

# THE QUARTERDECK



Naval District Washington (NDW) Monthly Newsletter

**VOL.3 MARCH 2022**



## The Culture of Excellence and You

**W**e, the Naval District Washington (NDW) community, are on the journey together to foster a Culture of Excellence (COE) throughout our region. We hope that this monthly newsletter will be a useful resource for cultivating an NDW COE.

This month, we are introducing the Bravo Zulu section. This section is dedicated to 'shout outs', 'atta boys', and 'well-dones' for staff across the region! If you have a Bravo Zulu you would like to share, please email the COE Newsletter team.

**This March, we honor  
Women's History Month.**

Check out this month's edition  
for the following:



**COE Resources: building confidence in others, becoming mentally stronger, and the healing power of exercise.**



**Join the March Movement Challenge for more activity and better health.**



**Five phone-based apps for lowering your stress.**



**Saying goodbye to Mr. Robert Hubbard of the NDW Information Technology (IT) Department.**



## LEADERSHIP AND YOU

This month, we continue to highlight three of our N-Codes: sharing their missions, significant FY21 accomplishments, and FY22 goals.

[Read More](#)



## MIND, BODY, AND SPIRIT

Learn about some phone-based apps for stress management and the March Movement Challenge. Also, a Navy Chaplain's reflections on making everyday activities spiritual as we move throughout each day.

[Read More](#)



## COE RESOURCES

Additional information, recommendations, and links to TED talks, books, etc., that support our well-being.

[Read More](#)



## DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY

Learn what Diversity, Equity, Inclusion, and Accessibility mean. Additionally, learn about the history of Women's History Month.

[Read More](#)



## VOICE OF THE EMPLOYEE

Let's hear from three fellow employees on what Culture of Excellence means to them.

[Read More](#)





## IN THE SPOTLIGHT

Read about Ms. Kim Smith, NDW IT Specialist, and how she's improved TWMS and other programs that NDW employees use. And about two Fire Chiefs who are saving lives across the Region. And the numerous BRAVO ZULUs!

[Read More](#)



## SERVICES FOR YOU

Read about a new program at NDW that can help you build mental strength, stress management, and resilience.

[Read More](#)



## THINGS TO DO AROUND YOU

Each month, we're bringing you family-friendly and budget-friendly recreational activities throughout the region.

[Read More](#)



## FAIR WINDS AND FOLLOWING SEAS

Let's say Fair Winds and Following Seas to Mr. Robert Hubbard, IT Manager.

[Read More](#)



## CONNECT WITH US

Got a suggestion, or a comment you'd like to share? We welcome your ideas and feedback. Feel free to contact us.

[Read More](#)



## Leadership and You

### TOTAL WORKFORCE MANPOWER MANAGEMENT (N1) TRAINS, SUPPORTS, AND ENSURES SMOOTH OPERATIONS REGION-WIDE

By Ms. Andrea Burckman  
Director, Total Force Manpower Management (N1)



The Total Force Manpower Management Directorate (N1) reports through the Executive Director to the Regional Commander. N1's six divisions have overall region-wide responsibility for delivering a broad portfolio of consolidated advisory and operational services for civilian and military manpower, human resources (HR), and administrative programs for NDW Regional Headquarters, its installations, and approximately 40 other customers, including non-DoD Unit Installation Codes. Major N1 program responsibilities include the following:

- labor-management relations
- misconduct and discipline
- hiring
- position classification
- position management
- grievances
- civilian and military equal employment opportunity programs
- correspondence and directives
- training and professional development
- security clearances
- classified information management
- reserve programs
- records management
- privacy/PII
- alcohol and drug programs for civilians and military
- casualty affairs calls
- funeral honors programs





## Leadership and You

### TOTAL WORKFORCE (N1) (CONT...)

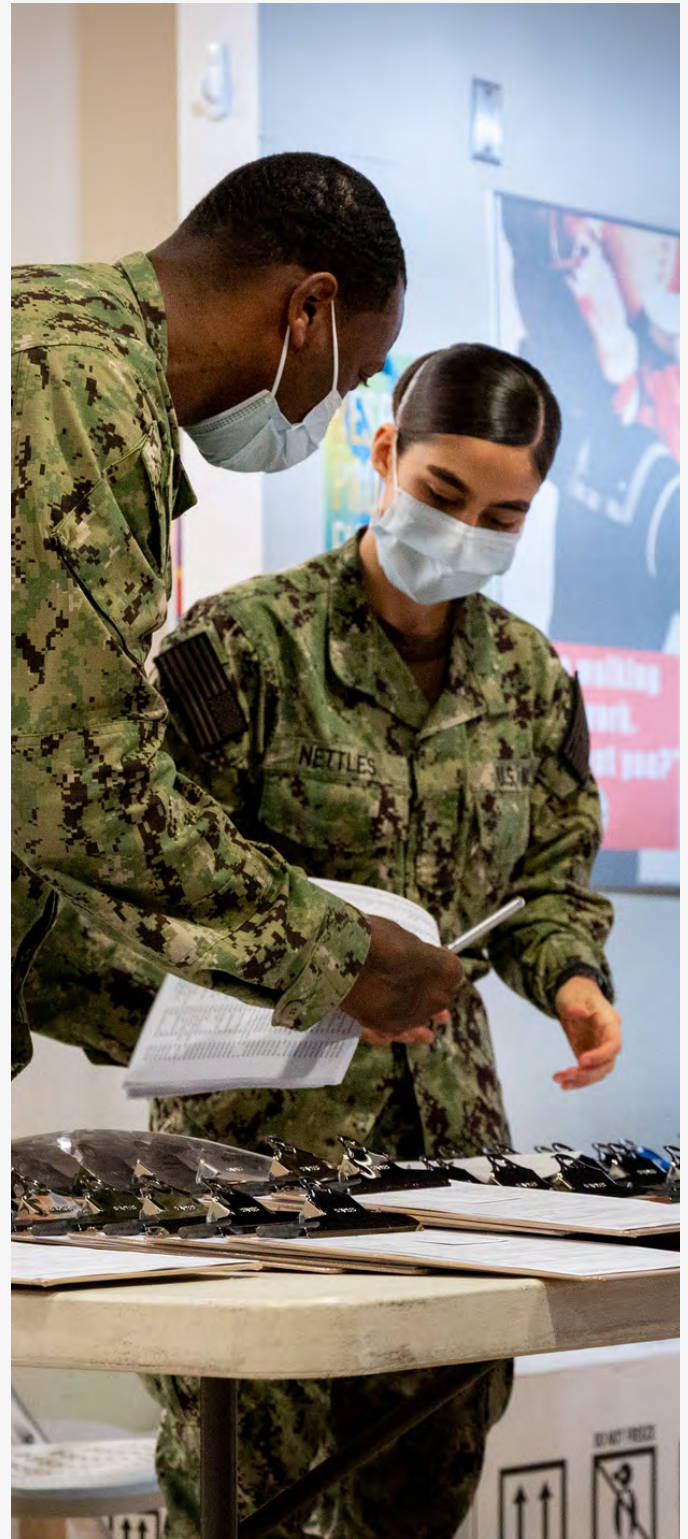
#### ACCOMPLISHMENTS IN 2021

Last year was a very busy year for N1 personnel! N1 personnel advised on a variety of COVID-19 matters pertaining to military and civilian personnel, including interpreting new regulations and policies; tracking COVID-positive personnel and vaccine statuses; advising on proposed discipline for vaccine refusal; and reviewing medical and religious exemptions. In 2021, N1 made major changes to position management board processes in response to a number of emerging issues, including implementation of “manage to budget,” record numbers of gapped billets due to the “great resignation,” and COVID related delays in filling military and civilian billets.

The team responded by developing revised Position Management Board policies to reduce burdens and conducting an AMD scrub so customers could identify needs that could be addressed under the new manage to budget environment. N1 led efforts to reduce labor costs, effecting a reorganization of HR to achieve an 18% labor savings while establishing some higher graded positions to provide expert-level services to customers.

#### GOALS FOR 2022

1. Providing training to customers to increase proficiency in N1 program areas, including directives, employee relations, and EEO.
2. Delivering a robust D&I program with increased outreach and employee engagement.
3. Reinvigorating training and workforce development programs.



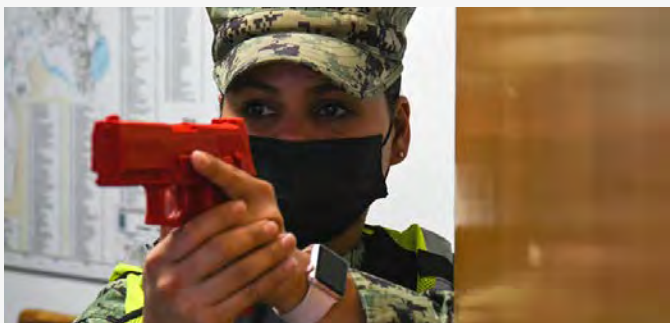


## Leadership and You

### NDW OPERATIONS (N3) HELPS KEEP THE NDW REGION ON TRACK

By Robin Shaffer  
Director, N3

N3's mission is NDW's "operational mission." We support the region's installations and tenant commands with all of the following: fire and emergency services, port and air operations, antiterrorism (AT) and force protection, security and law enforcement, safety and occupational health, exercises and training, dispatch, emergency management, emergency preparedness, and joint operations. The N3 staff coordinates and collaborates with installation leadership and joint and interagency partners to sustain the fleet, enable the fighter, and support the Navy family, while also supporting the NDW Region Commander (REGCOM) and NDW Installation Commander Officers (ICOs).







## Leadership and You

### NDW OPERATIONS (N3) (CONT...)

#### TOP 2021 ACCOMPLISHMENTS

N3 had a productive 2021. Our successes include:



1-12 February

#### Exercise Citadel Shield/Solid Curtain 2021 (CS/SC)

N3 participated in the Exercise Citadel Shield/Solid Curtain 2021 (CS/SC), the annual Capstone Anti-Terrorism (AT) event in the Execution Phase of the Navy Warfare Training System (NWTS). It is the means by which United States Fleet Forces (USFF) and Commander, Navy Installations Command (CNIC) exercise and assess Navy AT Command, Control, and Communications capabilities, and evaluate the readiness and effectiveness of every AT program throughout the U.S. Northern Command (USNORTHCOM) Area of Responsibility. During CS/SC 2021, evaluations of Command and Control (C2) processes and procedures were used to identify gaps and seams in AT C2.

3-14 May

#### Hurricane Exercise/Citadel Gale (HURREX/CG)

N3 participated in the annual Hurricane Exercise/Citadel Gale (HURREX/CG). HURREX/CG exercises prepare us to respond to destructive weather events. Hurricane threat scenarios were used while participants rehearsed personnel and aircraft evacuations, fleet sorties, emergency management, Defense Security Cooperation Agency (DSCA) planning processes, and personnel accountability. The exercise engaged other regional support functions, such as Naval Facilities Engineering systems Command, Naval Supply Systems Command, Fleet and Family Readiness, Fire and Emergency Services, and Emergency Preparedness and Safety, which may all assist with integrating the response to or adjust operations following a severe weather incident. Post-storm reconstitution and recovery operations were a primary focus area for NDW.

6 October

#### DSCA Table Top Exercise/Seminar

N3 hosted and facilitated a DSCA Table Top Exercise/Seminar, in partnership with the Maryland Department of Emergency Management. Participants discussed unique command and interoperability relationships, response protocols, and communication and collaboration capabilities. They also assessed implementation of corrective actions previously identified in after-action reports, while determining if additional gaps or deficiencies existed and how to address them. The seminar facilitated proactive planning and relationship building between NDW and local and state partner agencies.



## Leadership and You

### NDW OPERATIONS (N3) (CONT...)

#### PROJECTED 2022 ACCOMPLISHMENTS

Here's what we look forward to carrying out in the year ahead:



#### Executing Maryland Fleet Week (MFW) and Air Show Baltimore (ASB) 2022

NDW kicked off planning and development efforts at the Concept Development Conference for the upcoming MFW and ASB 2022 event, scheduled for 7-13 September 2022. Commander, USFF is the Officer Scheduling the Exercise. Commander, Navy Region NDW (CNRNDW) is the Officer Conducting the Exercise and the Supported Commander. CNRNDW is overall responsible for coordinating, planning, and executing Navy MFW and ASB participation, and for C2 of events conducted outside designated Force Protection Special Event (FPSE) areas. A Navy strike group Commander is typically designated to serve as the Officer in Tactical Control and the Supporting Commander for CNRNDW. The strike group exercises tactical control for force protection within the designated FPSE areas. Typically, six-eight U.S. Navy, U.S. Coast Guard, and partner navy ships participate.

#### Integrating C-UAS operations into Integrated Shore Operations Center (I-ShOC)

In an effort to improve coverage and situational awareness among our installations, and to better integrate C-UAS operations with our interagency partners, we are establishing an operational desk within our I-ShOC that monitors and operates multiple systems at multiple installations. This integrated capability will provide more timely security response to C-UAS incidents and keep our installations and partners alert to new developments in real-time.

#### Refurbishing Webster Field Fire Station

Webster Field Fire Station has been in need of repair for quite some time. Working with Naval Air Station (NAS) Patuxent River's Public Works Officer, and with support from the NAS Patuxent leadership team, we have identified a path forward to address the maintenance issues while maintaining operational support at Webster Field. If everything goes as planned, we should begin work later this year.

#### Restart the CNIC Navy Security Forces Ashore Training Certification Cycle Process

After shutting down due to COVID-19 restrictions, NDW N3 began the process of evaluating and certifying our installation Security Forces, per the CNIC Ashore Training manual. This is a labor-intensive process that readies our Security Forces to operate in accordance with some very comprehensive guidelines. The region and installation teams are working very hard to get back on track with the certification process.





## Leadership and You

### NDW COMPTROLLER DEPARTMENT (N8) IS THE LITTLE ENGINE THAT COULD

By Mr. Robert Inaba  
Director, N8



Our department is a small one, as Washington Navy Yard departments go—just 25 Financial Management professionals. But we have a big, sweeping mission for the region: budgeting, accounting, financial management, and financial services for all 40 of the NDW programs that constitute the Shore Installation Management mission. We are an “enabler” directorate, since our workload supports all of these programs, and by extension the Region and our own installation.

Much of what we do is considered “backroom” functions. But our work directly benefits NDW’s Sailors and civilian employees, and we want it to be transparent to them. With that in mind, here is a synopsis of what we do:

### Financial Management Policy

We provide advice and guidance to the NDW Regional Command, N-Codes/Special Assistants, Program Directors, and installations on the use of appropriated funds based on laws, regulations, and policy.

### Budget

The NDW Region and its installations execute a roughly \$330 million annual budget across several appropriations. The N8 team is responsible for working with the various stakeholders to develop an executable budget, maximize the use of financial resources, and provide accountability and integrity for budget execution.

### Accounting

These are the truly “backroom” functions I discussed previously. We ensure that transactions are properly recorded in the official record (general ledger). And we make sure that accounting transactions’ document numbers, quantities, units of issue, dollar values, and key supporting documents are all correct and properly recorded. Additionally, we validate that transactions and unliquidated obligations are reviewed and adjusted accordingly. These appear to be mundane tasks, but the goal is to produce reports that provide an accurate accounting of mission costs back to the taxpayer and provide an auditable record for outside auditors.

### Financial Services/Accounting

Financial services are comprised of functions that to some extent have direct interface with customers.

This includes Travel/Defense Travel System support, the Government Purchase Card program, Property Management, and Civilian Time and Attendance (SLDCADA) support.



## Leadership and You

### NDW COMPTROLLER (N8) (CONT...)

#### N8 RECENT HIGHLIGHTS



Here are some of our recent accomplishments:

1. As part of Operation Allies Welcome, we liaised with the Office of the Assistant Secretary of the Navy (Financial Management & Comptroller) to obtain \$1.1 million in Overseas Humanitarian, Disaster, and Civic Aid funds to support Afghan refugees located at NSA Bethesda.
2. We successfully closed out fiscal-year 2021's budget with an obligation rate over 99.8%; one of the highest in the CNIC enterprise. Additionally, we obtained more than \$9 million in end-of-year sweep-up funds to support labor and non-labor requirements for NDW.
3. We successfully closed out the books on the transfer of Joint Base Anacostia-Bolling from the Navy to the Air Force.

### Moving Forward

We are preparing to transition to a new a new General Ledger, Enterprise Resource Planning (ERP), in fiscal-year 2024. This is an internal Financial Management task that is intended to improve overall Navy auditability. It should be completely transparent to anyone outside of the financial management community.



### THE NAVAL DISTRICT WASHINGTON COMMANDING OFFICER'S SUGGESTION PROGRAM IS LIVE!

Here is your chance to share your ideas on how we can make our Region function better and/or address any identified concerns you may have.

Although the form requests contact information, it is not required and anonymous suggestions/concerns may be submitted. All input will be reviewed and addressed as appropriate. Please note, providing contact information allows for follow-up questions and discussion regarding the input that has been submitted.

The Commander's Suggestion Box can be accessed from clicking the icon above or from any of the following locations:

- [NDW G2 Landing Page](#)
- [NDW G2 Team Site](#)
- [Commander's Suggestion Box](#)

Please share your ideas  
and concerns. We want  
to hear from you!



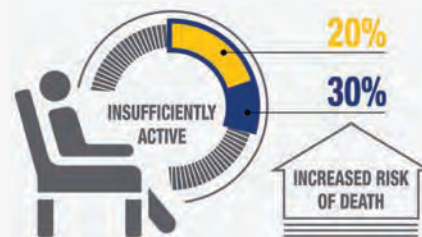


## Mind, Body, and Spirit

### LET'S GET MOVING!

By CAPT Sara Pickett  
Regional SAPRO and COE Champion

For the month of March, the NDW COE team has invited everyone to participate in the March Movement Challenge! With warm sunshine and longer days ahead of us, we are encouraging staff and their families to break out of hibernation and start moving for at least 30 minutes per day. In last month's newsletter, we discussed the importance exercise plays in our heart health. This month, we are diving deeper to share how physical activity/movement affects the entire body.



The research is clear: Not only does physical activity play a significant role in getting us in shape; it's also vital for healthy aging, improved memory and brain functioning (all age groups), emotional well-being, and prevention of chronic diseases. People who are insufficiently active have a 20% to 30% increased risk of death compared to those who are sufficiently active, according to the World Health Organization (WHO). The WHO offers guidelines and recommendations for different age groups and specific populations on how much physical activity is needed for good health at: <https://www.who.int/news-room/fact-sheets/detail/physical-activity>.

The Centers for Disease Control and Prevention provides a plethora of additional information/resources on physical activity, to include data and statistics, community strategies, resources and publications, physical activity basics, and ways to increase/incorporate physical activity in the workplace. This information can be found at: <https://www.cdc.gov/physicalactivity/index.html>.



## Mind, Body, and Spirit

### LET'S GET MOVING! (CONT...)

This month's COE Resources section includes links to multiple TED talks discussing the overwhelming benefits of physical activity, from how movement affects our ability to learn, behave, and perform to how taking a walk can increase our creativity. And in the Things to Do Around You section, we have provided links to many activities that have you enjoying the outdoors, with different festivals across the region and links to hiking trails for you to explore.

So let's ask ourselves, "What are we doing to become more physically active?" If you already enjoy a physically active lifestyle, how are you going to encourage those family members, friends, or co-workers who may not have a physically active lifestyle? How about joining the NDW March Movement Challenge? Movement truly is medicine, and it's free! Whether candid or not, we would love to see a photo of you participating in the challenge.

  Tag us by using #ndwmoves

You may also submit your photos to:  
[ndw.facebook@gmail.com](mailto:ndw.facebook@gmail.com)



Thank you for accepting the challenge!  
Let's get moving.



### A MARCH THROUGH ARLINGTON: BRINGING THE SPIRITUAL INTO OUR EVERYDAY LIVES

By Chaplain Chandler Irwin  
LT, USN, Staff Chaplain, Arlington National Cemetery

Marching through Arlington National Cemetery (ANC), the Chaplain stands 20 paces behind the formation of Sailors comprised of the band, colors, and the ceremonial marchers and 20 paces in front of the caisson. Draped in the American flag, the caisson carries the remains of the one who is being transported to his or her final resting place. The rhythm of the drum and the feet marching in step, the stillness of the air even with the wind blowing, the respect paid by the bystanders with their hands placed over their hearts—these sounds, feelings, and sights all contribute to a sense of sacredness.

As a Chaplain, I have stood in that place many days, marching among the streets of Arlington, passing by tombstones, each of which represents not just our freedom, but also the story of an individual. It is an honor and a privilege to walk among heroes who have served our country. But I wouldn't be completely honest if I didn't share that sometimes it can feel routine. For anything that we do, day-in and day-out, has the danger of becoming monotonous.





## Mind, Body, and Spirit

### A MARCH THROUGH ARLINGTON (CONT...)

I wonder, what are some of those things in your job or your life that may feel routine? What are some of your day-in and day-out activities that feel like you are simply going through the motions, even if they may have felt more meaningful in the beginning? While activities may become routine, they have don't to become any less holy, any less sacred. But we must be intentional with them.

How can we be intentional about bringing the spiritual aspect into those things that we are already doing in our lives? Instead of trying to make room for new spiritual practices in what might be an already too-busy day, what are some of those things that you already do, which you can do with intention to connect with what you consider to be sacred in this world?

In March, our focus is on movement, getting out and moving our bodies. As you build your physical strength in order to be more prepared to accomplish the mission at hand, consider adding a spiritual component to your movement. Religious traditions have connected movement and the spiritual for thousands of years, whether it was pilgrimages to holy places, walking a labyrinth, or practicing yoga. There can be something inherently spiritual about moving our bodies.

As a Chaplain at ANC, I understand that my routine is at the intersection of movement and spirit. By intentionally making space for God's presence as I move with the living and among the dead, the routine remains sacred. Yet, the spirit is something we can each invite into our daily lives, no matter where we work, if we are so moved.



### FIVE STRESS-REDUCING APPS FOR SERVICE MEMBERS

By Rick Docksai  
Editor

When it comes to mental health, our smartphones are a double-edged sword. On the one hand, using them to check our emails, read news, and scroll—sometimes addictively—through our social media feeds can give us things to feel anxious or depressed about. However, smartphone-based “wellness apps” give us excellent tools and tips for lowering anxiety and depression, coping with stress, and boosting our moods. These apps can be especially helpful for Sailors and other members of the military community, who must work through the unique stresses—and sometimes, traumas—of military life.

Life is stressful at times. Military life, all the more so. And for some serious stresses, it's certainly wise to seek professional help. But simple stress-management, self-care, and self check-ins are free. And some help for making them into daily practices is just a smartphone keypad click away.

Read on for some good examples of wellness apps.



## Mind, Body, and Spirit



### Breathe2Relax

Described by its designers as a “portable stress-management tool,” it’s got detailed presentations on how stress affects the body, combined with guided breathing exercises for easing stress. The breathing exercises target the brain’s “fight-or-flight response” and help with mood stabilization, anger management, and anxiety.



### Chill Drill

This app offers breathing exercises for relaxing the body and mind. There are plenty of guided-meditation apps out there, but Chill Drills stands alone: Its exercises were developed specially by the DoD and compiled by Dr. Heidi Bauer, a therapist who works with Service members and their families.



### Provider Resilience

This one is for military health-care providers. The user gets repeated self-assessments for checking mental resilience and looking for signs of compassion fatigue, burnout, or traumatic stress. There’s also a clock that counts down until the user’s next vacation; podcasts with guided meditations; and interactive tools for coping with stress and cultivating feelings of job satisfaction.



### Life Armor

For Service members coping with the challenges of life post-deployment. It presents information on 17 issues that users may be struggling with, such as anger, mild brain injury, relationship problems, substance use, and military sexual trauma. For each topic, the user can take a self-assessment, read information and tips, and watch videos posted by other Service members who live with the same issue.



### Virtual Hope Box

If you’re suffering from depression, this app is for you. It offers “distractions,” such as brain games and word puzzles that require focus; inspirational quotes; suggestions for activities that might lift your mood; and guided meditations.



The DoD-sponsored website Military OneSource has a page with info on these apps and some others you may find helpful. Check it out at:

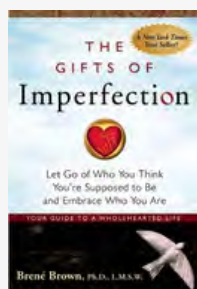
<https://www.militaryonesource.mil/health-wellness/recommended-wellness-apps/way>





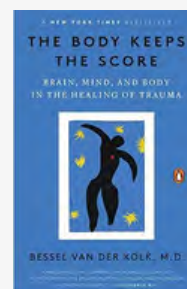
## COE Resources

This section is geared towards providing additional information, recommendations, and links to more COE resources (TED talks, books, etc.) that support our psychological, physical, and spiritual well-being and growth.



### BOOKS

***The Gifts of Imperfection***, by Brené Brown. Dr. Brené Brown, a research professor and thought leader on vulnerability, courage, worthiness, and shame, shares 10 guideposts on the power of “wholehearted living”—a way of engaging with the world from a place of worthiness. URL: [https://www.goodreads.com/book/show/7015403-the-gifts-of-imperfection?from\\_search=true&from\\_srp=true&qid=IE98KqbuwE&rank=1](https://www.goodreads.com/book/show/7015403-the-gifts-of-imperfection?from_search=true&from_srp=true&qid=IE98KqbuwE&rank=1)



***The Body Keeps the Score: Brain, Mind, and Body in the Healing of Trauma***, by Bessel Van der Kolk. A renowned trauma expert, Van der Kolk has spent over three decades working with survivors. In this book, he transforms our understanding of traumatic stress, revealing how it literally rearranges the brain’s wiring—specifically, areas dedicated to pleasure, engagement, control, and trust. URL: <https://www.goodreads.com/book/show/18693771-the-body-keeps-the-score>

### THE CCN NAVIGATOR

The March 2022 issue is available at the following link.

[https://www.mynavyhr.navy.mil/Portals/55/Support/21stCenturySailor/COE/The\\_CCN\\_Navigator\\_March\\_2022.pdf?ver=RxWjn03KiCaz5E6ALuM9jQ%3D%3D](https://www.mynavyhr.navy.mil/Portals/55/Support/21stCenturySailor/COE/The_CCN_Navigator_March_2022.pdf?ver=RxWjn03KiCaz5E6ALuM9jQ%3D%3D)



## CEO Resources

## TALKS

**TED Talk: “How to Build Your Confidence—and Spark it in Others.”**

If we want to create justice and equity, we must first cultivate confidence—especially within women, persons of color, and other groups who have struggled—says educator Brittany Packnett Cunningham. It takes confidence to turn a dream into action and to keep going even when we fail, she says, calling confidence “the necessary spark.” She describes how we can build more confidence in ourselves and each other. URL:

<https://www.youtube.com/watch?v=b5ZESpOAoIU>

**TED Talk: “The Secret of Becoming Mentally Strong.”**

To make our lives better, we must first break the bad mental habits that hold us back, says psychotherapist Amy Morin. She identifies some unhealthy beliefs and attitudes that rob us of our strength and effectiveness, and describes how to give them up and become a stronger and healthier you. URL: <https://www.youtube.com/watch?v=TFbv757kup4>

**TED Talk: “How Movement Makes Us Better Thinkers.”**

A passionate advocate of movement, therapist and physical-education expert Andrew Dalzell uncovers the deep connection between movement and our ability to learn, behave, and perform. He speaks about the deep relationship between movement and brain development, how physical activity improves our cognition from early childhood all the way to adulthood, and what it means to “move well.” URL:

<https://www.youtube.com/watch?v=PcLeVVyBRIs>





## CEO Resources

### TALKS (CONT...)

#### **TED Talk: "Got a meeting? Take a walk."**

Being sedentary has become "the smoking of our generation," says business innovator Nilofer Merchant. And she calls on all of us to break the habit. She suggests a small idea that just might have a big positive impact on our health: Next time you have a one-on-one meeting, make it into a "walking meeting"... and let ideas flow while you walk and talk.

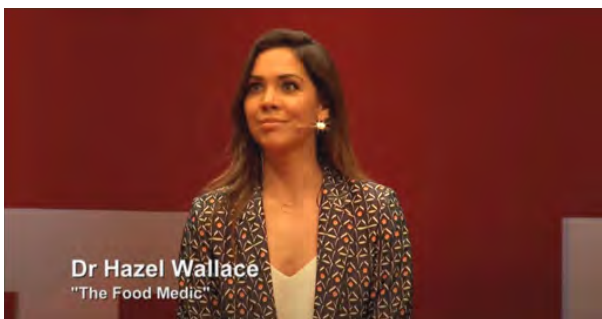
URL: <https://www.youtube.com/watch?v=iE9HMudybyc>



#### **TED Talk: "Movement: The Magic Medicine"**

Dr. Hazel Wallace, a physician and personal trainer, discusses the power of physical activity as a tool to prevent and even reverse certain diseases, from diabetes to heart disease, cancer, and others. She believes it is one of the most under-utilized, under-valued forms of free medicine which has the potential to save lives and transform health.

URL: <https://www.youtube.com/watch?v=vFSCNO8ITMM>



#### **TED Talk: "The Happy Secret to Better Work."**

In this fast-moving and entertaining talk, psychologist Shawn Achor argues that happiness boosts our brain power and inspires more productivity. Instead of working hard because success will lead to happiness, he calls for "changing our formula for happiness": Be more positive in the present, and success will follow.

URL: <https://www.youtube.com/watch?v=fLJsdqxnZb0>



For the latest and greatest happenings in the Region, follow us on social media. We are on **Facebook** at <http://www.facebook.com/NavDistWash> and **Instagram** at <https://www.instagram.com/navdistwash/>



## Diversity, Equity, Inclusion, and Accessibility

### WOMEN'S 'HERSTORY' MONTH

By Desmond Boykin  
Equal Employment Opportunity Specialist

The observance recognizing women's contributions to U.S. society was established in 1987 by Public Law 100-9. This observance runs through the month of March and celebrates the struggles and achievements of women throughout the history of the United States.



The first women to serve in the U.S. Navy were nurses, beginning with the "Sacred Twenty" appointed after Congress established the Navy Nurse Corps on 13 May 1908. The first large-scale enlistment of women into the Navy met clerical shortages during World War I. The second came several months before the United States entered World War II, when President Franklin D. Roosevelt signed Public Law 689, creating the Navy's women reserve program on 30 July 1942. This new law paved the way for officers and enlisted women to enter the Navy.

On 22 February 1974, the Navy designated its first woman aviator. On 7 March 1994, the Navy issued the first orders for women to be assigned aboard a combatant ship, USS Dwight D. Eisenhower (CVN-69). Today, women serve in every rank from seaman to admiral and in every job from naval aviator to deep-sea diver. The Diversity, Equity, Inclusion, and Accessibility (DEIA) Program invites you to inquire about forming an Employee Resource Group dedicated to empowering and educating the women of the NDW Region.

Women Accepted for Volunteer Emergency Service (WAVES) standing in formation at NAS Patuxent River outside the hangars, in the 1940's. Source: <https://www.dvidshub.net/image/3201901/womens-history-month-making-waves-us-navy>





## Diversity, Equity, Inclusion, and Accessibility

1862

In 1862, Sisters of the Holy Cross served aboard USS Red Rover, the Navy's first hospital ship, joining a crew of 12 officers, 35 enlisted, and others supporting medical care. Red Rover remained the only hospital ship in the Navy until the Spanish-American War.



1908

Navy Nurse Corps is established. Esther Hasson is chosen as Superintendent due to her experience as an Army contract nurse aboard hospital ship USS Relief.



1918

During World War I, Opha May Johnson was the first of 305 women to be accepted for duty in the Marine Corps Reserve.



1941

Over 11,000 Navy nurses served at naval shore commands, on hospital ships, at field hospitals, in airplanes, and on 12 hospital ships.



1942

Women's Reserve Corps is created. Ensign Frances Wills and Lieutenant (j.g.) Harriet Ida Pickens are commissioned as the first African-American Women Accepted for Voluntary Emergency Service (WAVES).



1944

Public Law 238 granted full military rank to members of the Navy Nurse Corps. Sue Dauser, Director of the Navy Nurse Corps, received a full commission in the rank of captain and was the first female O-6.



# WOMEN IN NAVAL HISTORY



1948

The Women's Armed Services Integration Act of July 30, 1948 allowed women to serve in the peacetime military with some restrictions. Edna Young became the first black enlisted female to serve in the regular Navy in 1948.



1974

Lieutenant (j.g.) Barbara Allen Rainey became the first designated Navy female aviator in 1974. She attained the rank of lieutenant commander. She was killed in an aircraft crash in 1982 while performing her duties as a flight instructor.



1978

Navy Nurse Joan C. Byrum became the first black female promoted to the rank of captain. The Navy expanded the types of ships on which women could be stationed. Previously, only hospital ships had women permanently stationed on board.



2001

Captain Vernice Armour, USMC, earned her wings in 2001. The Department of Defense acknowledged her as the first female African-American combat pilot in the military during Operation Iraqi Freedom; she completed two tours in the Persian Gulf.



2010

Secretary of the Navy Ray Mabus announced on January 9, 2010, that women would be assigned to Ohio-class submarines.



2014

Admiral Michelle J. Howard was promoted to a four-star admiral. She was the first African-American woman to serve as vice chief of naval operations.

Source: Naval History and Heritage Command. Investigated by Naval Communications Specialist First Class Carrie Bailey, History and Heritage Division. Communications and Outreach Division.

Source: <https://www.history.navy.mil/news-and-events/multimedia-gallery/infographics/history/women-in-naval-history-timeline.html>

## HERITAGE CORNER

By Desmond Boykin

Equal Employment Opportunity Specialist

We all know the importance of women throughout history. But what about the women in our homes, schools, and workplaces? Have you seen the sacrifices a mother or grandmother made for her family? Did a teacher leave a great impact on your life? Did your best friend save the day countless times?

The DEIA Program invites you to share your stories of how a woman in your life inspired you to be the person you are today. Please submit a paragraph or two of a story or thank-you letter to a woman who had an impact in your life. It can be a mother, aunt, sister, grandmother, friend, wife, daughter, teacher, or historical figure.



Please have your submissions sent to: [Desmond.Boykin@navy.mil](mailto:Desmond.Boykin@navy.mil)

The submissions will be collected and shared with the workforce.



## Voice of the Employee

What does COE mean to you personally? Every edition, we invite readers to share their thoughts.



The Culture of Excellence means encouraging diversity and inclusivity across our Navy and appreciating what each Sailor brings to the table.



---RP1 (SW) Ana Dominguez Ruiz  
NDW CREDO



Culture of Excellence is about treating everyone with dignity and respect. Small things can make a big difference, like greeting people with a smile, asking them how their day is going, and treating people the way you would want to be treated. If everyone feels like they're part of the team, we become a more effective and healthier organization.



---LT Dan Fisher  
Aide to the Commandant



When I think about the term "culture," I think about family history, work environment, and personal life. When I think of our NDW's Culture of Excellence, I think of it as a means for NDW to provide us with resources to strengthen our mental and physical well-being, resources to help promote an inclusive workplace, and resources for aligning our work community with "connectedness." I'm looking forward to each monthly newsletter where I can find ways to tap into those resources!



---Ms. Joanne MacKinnon  
Training Performance & Improvement Specialist, NDW Fleet and Family Readiness





## In the Spotlight

### **MS. KIM SMITH** **N6**



NDW N6 Information Technology (IT) takes pleasure in commending Ms. Kim Smith in her outstanding performance, knowledge, and expertise within NDW N6. Using her expert knowledge, she was able to identify discrepancies within TWMS that were affecting employees within N6 and immediately reported the issues to N1 for correction. Her quick notification not only helped our N6 employees; it also assisted N1 in finding and correcting the same issues within other NDW programs. Because of the potential impact of this effort, Ms. Smith and her leadership received a Bravo Zulu email with special thanks and a recommendation to add this effort to her annual appraisal.

Ms. Smith is a valuable asset to the N6 Team, and her amazing customer service support and attention to detail are recognized and very much appreciated. BRAVO ZULU!





## In the Spotlight



**MR. KEVIN GRINDER**  
**REGION FIRE CHIEF, N3**

Region Fire Chief Grinder did an exceptional job preparing, facilitating, and executing all facets of the N30 Fire and EMS program. He oversees all 14 fire stations of all six installations within the Region. Under his leadership, our Region Fire Department has flawlessly executed more than 1,400 calls of service, to include helping our local community with 900 Mutual Aid calls, resulting in lifesaving service, such as putting out structural fires and woodland fires as well as rescuing survivors of vehicle accidents. Fire Chief Grinder continues to establish a Culture of Excellence with Professional Development training for his supervisors, rewarding his officers, and partnering with the community. He has recently coordinated with Pathfinders for Autism First Responder Training and will be hosting their first group event at NDW this fall.



**MR. JOHN GRAY**  
**DEPUTY REGION FIRE CHIEF, N3**

Deputy Region Fire Chief Gray provided outstanding management and oversight to our Fire Prevention, Training, and Emergency Medical Services (EMS) Divisions. This includes all aspects of the Navy Reserve Fire Academy, where he ensures training and qualifications of the reserve units. He also provided oversight to the newly formed EMS Working Group as they produced a department-wide safety stand-down and took on the task of “re-booting” our EMS Program. Chief Gray has also worked a variety of promotion and hiring actions, as well as an in-depth review of our manning and origination charts. In addition to his normal administrative duties, Chief Gray ensures he is always available on his 24-hour shifts to supplement staffing and mitigate overtime. Chief Gray has organized the First Annual Fire and EMS Culture of Excellence (professional development) Day, which includes activities pertaining to Labor and Employee Relations, EEO, and Mental Health for First Responders.



## In the Spotlight

### NDW WOMEN'S HISTORY MONTH 2022



### WOMEN OF TEAM NDW

March is Women's History Month and we join the nation in celebrating the rich contribution of women throughout this month.

We thank the women who make up #TeamNDW for playing an integral role in the success of our Navy. There is no doubt, our Navy is full of trailblazing pioneers who paved the way for the more than 135,000 women serving in our Navy today. These Sailors and civilians, who are also spouses, mothers, daughters, and sisters, have served in every rank and level – from seaman to admiral and from entry level to the Senior Executive Service.

We recognize your contributions, not just this month but all year-round!





## In the Spotlight

### BRAVO ZULU!

Every day, NDW employees are doing great things for each other, the Region and the Navy as a whole. We dedicate this page, each month, to recognizing those members of our community who have gone the extra mile and saying to them, **"Bravo Zulu!" BZ.**

Anyone can submit a Bravo Zulu and we are always accepting submissions.

Please contact us at your first opportunity if you have a coworker or supervisor that you recommend for a BZ.



**BZ to the United States Navy Ceremonial Guard's Alpha Company graduates, who graduated 4 March 2022:** SN Alexis Blackwell, AN Drake Bluman, SN Kevonte Boykin, FN Michael Catania, SN Dominic Deeley, AN Deonta Dukes, AN Hunter Harris, AN Gregory McEnteggart, SN Lyndon Perry, SN Mark Pettie, AN Matthew Rosenberg, AN Marco Ruiz, FN James Soliz, AN Hunter Thornton, and SN Connor Tymenski.



**BZ to our Kennel Master, MA1 Larissa Carmen, and our team of Dog Handlers:** MA3 Brenden Miller, MA3 Fidel Gonzalezmagana, MA3 Audrey Moreno, MA2 Ashley McCain MASN Gabriel Gallegos, MASN Gerald Spitler, MA1 Matthew Jackson, Lt Gregory Bottom, LT Anthony Massey, and LT David Moore. Together, they continue to man the watch and provide outstanding service in a high-tempo, complicated force protection environment across all of this large Region. Hooyah!

**BZ to Military Working Dog (MWD) Teams**—MA3 Miller/MWD Seahawk; MA3 Gonzales/MWD Kato; MA3 Moreno/MWD Skye—for certifying to operate as MWD Teams at our Region Kennel.

**BZ to Tracey Slaughter and LT Dan Fisher** for hosting the JTF-NCR CDRs' meeting. It was an informative session that allowed MG Pepin the opportunity to discuss important topics with all the component CDRs.

**BZ to the entire NDW/NSAB team** for the progress on Bethesda. They got hot water flowing in both buildings, and **N9** has rolled out a new digitized trouble ticket process!





## In the Spotlight

### BRAVO ZULU! (CONT...)

**BZ to the N6 team** for working overtime the weekend of 26-28 February to ensure security systems were working in preparation for the State of the Union address and potential impacts from the trucker convoys.

**BZ to the N3 team** for the prep and flawless execution of the State of the Union tasking.

**BZ to Mr. Phil Romeo and Ms. Brandy Thompson** for their outstanding customer service. They are extremely knowledgeable and responsive to all customer requests.

**BZ to the Region Training Team** for their support to NSA South Potomac with the Training Assist Visit last week.

**BZ to EMN2 Jeffrey Sonberg and STG2 Jacob Mejorado** for their leadership, dedication, ownership, and pride in the Transient Personnel Detachment. Together they reviewed, updated, and created standard operating procedures and instructions to ensure incoming personnel felt welcomed and had a smooth transition to NDW.

**BZ to MA3 Martinez**, who is deployed on Individual Augmentee duty to Kuwait as a dog handler.

**BZ to LTJG Robert Goldinger**, a Reserve Security Officer, who was activated and is serving in Bahrain.

**BZ to the whole N1 team**, who has been working tirelessly for the region at less than 50% manning! It's a rock-star team effort.

**BZ to Ms. Andrea Smallacombe** for her work with and support of the Region Fire and EMS services.

**BZ to NSA Bethesda** for passing its Explosive Safety Inspection.

**BZ to NSA Washington** for passing its Explosive Safety Inspection.

**BZ to HM1 Ryan King**, assigned to NSF Thurmont, for being promoted to Petty Officer First Class through the Meritorious Advancement Program. HM1 King serves as the command's sole Preventive Medicine technician as well as the Force Health Protection Officer. His outstanding performance in these roles resulted in increased safety across the installation through the implementation of amplified sanitation measures and COVID related mitigations.



**BZ to Ms. LaDonna Sanders**, who was received the Meritorious Civilian Service Award and the Distinguished Civilian Service Award for exceptional performance during her tenure at NDW.

**BZ to Ms. Shyla Barnes**, who received the Distinguished Civilian Service Award for her exceptional performance during her tenure at NDW.



## Services for You

### E-OSC: A PROGRAM FOR A MORE RESILIENT, LESS STRESSED NDW

By EMCS Andrew McCullough  
E-OSC Team Lead

Civilians and Service members have a program available to help manage stress and become mentally stronger and healthier. That program is Expanded Operational Stress Control (E-OSC), and it provides peer-to-peer support and prevention for enhancing operational readiness.

The Naval Center for Combat & Operational Stress Control, in collaboration with OPNAV N17, developed E-OSC based on best practices for managing combat and operational stress and for building resilience and mental toughness. Our E-OSC program is led by EMCS Andamo McCullough, with RP1 Greyson Harrelson serving as the Assistant Team Lead.

E-OSC offers general training on Stress-Resilience, Mindfulness, Valued Living, Flexible Thinking, Problem Solving, and Healthy Behaviors. Its core objectives are to build resilience and develop self-care techniques.







## Services for You

### E-OSC (CONT...)

E-OSC promotes peer-to-peer intervention, bolsters resilience, supports identification, mitigation, and management of stress reactions, and fosters an environment where those who need help are empowered to reach out to maintain mission and personal readiness. Additionally, if needed, E-OSC will connect civilians and Service members with the appropriate services.

In addition to EMCS McCullough and RP1 Harrelson, the E-OSC program is comprised of key Team Members (civilian/E1 and above) and Deckplate Extenders (civilian/E6 and above). We are currently looking for a few motivated volunteers to join our team and to become Deckplate Extenders.

If you have something to contribute and are interested in joining the E-OSC Team, please contact:

**MA2 McCain, Ashley**

**Team Member**

[Ashley.j.mccain@navy.mil](mailto:Ashley.j.mccain@navy.mil)

**RP1 (FMF) Harrelson, Greyson**

**Assistant Team Lead**

202-433-3133 (WNY)

[Greyson.c.harrelson1@navy.mil](mailto:Greyson.c.harrelson1@navy.mil)

**EMCS (SW/AW) McCullough, Andamo**

**Team Leader**

202-433-2446

[Andamo.s.mccullough1@navy.mil](mailto:Andamo.s.mccullough1@navy.mil)







## Things to Do Around You

Each month, we're bringing you family-friendly and budget-friendly recreational activities throughout the region. You can boost your health, learn things, have fun with your family, and make new friends, all without spending a fortune.



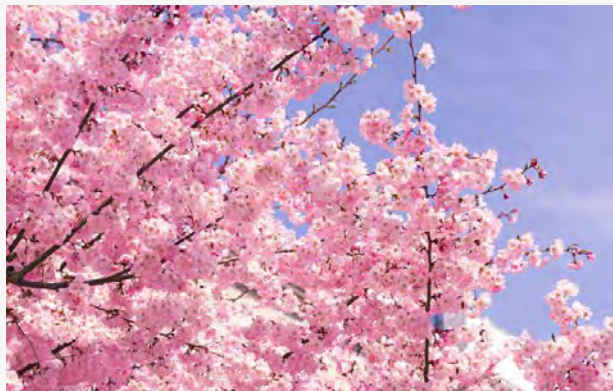
**Artsy, Craftsy, Flowery Fun.** Spring is here, and the Mosaic District in Fairfax, Va., will celebrate its arrival with a family-friendly street festival, Art Blooms at Mosaic. The event will run April 2-3 and feature a huge crafts market of local handmade and vintage goods, a kids' games corner, cherry blossom-themed arts and crafts, fresh produce and snacks from more than 50 vendors, and live music. More details at: <https://mosaicdistrict.com/events/event/art-blooms-at-mosaic/>



**Cherry Blossom Celebration for the Whole Family.** On March 21, the National Park Service announced that the cherry trees around the Tidal Basin have reached peak bloom, meaning 70% of the Yoshino cherry blossoms are open. The length of the peak bloom period depends on weather conditions – a calm, cool weather can extend the length of the blooming period, while a rainy, windy day can blow the blossoms abruptly from the trees! More details at: <https://nationalcherryblossomfestival.org/>



## Things to Do Around You



### **St. Mary's MD Cherry Blossom Festival at Lexington Manor Park**

Date: March 26, 2022

Time: 12 p.m. - 4 p.m.

Location: Lexington Manor Passive Park

21675 South Coral Dr. Lexington Park, MD 20753

Admission: Free

<https://www.visitstmarysmd.com/events/st-marys-cherry-blossom-festival/>



**Let's go Fly a Kite!** No matter how old or young you are, flying kites is fun. And people of all ages will bring their kites to downtown DC for the annual Blossom Kite Festival on Saturday, March 26th, for kite flying in the fields around the Washington Monument. The event is free, and open to all ages. Visit this link for more info:

<https://nationalcherryblossomfestival.org/event/blossom-kite-festival/>



### **Volunteer at the Cherry Blossom Festival Race.**

Runners will take to the DC streets Sunday, April 3, for the annual Cherry Blossom Ten Mile Run and 5K Run-Walk, which raises money for Children's Miracle Network Hospitals. And while registration for this year's running event is now closed, organizers still need volunteers to hand out water bottles to runners on the course on race day. You'll get a few perks for your service—including guaranteed entry into next year's race! For more info, and to sign up to volunteer, go to:

<https://www.facebook.com/events/281364160653298>





## Things to Do Around You



**Yoga While You Hike.** Take part in a free outdoor exercise experience that combines a nature walk with peaceful yoga flows. A group leader will take you and fellow hikers along a 1.5-mile walk on the Georgetown Waterfront's nature trails, and along the way, lead you in a series of yoga stretches and poses. The event will take place Sunday, March 27, with a 10 a.m. start time and Outdoor Voices in Georgetown as its starting point. For more info, and to register, visit: <https://fb.me/e/4E1Utl7ia>

## LOCAL TRAILS & WALKING ROUTES

Recommended by Local Community Recreation Department & NDW Regional Marketing.



### NSF DAHLGREN TRAILS/PARKS

- [Westmoreland State Park](#)
- [Caledon State Park](#)

### NAS PAX RIVER TRAILS/PARKS

- [Calvert Cliffs State Park](#)
- [St. Mary's River State Park](#)

### NSA ANNAPOLIS TRAILS/PARKS

- [Greenbury Point](#)
- [Anne Arundel County Parks](#)

### DC TRAILS/PARKS

- [Rock Creek Park](#)
- [Embassy Row](#)
- [Mt. Vernon Trail](#)

### MARYLAND TRAILS

- [C&O Canal](#)

### NORTHERN VA TRAILS

- [Huntley Meadows Park](#)  
& [Huntley Meadows Bike/Hike Trail](#)
- [Washington & Old Dominion Railroad Regional Park & W&OD Trail](#)
- [Bull Run Occoquan Trail](#)
- [Lake Accotink Park](#)
- [Mason Neck State Park](#)
- [Burke Lake Park & Burke Lake Trail](#)
- [Bluemont Park](#)
- [Great Falls, VA](#)

### OTHER VIRGINIA TRAILS & PARKS

- [Canal Path/Rappahannock River Heritage Trail](#)
- [Cowan Boulevard Trail](#)
- [Fall Hill Trail](#)
- [Virginia Central Railway Trail](#)
- [Shenandoah NPS](#)





## Fair Winds and Following Seas

### MR. ROBERT HUBBARD

On February 28, 2022, Mr. Robert Hubbard retired from NDW, N6 IT department after serving over 45 years of combined military and civilian service. Mr. Hubbard began his career serving in the United States Army, receiving the Bronze Star Medal, Meritorious Service Medal, and numerous honorable medals of accommodation before honorably retiring in 1988 with 20 years of service.

Mr. Hubbard began his civilian service career as a Telecommunications Specialist with the Naval Security Station in 1995, serving as Assistant Department Head for Telecommunication and IT. During his tenure there, he was a member of the planning and design team, responsible for the renovations of telecommunications and network infrastructure for all tenants.

After three years of loyal service with the Naval Security Station, Mr. Hubbard continued his Telecommunications career by accepting a position with Naval District Washington in 1998. He continued to excel in his career when he accepted a position as the NDW N61 Technical Liaison in 2010, providing overall solutions for upgrades and removal of complex installed infrastructure throughout NDW and its installations.



Mr. Hubbard has also volunteered as a high school football coach since 1998 and dedicated over a thousand hours providing mentorship and guidance to the youth in his community. All who encountered Mr. Hubbard will truly miss his dazzling personality, storytelling, and the contributions and dedication he has shown throughout his amazing career.



## Connect with Us

GOT A SUGGESTION, COMMENT, OR IDEA YOU WOULD LIKE TO SHARE?  
WE WELCOME YOUR INPUT.

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For more detailed information, please select your installation at:

<https://www.cnic.navy.mil/regions/ndw.html>