



# UNITED STATES COAST GUARD PACIFIC AREA

## Strengthening Service Culture



Commander's Intent – 26 February 2024

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*“Foster positive Command Climates dedicated to professional development, Wellbeing, and safety of each other, forging an inseparable sense of belonging.”*

### Pacific Area Command Philosophy

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The entire Pacific Area workforce will come together in a renewed and sustainable effort to **Strengthen our Service Culture** and create an environment that is *free of harmful behaviors and boundary violations*.

Success is achieved when we have fostered an environment where all feel welcomed – where all are safe, heard, valued, and able to fully contribute to the team.

There is an urgent need for every Sentinel to re-commit to our Core Values – we must live *Honor, Respect, and Devotion to Duty* – and we must ensure vigilance and intervention across every level of our Service. This effort is a journey. When all have the *courage to act*, despite rank or position, firmly rejecting inappropriate words and actions, only then will our Service be truly inclusive and connected. Only then, we will have made significant progress towards Strengthening our Service Culture.

Every member of our workforce must feel like they are part of the team from the day they raise their hand and swear the oath until the day they leave our Service.

### Empathy – Connectedness – Empowerment

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### We are Stronger Together

A handwritten signature in blue ink that reads "Andrew J. Tiongson, JADA USCG".

ANDREW J. TIONGSON  
Vice Admiral, U.S. Coast Guard  
Commander, Pacific Area