

# Congress of the United States

## House of Representatives

COMMITTEE ON OVERSIGHT AND REFORM

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<http://oversight.house.gov>

January 6, 2020

Lt. Cmdr. Kimberly Young-McLear, Ph.D.  
U.S. Coast Guard  
4601 North Fairfax Drive  
Arlington, VA 22203

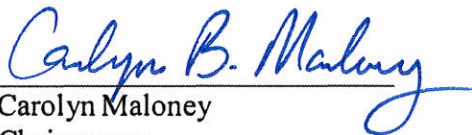
Dear Lt. Cmdr. Young-McLear

Enclosed are questions that have been directed to you and submitted for the official record for the hearing on Wednesday, December 11, 2019, titled "Righting the Ship: The Coast Guard Must Improve Its Processes for Addressing Harassment, Bullying, and Retaliation."

Please return your written responses to these questions by Friday, January 17, 2020, including each question in full as well as the name of the Member. Your response should be addressed to the Committee office at 2157 Rayburn House Office Building, Washington, D.C. 20515. Please also send an electronic version of your response by email to Elisa LaNier, Chief Clerk of the Committee on Oversight and Reform, at [Elisa.LaNier@mail.house.gov](mailto:Elisa.LaNier@mail.house.gov).

Thank you for your prompt attention to this request. If you need additional information or have other questions, please contact Elisa LaNier, Chief Clerk, at (202) 225-5051.

Sincerely,



Carolyn Maloney  
Chairwoman  
Committee on Oversight and Reform



Bennie G. Thompson  
Chairman  
Committee on Homeland Security

Enclosure

cc: The Honorable Jim Jordan, Ranking Member  
Committee on Oversight and Reform

The Honorable Mike Rogers, Ranking Member  
Committee on Homeland Security

**Questions for  
Lieutenant Commander Kimberly Young-McLear, Ph.D.  
U.S. Coast Guard**

**Questions from Chairman Bennie G. Thompson**

December 11, 2019, titled "Righting the Ship: The Coast Guard Must Improve Its Processes for Addressing Harassment, Bullying, and Retaliation."

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1. A December 6, 2018, Military.com article reported that Admiral Schultz wanted to "understand the allegations of bullying, harassment." Has he met with you to discuss your experience and consult with you on ways to improve the climate and culture at the Coast Guard?
2. What would receiving a formal written apology from the Commandant for the Coast Guard's failures to address your complaints appropriately and for the retaliation you endured mean for you and other survivors?
3. The Equity Scorecard Review highlighted that "of particular urgency is Black/African American cadets' disproportionately high share of disciplinary actions."
  - a. Do you agree with these findings? What do minority students at the Academy tell you about the environment there?
  - b. To your knowledge, what steps is the Coast Guard taking to address these findings, and are these steps adequate?
  - c. Do you think the retaliation you experienced has had an impact on cadets from underrepresented communities, given that you are one of the few black women on the Academy faculty?
4. What changes need to be made in the Coast Guard's culture and in its organizational processes to ensure that minorities, women, and LGBTQ individuals are welcome and ultimately have the chance to serve their nation without fear of harassment, bullying, or retaliation?
  - a. What existing initiatives or processes could the Coast Guard update or enhance in order to improve the culture and climate of the service?