

## **What is ILEAD? (And what isn't it?)**

**ILEAD is an opportunity for members to speak directly to leadership (both District and Senior Aux Leaders) about cultural concerns within the organization relating to Leadership, Excellence, Diversity and Inclusion. It is ALSO an opportunity for members to recommend best practices from their units to ALL units in the Auxiliary.**

**District LDACs (Leadership Diversity Advisory Councils) receive and review submissions, then pass them up to leadership for action.**



## **ILEAD**

### **What's in it for us?**

**A diverse, inclusive unit works together to recruit new members and retain existing members.**

**Inclusivity, Leadership, Excellence and Diversity**

### **HOW SO?**

**A healthy welcoming unit that has addressed its cultural negatives is likely to grow and flourish. Inclusion activities and awareness make a difference for new and existing members.**

**USCG AUXILIARY  
ILEAD Advisory Council  
National Auxiliary LDAC  
Website**



## **ILEAD AT THE AUXILIARY DISTRICT LEVEL**



**BE HEARD  
AND  
MAKE A DIFFERENCE**





## Recruit, Retain, Re-engage

Sound Familiar?

Now add **Report** to that list.

This begs several questions.

Mostly, why?

Report what?

Why does it matter?

Is the report complex?

Will I be singled out if I do report something?

Am I reporting on good things or bad things?

What's in it for the organization or me?



**We report informally to one another all the time. How was that movie? What's the food like? How do you like those shoes? What's that person like? How was that cruise?**

**It goes on and on. We report on what's good; we report on what's bad.**

### WHY SUBMIT A CONCERN?

**The answer is simple:**

To make our organization better through diverse and inclusive actions and make your and other members' experience in our organization positive and meaningful.

**Am I sticking my neck out?**

**Go to the Submission Form on the web and fill it out.**

It is easy to use and can be submitted anonymously or you can ask to be contacted.

Photos by Auxiliarists Sandy Dalton, John Saran, Craig Eversen, Michelle Thornton and Jonathan Bernz

### REPORT WHAT?

This is an opportunity to report on two areas related to diversity and inclusion and offer suggestions on how to address or fix concerns:

- What is a concern you have seen, heard about, experienced, or feel exists in the Auxiliary?
- What is a best practice we should all know about and perhaps replicate?

### What's the Point?

Our goal as an organization is to improve and remain the best volunteer organization to the best Coast Guard in the world. We want to know what we are doing right and what we are doing wrong, and most importantly, how to address and fix concerns.