



Asian American and Pacific Islander Demographics

June 7, 2021

Fiscal Year 2021 Report to Congress



**Homeland
Security**

United States Coast Guard

Foreword

June 7, 2021

I am pleased to present the following report, “Asian American and Pacific Islander Demographics,” which has been prepared by the U.S. Coast Guard.

House Report 116-458 accompanying the Fiscal Year 2021 Department of Homeland Security Appropriations Act (P.L. 116-260) requires the Coast Guard to provide a report on the number of Coast Guard personnel who identify as Asian American and Pacific Islander, disaggregated by sub-ethnic groups identified in the American Community Survey.



Pursuant to congressional requirements, this report is being provided to the following Members of Congress:

The Honorable Lucille Roybal-Allard
Chairwoman, House Appropriations Subcommittee on Homeland Security

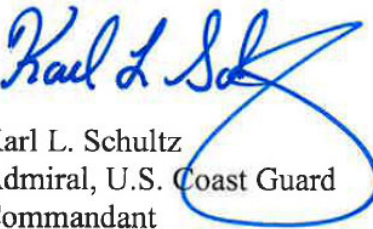
The Honorable Chuck Fleischmann
Ranking Member, House Appropriations Subcommittee on Homeland Security

The Honorable Chris Murphy
Chair, Senate Appropriations Subcommittee on Homeland Security

The Honorable Shelley Moore Capito
Ranking Member, Senate Appropriations Subcommittee on Homeland Security.

I am happy to answer any further questions you may have, or your staff may contact my Senate Liaison Office at (202) 224-2913 or House Liaison Office at (202) 225-4775.

Sincerely,



Karl L. Schultz
Admiral, U.S. Coast Guard
Commandant



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I. Legislative Language

This document responds to direction set forth in House Report 116-458 accompanying the Fiscal Year 2021 Department of Homeland Security Appropriations Act (P.L. 116-260).

House Report 116-458 states:

Asian American and Pacific Islander (AAPI) Report.—The Commandant is directed to provide to the Committee, not later than 90 days after the date of enactment of this Act, data on the number of Coast Guard personnel who identify as AAPI, disaggregated by sub-ethnic groups identified in the American Community Survey.

II. Report

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 included, valued, and respected. We continue to make progress toward the strategic goal of a workforce that reflects our Nation’s diversity. We foster an environment in which every individual has the opportunity to prosper and contribute to Coast Guard missions.

Diversity and Inclusion Action Plan

In June 2020, the Commandant released the 2019-2023 Diversity and Inclusion Action Plan, which continues to guide our efforts toward a more diverse and inclusive workforce. This action plan establishes diversity and inclusion (D&I) resources, goals, and measures designed to increase the inclusivity of our workplaces and the diversity of our ranks. Our goal is to build a fully inclusive Coast Guard where all people are respected—empowered—valued, and have the opportunity to achieve personal growth and professional success. To succeed in this effort, the plan focuses on operationalizing inclusive behaviors and on providing tangible resources to help command cadres, leadership and diversity councils, and individual members contribute to achieving this servicewide goal.

The Coast Guard is committed to executing the Commandant’s 2019-2023 Diversity and Inclusion Action Plan, which has the following three lines of effort:

1. Development of D&I Acumen: Build education and awareness around D&I strategic goals to increase cultural intelligence and to identify the unique value of our total workforce.
2. Strengthen Leadership D&I Awareness and Accountability: Provide unit leaders with tools to measure, track, and improve their culture of inclusion by aligning their awareness with action.
3. Build and Maintain an Inclusive Total Workforce: Create a robust outreach plan to recruit an increasingly diverse workforce representative of the Nation that we serve, and execute standard Coast Guard-wide learning to promote inclusive leadership.

Asian American and Pacific Islander Demographics¹

	Asian American		Pacific Islander	
Male	914	1.7%	258	0.47%
Female	349	0.63%	123	0.22%
Total	1,263	2.28%	381	0.69%

¹ The Coast Guard has a high percentage of members (~12%) choosing “decline to respond” as their race. Members self-select their race and ethnicity and are allowed to decline to respond. These counts represent active duty, reserve, and civilian members that self-selected Asian American or Pacific Islander as their race.