



MARICELA “MARI” GARCIA

“Our mission in valuing diversity is to build a positive and respectful work environment for all personnel, regardless of their similarities or differences, to enhance mission capabilities.”

CHIEF, EMPLOYEE ENGAGEMENT & CULTURE



Mari Garcia is a results-driven thought leader with a stellar record developing, implementing, and evaluating diversity, equity, and inclusion (DEI) strategies that show the value of diverse and inclusive environments.

She serves as the Chief of the Coast Guard’s Office of Employee Engagement & Culture. In this role, she is the chief subject matter expert and supportive partner to leaders across the force in co-designing, implementing, and evaluating evidence-based programs aimed at increasing Employee Engagement within the Coast Guard.

Mari Garcia transferred to the Coast Guard after serving more than 37 years with the U.S. Postal Service. There, she managed the development and implementation of national diversity policies and programs. She demonstrated how DEI are integral to business

strategy and promoted accountability, education, and plain language communication on all DEI matters. She reached an audience of more than 640,000 employees service wide.

With her extensive experience in human resources, Affirmative Action, Equal Employment Opportunity (EEO) activities and Employee Engagement, Mari Garcia managed the full range of diverse programs, and also led leadership development and succession planning programs.

She has held numerous positions with increasing levels of responsibility, including Diversity Development Specialist, Human Resource Specialist, EEO counselor, EEO Compliance and Appeals Specialist and Team Lead, Diversity & Inclusion Specialist.

Mari Garcia is a graduate of the Managerial Leadership Program, Advanced Leadership Program, the Human Resource Management Development Program, and a Lean Six Sigma Yellow and Green Belt. She is also a Certified Diversity Professional and a Global Career Development Facilitator.

Mari Garcia consistently seeks out the input and involvement of all those meaningfully affected by programs and policies and believes in the power of shared vision and collective impact.