



# Improving Representation of Women and Racial/Ethnic Minorities

Report to Congress  
*July 2, 2025*



U.S. Coast Guard

# Foreword

July 2, 2025

I am pleased to present the following report, “Improving Representation of Women and Racial/Ethnic Minorities,” as prepared by the U.S. Coast Guard.

The Don Young Coast Guard Authorization Act of 2022, directs submission of a report on actions taken, or actions planned, to implement recommendations in the Homeland Security Operational Analysis Center of the RAND Corporation report entitled *Improving the Representation of Women and Racial/Ethnic Minorities Among U.S. Coast Guard Active-Duty Members*, released on August 11, 2021.



Pursuant to Congressional requirements, this report is provided to the following members of Congress:

The Honorable Ted Cruz  
Chairman, Senate Committee on Commerce, Science, and Transportation

The Honorable Maria Cantwell  
Ranking Member, Senate Committee on Commerce, Science, and Transportation

The Honorable Sam Graves  
Chairman, House Committee on Transportation and Infrastructure

The Honorable Rick Larsen  
Ranking Member, House Committee on Transportation and Infrastructure

Please direct report inquiries to my Senate Liaison Office at (202) 224-2913 or House Liaison Office at (202) 225-4775.

Sincerely,

A handwritten signature in blue ink, which appears to read "Kevin E. Lunday".

Kevin E. Lunday  
Admiral, U.S. Coast Guard  
Acting Commandant



# Improving Representation of Women and Racial/Ethnic Minorities

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# I. Legislative Language

This report responds to the language set forth in Section 11248 of the Don Young Coast Guard Authorization Act of 2022 (Pub. L. No. 117-263), which reads:

## **SEC. 11248. IMPROVING REPRESENTATION OF WOMEN AND RACIAL AND ETHNIC MINORITIES AMONG COAST GUARD ACTIVE-DUTY MEMBERS.**

(a) IN GENERAL.—Not later than 180 days after the date of enactment of this Act, in consultation with the Advisory Board on Women at the Coast Guard Academy established under section 1904 of title 14, United States Code, and the minority outreach team program established by section 1905 of such title, the Commandant shall—

(1) determine which recommendations in the RAND representation report may practicably be implemented to promote improved representation in the Coast Guard of—

(A) women; and

(B) racial and ethnic minorities; and

(2) submit to the Committee on Commerce, Science, and Transportation of the Senate and the Committee on Transportation and Infrastructure of the House of Representatives a report on the actions the Commandant has taken, or plans to take, to implement such recommendations.

(b) CURRICULUM AND TRAINING.—In the case of any action the Commandant plans to take to implement recommendations described in subsection (a)(1) that relate to modification or development of curriculum and training, such modified curriculum and trainings shall be provided at—

(1) officer accession points, including the Coast Guard Academy and the Leadership Development Center;

(2) enlisted member accession at the United States Coast Guard Training Center Cape May in Cape May, New Jersey; and

(3) the officer, enlisted member, and civilian leadership courses managed by the Leadership Development Center.

(c) DEFINITION OF RAND REPRESENTATION REPORT.—In this section, the term “RAND representation report” means the report of the Homeland Security Operational Analysis Center of the RAND Corporation entitled “Improving the Representation of Women and Racial/Ethnic Minorities Among U.S. Coast Guard Active-Duty Members”, issued on August 11, 2021.

## II. Report

In accordance with Executive Order 14151<sup>1</sup> (“Ending Radical and Wasteful Government DEI Programs and Preferencing”), Executive Order 14173<sup>2</sup> (“Ending Illegal Discrimination and Restoring Merit-Based Opportunity”), and Executive Order 14148<sup>3</sup> (“Initial Rescissions of Harmful Executive Orders and Actions”), and the direction not to expend time and resources on matters related to Diversity, Equity, and Inclusion, this is the Coast Guard’s full submission to the requirement of section 11248 of the Don Young Coast Guard Authorization Act of 2022.

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<sup>1</sup> <https://www.federalregister.gov/documents/2025/01/29/2025-01953/ending-radical-and-wasteful-government-dei-programs-and-preferencing>

<sup>2</sup> <https://www.federalregister.gov/documents/2025/01/31/2025-02097/ending-illegal-discrimination-and-restoring-merit-based-opportunity>

<sup>3</sup> <https://www.federalregister.gov/documents/2025/01/28/2025-01901/initial-rescissions-of-harmful-executive-orders-and-actions>