YOUR VOICE MATTERS

Improving our culture requires a personal pledge from each of us to invest in our own mental, physical, and emotional health, while supporting others to do the same. Participating in the 2021 Workplace and Gender Relations (WGR) Survey, is just one step you can take to help us make a positive change to our Navy culture. The WGR Survey is the DoD’s primary means to calculate the prevalence of prior years’ sexual assault, sexual harassment, and gender discrimination in the military. Data from the WGR Survey will help to inform, improve, and develop military policies and programs that impact all military members.

The WGR Survey opened on December 9, and will be available throughout January and February. All Service Members can share their experiences and perspectives regarding gender relations in their workplaces via the full WGR Survey (for randomly selected Sailors) or a new abbreviated WGR Survey (for all other Sailors), which is just 10 questions. Visit https://www.dodsurveys.mil and enter your DoD ID number to determine if you are selected to take the full survey or the abbreviated survey.

- The WGR Survey is accessible via OPA’s survey landing page which is public-facing and does not require a Common Access Card (CAC) to enter.
- Sailors randomly selected to take the full survey will have the option to complete a paper version sent via postal mail (with a postage paid envelope to return their responses) or online version.
- Sailors may take the survey while on-duty.
- All WGR Survey responses are confidential.

PHYSICAL WELLNESS Q&A

Q: Where do I find answers to common questions about the Navy Physical Readiness Program?

A: Information, policy documents and resources supporting the Navy Physical Readiness Program can be found on the MyNavy HR website. Additionally, you can email your questions to PRP@navy.mil.

Q: Where can I find basic information about fitness, nutrition, and active living?

A: Military OneSource provides essential information about physical fitness, nutrition and active living for Sailors and their families.
ON YOUR RADAR

DIVERSITY, EQUITY & INCLUSION (DEI)
Upcoming webinar: February 23 (1200-1300 EST): Unpacking Your Bias
DEI webinars are monthly opportunities to explore various topics around inclusion and diversity. Interested in attending? Please reach out to ALTN_USN_INCLUSION_AND_DIVERSITY@navy.mil

NAVY DRUG AND ALCOHOL DETERRENCE WEBINARS
The Drug and Alcohol Deterrence office continues to host weekly webinars for drug and alcohol program personnel. Visit Navy Drug Detection and Deterrence for the full schedule of upcoming webinars and information on how to join, or email MILL_NDSP@navy.mil.

17 FEB RESFOR Dialogue (Looking Ahead – Testing Before Drilling Out)
24 FEB CNETC Dialogue/Addressing WebDTP and DTP Lite Issues

DOD SPRO 2022 PREVENTION IN EXCELLENCE AWARD
Do you know someone who is working hard to prevent and end sexual assault within the Navy? DoD would like to recognize them. Please go online for more information.

2022 FEDERAL ASIAN PACIFIC AMERICAN COUNCIL UNIFORMED SERVICES AWARDS
Full eligibility and nomination requirements available online. Submit awards to awards@fapac.org using the e-submission template, due date is February 18, 2022, at 2000 EST.

2022 CAPTAIN JOY BRIGHT HANCOCK AND MASTER CHIEF ANNA DER-VARTANIAN LEADERSHIP AWARDS
Full eligibility and nomination requirements available online. Please see NAVADMIN 288/21 for more information. Due date is March 16, 2022.

2022 SOCIETY OF WOMEN ENGINEERS PROFESSIONAL AND COLLEGIATE AWARDS
Full eligibility and nomination requirements available online. Contact the Awards & Recognition Committee Chair at awards@swe.org with any questions. Due date March 31, 2022, at 2359 CST.

MATERNITY UNIFORM PILOT PROGRAM (MPP)
The MPP (NAVADMIN 284/21) launched January 2, 2022 and will conclude September 30, 2026. The program is open to officers and enlisted, Active and Reserve Sailors assigned to CONUS and OCONUS commands. Participation in the program is voluntary and requires command endorsement. Selection for participation will be on a first-come, first-serve basis provided all eligibility requirements are met. More information on the program and eligibility requirements available online.

FOCUSING ON HEART HEALTH AND NUTRITION
BY LCDR MELISSA AMESCUA, MS, RD, OPNAV N17
In February, the focus for nutrition surrounds heart health. This means improving our diet with good nutrition and eating more anti-inflammatory foods that can improve our chances of living longer and protecting our heart. In 2022 the Mediterranean diet, the Ornish diet and the DASH (Dietary Approaches to Stop Hypertension) diet, have been ranked as the top diets to follow for good heart health. Following these approaches can ultimately lead to reduced risk of unwanted weight gain or diseases such as heart disease.
The Importance of Diversity, Equity and Inclusion (DEI) in 2022

Submitted by Dr. Jessica Milam

The people who serve in the US Navy are what makes it great. We all share an incredibly important mission, set of core values and belief in our work. Harnessing the power of diverse experiences, perspectives, and voices strengthens our warfighting advantage, which is why it is our responsibility to ensure each member feels as though they belong -- so that the most powerful Navy in the world doesn't lose capability.

Survey and focus group data have shown that people from under-represented groups have a lower sense of belonging in the Navy than majority groups. If inclusive environments are not created, team members are less likely to feel a sense of belonging, and in turn are less likely to share ideas, ask questions, or be heard. If you think this problem doesn't affect you personally, understand that if each member isn't contributing their best, the entire team suffers. Creating an inclusive culture also means providing resources to those who need them, which is sometimes mistaken as unfair to those who don’t. It is not a zero-sum game, our entire Navy benefits from making sure that every Sailor is provided with the appropriate resources to thrive.

We have much to look forward to in 2022. The 56 recommendations from the Task Force One Navy Report are now enduring DEI initiatives within the Culture of Excellence. Each initiative falls into 5 separate categories, each category being led by a Flag Officer - 26 initiatives have been implemented, 29 initiatives are in progress, 1 initiative is awaiting start. Diversity, equity, and inclusion are fundamental pillars of the Culture of Excellence, and we are excited to continue our DEI work as part of the Culture of Excellence effort to build an environment that supports every Sailor.

We’ve recently released DEI 101 and Full Speed Ahead (FSA 3.0) trainings. Use both as a way to start the conversation and focus your teams on the importance of building trust through inclusion.

Navy’s senior leader support for Diversity, Equity, and Inclusion has been tremendous. While that top level support is a first step, it’s the day-to-day leadership of each and every Sailor that truly influences and impacts our Navy’s success.

Let’s work together to make our teams stronger in 2022.

Building Community Connectedness

Courtesy of Project 1 Small ACT

In addition to unit cohesion and finding meaning in the mission, belonging to a social group can increase a person’s sense of personal value and feelings of connectedness with others. It also gives people access to a larger source of support. According to the CDC (2011), these effects indicate that people who belong to social groups may be more capable of healthy coping in stressful situations. Additionally, group members can notice when someone is struggling with a problem and offer support to that individual. Stronger ties to community organizations may also benefit people by providing better access to formal helping resources outside of the group itself.

A social group may be a formal organization, like a faith-based study group or a petty officer association. They can also be informal, like coworkers who grab lunch together or gym buddies who work out together a few times a week. What’s most important is that the social group is positive and supportive for its members.

For Sailors and their families, two resources to find opportunities for social connection are the Fleet and Family Support Program (FFSP) and the Navy Morale, Welfare and Recreation (MWR) program. FFSPs support individual and family readiness through a full array of programs and resources which help Navy families to be resilient, well-informed and adaptable to the Navy environment. MWR offers diverse programs with something to interest almost everyone, and the offerings are great opportunities to meet others who share similar interests.

Follow Project 1 Small ACT on Facebook and Twitter.
LT Anamarie Gonzalez is a Licensed Clinical Social Worker with the Embedded Mental Health unit attached to Destroyer Squadron 60 in Rota, Spain. Her job brings her face-to-face with many Sailors looking to build resiliency and feel their best mentally and emotionally. “The work doesn’t happen when people are sitting with me or the Behavioral Health Technician at the Sailor Resiliency Center on the pier or interactions aboard the ship; we simply provide the tools for them to apply to their lives both in and out of uniform,” says LT Gonzalez.

To support personal empowerment and help people feel their best mentally and emotionally, LT Gonzalez reminds each of her Sailors they’re a leader, but also makes them think about a leader they valued and why. They get to carry that support, compassion, or personal investment forward to the Sailors they lead and empower the network. To her, the Navy’s unique network is all about connectedness. “No one goes through life alone and it’s important for people to know that there are resources and people (care providers, Chaplains, E-OSC team members) there for them for guidance or support,” said Gonzalez. She also encourages her Sailors to capitalize on their strengths, “the Navy is comprised of profoundly diverse individuals all contributing to the same warfighting team, when people are able to recognize their strengths and what they bring to the fight, they feel more valued and have a better sense of personal fulfillment.” There is always a way to apply your strengths to your role, and the Navy as a whole, to foster cultural change. “When I was a SWO, I determined my strength was being there for my Sailors and advocating for them. My role now in mental health is the best way that I, personally, can be a change agent for this organization. My hope is that everyone is able to find theirs,” says Gonzalez.

As a mental health practitioner, LT Gonzalez recognizes there is still a stigma regarding mental health within the military -- being seen as “weak” if you seek help or negative impacts to your career. However, she wants people to know that the majority of people seen at Embedded Mental Health are deemed fit for full duty (88% over the past 6 months) and that there are many people in the Navy network to support you if you seek help. Each community has its own mental health roadmap (Rota’s is pictured to the left) which outlines the many different avenues of care available from Chaplains to Military OneSource to Military Family Life Counselors to Behavioral Health Technicians and Embedded Mental Health. For her, seeing Sailors take advantage of these resources and share how they approached problems that were initially causing anxiety or stress is the biggest reward.

If you would like to connect with LT Gonzalez, learn more about resources or to nominate a Sailor (active, reserve, or civilian) for the Navigator spotlight please email culturalchampions@navy.mil.