



ADVANCING NAVY CULTURE

JUNE 2023 | PRIDE MONTH



POD - POW NOTES

TELL NAVY LEADERSHIP WHAT YOU THINK! Take the 20-minute **Health of the Force Survey** and tell Navy leadership what you think about Navy programs and policies. Open until August!

HELP YOUTH DEFY DRUGS & ALCOHOL Support Drug Education For Youth (DEFY) – a Navy-wide program that empowers kids ages 9 to 12 to build positive, healthy lifestyle by living drug-free. **Learn more!**

MENTAL HEALTH IS HEALTH Self-care and self-assessment are the first steps in protecting your mental health resilience. Self-care can encompass many aspects such as spiritual, emotional, and physical care. What have you done for yourself today? Find more resources in the Mental Health Playbook. **Download the Mental Health Playbook today!**

ON THE HORIZON

JUNE
OPEN NOW!

OPEN NOW – TAKE THE FEMALE UNIFORM QUICK POLL! Tell leadership what you think about uniform fit and style.

JUNE
29

SEA SERVICE LEADERSHIP ASSOCIATIONS Joint Women’s Leadership Symposium

JUNE
30

2022-23 MCPON Delbert D. Black Leadership Award Nominations Due



Photo by Petty Officer 1st Class Mark Faram

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2023 CAPT JOY BRIGHT HANCOCK AND MASTER CHIEF ANNA DER-VARTANIAN LEADERSHIP AWARDS ANNOUNCEMENT

NAVADMIN 145/23 This NAVADMIN announces the 2023 recipients of the Captain Joy Bright Hancock and Master Chief Anna Der-Vartanian Leadership Awards. Congratulations to the following recipients selected for their inspirational leadership, both on and off-duty:

- Senior Officer:** CDR Cheryl A. Griswold, Naval Survival Training Center Miramar
- Junior Officer:** LT Andrea R. Howard, PCU NEW JERSEY (SSN 796)
- LDO/CWO:** CWO3 Lureatha Harvey, U.S. Fleet Cyber Command/U.S. TENTH FLEET
- Senior Enlisted:** HMCM(SS/SW/EXW/AW) Amanda L. McDevitt, Commander, Submarine Force Atlantic
- Junior Enlisted:** HM1(FMF/SW/AW) Katy Jones, Navy Medicine Readiness and Training Command Beaufort

SUMMER IS THE TIME TO EAT MORE FRESH FRUITS AND VEGETABLES

According to the CDC, only one in 10 Americans are eating enough fruits and vegetables per day. Eating one to two cups of fruit & two to three servings of vegetables improves blood pressure, helps maintain optimal weight, reduces your risk for heart disease and stroke, prevents some cancers, lowers your risk of eye and stomach problems, and overall has a positive impact on your health!

Remember that eating fruits and vegetables keeps you hydrated - especially cucumbers, tomatoes, watermelons, oranges, grapefruit, and even peaches. Try adding them to smoothies, in dessert, or as a snack. Fresh, frozen or canned are all good choices. Questions? **Contact the Physical Readiness Dietitian at Navy Nutrition.**



Screenshot courtesy of DVIDS, *Fad Diets*, by Debbie Dortch



Photo by Petty Officer 1st Class Victor R Navarrete, DVIDS

PRIDE

and Resilience in Naval Service

By Rear Adm. Mike Brown

Reserve Deputy, Office of the Chief of Naval Operations for Information Warfare (N2N6)

June is LGBTQ+ Pride Month. **Happy Pride!** It's a time for Navy's LGBTQ+ service members and civilians, plus family members and allies, to celebrate hard-fought victories to serve the Nation openly and with dignity. It's also a time for Navy leaders to recognize and validate the daily contributions made by LGBTQ+ team members to Navy's global mission.

Along with many other Navy personnel, including SECNAV, I attended the DOD Pride celebration in the Pentagon Auditorium on June 7th. The theme of the event was Resilience, a word with two definitions: "the ability of a substance or object to spring back into shape," and "the capacity to withstand or recover quickly from difficulties." Both definitions of resilience are central to Navy's concept of warfighting. They also describe the historic experience and the current aspirations of Navy's LGBTQ+ workforce.

Many factors contribute to Sailor Resilience. For Navy's LGBTQ+ Sailors and civilians, I believe three principal factors are optimism, integrity, and safe space.

Despite the daily drumbeat of news about actions and attempts to restrict the lives and dignity of LGBTQ+ Americans, there are grounds for optimism for Navy's LGBTQ+ workforce. Federal laws and policies are trending positively. The sea change in public perceptions and attitudes reinforces the gains made by Navy's LGBTQ+ workforce since the repeal of Don't Ask, Don't Tell. And senior Navy leaders publicly embrace the mission-focus and capabilities of all Sailors and civilians, regardless of sexual orientation or gender identity.

Integrity – intimately linked to the Navy Core Value of Honor – is central to the LGBTQ+ experience. Navy leaders leverage incredible expectations upon the force to deliver results, take charge, be adaptable and innovative, and fix or elevate problems. Meeting these requirements requires giving 100% effort, and LGBTQ+ Sailors and civilians display integrity by living their truths so that they can bring their 100% "whole self" to bear in Naval service. The positive implications for warfighting excellence are self-evident.

As the new Flag champion for the LGBTQ+ Advisory Board under the Department of the Navy's DEI Office, my passion is to make the Navy a safe space for LGBTQ+ Sailors and civilians that represent 6-12% of the total force.

How do we build this safe space? As the *Get Real, Get Better* roadmap tells us, we start by clearly defining the problem, using data, leading to evidence-based solutions. In the LGBTQ+ Advisory Board, we benefit from the extraordinary and groundbreaking work at Naval Sea Systems Command (NAVSEA), where the NAVSEA Inclusion Team recently issued a data-driven report on its LGBTQ+ workforce. My goal is to adopt these concepts Navy-wide: use LGBTQ+ workforce data – strictly protected for privacy concerns – to identify and systematically break down barriers that hinder full LGBTQ+ inclusion, engagement, support, and development.

This "barrier analysis" model will be a pillar of LGBTQ+ resilience and, eventually, provide a career-long safe passage to a sector of our total force that was still excluded from Naval service only 13 years ago. Our Navy's finely tuned warfighting readiness demands no less.

DID YOU KNOW?

Frequent moves and deployments can make identifying and addressing identity theft extra challenging for service members. Get a step ahead and take

advantage of tools that safeguard your credit. **Placing a credit freeze** is one of the strongest ways to protect yourself from identity theft.

[FIND OUT MORE](#)



The Navy expanded reimbursement for spouse relicensing costs due to a PCS to include "qualifying business costs" for

orders issued after December 19, 2019. **Reimbursement for spouse business-owner costs** and "qualifying professional re-licensure/recertifications" **may not exceed \$1,000.**

[FIND OUT MORE](#)



Eliminate the stigma - **Mental health is health!**

Not sure where to begin or what to say? Check out the Navy's Mental Health Playbook for ways to start the conversation. Think of it as **preventative maintenance for your brain!**

[DOWNLOAD IT TODAY!](#)

MILITARY CONSUMER MONTH IS COMING!

July is recognized as Military Consumer Month, serving as an annual reminder for Service members and family members to protect their financial futures through awareness and education. The DoD Office of Financial Readiness (FINRED) media kit provides curated content for leaders and Command Financial Specialists to join the collaborative effort of educating Sailors about consumer scams and protections while staying in control of their financial well-being. This knowledge base is an important foundation for service members and their families to make financial decisions that will strengthen their financial well-being. **Download it today** and make a plan to get your command financially fit in July!



Courtesy finred.usalearning.gov



Photo by Petty Officer 3rd Class Thomas Sperduto DVIDS

HELP YOUR TEEN DEFY DRUGS AND ALCOHOL

Drug and alcohol abuse among teens is a concern for all parents, and with good reason: By 12th grade, most teens report having tried alcohol, and nearly half have tried marijuana or other drugs. Drug and alcohol use is associated with numerous negative consequences, including an increased risk of developing dependency, school failure, and poor judgment, which can lead to accidents, unplanned or unsafe sex, and self-harm. LGBTQ+ teens are at a heightened risk for abusing substances. Many, due to bullying or a lack of parental support, meet the risk factors for developing a serious alcohol or drug problem. These risk factors include depression, low self-esteem, feeling like they don't fit in, or a family history of substance use disorders. Find out how you can support teens in a drug-free lifestyle with DEFY.

[READ MORE](#)

RESOURCES

MY NAVY HR SUPPORT SERVICES

Visit: [MyNavyHR Culture & Resilience](#)

MILITARY ONE SOURCE

Call: 1-800-342-9647

Chat: [Military One Source](#)

SAPR CONNECT

Visit: [SAPR Connect](#)

VETERANS CRISIS LINE

Dial 988 then press 1

Visit: [Veterans Crisis Line](#)

SAFE HELPLINE

Call: 877-995-5247

Visit: [Safe Helpline](#)

SAMHSA

Call: 800-662-HELP (4357)

Visit: [SAMSHA-Find Help](#)

NAVY WOUNDED WARRIOR

Call: 855-NAVY-WWP • (628-9997)

Visit: [Navy Wounded Warrior](#)

DONCEAP (DON CIVILIAN EMPLOYEE ASSISTANCE PROGRAM)

Visit: [Magellan Ascend](#)

EMPLOYEE ASSISTANCE PROGRAM BY CNIC

Visit: [ACI website](#)



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