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 Diversity, Equity, and Inclusion.

This month's Sailor Spotlight features **CM1 (SCW) William Root** for his work traveling the world teaching facilitators how to run Full Speed Ahead 3.0. Read more about him on page 2, and learn about FSA 3.0 here.

Check out Page 3 to learn more about how inclusion strengthens the Navy in Celebrating Inclusion Makes Us Stronger, courtesy of Project 1 Small ACT, and get more info about Navy nutrition guidelines and best practices in Nutrition Disparities in the Navy by LCDR Melissa Amescua.

Feel free to share The CCN Navigator content with others who may benefit. To subscribe, click here or email culturalchampions@navy.mil. Interested in reading past issues of The CCN Navigator? Click here to download!

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**DIVERSITY, EQUITY, AND INCLUSION IN ACTION**

**BY LT CONNOR RYAN AND ALISON BRAGAW-BUTLER, N17**

The Navy has undertaken several initiatives to further Diversity, Equity, and Inclusion (DEI) in the Fleet. Two of these initiatives include the NAVPLAN Implementation Framework (NIF), chaired by the VCNO, and Culture of Excellence effects based DEI (formerly Task Force One Navy). The efforts of both initiatives are regularly briefed to Four Star Navy Leaders and seek to improve DEI for all Sailors while increasing warfighting readiness throughout the Navy.

To maximize DEI initiative effectiveness within the Navy, it is essential that DEI measures are understood by the Fleet. The Navy measures diversity by demographic representation among Sailors and civilians, equity by differentiated opportunities/resources throughout a Sailor's career based on individual need, and inclusion by responses indicated in survey results.

A recent example of the Navy’s progress in improving DEI includes raising the aspirational accession goal of enlisted women Sailors from 25% to 30% of all accessions in a fiscal year starting in FY 23. Other examples include offering side-load scholarships to underrepresented groups and having communities review their career paths to ensure equitable opportunities and resources are present. The Navy has also significantly increased the number of its Sailor feedback surveys to better understand and improve inclusive practices for all Sailors in the Fleet.

While the Navy works to improve DEI Fleetwide through various DEI initiatives and programs, it is in our hands as the Sailors and Civilians of the Navy to create inclusive environments for optimal warfighting readiness.

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**FIVE PRACTICES FOR INCLUSIVE LEADERS:**

1. **INVITE DIVERSITY**
2. **BUILD COMMUNITY**
3. **ENCOURAGE COLLABORATION**
4. **MODEL TRANSPARENCY**
5. **SOLICIT FEEDBACK**

To learn more about Diversity, Equity, and Inclusion in the Navy, click here.
CM1 (SCW) William Root serves as a Training Specialist with OPNAV N17. As an Active Reservist, he impacts the Navy’s Culture of Excellence by bringing a unique background and skillset to the team, including his military work as a Seabee and his civilian experience as a teacher and school principal. This combination of military and civilian experience has been invaluable in making the new Full Speed Ahead 3.0 training a reality. CM1 says this training is very important and will be useful to Sailors worldwide because it emphasizes character, competence, leadership, peer and personal accountability and personal growth. This training isn’t about clicking through a PowerPoint to get a certificate and a check mark in your FLTMPS. Instead, it is presented in an engaging format that allows Sailors to see themselves in realistic situations. From there, Sailors can see what “right” looks like and how they can make it happen in their unit, workcenter, division, fire team, or other organization.

For CM1 Root, the Culture of Excellence means operating in an environment where each Sailor is valued for their contribution to the team thereby maximizing their warfighting capabilities. This understanding has impacted his work during Sea and Shore Duty, and even while deployed to Afghanistan.

CM1 Root regularly mentors other Sailors to help them prepare for the future. The most common advice he gives to his shipmates as they prepare for challenging assignments is to have each other's backs. “When we look out for each other, we are a stronger team. Everyone is going to struggle, but when I can help you and you can help me, together we can tackle difficult circumstances and come out stronger on the other side," he says. Root also advises that it is crucial to look for ways to be thankful no matter how stressful a situation can become; there are good things happening all the time. He cites The Happiness Advantage by Shawn Achor, which talks about the “Tetris effect,” meaning that when we begin to focus on possibilities rather than problems we can seize opportunities that might not have been apparent before.

Root follows this advice in his own life as well. He sets himself a goal of finding three positive things to focus on each day - and passes that thinking on to his family by taking time each day during family devotions to have each member focus on their three positive things that day and how they are thankful for them.

In addition to reshaping the fabric of Navy Culture through FSA 3.0, CM1 Root encourages more Sailors to take advantage of the Fleet and Family Support Center. Whether it be through Financial Counseling, Parenting Classes, Deployed Resiliency Counselors, or End of Career classes, they have a wealth of resources that Sailors of all ages, ranks and times of life can benefit from. Developing skills and applying resources when needed is a critical part of problem-solving, not only for individuals but also for teams who are committed to taking care of Every Sailor, Every Day!

To connect with CM1 Root, or nominate a Sailor (active, reserve, or civilian) for the Navigator spotlight please email culturalchampions@navy.mil.
Celebrating Inclusion Makes Us Stronger

Since we often find ourselves navigating uncertainty, establishing a support network that helps us navigate life's twists and turns is a great way to ground ourselves. Individuals inside and outside of our central circles may have helpful insights from their experiences or new perspectives on situations that we have not yet considered. On an individual level, valuing diverse perspectives and leveraging unique mindsets fuels our own personal growth and strengthens our communities.

Inclusion promotes innovation, establishes equity across various networks and lowers instances of negative behaviors. From an organizational perspective, the Navy continues to invest in inclusion and diversity. The Navy defines those terms as:

**Inclusion:** Valuing and integrating each individual’s perspectives, ideas and contributions into the way an organization functions and makes decisions.

**Diversity:** All of the different characteristics and attributes of our Navy Team, which are consistent with Navy core values, integral to overall readiness and mission accomplishment and are reflective of the Nation we serve.

Connection is essential during times of extreme stress. Protective factors against suicide include: a strong sense of community and belonging, psychological and physical safety, strong ties with family and friends, a fulfillment of personal purpose and a contribution or responsibility to others. Investing in your relationships with others and these protective factors prior to a stressful event occurring will help you feel more confident in exercising resilience.

For more information, visit the Project 1 Small ACT blog [here](#), and follow us on [Facebook](#) and [Twitter](#).

Nutrition Disparities in the Navy

**By LCDR Melissa Amescua, MS, LD, RD, OPNAV N171 Dietitian**

Did you know that your social and cultural upbringing may affect your nutrition and health? The Navy is very diverse and Sailors prefer many different types of cuisine and food choices, often due to the preferences of the cultures they were brought up in. These different diets may often include unhealthy amounts of fat, salt and sugar alongside low amounts of fruits, vegetables and whole grains. An unhealthy diet may lead to a higher incidence of disease or conditions such as hypertension, cancer, diabetes, and obesity. That is why, no matter your personal or cultural preferences, evaluating your food choices is key to living a long, healthy life.

It is important to integrate healthy foods in your diet based on individual Culture and Food preferences. For anyone who is wanting to make change and eat a healthy diet make sure you use resources such as the [myplate.gov](#), [USDA dietary guidelines](#), or the [Navy Nutrition webpage](#) and the Official PFA app. To get more personalized assistance, reach out to your local hospital/MTF to contact a dietitian or reach out to your local health promotion coordinator on base to help get you started.
ON YOUR RADAR

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.

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 are available online.

JOIN THE WEEKLY “E-OSC SUPPORT AND BEST PRACTICE HUDDLE” HOSTED BY OPNAV N17 AND NCCOSC STAFF!
Implementing Expanded Operational Stress Control (E-OSC) at your command is a very important process and requires a motivated and Proactive Team Leader. Beginning implementation is challenging and Team Leaders will benefit from the support of other Team Leaders at nearby commands, and subject matter experts at OPNAV N17 and NCCOSC. All Team Leaders are welcome to join in the virtual weekly support meeting to ask questions and solve problems in a collaborative environment.
Commands that feel that E-OSC implementation is going well are encouraged to join in order to share their lessons learned with the wider Navy community.

The meeting occurs every Monday at 13:00EST/10:00PST. If you would like the meeting details, please email: eosc.fct@navy.mil