ABOUT THE CCN NAVIGATOR

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 Physical Readiness.

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.

UPCOMING CCN NAVIGATOR NEWSLETTER CHANGES

April will be the last issue of the CCN Navigator newsletter in its current form. The Navy Culture and Force Resilience Office (OPNAV N17) is streamlining efforts, so the May 2023 issue of the newsletter – renamed “The Navigator” – will be a 2-page briefing of the most important updates from N17, with links to learn more. Stay tuned!

PHYSICAL FITNESS AND FUELING FOR THE FUTURE

BY LCDR MELISSA AMESCUA, MS, RD, OPNAV N17 DIETICIAN & LT GEOFFREY CIARLONE, PHD, OPNAV N17 PHYSIOLOGIST

“Fueling for our Future” is a reminder that what we eat today will impact us tomorrow. Every year in March we celebrate National Nutrition Month, and this year’s theme from the Academy of Nutrition and Dietetics is “Fuel for the Future”. Nutrition has such a large impact not only on how we do our day-to-day tasks, but on our long-term health and ability to perform as well. Eating poorly over time will increase our risk for heart disease, obesity, diabetes, and other chronic diseases. For military service members, it also means decreases in their readiness and performance. “Fuel for the Future” also suggests that if you put junk (such as candy, soda, highly processed pre-packaged foods) in your gas tank to fuel your body that you will not go anywhere and will not be able to perform to the best of your abilities. More importantly, it will continue to get worse over time.

Exercise improves sleep quality, joint mobility and flexibility, aerobic and muscular fitness, and your ability to cope with stress. All together, these factors benefit your energy levels, sense of well-being, risk for injury, and performance both on and off the clock. Long-term, maintenance of physical fitness results in improved bone health, balance and coordination, mental health, and life expectancy, resulting in reduced risk for injury and falling, heart disease and high blood pressure, obesity, diabetes, and some cancers. Make sure that physical activity becomes a part of your daily routine en route to becoming a lifelong culture shift that will keep you physically and mentally fit and ready.

To help you get started in making change, the Navy has a fitness and nutrition program called the Navy Operational Fitness and Fueling System (NOFFS). It is located on the MyNavy HR Physical Readiness website, the Official Navy PFA mobile application, and the NOFFS series (Operational, Strength, Endurance, Sandbag) mobile applications. This program can assist anyone who wants to enhance their health and better fuel their future missions in the Navy.
DON'T SABOTAGE YOUR FITNESS GOALS WITH ALCOHOL AND TOBACCO

By Laura Lee, OPNAV N173, Navy Drug and Alcohol Deterrence Team

Service members know that physical fitness is the cornerstone of combat readiness. Physical exercise promotes cardiovascular and muscle performance that is necessary for both combat and routine operations. There is less risk of injury and illness, increased endurance, and improved response to stress when you are in top physical condition.

Alcohol use can hinder fitness goals in multiple ways. Alcohol impairs protein synthesis, which is vital for muscle development and maintenance. Binge drinking causes a drop in testosterone levels and increases cortisol, a hormone that destroys muscles. Alcohol also contains empty calories (calories that do not include any nutritional benefits) and can lead to weight gain. Additionally, alcohol acts as a diuretic and speeds up the bodily loss of fluids and electrolytes, which can lead to dehydration.

It is widely known that smoking and exercise are incompatible; cardiovascular endurance is decreased, resulting in smokers becoming easily winded during workouts. Carbon monoxide binds to red blood cells when you smoke, displacing oxygen. This makes it harder to not only participate in physical exercise, but makes everyday activities more difficult, too. In addition, smokers’ resting heart rate is higher than non-smokers’, making the heart work harder to deliver necessary oxygen to your body. Other negative physical effects of smoking include reduced muscular strength, disturbed sleep patterns, and a higher likelihood of sustaining an injury and more time needed to heal.

Contrary to popular belief, vaping is not a safe alternative to smoking. A study of U.S. Army soldiers found that those who vaped took 27 seconds longer to complete a 2-mile run and could do 4.5 fewer pushups than non-vapers. Another study found that vapers have a higher risk of developing chronic lung disease and bronchitis than non-smokers. Vaping inhibits the body’s immune system and is not a recommended smoking cessation tool.

To ensure you are in the physical condition to perform the best you can, avoid all tobacco products and limit alcohol to moderate (no more than two drinks per day for men and one drink per day for women) use. If you need help quitting smoking, call 1-800-QUIT-NOW (1-800-784-8669) for a free quitting coach, a free plan, and referrals to local resources. You Can Quit 2 (www.ycq2.org) offers education and support for smoking cessation.
The International Career Advancement Program (ICAP) is a unique opportunity open to mid-career Navy professionals—enlisted E7-E8, officers O3-O4 and civilians GS 11-13. Board-selected individuals attend a leader development seminar in Aspen, Colorado presented by the Josef Korbel School of International Studies and the University of Denver and by the Aspen Institute. The purpose of the program is to build upon fellows’ professional network, obtain career advising, find mentors, and garner assistance in helping elevate the voices of underrepresented groups within government agencies and nonprofit organizations.

For several years the Navy has sponsored three ICAP Fellows annually to further its Diversity, Equity and Inclusion strategy by building more-equipped leaders. Navy ICAP Fellows come from varying backgrounds and are proving the value of this program by making positive changes in their respective communities throughout the Navy.

Today, the Navy Diversity, Equity and Inclusion (DEI) team is spotlighting LT Nick Grant, a 2022 ICAP Fellow and Navy Clinical Psychiatrist stationed in Hawaii. LT Grant grew up in Hermosa Beach, CA. As a first-generation college student and clinical psychologist, some of his most cherished values are accountability, boundary-setting, and practicing consent. His hobbies and interests include running, hiking, and volunteering with the Gay & Lesbian Medical Association: Health Professionals Advancing LGBTQ+ Equality, a national nonprofit organization.

Why did you join the Navy?
“My great grandfather was a Culinary Specialist (CS) in the Navy, my stepfather was also in the Navy, a Hospital Corpsman (HM), so I had a small amount of exposure as a young child. From 2016-17 I was serving as an American Psychological Association Congressional Fellow in the Office of US Senator Kirsten Gillibrand (D-NY). Based on my experience in research, advocacy and community engagement with LGBTQ+ communities and the belief that in order to understand and create evidence-informed policy, first-hand experience is essential, I decided to apply through the Direct Accession Program.”

How did you learn about ICAP and why were you inspired to apply?
“I actually learned about ICAP through the MyNavy HR Facebook page. I was randomly scrolling when I saw the post and was really excited to see an advertisement for an opportunity to support the Navy’s Diversity, Equity and Inclusion Strategy through a program that really focuses on building leaders in DEI and giving both space and a voice to those with diverse identities and lived experiences.”

What is your most memorable experience with ICAP?
“Honestly, it is the people and the relationships that I built as a 2022 USN ICAP Fellow. The whole cohort was full of amazing people who are passionate about their work, DEI efforts and supporting one another. The program really does bring together people from underrepresented communities who share passion for supporting one another.”

Have you been able to apply any of the tools you picked-up from ICAP to your day-to-day activities (or otherwise)—noting any immediate value derived from becoming an ICAP Fellow?
“There is so much professional development, mentorship and coaching that goes on during the ICAP retreat that it is hard to share just one take away. The professional career counseling and professional development really helped me gain better understanding of why the “WHY” of what we do is so important. Specifically, ICAP helped me to identify what motivates me to serve as a psychologist in the Navy and what values I bring into my leadership.”

Do you have any advice for perspective Navy ICAP Fellows?
“I would suggest really thinking about why you want to have this experience, how you want to use it to further develop yourself and your leadership style, and what the experience will allow you to bring back to your work in the Navy. Also, don’t hesitate to ask for mentorship and for those closest to you to review your application. I always say, applications are a team effort!”

To become a 2023 Navy-sponsored ICAP Fellow, please see NAVADMIN or send program questions to ALTN_USN_INCLUSION_AND_DIVERSITY@NAVY.MIL. Enlisted E7-E8, officers O3-O4 and civilians GS 11-13 are eligible to apply.

The 2023 ICAP Fellowship consists of an optional (not funded by N1) introductory session in Washington, DC (8 September 2023) followed by a required week in Aspen, CO (22-30 September or 30 September – 8 October 2023). Registration fee (covers lodging, meals and transportation) and air travel for the ICAP Fellowship will be funded by OPNAV N1.

Deadline for Navy applications is 21 April 2023. For more information on ICAP Aspen, please visit: https://www.icapaspen.org.
As a former teen-parent, LCDR Trenise Turner is familiar with breaking down barriers, fighting against stereotypes, and learning how to be resilient. Starting her career with an Associate's degree, LCDR Turner went on to pursue a Bachelor's degree, become a Registered Nurse (RN), have three more children, and is on track to receive her Doctorate of Nursing Practice (DNP) next year. Looking back on her career, LCDR Turner credits her “gold-star family,” her empowering mentors, and other Navy leaders who taught her how to serve with grace, tenacity, and toughness.

“I was a Corpsman from 2005 to 2011 and then in 2011, I was commissioned in Navy Nurse Corps. The best part of my commissioning day was that my big brother was my Commissioning Officer. My brother was one of my strongest proponents, encouragers, and mentors. When he passed away in 2018, I made a promise to him that I will continue my career and become a practitioner. I honor his memory by doing what I said I was going to do and by serving other families.”

As a former Med Surg and travel nurse during the height of the pandemic, LCDR Turner knows the value of a strong team. “What I have grown to be, and how I got there is credited to a lot of people who gave me an opportunity. They helped build my confidence and made me become the type of person that wants to see other people win. Great teams teach others how to take hits but not give up.”

LCDR Turner also recognized various Navy leaders who saw something in her even at times when she did not. “It’s about helping people to reach their goals and to learn to not give up. What would have happened if my Chief didn’t come to me and say, ‘I know right now is a tough time, You’re working multiple jobs and getting through school but let me refer you to this certain program or mentor.’”

When asked about the future of the Navy’s culture, LCDR Turner highlighted the importance of diversity, transformational leadership, and empowering others through action. “The U.S. is blessed with being the most diverse nation in the world, and our diversity is a major strength. Each person and culture bring something wonderful to the table. If we take care of each other and invest in our people, we can come up with great solutions and empower people to empower others.”

As the Navy looks to build stronger people, teams, and leaders, LCDR Turner offered a final reflection, “My life has been a perfect mix of victories, trials, and tribulations. Trials and tribulations keep you humble, and victories keep you encouraged. The point is, there is nothing more powerful than a well-made up mind…so keep going.”
NOMINATIONS SOUGHT FOR NATIONAL BLACKS IN GOVERNMENT (BIG) MILITARY MERITORIOUS SERVICE AWARD

National Blacks In Government (BIG) is one of the Department of Defense (DoD)'s diversity affinity groups and is accepting nominations for National Blacks In Government Military Meritorious Service Award.

The BIG Military Meritorious Service Award honors all military service members or Department of Defense (DoD) civilian employees, men, and women, who have supported the DoD mission, overseas contingency operations, or whose attributes best epitomized the qualities and core values of their respective Military Service and/or DoD Component.

Those interested in submitting for the award should contact Navy Outreach and Engagement coordinator Ms. Wendy Boler at wendy.d.boler.civ@us.navy.mil. Submissions must be made by May 31st.

UPDATE ON COMMAND RESILIENCE TEAM: PRIMARY PREVENTION AND HUMAN FACTORS PROCESS TRAINING

As part of the CNO's call to Get Real and Get Better, the Navy is simplifying, streamlining, and aligning its people, culture, toughness, and resilience programs. This alignment will incorporate Integrated Primary Prevention and Human Factors Process (PP HFP) training to counter destructive behaviors by reducing risk factors and promoting protective factors.

Command Resilience Teams (CRT) are the focal point of PP HFP training. The Navy developed two levels of PP HFP training to provide CRT members and others involved in the prevention of destructive behaviors with the necessary knowledge and skills to perform their duties. Any Sailor or civilian professionals such as Fleet and Family Center Counselors or Integrated Primary Prevention Specialists who wish to take the courses to advance their PP HFP knowledge and skills may do so.

Effective 31 January 2023, this PP HFP training which previously had been hosted by Embry Riddle Aeronautics University has moved to Navy eLearning (NeL). To access this training, please visit Navy e-Learning via https://my.navy.mil/quick-links.html

- Select “Quick Links” then the “Navy eLearning” link, select “Continue” then click your CAC certificate to enter Navy eLearning ELIAAS, select your CAC then “I Agree” then “Login with CAC.”

- Once you are in “My Learning” select “Course Catalog” then enter course number:
  - For CRT PP HFP Basic Training required for all Command Resilience Team members:
    Course number: OPNAV-CRT-PPHFP-B001-1.0
    Select “Enroll.” The course takes approximately 45 minutes.
  - For CRT PP HFP Intermediate Training required for Human Factors Council members:
    Course number: OPNAV-CRT-PPHFP-I002-1.0
    Select “Enroll.” The course takes approximately 2 hours.

Click to download Intermediate Course Training Guide

For further questions about the training contact:

**CDR Tracy Less**  
OPNAV N175  
Training Section Lead  
theresa.c.less.mil@us.navy.mil

**Dan Stallard, PhD**  
OPNAV N170D  
Resiliency Program Manager  
william.d.stallard.civ@us.navy.mil

**YNC (SCW/AW/SW/EXW)**  
Robert L. Rogers  
OPNAV N170C (Millington)  
(901) 874-6949  
robert.l.rogers11.mil@us.navy.mil