

# THE QUARTERDECK



Naval District Washington (NDW) Monthly Newsletter

VOL. 14 MARCH 2023



## 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.

Check out the Mind, Body, and Spirit section for articles on personal accountability, the importance of exercise, and a Chaplain's thoughts on spiritual "Spring cleaning."

**In February and March, Black History Month and Women's History Month, NDW honors women's and Black Americans' contributions to the Navy and to the nation.**

Check out this month's edition for the following:



**Adding more physical activity to your day. And the April "77 Mile Challenge."**



**NDW Town Hall event remembers Black Americans who served at Navy Yard.**



**A Women's History Program event at NDW.**



**The mission and responsibilities of Navy chaplains.**



## LEADERSHIP AND YOU

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N1 reviews its fiscal-year 2022 accomplishments and its plans for fiscal-year 2023.

[Read More](#)



## MIND, BODY, AND SPIRIT

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Thoughts on personal accountability. Benefits of exercise, and info the upcoming "77 Mile Challenge." And a Navy chaplain's reflections on "spiritual Spring cleaning."

[Read More](#)



## COE RESOURCES

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

[Read More](#)



## DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY

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NDW events honor Black Americans and women who served at the Washington Navy Yard and in the U.S. Navy throughout history.

[Read More](#)



## VOICE OF THE EMPLOYEE

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What does COE mean to you? We invite readers to share their thoughts.

[Read More](#)



### IN THE SPOTLIGHT

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The Navy chaplain mission, and how Navy chaplains serve all of NDW.

[Read More](#)



### SERVICES FOR YOU

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Upcoming training opportunities and upcoming CREDO workshops and retreats.

[Read More](#)



### THINGS TO DO AROUND YOU

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

[Read More](#)



### FAIR WINDS AND FOLLOWING SEAS

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Each month we say farewell to staff retiring across NDW.

[Read More](#)



### CONNECT WITH US

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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 FORCE MANPOWER MANAGEMENT (N1) YEAR IN REVIEW

By Desmond Boykin  
EEO Specialist

Total Force Manpower Management (N1), led by Mrs. Arnita Evans, is a small team with a large mission: We serve as the touch point for staffing, on-boarding, and other critical administrative functions for thousands of customers across all six of the NDW Region's installations. Being understaffed presented some challenges last year, but we adapted, were flexible, stayed dedicated to the mission, and maintained top-notch customer service to NDW Headquarters and the Region day after day, while undergoing a system-wide rebranding effort to more fully implement our core values of professionalism, integrity, teamwork, accessibility, and customer service into all that we do. We also executed several successful job fairs that encompassed numerous internal agencies and allowed for the on-the-spot hiring of more than 27 prospective candidates.



N1's hard work culminated in us being named the FY22 Quarter 4 Team of the Quarter. In 2022, we routed 738 correspondence documents, policies, and awards for signature from the front office. We also spearheaded the rollout of ETMS2; passed the mail inspection with 100% compliance (for the second year in a row); coordinated 1,198 funerals; and held 14 Casualty Assistance Calls Officer (CACO) training classes—resulting in 230 trained CACO specialists.



## Leadership and You

### (N1) YEAR IN REVIEW (CONT...)

N1's Staffing/Recruiting team went through some major changes. Starting with new staff: Five new employees joined the team; four of them in just the last six months. And we organized a new Labor and Employee Relations (LER) staff team. Over the course of their first year with NDW, the new LER staff has worked to get to know NDW operations while working to build rapport with leaders throughout the organization. They worked with supervisors to close out 17 employee relations cases that had been lingering for over a year and to identify areas of needed improvement in order to provide better and more comprehensive LER support. Toward that effort, a half-day Introduction to Labor and Employee Relations for Supervisors training was held last Spring, which reached 83 Supervisors; as well as several additional smaller-scale trainings throughout the year by request, which had a combined attendance of over 130 supervisors.

At the end of the last DPMAP cycle, we also implemented use of the Performance Awards Review Tool (PART), which created a fairer and more equitable system for distribution of performance awards funds. Through hard work with NDW leadership over the course of the year, we are currently 95% on target for the 2023 DPMAP Cycle, which is well above the CNIC standard. And we have several Live Demo Training Sessions scheduled for March, which will offer employees and supervisors a step-by-step refresher demonstration on how to complete the Annual Appraisal process in the Department of Defense Performance Management and Appraisal Program (DPMAP).

And across NDW, from October through mid-February, the staff filled 141 positions, 92 of which were brand-new to NDW. One major achievement is that 51 of the 92 new positions were in the security fields. This follows nine previous months (January-September), in which there were 216 positions filled, 65 of which were new positions in security. The staff has also created an outreach program with the Region, which consists of assigned Human Resources points of contact setting up monthly Drumbeats, site visits, and monthly/bimonthly meetings. The visits and meetings that we have conducted so far were very productive. In the future, we will be working on training/informational sessions to provide helpful advice/tips and guidance on recruiting and staffing.

In January 2022, the updated Position Management Board Instruction was signed, which greatly improved the timeline of Pre-Recruitment Management tool requests. Manpower and Manning processed 121 Pre-Recruitment Management requests, with an average time from submission to approval of nine days—a huge improvement over 2021, when 171 requests were approved, and the time from submission to approval averaged 29 days.

We also implemented an N11 Manpower brief, sent to each installation and headquarters to provide a snapshot of their military, civilian, contract and non-appropriated fund employees; billet vacancy length; critical enlisted fill submissions to Fleet Forces; and unassigned personnel. We are partnering with the Staffing/Recruitment team to conduct outreach during the Drumbeats and site visits. This has been well received.

[Continue to the next page for more \(N1\) year in review.](#)





# Leadership and You

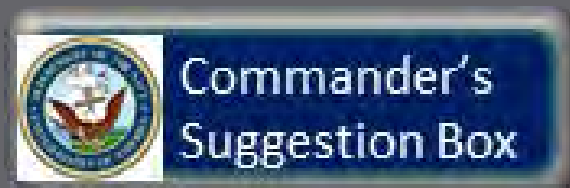
## (N1) YEAR IN REVIEW (CONT...)



Additionally, the N1 Team participated in volunteer opportunities in the local community, such as volunteering at the Capital Area Food Bank, the wreath laying and collection at Arlington National Cemetery, and state and local events that recognized veterans and community leaders.

As 2023 gets underway, so do negotiations for the American Federation of Government Employees Collective Bargaining Agreement, as well as early preparations for the upcoming expiration of the International Association of Fire Fighters Collective Bargaining Agreement in April. We also continue to identify NDW instructions and guidance that fall within the LER purview for review and updating. And we hope to schedule more trainings throughout the year to better equip supervisors and to provide more support to both supervisors and employees.

Our goals for the future are to continue reducing the processing timeline of Pre-Recruitment Management tool requests, provide training on the Total Workforce Management Tool, and more efficiently and effectively maintain activity manning documents.



### THE NDW 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

## BE YOUR OWN ACCOUNTABILITY PARTNER

By Rick Docksai  
Editor

Change is hard, even when it's good for us. Whether we're trying to lose weight, kick an addiction, make more friends, or change our spending habits, we may know what we should do differently, but we run up against our ingrained habits and our comfort levels, which like things just the way they are. People join support groups for a reason: Having an "accountability partner," someone who will push you to keep working on the change, can help you stay on track. Especially in the early stages when you're really struggling. But there is only one accountability partner who will always be there, day or night, with you right up to the very end: yourself.



Is there something in your life you know you want to improve? Then take it upon yourself to improve it. Set the expectation for yourself—I'm going to be sober, I'm going to have healthy relationships, I'm going to lose weight, I'm going to live within my means and build wealth, etc.—and hold yourself accountable for making it happen.

It's a relationship with yourself. And this relationship is vital. Because other people can chime in on your journey and give you advice and support, but none of them can do the work for you. That falls to you, and you alone.



# Mind, Body, and Spirit

## ACCOUNTABILITY PARTNER (CONT...)

“We need to look ourselves in the mirror and ask if we are the reason we are not where we want to be in our lives. What excuses are you making that are keeping you from realizing your potential?” says college wrestling champ Janyssa Berrios in one of the TED Talks in this month’s COE Resources.

She tells how her life changed for the better when she made a practice of holding herself accountable in all things. When she wanted to be a better soccer player, she pushed herself to improve. When she lost a friend, she owned up to how her own behavior had caused the rift and made amends. When she wanted better grades, she did the work to bring them up. Her soccer game, relationships, and schoolwork all improved in ways she’d never thought possible. Later, she took on the challenge of joining the wrestling team—and through her own efforts, was soon outperforming and outlifting the boys.

Holding ourselves accountable can be hard. But to Berrios, it’s worth it, because it empowers us to take action for ourselves and live the lives we want to live.

“By rising above and consciously holding ourselves accountable, we will be able to overcome what was holding us back and achieve things we never thought possible,” she says.

## A Daily Campaign

A good athlete like Berrios keeps practicing, and keeps striving to win. So must each of us, whatever our personal goal might be. We have to pick ourselves up and keep trying, keep working, even if we don’t really feel like it.

“It’s a daily, a weekly, an hourly fight. It’s a campaign of discipline. It’s a campaign of hard work and dedication. Of getting up early and going to bed late and grinding out every second in between,” says ex-Navy SEAL Jocko Willink in another video in this month’s COE Resources.

The work is hard, no doubt. But it’s also this: freeing. You will become free of the self-defeating habits that have brought you down, and free to enjoy the better life you’ve aspired to live.

“Find your discipline. And find your guts. And find your passion. And find your will,” says Willink. “And then, you will find your *freedom*.”







## Mind, Body, and Spirit

### ACCOUNTABILITY PARTNER (CONT...)

#### Enjoy Your Own Company

You may have to say no to people around you—no to that drink, no to that expensive brunch outing, no to that cigarette, no to whatever other people are pushing you to do that you know will sabotage your goal.

You might even find yourself alone sometimes. As long as you're not going full recluse, that's okay. Counselor Julia Kristina, in a third video in this month's COE Resources, tells us, "To enjoy having some time to yourself, to enjoy your own company, that's a good thing."

And when you're taking time to yourself, you can take that time to get in touch with what matters most to you and what you want to change in your life. And then you can hold yourself accountable for making the change.

It's about being true to yourself. And being willing to work hard for yourself. Because you're worth it. You're worth experiencing good things, even when—especially when—they take time and hard work.

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“Think about, ‘Is it going to be difficult now but good for me in the long run?’” says Kristina.

“Then okay, I am worth that effort.”



### THE IMPORTANCE OF MOVEMENT

By CAPT Pickett  
NDW SAPRO and COE Champion

For the second consecutive year, NDW has challenged staff to get moving for the month of March with the March Movement Challenge. How have you fared? Have you been able to get at least 30 minutes of physical activity in every day? Sometimes it may seem like a struggle to dedicate a specific amount of time each day to exercise/physical activity when you may be pulled in multiple different directions with work and your personal life. But the importance of physical activity cannot be overstated. The Centers for Disease Control and Prevention (CDC) emphasizes physical activity is one of the most important things that can be done for our health ([URL: https://www.cdc.gov/physicalactivity/index.html](https://www.cdc.gov/physicalactivity/index.html)). The benefits include improving brain function, reducing the risk of disease, strengthening of bones and muscles, and improving our abilities to do activities of daily living.



# Mind, Body, and Spirit

## IMPORTANCE OF MOVEMENT (CONT...)

The National Institute on Aging is dedicated to understanding the nature of aging and how to extend the healthy, active years of life. Studies have found that “taking it easy” or inactivity is more to blame for older adults losing the ability to do things on their own than age itself. Staying active helps keep and improve strength to remain independent and have energy to do what we want as we age. Additionally, staying physically active can help manage and even prevent some diseases like arthritis, heart disease, stroke, type two diabetes, osteoporosis, and eight types of cancer ([URL: https://www.nia.nih.gov/health/topics/exercise-and-physical-activity](https://www.nia.nih.gov/health/topics/exercise-and-physical-activity)).

Physical activity has both immediate and long-term benefits. For adults, the immediate benefits seen with a single bout of moderate-to-vigorous physical activity include improved quality of sleep, reduced feelings of anxiety, and lower blood pressure. Creating and maintaining a physically active lifestyle for children helps to build a strong foundation for a healthy life and has many benefits:

- Boosts academic performance by improving attention and memory.
- Improves brain health, by reducing the risk of depression.
- Enhances muscular fitness and bone strength.
- Increases heart and lung health by improving blood pressure and aerobic fitness.
- Helps maintain healthy blood sugar levels.
- Helps maintain healthy weight by helping regulate body weight and reduce body fat.

The Department of Health and Human Services Physical Activity Guidelines for Americans 2nd Edition was created based on the latest science with recommendations on how everyone can improve their health through regular physical activity ([https://health.gov/sites/default/files/2019-09/Physical\\_Activity\\_Guidelines\\_2nd\\_edition.pdf](https://health.gov/sites/default/files/2019-09/Physical_Activity_Guidelines_2nd_edition.pdf)). Some of the key takeaways include: Adults need to move more and sit less; any amount of physical activity has some health benefits; physical activity has immediate health benefits; physical activity can help manage more health conditions, such as decreasing pain for those with osteoarthritis and reducing symptoms of anxiety and depression, to name a few.

### Making Time to Move

There is no doubt that exercise is important, but what if you find it hard to carve out 30-90 minutes to dedicate to going to the gym or exercising daily? It is recommended the average adult get 150 minutes of moderate or 75 minutes of high-intensity cardiovascular exercise and two days of resistance training (targeting major muscle groups) each week.

For some of us, getting enough movement into our day/week can be a challenge, but there are simple ways we can increase our daily movement. Do you schedule movement breaks or look for opportunities to increase movement during your workday? Setting a timer for breaks is a simple and highly effective method to increase movement. While sitting/standing at your desk, set a timer for a five- to ten-minute break every hour. During the break, take a quick walk around your work spaces, do light stretches (chest and upper back stretches, spinal twist, and shoulder shrugs), or do body weight exercises like squats, lunges, and pushups in your office. Maybe you do not have the space to feasibly do exercises?



## Mind, Body, and Spirit

### IMPORTANCE OF MOVEMENT (CONT...)

Other things you can do to increase movement include having walking meetings, or creating opportunities to walk—for example, skipping the elevator and taking the stairs, parking farther away from your building, or bringing a smaller water bottle that requires you to walk to a water fountain to fill it up as soon as it is empty. Or try pacing your office when taking a phone call. Not only does pacing increase your activity level; it may also help increase your creativity.

While I fully understand change can be hard, there are things we can do to set ourselves up for success:

1. Schedule breaks and movement into your calendar or watch. I recommend setting a timer because it is a physical/auditory reminder that it is time for a break. It can be easy to get caught up in work and forgot you were going to take a break every hour.
2. Wear or have on hand comfortable shoes.
3. Keep basic fitness equipment nearby. It is more likely to be used if in your line of sight.
4. Finally, find a workout buddy. Social support can increase your motivation, accountability, and interpersonal and professional connections with your peers/coworkers. If you are already physically active, how can you encourage a friend, coworker, or family member who may be struggling to have a physically active lifestyle?

### 77 Mile Challenge

As the month of March comes to a close, we want to thank everyone who participated in NDW’s second March Movement Challenge. To continue the momentum, we invite everyone to continue being physically active and to participate in a “Step into Spring” initiative in which you continue to do a minimum of 30 minutes of physical activity daily for the remainder of Spring. One way to participate in NDW’s “Step into Spring” initiative is to participate in the Region’s Sexual Assault (SA) and Family Advocacy (FAP) program’s “77 Mile Challenge.”

The 77 Mile challenge is in recognition of April being SA and child abuse awareness month and in alignment with the Department of Defense theme of “Step Forward” to prevent, report, and raise awareness of SA and child abuse. NDW staff and families are invited to walk/run/bike 77 miles in the month of April. It’s 77 miles to represent the sum of the numeric values of the following statistics: Every 68 seconds, an American is sexually assaulted; and every 9 minutes, that victim is a child. While completing the 77 miles, you are invited/encouraged to listen to one of two podcasts: the One In Ten podcast or the National Sexual Violence Resource Center’s “Resource on the Go” Podcast.

Starting April 1st, let’s walk, run, or bike and take on the 77 Mile Challenge in support of survivors of sexual violence and child abuse! Whether candid or not, we would love to see a photo of you participating in the 77 Mile Challenge. Let’s keep moving!

**SUBMIT YOUR PHOTOS AND TAG US!**



#NDW77miles

[ndw.facebook@gmail.com](mailto:ndw.facebook@gmail.com)

#RespectProtectEmpower

#MilParentsRock



## Mind, Body, and Spirit

### SPRING CLEANING

By Chaplain Peter Dietz, CDR, USN  
Director, CREDO NDW

Let me confess, my Christmas decorations are still sitting on the floor of my utility room, waiting to be put away. In fact, there is a lot of stuff that needs to be organized, taken to the Salvation Army, or thrown away. It is time for Spring cleaning! Spring is a traditional time for cleaning up and getting things back in order. In the northern states and out west, all that had been covered up by snow becomes exposed as the Spring melt takes place. When we see all that needs to be cleaned up and become a bit more motivated with more daylight hours, we start organizing for another year. We go outside and clean out the garden beds to make room for the new growth.

For Christians and Jews, there is also a kind of Spring cleaning that takes place spiritually. Liturgical Christians spend 40 days of Lent reflecting on their lives in a spiritual sense and preparing to celebrate the new life that is promised in the risen Christ. Jews prepare for the Passover, cleaning the house of leaven bread and remembering the exodus from slavery in Egypt and the journey to the Promised Land. These are some of the rites of Spring: cleaning, reflecting, and remembering.

Why do we do these things? It is easy for clutter to build up, whether it is physical stuff in the garage, emotional issues, or bad habits. Everything seems to have a propensity to become clutter, and we need to stay on top of it before it overwhelms us. And what better time to give these things special attention than Springtime, when the days last longer and we have a bit more joy with the opportunities that await us?

However, sometimes the task of cleaning up can seem to be too overwhelming, and the fact that it is Spring isn't quite enough motivation to tackle what needs attention. The garage has too much clutter, our relationships are filled with too much pain, and addictions to smoking, drinking, or pornography are too strong. Most of the people I visit are working very long weeks with their jobs, standing duty and studying for advancement exams and qualifications. Most people don't have time to take care of working on issues in their own lives.

It is natural for the work of our occupation to overwhelm our time and thoughts. It is easy to be discouraged by the task that lies before us. But as a command master chief once advised me, the way to eat an elephant is one bite at a time. Getting started is usually the hardest step, but with the many free resources available to the military, including your great chaplains, there are plenty of reasons to be encouraged.

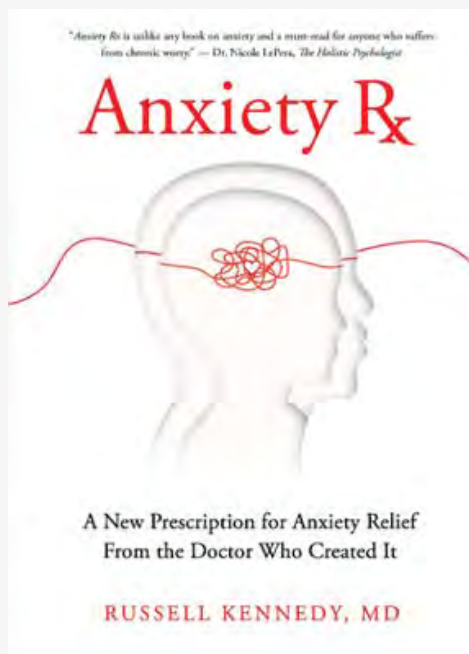
Spring is the season of hope. It is the season of new life. It is a time to make a point of starting to clean house. And you can do it, one bite at a time.





# 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.



## BOOK

**Anxiety Rx, by Russell Kennedy, M.D.** Dr. Kennedy has both suffered from clinical anxiety and treated it in his patients. In Anxiety Rx, he shares the ideas and practices that he has learned—and applied in his own life—to help calm anxiety at its source. Drawing from his personal experiences and his years of clinical practice, he depicts in detail what is going on in your brain and body when you feel overwhelming anxiety, and what you can do about it. URL: <https://www.goodreads.com/book/show/55682556-anxiety-rx>

## THE CCN NAVIGATOR

You can find the March issue available at the following link.

<https://www.mynavyhr.navy.mil/Support-Services/Culture-Resilience/Culture-of-Excellence/>



## CEO Resources

### PODCASTS

**Quitters Podcast:** *An interview with Jameela Jamil.* Our life journeys can really move forward when we leave certain habits, thoughts, relationships, or things behind. In this weekly podcast, hosts Julie Bowen and Chad Sanders interview individuals who have each let go of something that held them back. In their March 6 episode, actress and social-justice activist Jameela Jamil tells them about her youthful struggles with poor body image and need for acceptance, which culminated in an eating disorder, nervous breakdown, and attempted suicide. Jamil describes how she finally let go of the need to look or be perfect and learned to be her own authentic self. URL: <https://www.quitterspod.com/episodes/jameelajamil>



**Feel Better, Live More with Dr. Rangan Chatterjee:** **#325 How Exercise Changes Your Brain & Why Anxiety Is Your Superpower with Dr. Wendy Suzuki.** Dr. Rangan Chatterjee hosts a widely popular podcast on heart, mind, and body health. In this episode, he speaks with Dr. Wendy Suzuki, a neuroscientist and Professor of Neural Science and Psychology at New York University's Center for Neural Science. Dr. Suzuki discusses the inspiring proof that our brains can change at any age, and that we can take action to make them healthier, younger, and stronger. She also discusses anxiety and how we can see it as an evolutionary tool for productivity. The key, she says, is turning a panicked "what if" list into a practical "to do" list. URL: <https://open.spotify.com/episode/5fbqnllyeym0KkFfJOu9Pjz>



**"The Brutal Reality of Improving Yourself."** Real self-improvement doesn't come from any quick "life hack" or shortcut, but from a "daily campaign" of hard work, dedication, and applying discipline to all areas of life, says podcaster and ex-Navy SEAL Jocko Willink. In this motivational talk, Willink holds each of us accountable for taking action on ourselves here and now, ditching all our excuses, and breaking free from the "downward spiral" that comes from a lack of discipline. URL: <https://www.youtube.com/watch?v=SHzWhe06FVA>





**CEO Resources**

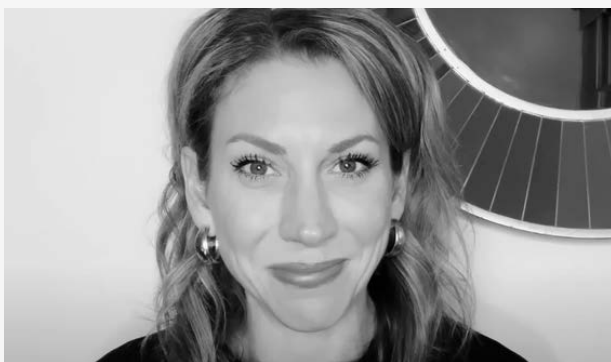
**TALKS**



**TED Talk: “Hold Yourself Accountable and Never be Held Back.”** If you’re not where you want to be in life, ask yourself if you are part of the reason why, says Janyssa Berrios. The high-school senior tells how she learned to hold herself accountable for her successes and failures, and how practicing this mindset has improved her friendships, boosted her grades, and led her to the top of her game on the soccer and wrestling teams.  
URL: <https://www.youtube.com/watch?v=AyxhKt94Ebg>



**Video: “The Hula Hoop–Tips and Tools for Recovery That Works.”** We are more at peace with ourselves and get along better with others when we focus on the “sphere” of things we can control and let go of the things we can’t, says a facilitator with the addiction-recovery group SMART Recovery. He shares a “hula hoop” analogy: Our own thoughts, choices, and behaviors are inside the hoop; what other people think, say, or do is outside it; and we are better off when we stay “within our hoops.” URL: <https://youtu.be/EoaD5hmUF4Y>



**Talk: “To Anyone Feeling Lonely and Isolated.”** It’s good to spend some time by ourselves and enjoy our own company, but intentionally isolating and disconnecting from others too much isn’t healthy, says counselor Julia Kristina. She lays out a set of strategies for getting out of self-isolation and enjoying life more fully. Getting started may feel difficult, she acknowledges, but she assures us the effort is worth it. URL: <https://www.youtube.com/watch?v=wCdQdAXoVp8>



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



## NDW HONORS BLACK HISTORY MONTH AND WOMEN'S HISTORY MONTH

By Desmond Boykin  
EEO Specialist

In February, NDW observed Black History Month by hosting Dr. Edward Valentin, curator of the Museum of the U.S. Navy. At an NDW Town Hall, Dr. Valentin spoke about how African Americans contributed to the U.S. Navy during the civil war and played certain roles here at the Navy Yard.

The month of March is recognized as Women's History Month. The observance, recognizing women's contributions to our nation, was established by Public Law 100-9. Women's History Month originated in 1981, when Congress passed Public Law 97-28, which authorized and requested the President to proclaim the week beginning March 7, 1982, as "Women's History Week." After being petitioned by the National Women's History Project, Congress passed Public Law 100-9, which designated the month of March 1987 as "Women's History Month."

I'd like to highlight those women who were the first to serve. 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 May 13, 1908. The first large-scale enlistment of women into the Navy met clerical shortages during World War I. And the second came months before the United States entered World War II: President Franklin D. Roosevelt signed Public Law 689, creating the Navy Women's Reserve program on July 30, 1942. This law paved the way for women to enter the Navy as enlisted personnel and officers. On Feb. 22, 1974, the Navy designated the first woman as an aviator. On March 7, 1994, the Navy issued the first orders for women to be assigned aboard a combatant ship, the USS *Dwight D. Eisenhower* (CVN-69).





# 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 Jolanson 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. Bynum 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: www.history.navy.mil; by 3000 Content Manager Specialist First Class Guise Hoyle, History and Heritage Command, Communications and Outreach, D-3000

## UPCOMING: WOMEN'S HISTORY PROGRAM

By Desmond Boykin  
EEO Specialist

On March 30, The NDW DEIA Program and the Women's Employee Resource Group will be holding a Women's History Program that will be in-person and virtual. Admiral Nancy Lacore will be the guest speaker with the theme of "Celebrating Women Who Tell Our Stories." The program will be from 1:30-2:30 p.m. at the CNIC Headquarters building.



# Voice of the Employee

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

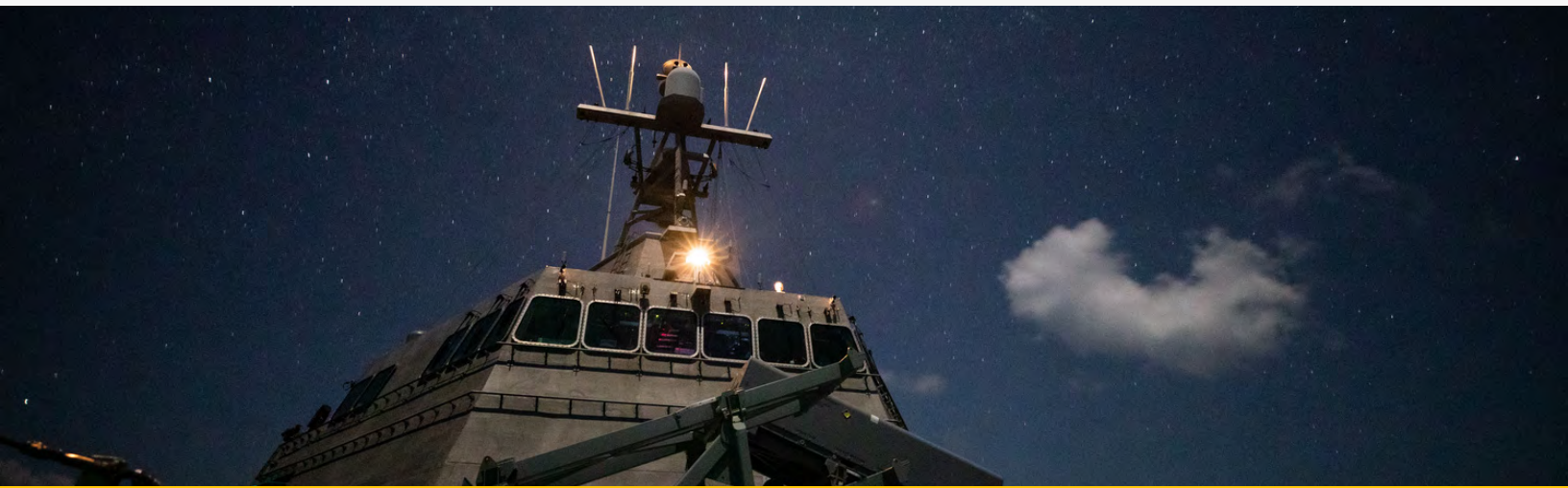


## NDW COMREL - BUILDING RELATIONSHIPS

Sailors assigned to Naval District Washington volunteered at The Maryland Zoo in Baltimore, March 28, 2023. They assisted the zoo in cleaning up a habitat enclosure through vegetation management. Thank you to the Maryland Zoo for the opportunity to get our Sailors to learn more about your conservation efforts and connect with your staff. A day well spent!

Do you work with a coworker, team, or unit that fosters a culture of excellence? We would love to highlight their efforts/story. Please contact the NDW COE Newsletter team to share their story.

[NDW\\_COE\\_Newsletter@us.navy.mil](mailto:NDW_COE_Newsletter@us.navy.mil)



# In the Spotlight



## CHAPLAINS ARE HERE TO ASSIST

By LCDR Robert Price, Chaplain and  
CAPT David Stroud, Region Chaplain

It's 0200 on a Saturday morning, and throughout the National Capital Region, Sailors are asleep in their racks. Well, mostly... While most Sailors are dreaming of mom's home cooking or the adventure of their next liberty call, there is often one Sailor that lies awake, unable to find rest. Who knows what keeps them awake... a relationship that is ending poorly, stress over finances, or an impending personal crisis. What can they do? Whom can they call? Navy chaplains are standing by to assist, no matter what struggles life throws at you. The women and men of the U.S. Navy Chaplain Corps are dedicated to helping everyone be spiritually fit to deal with life's pressures and stresses.



## In the Spotlight

### CHAPLAINS ARE HERE (CONT...)



Navy chaplains each have advanced degrees in theology and are official representatives of their specific faith group to the sea services. There are approximately 900 active duty Navy chaplains spread throughout the Navy, Marine Corps and the Coast Guard; in ships at sea; with aviation units, Seabees, and Special Operations Forces communities; within Marine battalions; and on shore installations. Wherever you find Sailors, Marines, and Coasties, you will eventually run into a Navy Chaplain.

The “north star” of the Chaplain Corps is spiritual readiness for Sea Service personnel and their families. Spiritual readiness contributes to making the force and families more agile, adaptive, strong, and resilient for the challenges we all face. To achieve this mission, Navy chaplains have four core capabilities: We provide religious service for those of our own faith group, we facilitate religious services for those not of our faith group, we care for all service members, and we advise the command on issues of morale, ethics, and the effects of religious requirements on operations.

Provision is when a chaplain leads a religious service for those of their own faith group. If the Chaplain is a Roman Catholic priest, this means offering Mass for the sailors. A Protestant minister would offer a church service, a Rabbi would offer Shabbat services, and so on. Whatever the faith group of the chaplain, they provide religious services for that group. Every American Service member has a constitutional right to the free expression of religion, and chaplains are there to help the commander provide for that expression.

Not everyone shares the same religious tradition as the chaplain, and this is where chaplains can help that person find a community or provide materials to facilitate their religious expression and meet their spiritual needs. If there is enough demand, the chaplain may also help a Service member become a lay leader for the Service member’s particular faith community. A lay leader is a service member who leads religious meetings for those of their faith group when a chaplain of that group is unavailable.

Regardless of faith group, chaplains care for all and provide counseling, encouragement, and help with problem solving for all Service members and their families. No matter the issue, chaplains can come alongside to walk the path with you. One of the things that chaplains have that can be especially helpful is 100% confidential communication. This is a privilege that is unique to chaplains. Whatever you say to a chaplain in a counseling situation cannot, by Federal law and Navy regulations, be disclosed to someone else without your permission. Your secrets are safe with the chaplain. This can be a great resource for you when you’re not sure whom to talk to about an issue. You can always go to the chaplain without any concern about who else will find out.



## In the Spotlight

### CHAPLAINS ARE HERE (CONT...)

The last of the chaplain's core competencies is to advise up and down the chain of command. They may provide the command leadership with insight into the command climate (the "pulse of the command"), answer questions about an ethical decision, or give information as to any upcoming religious activities that may affect the mission or morale. The chaplain can also advocate directly to the command on a Service member's behalf. If a Sailor is having problems within a command, they may reach out to a chaplain who can, if need be, advocate for that person about the issue.

Chaplains here at NDW provide a great deal of service over a large area. You may see Chaplain Walker on Sunday Morning at the Navy Yard offering Mass for the Roman Catholic congregation. You may see Chaplain Asbury praying at a retirement or a change of command after walking around the spaces, taking care of Sailors and providing confidential counseling. You may find Chaplain Stroud participating in State Funeral rehearsals, in his office working on the budget, or talking to the Admiral about the health and well-being of sailors. If you go on a CREDO personal growth or marriage retreat, you will probably engage with Chaplain Dietz as he provides valuable life skills to Sailors and families. You may encounter Chaplains Johnson, Robinson, and Price out at Arlington National Cemetery providing comfort for grieving families and honor to our nation's fallen. You might have the opportunity to attend Chaplain Giwa-Alaka's suicide prevention class at Dahlgren or Indian Head. But wherever you see one of these chaplains, know that they are there to support you and to help you, regardless of your faith background or non-faith background, to be as spiritually fit as you can be to handle all of life's circumstances.

As a final note, a chaplain is available to you 24/7. If it can wait for working hours, contact your chaplain and set up an appointment.

**If it is an emergency, please call the regional duty officer and ask to be connected to the duty chaplain. 202-439-4243**

When calling the RDO, you do not have to disclose any personal identifying information, nor the reason you are calling; just as to be connected to the duty chaplain. You are never alone. Navy chaplains are there to walk with you on life's journey.





## In the Spotlight

### BRAVO ZULU!

The **Bravo Zulu (BZ)** Section is dedicated to “**shout outs,**” “**atta boys,**” and “**well-dones**” for staff, from staff, from across the entire NDW Region. To submit a Bravo Zulu, please email us at: [NDW\\_COE\\_Newsletter@us.navy.mil](mailto:NDW_COE_Newsletter@us.navy.mil)



**The entire NDW Team would like to say “Welcome Aboard” to the newest members of the NDW team from across the Region!** Joining the NDW HQ team are MA2 Steven Detreville and SOSC Tony Dedolph.

**Dr. Bernardo Salazar, Inspector General, NDW, sends the following Bravo Zulu:** “Congratulations to the NDW Office of the Inspector General Follow-Up Inspection Team for successfully implementing the first-ever Region’s Follow-Up Inspection (FUI) of Naval Support Activity Washington. The NDW Command Inspection Program instruction established a requirement to conduct follow-up inspections every 18–24 months to review the specific program areas that were reported as findings during the previous Command Inspection (CI). This inspection closes the previous inspection loop and ensures that time and resources employed in an earlier CI were put to an effective measure. Bravo Zulu to the following team members for diligently completing the inspection and a job well done: Holly Marshall (Deputy Inspector General), Eduardo Farnum (Chief Inspector), Jennifer Neal (Inspection Team Lead), Tony Ervin (Inspection Assistant Team Lead), and Harden Hill (Inspection Program Support)! Bravo Zulu!”



## In the Spotlight

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

**CAPT Derrick Kingsley and NAS Patuxent River says “Bravo Zulu” to:**

- **Darryl Romer**, the Maintenance Supervisor at NAS Patuxent River’s Unaccompanied Housing, who remains committed to maintaining the habitability of the barracks and giving Sailors a comfortable and functional place to proudly call home. Though the building is relatively new, Darryl stays on top of all upkeep and repair issues. He was instrumental in identifying poorly installed shower pans that were gradually degrading the overall quality of life for residents. Darryl elevated the concern that resulted in a project to replace 33 shower pans. Darryl also identified problems with leaking garbage disposals, which are also now getting attention for correction. Bravo Zulu!
- **Ed Zeigler and Chatney Auger** of the NDW Public Affairs Team for their support of NAS Patuxent River during the parental leave of the Pax Public Affairs Officer. Pax appreciates their help with public communications to aid over 20,000 employees from 64 tenant commands and three fence lines. Bravo Zulu!
- **LS1 Solange Gordonbaig and HM3 Jarrod Cameron**, who have done exceptional work in managing a combined \$1 million Supply Department budget in the service of the Ground Electronics Maintenance Division, Port Operations, Air Operations, Command Administration, and Security. Their efforts resulted in \$970,000 spent on 540 supply requisitions and the transfer of 38 pallets of items worth \$1.8 million to Defense Logistics Agency Disposition Services. Bravo Zulu!



Any employee can send a Bravo Zulu message to acknowledge a good deed of a coworker, supervisor, employee, group, or team, either in their N-Code or in any other N-Code or installation of the Region.





# Services for You



## UPCOMING TRAININGS

Please remember to complete the following mandatory TWMS trainings by April 30, 2023:

- **Fiscal Year 2023 (FY23) DON Civilian Sexual Assault Prevention and Response (SAPR) Training (civilians and supervisors of civilians)**
- **FY23 Prevention of Sexual Harassment (all employees)**
- **FY23 Annual Security Brief (all employees)**





# Services for You

## UPCOMING TRAININGS (CONT...)

**SAPR/Suicide Prevention.** In-person training for Suicide Prevention and SAPR is required of all military. Both trainings take place **April 10, 2023, from 1000-1230** in Room 121 and on Teams. Civilians may use the Teams link or take the training in TWMS. Please sign the muster sheet or log in with your CAC on Teams to get credit for the training.

- **Suicide Prevention | 1000-1100**  
Facilitator - Andrew Freed  
Fleet and Family Support Center
- **SAPR | 1100-1230**  
Facilitator - Leah Farchmin  
Fleet and Family Support Center

**Thrift Savings Plan (TSP) Webinar.** The TSP Webinar, taking place **April 4, 2023, from 1000-1100** on Teams, is designed to provide detailed information on the TSP and to help participants understand how the TSP can contribute to financial security during retirement. **This training is for APF Employees and Military only.** The training will cover the following areas:

- **TSP Overview**
- **Managing a TSP Account**
- **TSP Contributions**
- **Investment Funds and Options**
- **Withdrawals and Loans**

**TWMS Training April 10, 2023 | 1300-1400, Room 121/TEAMS** Learn and review how to access and track mandatory web-based trainings in TWMS. There will also be a dedicated time for TWMS questions and answers.

This training will take place in Room 121 and on Teams (in your reply, please state if you will attend in-person or on Teams.)

**Individual Development Plan (IDP) Training.** The IDP is a document created by an employee and his/her supervisor to address training and career plans and serves as the "blueprint" for all short-term and long-term training and developmental actions. The IDP is a living document and should be reviewed by the employee and their supervisor as changes occur due to the employee making progress on their professional development and changing or revising their career objectives.

An IDP training event will be held April 18, 2023, from 1300-1400 on Teams. This training is for APF supervisors and those who supervise APF employees. It will help attendees develop their employees' IDPs by learning to write specific goals and objectives. We will also discuss how to select training course titles and how to document developmental activities that will support employees.

Please email Martha Karandy at [martha.e.karandy.civ@us.navy.mil](mailto:martha.e.karandy.civ@us.navy.mil) to request a link for SAPR/Suicide Prevention, TSP Webinar, TWMS, and IDP trainings.



# Services for You



## NDW CREDO WORKSHOPS

CREDO NDW is offering the following workshops. These workshops are open to all military, dependents, and civilian employees.

### Please note:

We can bring workshops to you! You may email us if you would like us to bring a workshop to your command.

Registration is required for all workshops.

[CREDO.NDW@US.NAVY.MIL](mailto:CREDO.NDW@US.NAVY.MIL)

202-404-8831

**SafeTALK** is a suicide awareness program that focuses on why we miss, dismiss, and avoid talking about suicide. It is required for people with certain responsibilities and recommended for all.

- **March 31 | 0830-1130**  
Dahlgren
- **April 18-19 | All Day**  
**Training for Trainers (T4T)**  
Washington Navy Yard

**ASIST** is the world's leading suicide intervention workshop. During the two-day interactive session, participants learn to intervene and help prevent the immediate risk of suicide. Over one million people have taken the workshop, and studies have proven that the ASIST method helps reduce suicidal feelings for those at risk.

- **March 27-31 | All Day**  
**Training for Trainers (T4T)**  
Washington Navy Yard
- **March 30-31 | 0830-1600**  
NAS Pax River
- **April 11-12 | 0830-1600**  
JBAB
- **April 26-27 | 0830-1600**  
FT Meade

**Relationship Enrichment Workshop** (dating couples or married). This one-day workshop is being offered in a small group setting. It is designed to address issues that are holding your relationship back from being the thriving, vibrant, fulfilling relationship it can be.

- **April 13 | 0930-1230**  
JBAB
- **April 28 | 0930-1230**  
JBAB



# Services for You

## NDW CREDO WORKSHOPS (CONT...)



**Women’s Resiliency Workshop – “Thriving in Uncertainty.”** Take a day out of your normal routine to self-reflect, reconnect with your purpose, harness your inner strengths, and learn how to use adversity to your advantage in a group setting.

- **April 3 | 0900-1500**  
JBAB

**Personal Resiliency Workshop.** During this workshop, participants will increase self-awareness, enhance wellness, and deepen their sense of purpose. They will gain an increased ability to remain productive and positive when faced with stress, uncertainty, and change.

- **April 18 | 0900-1200**  
JBAB (Got Your Back)
- **April 18 | 1300-1500**  
JBAB (ARSENAL)

**NDW CREDO RETREATS.** Overnight retreats are open **only to active-duty military, their dependents and Reservists in an Active Status (SELRES/IRR).** They will take place from Friday afternoon to midday Sunday at the Baltimore Marriott Inner Harbor at Camden Yards. Lodging, food, and parking are provided at no cost to the participants. Childcare is not offered.

**Personal Resiliency Retreat (PRR).** This is the original CREDO retreat that started it all. During the weekend, participants will increase self-awareness, enhance wellness, and deepen their sense of purpose. They will gain an increased ability to remain productive and positive when faced with stress, uncertainty, and change.

- **June 9-11**
- **September 15-17**



## Services for You

### NDW CREDO WORKSHOPS (CONT...)



**Marriage Enrichment Retreat.** Give your relationship the gift of interpersonal tools used to grow a more satisfying marriage. Participants will be exposed to the tools and concepts from PREP, the Gottman Institute, and the Myers-Briggs Type Indicator to better understand themselves and their spouses and get the most out of their marriages. Whether you have been married for two weeks or twenty years, this retreat will bring an additional spark to your partnership.

- **April 14-16**  
(full but accepting registrations on the waitlist)
- **May 12-14**  
(full but accepting registrations on the waitlist)
- **May 19-21 [Solomon's Island]**  
(full but accepting registrations on the waitlist)
- **August 18-20**  
(full but accepting registrations on the waitlist)

### ADDITIONAL SERVICES FOR YOU

**Fleet and Family Support Program:** In the February issue of the FFSC Family Connection Newsletter, you will find information on the Exceptional Family Member Program, Domestic Abuse, upcoming virtual webinar classes, and much more. Visit: <https://ffr.cnic.navy.mil/Family-Readiness/Fleet-And-Family-Support-Program/Family-Connection-Newsletter>

**DONCEAP:** Find new articles, resources, and other information for the month of February on the Magellan Ascend website: <https://magellanascend.com/?ccid=hpZiwlTni%2FVKnrZqvUQNB6fBJJGSp2%BZYWZSUbkC71w%3D>

**ACI:** For articles, resources, and other information for the month of February, please visit the ACI website: <http://myassistanceprogram.com/cnic>.





## 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.



**Naval Academy Celebrates Maryland Day (Annapolis).** Visitors of all ages can tour free interactive exhibits and demonstrations of U.S. Navy and maritime history at the U.S. Naval Academy Visitors Center on Saturday, April 1, from 10 a.m.-1 p.m. The event is taking place at part of Maryland Day Weekend. For more details, visit: <https://fb.me/e/3p09zd0p1>



## Things to Do Around You



**ArtFest 2023 (Annapolis).** Maryland Hall, the regional cultural hub dedicated to art for all, is hosting a free Open House from 1 p.m.-4 p.m. on Sunday, April 2. Browse works of art, watch live dance performances, and join in on a variety of hands-on activities and arts-and-crafts fun. For more information, visit: <https://fb.me/e/2GDxZB8uP>



**Petalpalooza (Washington, DC).** This free, all-ages celebration, part of the National Cherry Blossom Festival, brings together live music on multiple stages, an art walk filled with fun and interactive art installations, and games and activities the whole family can enjoy. There will also be DC sports mascots mingling with the crowd, and an 8:30 p.m. fireworks show. The event is April 8, starting 1 p.m., and will be at the Capitol Riverfront, near Navy Yard. For more information, go to: <https://fb.me/e/2Aotj4jjA>



**Dancing on the Waterfront (Washington, DC).** It's perfect weather for an evening of dancing by the water in scenic Georgetown. Come to the waterfront on Saturday, April 15. Dancing will go on from 5 p.m. to 9 p.m. and will include salsa, bachata, kizomba, Afrobeats, and west coast swing. The event is free. For updates, go to: <https://fb.me/e/2xA4YtYeZ>



## Things to Do Around You



### Japanese Street Festival (Washington, DC).

Pennsylvania Avenue will be the scene on April 16 of the Sakura Maturi Japanese Festival, the biggest festival of Japanese culture in the nation. Visitors can watch martial arts and dance performances, sip traditional Japanese tea, and browse hundreds of art exhibitions and vendors selling handcrafts and foods. For more information, go to URL:

<https://fb.me/e/3v52avznp>



### Hamilton: The Musical Tour (Mount Vernon, Va.).

This one-hour tour at George Washington's estate explores Washington's role in the real-life events on which the smash hit musical Hamilton is based. This tour is ongoing from April through October. Tickets are \$10 each and can be purchased at:

<https://www.mountvernon.org/plan-your-visit/calendar/events/hamilton-the-musical-tour>



In

## Fair Winds and Following Seas



While there are no submissions for retirements for the month of July, we would like to thank all of those who have left the NDW family. We appreciate all of your hard work and dedication.

You will be missed.

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**Wishing all of you  
Fair Winds and Following Seas  
on your new adventures.**

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## Connect with Us

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

Feel free to reach out to the Newsletter team at: [NDW\\_COE\\_Newsletter@us.navy.mil](mailto:NDW_COE_Newsletter@us.navy.mil)  
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For more detailed information, please select your installation at:

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