corps Team focused on your and our collective promise to our Constitution and nation.

We will succeed together. It has never been more important that we do.

Finally, a personal note. My wife Betty and I well understand the sacrifices your loved ones make and how crucial they are to our success. We are both honored to be back once again working shoulder-to-shoulder with you. We look forward to getting out to the fleet and meeting you all soon.

Full Speed Ahead.

Very
Respectfully,

Carlos Del Toro

Coast Guard Cutter Valiant Returns Home after 53-Day Patrol



The crew of Coast Guard Cutter Valiant (WMEC 621) returned to Naval Station Mayport, July 20, after completing a 53-day patrol in the Caribbean Sea. The Coast Guard Cutter Valiant crew patrolled over 7,800 nautical miles in the Caribbean Sea, conducting a variety of operations in support of Coast Guard District 7. *U.S. COAST GUARD*

JACKSONVILLE, Fla. – The crew of Coast Guard Cutter Valiant (WMEC 621) returned to Naval Station Mayport, July 20, after completing a 53-day patrol in the Caribbean Sea, the Coast Guard 7th District said in an Aug. 11 release.

Coast Guard Cutter Valiant crew patrolled over 7,800 nautical miles in the Caribbean Sea, conducting a variety of operations in support of Coast Guard District 7.

The Valiant crew then executed five interdiction cases involving 70 migrants and supported the safe interdiction and repatriation of over 100 migrants. The Valiant crew rescued four Cuban migrants at night in heavy seas who were clinging to the side of a stopped merchant vessel that had spotted their sinking raft in a shipping lane northwest of Cay Sal Bank.

The Valiant crew partnered with the USS Wichita (LCS-13) and Coast Guard Cutter Harriet Lane (WMEC 903), to safely transfer three suspected narcotics traffickers and 1,900 kilograms of cocaine with an estimated street value of \$72.7 million for prosecution in the United States. The Valiant crew then conducted storm avoidance from Hurricane Elsa while maintaining offshore search and rescue and disaster response presence north of Hispaniola.

While refueling and resupplying in San Juan, Puerto Rico, Valiant's crew showed their adaptability by conducting an emergency sortie with just a few hours' notice to support international interests off the coast of Haiti following the assassination of Haitian President Jovenel Moïse. While conducting response operations off Haiti, Valiant also partnered with the Coast Guard Cutter Confidence (WMEC 619) to safely transfer an additional 370 kilograms of cocaine with a street value of over \$10.1 million for disposition in the United States.

"I could not be more proud of the women and men of the Valiant," said Cmdr. Jeff Payne, Valiant's commanding officer. "From protecting our nation's borders, executing counter-narcotics operations, search and rescue and finally responding to an international crisis, Valiant crew overcame every challenge and continuously flexed to meet the next mission. From the most junior Coast Guard Academy cadets experiencing their first time at sea to "Old Salts" finishing their last days underway, every single person stepped up and leaned in to achieve operational success and safeguard our nation. We pride ourselves on being a true multi-mission asset and the entire Valiant crew showcased that over the last 53 days."

The Valiant is a multi-mission 210-foot medium-endurance cutter. Missions include search and rescue, maritime law enforcement, marine environmental protection, homeland security and national defense operations.

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](#).