

“The Fun One”

VOLUME 10, NUMBER 5, MAY 2019



**The Winner of
The 8th Western Rivers Region
2017
Best Flotilla Newsletter Award**

**WE ARE
THE
1
85 - 33 - 01
FUN**



**Flotilla 33-1
2500 Bellevue Medical Center Drive
Bellevue, NE 68123
Conference Room D**



FLOTILLA 33-1 OFFICERS

Flotilla Commander (FC) - Jim Westcott
Vice Flotilla Commander (VFC) - Jim Wolfe
Immediate Past Flotilla Commander (IPFC) -
James Miller
Secretary (FSO-SR) - Bernie McNary
Treasurer (FSO-FN) - George McNary
Communications (FSO-CM) - James Wolfe
Communication Services (FSO-CS) -
Barb Westcott
Information Services (FSO-IS) -
Barclay Stebbins
Diversity (FSO-DV) - Shane Wilson
Materials (FSO-MA) - Bernie McNary
Marine Safety (FSO-MS) - Warren Koehler
Aids to Navigation (FSO-NS) - Warren Koehler
Member Training (FSO-MT) - Jim Westcott
Operations (FSO-OP) - Barclay Stebbins
Public Affairs (FSO-PA) - Jim Westcott
Publications (FSO-PB) - Barb Westcott
Public Education (FSO-PE) - Jim Wolfe
Human Resources (FSO-HR) - Shane Wilson
Program Visitor (FSO-PV) - James Wolfe
Vessel Examiner (FSO-VE) - James Wolfe

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Coast Guard Auxiliary.

**On Facebook we are found at:
USCGAUX Flotilla 85-33-01**

SCHEDULE OF EVENTS

01 May	May Day
12 May	Mother's Day
20 May	Flotilla Meeting
01 June	Regatta at the Lake of the Ozarks
14 June	Flag Day
17 June	Flotilla Meeting
03 August	USCG Birthday and Picnic at the Gasconade

**See the calendars and check our website
for possible date changes, RBS dates and
other operations**

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**Want to see more pictures?
Please remember to check out the web-
site at:
<http://wow.uscgaux.info/>**



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FLOTILLA COMMANDER'S MESSAGE



Commander's Note May 2019

They say that April showers bring May flowers, true though that may be this year, the showers of April will no doubt bring the mosquitoes of summer, with a vengeance. Also be on the lookout for other critters of the spring/summer such as ticks etc. As you are no doubt aware, the flooding has left a lot of standing water in the damage areas of eastern Nebraska. Wear long sleeved clothing and your favorite cologne. I might suggest "*ode de Deet*". Seriously though, Lyme Disease, West Nile disease and a myriad of others are not something any of us want to experience, so take precautions.

As I sit here writing this, getting operational hours for patrol, teaching (among others) will be a challenge. The state of Nebraska has changed its safe boating classes and now offers an on-line component to the residents, thus our efforts toward having classes has reached a bit of a difficulty. We all need to think out of the box regarding this. A wise man said that in order to sell anything (yes I know it's not an exact quote) one only needs to do three things: advertise, advertise, and advertise. Advertising will help the instructional hours but I doubt it will impact the patrol hours. With the area lakes inundated with debris flushed down from the homes etc. during the flooding, rivers still running over bank full, and in or above flood stage, and most marinas in the area closed still (ie. No fuel available) we may have to be creative. What is the answer? I don't know! But we have several smart people in our flotilla so let us get our heads together and improvise, adapt (you know the rest).

Recruitment . . . My offer of a shiny new dime for anyone bringing in a new member still holds. If you bring in three or more new members I'll make it a brand new half-dollar.

Semper Paratus
Jim Westcott, FC



THE DIVERSITY MINUTE

Barb Westcott, VCDR
FSO-CS/PB

This information may be found at:
<https://hbr.org/2018/05/the-3-types-of-diversity-that-shape-our-identities>

The 3 Types of Diversity That Shape Our Identities

By Celia de Anca and Salvador Aragón

Diversity means different things to different people. In a study of 180 Spanish corporate managers, we explored perceptions of diversity and found that depending on who is answering, diversity usually means one of three things: demographic diversity (our gender, race, sexual orientation, and so on), experiential diversity (our affinities, hobbies, and abilities), and cognitive diversity (how we approach problems and think about things). All three types shape identity — or rather, identities.

Demographic diversity is tied to our *identities of origin* — characteristics that classify us at birth and that we will carry around for the rest of our lives. Experiential diversity is based on life experiences that shape our emotional universe. Affinity bonds us to people with whom we share some of our likes and dislikes, building emotional communities. Experiential diversity influences we might call *identities of growth*. Cognitive diversity makes us look for other minds to complement our thinking: what we might call *identities of aspiration*.

It is important to remember that categories only serve the purpose of classification; in the real world, differences between these categories are blurred. Diversity is dynamic. But we believe this diversity framework, though somewhat artificial (as all frameworks are) can be useful to companies who are trying to refresh their approach to managing diversity. What kind of diversity does your company focus on? Could you benefit from broadening your perspective? Let's take a closer look at each in turn.

Managing identities of origin. Since the 1980s, most global companies have developed diversity and inclusion policies led by human resources. The most frequent include: assessment tools (climate surveys, statistics monitoring, minority targets), human resources programs (flexible policies, mentoring or coaching), communication campaigns, and training programs.

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Consider Sodexho. In 2002 the company hired a chief diversity officer, Anand Rohini, to make diversity a priority. Some of the diversity priorities at Sodexho focused on gender, ethnicity, disabilities, and age. Its diversity strategy included a series of systems and processes covering human resources policies (such as flexibility measures, training, selection processes and career services); diversity scorecards; and quantitative targets, mainly regarding numbers of women and minorities, not only in the organization in general but also in leadership positions. By 2005 Sodexho was widely recognized as a diversity champion.

For more than a decade it has been consistently ranked among the best of the DiversityInc [top 50 list](#), and Anand Rohini has been widely recognized as a global diversity champion. For Sodexho and other companies taking a similar approach, the result is an enhanced company image and reputation. Talented individuals in general, but from minorities in particular, select companies in which they expect to feel appreciated.

Managing identities of growth. Identities of growth often provide us with a feeling of security. Our likes and dislikes change over time, and so our affinity groups change. Identities of growth dictate who we spend time with.

Many companies have developed friendship-based communities among employees, typically organizing activities such as weekends away, departmental Christmas parties, and so on, in a bid to create emotional ties between workers and the company. But because emotional communities are held together as much by the likes as by the dislikes of members, they can be unpredictable and difficult to manage in the long term. As a result, these emotional communities can sometimes work to the benefit of organizations, but they can just as often end up having the opposite effect, particularly when people share a dislike for certain policies, a particular boss, or for what they consider to be an unfair situation.

Our research suggests that the best policy for dealing with communities of growth is through minimum intervention. Emotional communities will emerge in organizations, whether management likes it or not, and will have a life of their own. For that reason it is best to take a neutral position. Creating affinity groups is positive for the company. But these groups should always be voluntary and develop at their own pace, without management interference.

Managing identities of aspiration. Our cognitive differences find their place in a community of aspiration. In those communities, we are valued for our unique way of understanding and interpreting the world. A community of aspiration is a space where our ideas are valued for their contribution to a common project, regardless of our different traits or individual likes or dislikes.

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Innovative organizations are shifting from managing units to managing challenges or projects, asking employees to voluntarily join projects, creating structures where employees can move out of their comfort zones to join temporary communities of aspiration that strengthen cross-organizational ties and help the company achieve its strategic goals.

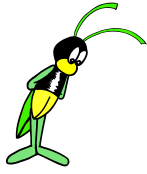
Corporate experience shows that the most effective strategy for companies to manage communities of aspiration is to create the contexts and the projects for them to emerge.

Valve Corporation, a video game developer, has defined a unique corporate structure with no bosses or managers at all. Each member of the company is invited to define their contribution to the company according to their choices and preferences. A highly talented developer specialized in graphics animation might choose to work on a game by assuming a “group contributor role,” becoming part of the group developing that game. After finishing this “group contribution,” the same person might choose to work in a more individualistic fashion on the next task. This “free to choose” approach is mirrored in the firm’s office design. Valve offices incorporate wheeled desks to foster mobility and allow the fast configuration and reconfiguration of groups as well as individual work.

Understanding multiple types of diversity is particularly relevant in our tribal times. Individuals now construct identities consciously. We want to play with a multiplicity of identities and use them in as many different roles as their different affiliations allow.

We live in complex times, when complex solutions are needed and where a one solution for all approach no longer works. Each form of diversity is different and requires its own management strategy to effectively integrate people. Diversity is a journey and, like any journey, requires careful navigation.





BY THE INFORMATION BUG

By Barb Westcott, VCDR

APRIL NOTES

Information for this article may be found at:

<http://wow.uscgaux.info/content.php?unit=130&category=custom-1#.XMITJ3dFxes>

IN HONOR OF THE US COAST GUARD AUXILIARY'S 80th ANNIVERSARY ON JUNE 23, 2019

History of the US Coast Guard Auxiliary

Founding

When the Coast Guard "Reserve" was authorized by act of Congress on June 23, 1939, the Coast Guard was given a legislative mandate to use civilian volunteers to promote safety on and over the high seas and the nation's navigable waters. The Coast Guard Reserve was then a non-military service comprised of unpaid, volunteer U.S. citizens who owned motorboats or yachts.

Two years later, on Feb. 19, Congress amended the 1939 act with passage of the Auxiliary and Reserve Act of 1941. Passage of this act designated the Reserve as a military branch of the active service, while the civilian volunteers, formerly referred to as the Coast Guard Reserve, became the Auxiliary.

February 19 is formally recognized as the birth of the Coast Guard Reserve while June 23 is recognized as birthday of the Coast Guard Auxiliary.

On Dec. 7, 1941, Lt. Cmdr. Frank D. Higbee ordered the Auxiliary to duty in the 11th Naval District (Calif.) and told them in effect: "Come back with your shield, or on it!" When America entered World War II, 50,000 Auxiliary members joined the war effort. They guarded waterfronts, carried out coastal picket patrols, rescued survivors from scuttled ships and did anything else they were asked to do. Many of their private vessels were placed into service.

After the war, Auxiliarists resumed their recreational boating safety duties. The Auxiliary's four cornerstones--Vessel Examination, Education, Operations and Fellowship--were established and remain the Auxiliary's pillars today.

Thus, Auxiliarists can be found examining commercial fishing vessels, flying in C-130 aircraft, working in Coast Guard offices, and crewing with regulars. The three components of the service--the active duty Coast Guardsmen, the Reservists, and Auxiliarists--truly constitute

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Today's Auxiliary

Auxiliarists continue to be a vital part of the Coast Guard. Under legislation passed in 1996, the Auxiliary's role was expanded to allow members to assist in any Coast Guard mission, except direct law enforcement and military operations, as authorized by the Commandant.

Thus, Auxiliarists can be found examining commercial fishing vessels, flying in C-130 aircraft, working in Coast Guard offices, and crewing with regulars. The three components of the service—the active duty Coast Guardsmen, the Reservists, and Auxiliarists—truly constitute TEAM COAST GUARD.


Auxiliary members:

- Perform free Vessel Safety Checks, which helps boaters ensure their craft complies with Federal boating regulations.
- Teach boating safety to recreational boaters of all ages.
- Operate safety and regatta patrols and are an integral part of the Coast Guard Search and Rescue team.
- Stand communication watches, assist during mobilization exercises, perform harbor and pollution patrols, provide platforms for unarmed boarding parties.
- Recruit and can provide initial training for people wanting to join the Active Duty or Reserve Coast Guard.
- Assist in other Coast Guard functions, duties, roles, missions or operations as authorized by law.



MAY 2019



Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 	2	3	4
5	6	7	8	9	10	11
12 	13	14	15	16	17	18
19	20 Omaha NE Flotilla Meeting	21	22	23	24	25
26	27	28	29	30	31	

June 2019



Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 Regatta Lake of the Ozarks
2	3	4	5	6	7	8
9	10	11	12	13		15
16	17 Omaha NE Flotilla Meeting	18	19	20	21	22
23	24	25	26	27	28	29 Omaha NE Flotilla Summer Social
30						