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 Navigator primarily focuses on Alcohol Abuse, Drug Detection and Deterrence.

To subscribe, click here or email culturalchampions@navy.mil. Interested in reading past issues of The CCN Navigator? Click here to download!

GET REAL, GET BETTER & CULTURE OF EXCELLENCE

On January 11th, the Chief of Naval Operations launched his Get Real, Get Better movement, stating that “History shows the navy which adapts, learns, and improves the fastest gains an enduring warfighting advantage. The essential element is fostering an ecosystem – a culture – that assesses, corrects, and innovates better than the opposition.” This summer, Get Real, Get Better will be combined with Culture of Excellence into one comprehensive approach to advancing Navy culture.


DOD’S OWN YOUR LIMITS CAMPAIGN PROMOTES RESPONSIBLE DRINKING

Drinking alcohol can seem like a ‘rite of passage’ for Sailors as they celebrate their next rank or let loose on leave or in port. However, drinking alcohol excessively can create personal and professional dangers to Sailors. By educating Sailors on what it means to drink responsibly, they can be better prepared to make safe and healthy drinking choices no matter where they are.

The Defense Department’s (DOD) education campaign, Own Your Limits, aligned to the Defense Health Agency, provides Sailors and other Service members with information and resources on topics such as responsible drinking, risks of alcohol misuse, and how to stick to safe and moderate drinking limits. Own Your Limits compliments Navy Alcohol Abuse Prevention and local command efforts and together promote Navy signature behaviors such as ‘exercise discipline in conduct and performance’ and ‘be a leader and encourage leadership in others.’

To get started, leaders and professionals can watch this campaign overview video or review the campaign toolkit and then access the Alcohol Awareness Month Resources Guide to learn more. The campaign website includes articles, infographics, and fact sheets with the latest information and tips on drinking responsibly that can be downloaded, printed, or linked to share. Sailors can use the Drinking Habits Quiz to anonymously check their drinking habits and commit to drinking responsibly. Commands can extend their communication reach by connecting online with Own Your Limits social media on Facebook and Instagram to share engaging graphics and information. Free print and promotional materials available for bulk order from Own Your Limits can supplement local education and initiatives. To stay updated on the latest campaign resources, professionals can subscribe and utilize the quarterly e-Newsletter, The Buzz on Responsible Drinking.

Visit https://www.ownyourlimits.org to find resources that you can share about the effects of alcohol, the consequences of drinking too much, tips for cutting back, and ways to get help. For questions or more information, the campaign can be reached at: dha.ncr.comm.mbx.drink-responsibly@mail.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.

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.

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.

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

MENTAL HEALTH MONTH: FINDING WORK-LIFE BALANCE IN THE NAVY
COURTESY OF PROJECT 1 SMALL ACT
May is Mental Health Month and cultivating a healthy work-life balance is key to navigating the stress of Navy life. The idea of work-life balance may seem at odds with the duties of a U.S. Navy Sailor. When the Navy calls, Sailors answer. Unpredictable schedules, lengthy hours and assignments away from home are some of the many challenges Sailors face. However, there are ways to optimize your own work-life balance, no matter what your job in the Navy.

For Everyone:
- Prioritize and set manageable goals
- Cut yourself some slack

For Sailors with Families:
- Don’t take your work home
- Nurture your personal network

For Leaders:
- Listen to your team
- Send them home when you can

For more information, visit the Project 1 Small ACT blog here, and follow us on Facebook and Twitter.
SURVEYS ARE HELPING SHAPE YOUR NAVY WORLD

GIVING THE SAILOR A VOICE

Surveys – and the conclusions made from their results – are a critical tool in shaping Navy programs and policies. They help objectively demonstrate whether the Navy’s efforts are producing the desired results, and provide important insight into the Sailor, command, community, and Navy.

This means that the Sailors who choose to participate in these surveys are the ones driving Navy policy. This also means that the Sailors who choose to remain silent have fewer opportunities to be heard on important issues. If you pass on taking a survey, the Sailor next to you filling it out is driving change – change you may or may not agree with.

The cornerstone of Navy surveys is the annual Health of the Force Survey that alternates focus between the work environment and Sailors’ personal lives. The results directly inform Navy policies and programs – giving Navy leaders insight into what programs and policies are working and which ones are not. In the 2021 annual survey, we saw improvement in some key DEI related metrics, but also found out that 20% of Sailors are experiencing incivility in the workplace on at least a monthly basis. These results indicate the importance of continuing efforts to promote a more inclusive work environment for all Sailors.

The 2020 annual survey indicated that both men and women are increasingly concerned about the impact of sea/shore rotations on family planning. We will be revisiting this and a range of related issues in the upcoming 2022 Health of the Force survey which launches May 20. If you’d like to participate and ensure your thoughts and opinions shape the Navy world, use the QR code here.

So the next time you see a survey, remember: you aren’t just filling out a form. You’re also stepping up to help shape Navy policy.

ENERGY DRINKS AND WHAT YOU NEED TO KNOW TO BE SAFE

BY LCDR MELISSA AMESCUA, MS, LD, RD, OPNAV N171 DIETITIAN

Consuming energy drinks is very popular among military members. They are often promoted to increase energy, enhance our mental alertness and improve our overall physical performance. Most energy drinks contain large amounts of caffeine alongside other stimulants and ingredients that are not always regulated.

Next to multivitamins, energy drinks are the most popular dietary supplement consumed by American teens, young adults and men between the ages of 18-34 years (nih.gov). These drinks are also known to be used as sports drinks or mixed with alcohol, which should be avoided at all costs, as they can pose a higher health risk. Energy drinks do not provide us adequate nutrition.

As a dietitian, I caution their use since many can and already have ultimately lead to elevated blood pressure, weight gain and increased toxicities that have the potential to harm our bodies. The amount of caffeine, sugar, and unidentified ingredients in these drinks vary greatly, and the health benefits that they claim are typically much more minimal than described on the can or container. There is no requirement to declare the amount of caffeine or other ingredients on the label, so one can consume more than the recommended amount of 400mg for a healthy adult per day. In addition, since there is poor regulation of what ingredients are added to these energy drinks, one may also be consuming illegal substances.

Recently, popular energy drink brands have released new drinks infused with hemp seed oil, a substance which is illegal for military members to consume. While this is not the only energy drink out there with this ingredient, it is your responsibility to know what you are consuming. The foods and the beverages you ingest or consume directly affect your performance and readiness. For more information go to the opss.org website for the prohibited ingredient list and check out these resources as well:

- https://www.opss.org/infographic/whats-your-energy-drink-or-shot
In 2021, CAPT Henry Seong Kim and LT Samuel Kim helped form the Korean American Sailors Association (KASA) to encourage personal and professional mentorship among Sailors with connections to or interest in Korean culture. “Sometimes, just knowing the stories of those who have walked in our footsteps can make all the difference,” said LT Kim, President of KASA. The association exists “for Sailors to explore what makes them a unique addition to the Navy team,” he said.

CAPT Kim connects KASA’s existence to the Navy’s Culture of Excellence. “As a leader, my responsibility is to foster this culture in everyone around me, in my philosophy, in my words, and in my actions,” he said. “That’s why I kindled this small affinity group in order to build inclusivity, a sense of belonging, and mentorship.”

He also called out the strategic importance of diversity in the Navy, and the myriad benefits it provides the force. “Through our diversity we are able to see things more broadly and develop unique approaches to solving problems,” CAPT Kim said. “But I also feel that diversity cannot thrive without inclusivity. Sailors who have unique backgrounds can sometimes feel excluded from more mainstream culture. I recall seeing very few Korean-American Sailors in the wardrooms, crews, and staffs on which I served early on in my career.”

“And like many of us in whatever profession we choose, I struggled at times - many, many times,” said CAPT Kim. He attributes his success in his career to the mentorship he received from another Korean-American officer, to whom he could relate and who helped convince him to remain in the Navy. “And so now I want to create opportunities for others to network, meet others who can serve as mentors, answer questions, encourage talented Sailors to stay Navy, and help our diversity continue to thrive,” he said.

The power of diversity and mentorship hits home for LT Kim. “Embracing every members’ heritage and identity empowers them to embody the signature behaviors of the 21st Century Sailor,” he said. “I am a native Texan with a bachelor’s in film production, born to Korean immigrants, who thought it would be a good idea to try his hand at flying for the Navy with no previous experience or desire for aviation. Talk about fitting that round peg in a square hole. Effective mentors in my career found creative ways to listen to my unique story and apply my diverse background towards meaningful results.”

These Sailors are optimistic about what the future holds for KASA and for diversity in the Navy. “We hope to grow this network where we can share some of the perspectives and lessons learned unique to serving in the Navy,” LT Kim said. “It’s a place where we can celebrate our culture and common identities, and inspire the future of the Navy through representation and mentorship.”

To learn more about KASA, find them on Facebook.com/groups/usnkasa. To connect with CAPT Kim or LT Kim, or nominate a Sailor (active, reserve, or civilian) for the Navigator spotlight please email culturalchampions@navy.mil.