WELCOME TO THE NAVIGATOR!

GUIDING THE WAY OF THE CCN TO SUPPORT SAILORS

The Navigator monthly newsletter provides members of the Cultural Champion Network 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.

The Navigator replaces the Lifelink monthly newsletter and provides essential updates from several of the Navy’s 21st Century Sailor Office programs. The Navigator highlights individuals, upcoming training opportunities and command resources for Cultural Champion Network members to access. Special editions of The Navigator will also feature resources to enhance your support toward suicide prevention and substance misuse initiatives.

Feel free to share The Navigator content with others who may benefit. If you have questions or would like to submit feedback, please contact CulturalChampions@navy.mil. We look forward to working together to become a more unified team.

MESSAGE FROM THE 21ST CENTURY SAILOR OFFICE (OPNAV N17) DIRECTOR AND SENIOR ENLISTED LEADER

We hope you find this first version of The Navigator useful while we work together as One Navy Team to operationalize the Culture of Excellence (COE). We have combined multiple newsletters in an attempt to make The Navigator a “one stop shopping” monthly update for the Cultural Champion Network. In this inaugural issue of The Navigator and the issues to follow, we welcome your feedback. This cultural change that we are on is not about words. It is about actual measured progress toward a better fighting force through a concerted effort in warfighter development, championing Signature Behaviors, countering destructive behaviors, and effects-based inclusion and diversity. The best answers come from the Fleet and not Washington D.C. We need your input on what is working and what can we improve on.

The Cultural Champion Network should help streamline conversations and care for Sailors while encouraging them to use the many resources available and in development to thrive in any condition. Cultural Champions and emerging leaders already exist in the Navy and are committed to making positive changes for our Sailors. A COE requires commitment from the deckplates to the Navy’s bridge; no one is exempt and there are no bystanders.

As Cultural Champions, you will help drive an inclusive and respectful culture fostering mental, physical and emotional toughness in our Sailors. We are committed to fostering an integrated Sailor support system with your help.

To access the Cultural Champion Network Quick Reference Guide and NAVADMIN, please visit the Culture of Excellence Resources webpage on the Navy Personnel Command website.

Thank you for your dedication to our Navy Team. Keep the press on.

Signature:
REAR ADMIRAL PUTNAM BROWNE
DIRECTOR, OPNAV N17

MASTER CHIEF PETTY OFFICER JERALD BAKER
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CULTURE OF EXCELLENCE
We are all responsible for fostering an inclusive environment. Inclusion and Diversity (I&D) is not just a Human Resources (HR) strategy, it’s a strategy that includes everyone and should be integrated at every level of the organization. While it might start at the top, it’s the duty of the division officers, department heads and work center supervisors to nurture it within their teams and ensure that it is lived by every member of the organization as part of the culture. Inclusion starts with leadership and ends with everyone.

When it comes to implementing I&D within our commands, TF1N is focused on identifying challenges and finding solutions. TF1N is maintaining an active mindset by strategically engaging with anti-discriminatory frameworks aimed towards inclusion for all and the dismantling of any existing unjust barriers.

All TF1N members are implementing Rules of Engagement from three Design Thinking Workshops for TF1N into their roles, which include:

1. Use active language in identifying I&D reform opportunities
2. Focus on Signature Behaviors
3. Keep sustainability in mind
4. Upkeep peer-to-peer accountability
5. Maintain awareness of power dynamics
6. Reckon with history
7. Continue external education
8. Find comfort in the discomfort
9. Get to the core
10. Set the standard in becoming “Anti” rather than “Not”

Don’t miss upcoming I&D observances! Visit the Defense Equal Opportunity Management Institute (DEOMI) Special Observances webpage to find supporting products. DEOMI provides posters, presentations, facts of the day and much more to help you promote and discuss these observances.

The Naval History and Heritage Command also provides an abundance of resources on diversity, including tools to promote Hispanic Americans in the U.S. Navy and the contributions of American Indians to the U.S. Navy (e.g., infographics, information on ships named in honor of Hispanic Americans and American Indians, biographies, blog posts).

For I&D program recommendations and policy guidance, visit the 21st Century Sailor Office’s Inclusion and Diversity webpage. For questions or additional support, please email altn_usn_inclusion_and_diversity@navy.mil.

ON YOUR RADAR

OPNAV INSTRUCTION 1752.2C, FAMILY ADVOCACY PROGRAM
Has your command reviewed and discussed the revised OPNAV INSTRUCTION 1752.2C, Family Advocacy Program dated May 20, 2020? Make a goal to understand the additional Navy policies that aid in the prevention of domestic and child abuse by end of month. The updated instruction is a complete revision and should be reviewed in its entirety; it includes five major changes to previous guidance, including the use of the National Crime Information Center to ensure civilian law enforcement is aware of military protective orders that are issued.

NEW SUICIDE PREVENTION TOOLS AND RESOURCES
Download and share the FY-21 1 Small ACT Toolkit with those supporting suicide prevention efforts across your command. Use the stress navigation resources, graphics, talking points, safe messaging guidelines, event ideas and more to refresh your local engagement plan. Turn to the Defense Suicide Prevention Office’s Postvention Toolkit and supporting resources to support Sailors who may be grieving the loss of a loved one after a suicide.

SUICIDE PREVENTION TRAININGS
The Suicide Prevention General Military Training (GMT) and GMT Lesson Plan fulfill annual training requirements when augmented with information on local resources and crisis response. Visit the GMT and Local Training webpage for additional resources.

For up-to-date Suicide Prevention program recommendations and policy guidance, visit www.suicide.navy.mil, email suicideprevention@navy.mil or call 901-874-6613.

NAVY BEHAVIOR RESEARCH AND DEVELOPMENT PROGRAM UPDATE
OPNAV’s Registered Dietician and Exercise Physiologist recently created a Navy Fitness Stakeholder Group. The working group consists of all major organizations in the Navy that focus on fitness initiatives, such as Commander Navy Installations Command (CNIC), Navy Medicine (BUMED), Navy Recruiting Command (NRC) and Navy and Marine Corps Public Health Center (NMCPHC). The group is currently developing goals and objectives, assigning roles and discussing resource-need allocations to better support the fitness needs of Sailors to improve mission readiness. Access more fitness and nutrition resources at the Navy Physical Readiness Program website.

RESOURCES

Call: 1-800-273-8255
Visit: VeteransCrisisLine.net
Text: 838255

Call: 877-995-5247
Visit: SafeHelpline.org

Call: 1-800-342-9647
Live Chat: MilitaryOneSource.mil

Call: 1-800-662-HELP (4357)
Visit: Samhsa.gov/find-help/national-helpline

For the inaugural issue, The Navigator wanted to highlight an individual that exemplifies the Cultural Champion Network’s efforts. The 21st Century Sailor Office team asked Fleet Master Chief Jason M. Haka (FLTCM) some questions to better understand his perspective on the Culture of Excellence (COE) and Cultural Champion Network.

The Navigator chose FLTCM Haka for this spotlight based on his dedication for being a passionate advocate for Sailors—from supporting Navy programs related to mental health to actively listening and responding to Sailors’ concerns, FLTCM Haka embodies COE by promoting organizational trust and ensuring connectedness across commands.

**What do you find the most rewarding about working with Sailors?**
My day-to-day interactions with Sailors across the Fleet—helping champion different programs. Seeing the positive results at the deckplate level is immeasurable. Just today, I spent three hours visiting ~300 Sailors in pre-deployment sequestration to answer any questions prior to their departure to Seventh Fleet commands. I left feeling inspired by their personal sacrifice to ensure our Fleet remains COVID-free. Sailors are selfless; they place the Navy and their shipmates ahead of anything.

**What’s an example you’ve seen of groups in the Navy coming together to support Sailors?**
I do a lot of collaborative work with the Fleet chaplain and embedded mental health specialists. We compare data collected from multiple sources to analyze destructive behaviors and identify Signature Behaviors that reduce unplanned losses. We’re seeing an upward trend of Seventh Fleet Sailors engaging with chaplains, creating a downward trend in suicide-related behaviors. We’re getting more preventative in nature with Command Resilience Teams (CRTs) at the unit level, taking a holistic look at what stressors exist and providing actions to reduce or eliminate those stressors.

**What piece of advice would you give to leaders?**
My advice to all leaders is to never underestimate the impact you have up and down the chain of command, regardless of your rank or years of service. Another piece of advice, and no less important, is to learn to communicate effectively. Listening as a leader is a large portion of our job and we shouldn’t dismiss what our Sailors bring to our attention. Align to your command’s philosophy. It is important to ensure our daily activities support the bigger picture—mission accomplishment.

**How has the Navy’s culture evolved?**
We are a more professional force today than when I joined the Navy in 1992. Largely due to our inclusion and diversity across all warfare domains (e.g., women on ships, submarines and in special operations). This integration maximized our readiness and ensures the best and brightest are serving in every role across our force. While there is still a long road ahead of us, the recent activation of TF1N keeps us on the right track to further evolve into a more diverse and effective fighting force. Our focus on leadership development with Navy Leadership Development Continuum is producing a more professional enlisted force.

**How do you envision the Cultural Champion Network supporting Sailors?**
I think everyone is a part of the success. It’s about getting the right resource, to the right people, at the right time. A lot of deckplate leaders are already on the CRT. When you can collaborate around one topic with diverse leadership, you get the best solution. We’re really transforming our Navy for the 21st century. I’m excited about where we’re headed with the COE and Cultural Champion Network. It is going to be great for our organization and our Sailors when everything is aligned.

*If you would like to be connected to FLTCM Haka, please email CulturalChampions@navy.mil.*