ABOUT THE CCN NAVIGATOR

GUIDING THE WAY OF THE CCN TO SUPPORT SAILORS

This newsletter provides members of the Cultural Champion Network (CCN) with important and timely information, updates, and resources to carry out their roles in supporting Sailors to help the Navy drive towards a Culture of Excellence (COE). This edition primarily focuses on Substance Misuse. To subscribe, click here. Interested in reading past issues of The CCN Navigator? Click here to download!

WE WANT TO HEAR FROM YOU!

Share your feedback with us by emailing culturalchampions@navy.mil

EXPANDED OPERATIONAL STRESS CONTROL (E-OSC) PROGRAM UPDATE

Plans are in full-motion for building a strong peer-to-peer resilience program within every command in the Navy. Early in 2021, 30 Navy Reservists volunteered to leverage their military and civilian skills to provide high-quality virtual E-OSC training. From July to December 2021, that team conducted 10 classes per week across multiple time zones reaching Navy commands all over the world. In the end, a full 2.5 day training was completed for over 2,700 individual team leaders and assistant team leaders, at both active duty and reserve commands. OPNAV N17, in partnership with the Naval Center of Combat and Operational Stress Control, have arranged to provide follow-on training on a recurring monthly basis throughout Fiscal Year 2022. The dates for training will posted soon. For training dates please see next paragraph.

According to NAVADMIN 332/20, commands must establish an E-OSC program no later than January 2022. While E-OSC training has been provided in each of 29 type commands (TYCOMs), there are still some commands who were unable to complete the training due to operational requirements. For those commands who have an E-OSC team still in need of training, please visit the E-OSC home page and click the link for TL/ATL training. If you have questions, please email culturalchampions@navy.mil to be put in contact with an N17 E-OSC representative.
ON YOUR RADAR

DIVERSITY, EQUITY & INCLUSION (DEI)
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.

Upcoming webinar: January 26 (1200-1300 EST): Rollout of DEI 101
The January webinar will give DEI Practitioners a first look at DEI 101, a Fleetwide training that will instill foundational knowledge of diversity, equity, and inclusion best practices. The webinar will provide DEI Practitioners with the guidance necessary to successfully facilitate DEI 101 within their commands, in addition to providing support resources such as supplemental activities and a facilitation guide.

NAVY DRUG AND ALCOHOL DETERRENCE WEBINARS
The Drug and Alcohol Deterrence office continues to host weekly webinars for drug and alcohol program personnel. Upcoming webinars:

20 JAN: Q&A session with the Fleet (Open Dialogue)
27 JAN: Adjudicating Drug Positives

Visit Navy Drug Detection and Deterrence for the full schedule and information on how to join, or email MILL_NDSP@navy.mil.

SPIRIT OF HOPE AND ZACHARY AND ELIZABETH FISHER DISTINGUISHED CIVILIAN HUMANITARIAN AWARD
Each year the Navy nominates individuals or organizations that demonstrate exceptional patriotism embodied by the legendary entertainer Mr. Bob Hope and the Fishers, founders of the Fisher House Foundation (NAVADMIN 294/21). If you know of an individual or organization that volunteers to support our Sailors and their families, please submit a nomination to recognize their exceptional service and support of our military.

Nominations are being accepted until March 11, 2022.

NEW YEAR RESOLUTIONS AND NUTRITION
BY LCDR MELISSA AMESCUA, REGISTERED DIETITIAN
January is the beginning of the new year and for many, now is the time to start anew. This year be realistic with your goals, focus on making achievable lifestyle change that will serve you and improve your performance.

Be mindful of your choices at every meal. Use the plate method to help with being more visual with how your plate looks (½ vegetables, ¼ starch, ¼ lean protein). An assortment of nutritious foods maximizes your intake of vitamins, minerals, and antioxidants, which help boost mental and physical performance.

Be mindful of your drinks and beverages. Increase water intake to .5-1oz per pound per day and avoid any sugary beverages or alcoholic drinks loaded with calories. It may sound like a lot of water, but drinking a big glass of water first thing in the morning is a great way to get a head start.

Focus on moderation and balance. Focusing on restricting your diet encourages us to binge and overeat. Start your meal with the healthy options (like veggies) saving your treat for last, you'll be full from your healthy meal and less likely to overindulge on the sweets.

For more information seek out a dietitian or resources located on MyNavy HR’s nutrition website.
Creating a Culture of Responsible Drinking Post-COVID

Submitted by OPNAV N173 in collaboration with Capt Paul Sargent

Alcohol misuse is a concern for military services because of its adverse impact on readiness and its associated personal problems outside of work. Alcohol misuse has many implications for health and safety, contributing to vehicular accidents and deaths, poisonings, and health conditions. The Navy continues to mitigate these issues through prevention education and treatment.

The importance of these mitigation strategies is particularly pronounced as the COVID-19 pandemic continues to cause increased isolation and, in turn, risky drinking behaviors for many. Research shows a 20 percent increase in alcohol sales in the U.S. during the first six months of the pandemic. While drinking has increased, we have also seen a 25 to 50 percent reduction in DUIs among civilians and a 22% drop in alcohol incidents (ARIs) among Sailors throughout the pandemic (2020-2021). The decrease in alcohol-related incidents may be misleading since shelter-in-place policies implemented to prevent the spread of COVID have kept many in their homes.

The evidence of continued alcohol misuse and increased binge drinking remains concerning and could indicate impending problems as people return to more normal routines. As pandemic-related restrictions relax, Navy commanders and leaders may begin to see increases in ARIs, which could lead to additional stress for sailors as ARIs effect the entire team and work center. Prevention efforts are crucial for getting ahead of these issues.

Leading by example, ensuring command culture does not encourage or foster irresponsible drinking habits and increased availability of sober-friendly activities in which leaders play an active role shows Sailors that alcohol is neither necessary nor expected for fun. Commands can have an annual command picnic, plan command, divisional, or departmental activites like bowling or axe throwing, or hold a Voice competition in the well deck. There are lots of ways to bring people together that don’t include alcohol and give Sailors an opportunity to get to know one another. Feeling like you’re part of a team prevents feelings of depression or lonliness that may lead to the desire to drink.

Leaders should also be attentive to Sailors at the command and note any potentially problematic drinking habits that can eventually result in an ARI. For example, working long work hours without any sight of relief may lead Sailors to self medicate with alcohol. As a leader, you should be cognizant of any extrenuios work schedules and ensure everyone is getting proper time off to recoup from the extra stress before anyone turns to drinking as a way of dealing with it. Addressing these habits before they grow into a bigger problem can help Sailors and their families avoid negative outcomes and addressing these habits early keeps the command mission ready.

The Drug and Alcohol Program Advisor (DAPA) plays a key role as a member of the Command Resilience Team by proactively educating and advising on responsible drinking and risk reduction, and not just reacting to ARIs after they occur.

Navy Drug and Alcohol Deterrence provides resources for commanders, command DAPAs and other drug and alcohol program personnel to assist in prevention efforts for alcohol and other substances. Weekly webinars, a monthly newsletter, fact sheets and other helpful resources are available online.
Trust is one of the key principles of resilience and stress control. Building trust takes time and commitment and there are no shortcuts. The new year is a great opportunity to make building trust one of your resolutions. The rewards, both personally and professionally, are immense.

A study by the National Bureau of Economic Research reported living in a high-trust environment makes people more resilient to adversity. Conversely, it found a loss of trust can erode stress control efforts and increase risk of psychological difficulties. Trust is built through experience and includes certain expectations like acting with integrity, exercising respect and empathy, and trusting others.

Developing trust is critical for people in supervisory and leadership positions. Along with the general tips for building trust, some specific characteristics are helpful to develop the relationship between superiors and subordinates. On the Military Leader website, Phillip Gift, a U.S. Naval Academy graduate and helicopter pilot, describes the components as “the three C's.”

These tips can be particularly helpful for trust-building with Millennial and Gen Z generations (people born from the early 1980’s to late 1990’s), who make up a big portion of most Navy workplaces. For people in these generations, trust is crucial, valuable and hard to earn. Millennials and those from Gen Z consistently rank as less trusting in general when compared to other generations. In order to bridge the gap, remember that age and experience aren't automatic keys to authority, but competence, mentorship, authenticity and accountability can be. It’s also important to check in often. Your Sailors may not ask for feedback, but frequent input on their work and progress affirms that their work is valuable and drives them to strive harder.

Trust is just one of the principles of resilience that can lead to better well-being for you and your teams. For more information on the principles of resilience and stress control, visit the Expanded Operational Stress Control website and follow Project 1 Small ACT on Facebook and Twitter.

FINANCIAL READINESS TRAINING AVAILABLE

Twelve Navy e-Learning (NeL) financial readiness touchpoint training courses are now available to Sailors. The trainings address mandatory requirements established by Congress and DoD Instruction (DoDI) 1322.34 Financial Readiness of Service Members. Training includes modules for individuals to teach specific concepts while others provide leaders with tools to help their team. To make it easier for Sailors to access, these courses are provided via three avenues:

1. These courses are available for enrollment on NeL by searching for “touchpoint” under the Course Catalog tab.
2. The MyNavy Financial Literacy mobile app also now hosts the NeL touchpoint training courses and allows Sailors to submit course completion certificates to their Electronic Training Jacket (ETJ).
3. In-person trainings are available through a Command Financial Specialist (CFS) or a Fleet and Family Support Center (FFSC) Personal Financial Manager. Once in-person training is completed, the Sailor will need to ensure their command records training completion in their ETJ by manually documenting in the Fleet Training Management Planning System (FTMPS) via a Learning Event Completion Form (LECF).

Additional information on financial readiness touchpoint training is available online.

RESOLVE TO BUILD TRUST

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COURTESY OF PROJECT 1 SMALL ACT

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