

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 of The CCN Navigator primarily focuses on Substance Misuse and the rollout of Expanded Operational Stress Control (E-OSC).

Feel free to share The CCN Navigator content with others who may benefit. If you have questions or would like to submit feedback, please contact CulturalChampions@navy.mil. To subscribe, [click here](#).

MAKE SAFETY CRITICAL DURING THE 101 CRITICAL DAYS OF SUMMER

COURTESY OF NAVY DRUG AND ALCOHOL DETERRENCE BRANCH (OPNAV N173)

COVID-19 restrictions are easing, and the world is slowly beginning to reopen. This all comes at the perfect time. It's heating up and we're ready to get out and have fun with all the summertime activities we missed out on during the height of the pandemic. During these activities, it's important to keep safety a priority for yourself as well as family members or buddies you may be hanging with this summer.

Substance Safety

Alcohol, prescription medications, and illicit drugs can disrupt that safety and turn summertime fun into mishaps. Drinking responsibly is key to enjoying summer activities safely. During the past five fiscal years, four percent of off-duty mishaps with Sailors and Marines involved alcohol and 22 percent of fatalities resulting from off-duty mishaps involved alcohol.

Heat-Related Injury

Excessive drinking in hot temperatures can cause dehydration. Your body loses fluids while sweating that must be replaced to avoid overheating, dizziness, or fainting. If enjoying outdoor activities, be sure to drink plenty of water, regardless of whether you're also having alcoholic drinks.

In addition to drinking responsibly and staying hydrated, you can protect yourself from heat-related injury and illness by dressing appropriately in loose and cool clothing and hats, and applying sunscreen with a sun protection factor of 15 or higher before sun exposure.

Water Safety

Alcohol and water activities should not go hand-in-hand. Operating a boat is challenging enough with sun and noise exposure, wind, and motion of the water. Adding alcohol or other impairing substances makes boating even more hazardous – not to mention illegal. Just like having a designated driver if you plan to drink, making sure you have a "sober skipper" on the boat is always a great idea.

Drinking can also increase the risk of drowning due to loss of agility and alertness. Being observant and aware when in and around water is key for safety. Don't overestimate your swimming abilities and avoid water activities in unsafe weather conditions or dangerous waters.

In the case of a heat or water-related emergency, seek medical attention or call emergency responders right away. For more information about ways to stay safe this summer, visit the [Naval Safety Center](#).





JULY OBSERVANCES

National Minority Mental Health Awareness Month is a time to recognize that mental health needs and illnesses do not discriminate based on race, color, gender, or identity. In the Navy, support from our shipmates, leaders, and supporting professionals is expected for every Sailor, every day. This July, let's raise awareness that sustaining diversity, equity, inclusion, and mental health go hand-in-hand. Let's create an environment that normalizes conversations about mental health among our Sailors.

POSTPARTUM POLICY UPDATE TO PHYSICAL FITNESS ASSESSMENT (PFA)

The postpartum policy update, effective 1 July, increases the time allowed to prepare for an official PFA after the birth of a child. This exemption also applies to the Body Composition Assessment and the Physical Readiness Test. Sailors are excused from the PFA until 12 months after giving birth (a 3-month increase) to recover safely.

PHYSICAL WELLNESS PROGRAM REMINDER

Substance abuse often comes with poor nutritional habits, insufficient nutrients, overconsumption of unhealthy foods and even poor absorption. It is a complex topic that may impact the abuser's weight, ability to fight infections, disease risks, and increase one's risk for depression or mental health disorders, depending on the substance an individual is abusing. Good nutrition is a huge part of both prevention and rehabilitation, and recovery. It can restore our mental and physical state and prevent nutrition deficiencies that occur along with poor energy and/or depression. It is recommended to eat a diet rich in fruits, vegetables, lean proteins, healthy fats and high in omega-3's, such as the Mediterranean diet. The Navy PFA app and/or website has lots of nutrition resources that support a healthy lifestyle. Using [My Plate](#) as a reference can also help make better choices. Contact LCDR Melissa Amescua, Registered Dietitian, OPNAV N17 21st Century Sailor's Navy Nutrition Program Manager at melissa.f.amescua.mil@us.navy.mil for more information.

SEXUAL ASSAULT PREVENTION AND RESPONSE (SAPR) OFFICE ANNOUNCEMENT

The Workplace Gender Relations Survey for active duty (WGRA) and reserve (WGRR), is coming soon. U.S. Code Section 481 mandates that the DOD conduct a survey on workplace and gender issues of military members, both active and reserve, every 2 years. These surveys give you the opportunity to have your voice heard and help leadership understand concerns you may have in the workplace. Issues such as sexual harassment, sexual assault and other destructive behaviors that may be happening to service members are addressed in the survey. As the release date gets closer, we will keep you informed of how to access the surveys.

DRUG DETECTION AND DETERRENCE (DDD) ANNOUNCEMENT

The DDD office will host webinars for drug and alcohol program personnel on the following topics and corresponding dates:

July 22: NDSP to WebDTP Migration

July 29: Hemp, CBD and THC

Program and policy updates are available on the [N173A webpage](#). You can also find information about substance misuse and our programs on social media at www.facebook.com/USN.NADAP or www.facebook.com/HQDEFY.

DIVERSITY, EQUITY & INCLUSION (DEI) WEBINARS

DEI webinars are monthly opportunities to explore various topics around inclusion and diversity. For more information, please email N17 DEI at ALTN_USN_INCLUSION_AND_DIVERSITY@navy.mil.

Upcoming webinars:

July 20 (1200-1300 EST): Morality, Ethics & DEI

The July webinar will explore the basic components of popular ethics theories and introduce how they can be applied to Navy decision-making and DEI initiatives as it relates to the DEI practitioner role. Interested in attending? Please reach out to PSC(SW) Sara Knutson at sara.knutson@navy.mil.

WOMEN'S EQUALITY DAY IN AUGUST

On August 26, 1920, the 19th Amendment granting women the right to vote was certified as part of the U.S. Constitution. In 1971, the U.S. Congress designated August 26 as "Women's Equality Day" to honor women's continuing efforts toward equality. When reflecting on the progress of women's equality and the right to vote, it's important to understand the complexity of gender equity. Only white women were able to cast their votes following the 19th Amendment, and it was not until the Civil Rights Act of 1964 that voting rights were extended to all women. Resources related to Women's Equality Day are available on the Defense Equal Opportunity Management Institute [website](#).

RESOURCES



Call: 800-273-8255

Visit: [Veterans Crisis Line](#)

Text: 838255



Call: 877-995-5247

Visit: [Safe Helpline](#)



Call: 1-800-342-9647

Chat: [Military One Source](#)



Call: 800-662-HELP (4357)

Visit: [SAMSHA-Find Help](#)



DoD SAPR Connect:
[SAPR Connect](#)



ANNOUNCING THE ROLLOUT OF EXPANDED OPERATIONAL STRESS CONTROL

BY: CAPT PAUL SARGENT, M.D., OPNAV N17 21ST CENTURY SAILOR OFFICE

The challenges of military life have not decreased over the past decade. Although supporting ground combat operations in the Middle East has become less a part of our recurring deployment plans, the need for a forward deployed and stabilizing presence in the world remains high. The Navy, in particular, provides that first line of defense due to our mobility and expeditionary ethos. For Sailors, accepting that challenge also comes with the need to plan and prepare for managing operational stress.

Combat and Operational Stress Control (COSC) programs are used by military units worldwide to prevent, identify, and manage stress in order to avoid stress injuries and support individuals in sustaining performance through times of hardship. COSC practices and interventions help operational units to prepare for challenges and proactively manage combat and operational stress symptoms before they lead to declines in individual and unit readiness.

Building toughness and resilience through a peer-to-peer methodology is critical to sustaining a Culture of Excellence. NAVADMINS 222/19 and 332/20 mark the expansion of operational stress control programs and the way ahead for the fleet rollout of Expanded Operational Stress Control (E-OSC). Command Resilience Teams (CRTs) are in the process of adopting this approach through tools like the Stress-O-Meter, Unit Assessment, and Buddy Care, which support leaders and commands to better anticipate potential challenges related to Sailor resilience and make timely, flexible interventions.

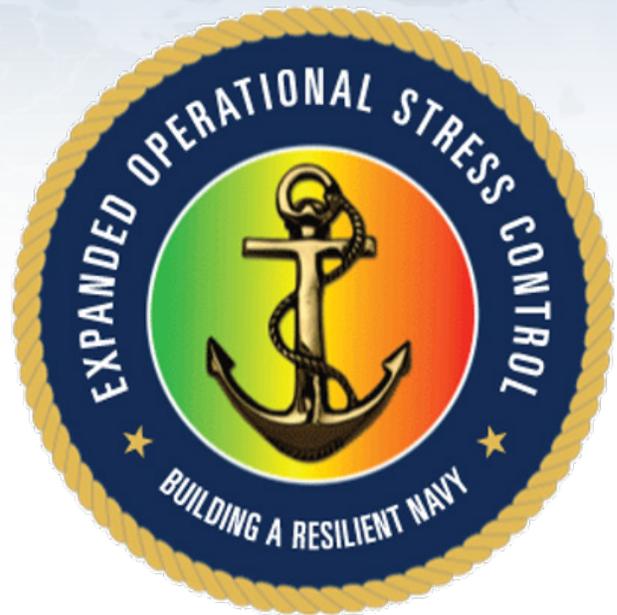
A 12-month pilot kicked off in October of 2020 to demonstrate how this training could be effectively delivered to fleet commands. Data collection for that pilot is ongoing and has already informed revisions to the E-OSC curriculum. While outcome data related to destructive behaviors is premature, the qualitative responses have been consistently favorable. Sailors across all ranks have expressed a real need for this type of programming.

E-OSC is a peer-to-peer program that integrates COSC practices with resilience and mindfulness training to improve the psychological readiness and toughness of Sailors and units. Developed by the Naval Center for Combat & Operational Stress Control (NCCOSC), the comprehensive curriculum is based on best practices for managing combat and operational stress, and for building resilience and mental toughness to improve individual and unit readiness. Evidence-informed practices can enhance resilience and toughness through adaptive coping, positive mindset, behavioral regulation, problem-solving, sleep, physical fitness, mind-body practices, and social support.

During the 2.5-day E-OSC training, Team Leaders learn how to apply 14 separate modules covering basic stress optimization techniques, resilience building, problem-solving, and even command advisement. Through methodical training and practice, E-OSC Team Leaders and the Sailors they support learn about the mind-body connection and how understanding and adapting to stress and challenges can be used to build resilience and toughness.

E-OSC programs are expected to be implemented Navy-wide by January 2022.

For more information you can visit the [E-OSC website](#).





SPOTLIGHT: CDR COREY STRONG

CDR Corey Orlanda Strong is the Commanding Officer of Navy Reserve Military Sealift Command Detachment, U.S. Transportation Command at Scott Air Force Base.

How does your role support COE?

As the Commanding Officer of a Navy Reserve unit, I see my role as a champion of COE. Of course, I am responsible for the mission, but more importantly, I am responsible for the development of my people. "Train" and "Equip" are not just applicable to completing the mission, but to developing the Sailors I am entrusted with leading. COE seeks to develop people holistically in a way the Navy has never done, and I take the responsibility of instilling the COE and Signature Behaviors very seriously.

What does COE mean to you personally?

To be open and honest, I have always felt the Navy, especially ward-rooms, have a lot of room for growth in embracing diverse perspectives. We have frequently allowed the background/social norms of those in charge to become what is considered professional or ideal for a naval professional. When the demographic of leaders is narrow, you tend to leave the talents, culture, and perspectives of a lot of people out from what we consider ideal. COE offers me the opportunity to lead and give personal examples that improve upon the experiences I had as a junior officer as well as those of Sailors I served with whose experiences were different than mine. Most importantly, this opportunity is not a personal quest, but an effort anchored in improving Navy culture and vision.

What is the most rewarding part of your job?

I love developing people. I have experienced leaders who were very reticent to develop people and picked favorites in who they would groom and develop. However, as an officer it is my job to develop all Sailors under my command. I approach every person with the same passion and try to pass on my experiences to make our Navy better. I take great pride in seeing a former E-5 at a new command as SEL, or my former LT at his second reserve command. Those are the moments I will remember when my naval career is complete.

What might people in the Navy not know about what you do to support others?

I have provided a great deal of informal career counseling to junior officers in the reserves. Career briefs don't tell the whole story. Sometimes officers who are great assets to the Navy don't feel comfortable reaching out within their chain of command to get guidance on navigating their career. I was blessed that my first unit commanding officer in the reserves, a Human Resources Captain, sat me down and made it all make sense to me. I make it a personal mission to pass that on to those who are interested and get them focused on how to make the reserves and Navy better. I do not say this as a personal advertisement, although anyone can email me in global if they want to. I pass this on to other leaders to ask them to examine if they have made themselves available to that new Lieutenant or new E-4 for support on how to navigate their careers.

What is one resource for Sailors that you'd like to highlight?

21st Century Sailor under My Navy HR is a great resource for all the programs that we are spending more time on as leaders. I am glad that the Navy is looking at destructive behaviors, such as the reliance on caffeine and sleep deprivation in the Surface Fleet and reforming them for a stronger Navy. It is hard to remember all the programs available, and that section is a great summary of those resources.

Is there anything else you'd like to share with fellow Cultural Champion Network members?

As a reservist, I have the unique perspective of having my primary professional life outside the Navy. The private sector figured out a long ago that diverse brains improves your bottom line. The Navy knows that we are more mission ready and lethal if we leverage our greatest weapon: our people. It is vital that members of the network take an active approach to engage all our people to see what they can bring to the fight. It may be uncomfortable at first, but the rewards of that work will benefit our Sailors, our Navy, and our Nation.

If you would like to connect with CDR Strong or learn more about resources, please email culturalchampions@navy.mil.

