



# ON DECK

A Publication of the U.S Coast Guard Office of Civil Rights, Washington DC 20593 202-372-4500 Fax 202-372-4967, www.uscg.mil/hq/q-cr

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## US COAST GUARD

Volume 2 Number 4

### SEEKING QUALITY INDIVIDUALS INTERESTED IN EQUITY

#### NUMBERS

10,000 the number of women who volunteered for the U.S. Coast Guard Women's Reserve (also known as SPARS) between 1942 and 1946. VADM Crea welcomed original members to a recognition event during March Women's History Month.

#### PRE-EMPLOYMENT ADVICE

**Inappropriate Question to civilian job applicant:** "What is your skin color or race?"

**Appropriate Version:** None

#### IN COAST GUARD HISTORY

Ensign Janna Lambine became the Coast Guard's first female pilot upon graduating from naval aviation training at Naval Air Station Whiting Field, 4 March, 1977. She also was the first woman admitted to the previously all-male Coast Guard Officer Candidate School (OCS), in Yorktown, VA. While at OCS, she applied and was accepted for flight training.

#### OFFICE OF CIVIL RIGHTS

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Ms. Tina Calvert, Compliance and Liaison  
Ms. Arlene Gonzalez, Policy & Plans  
Vacant, Resource Management/Strategic Planning  
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**Best Practices, Photos to share?**  
Send to Civil Rights on Deck,  
2100 Second St, SW Suite 2400,  
Washington DC 20593, 202-372-4500 Fax 202-372-4967 or by e-mail, [deborah.i.gant@uscg.mil](mailto:deborah.i.gant@uscg.mil)

**WANTED!**

Dedicated, self-starting, enthusiastic Chief Petty Officers (E7) and First Class Petty Officers with good interpersonal skills and passion for creating a fair and accommodating work place. No formal experience needed, we will train. Anticipate extensive travel and no additional pay. Your reward: immeasurable satisfaction knowing your work directly influences CGs mission accomplishment.

Does this sound like you or someone you know? Coast Guard is soliciting enlisted personnel to serve as Equal Opportunity Advisors (EOAs) during Assignment Year 2008 for out-of-specialty tours. Vacancies expected in Kodiak, Juneau and as the liaison officer at Defense Equal Opportunity Management Institute (DEOMI/Patrick Air Force Base). **Duties:** EOAs provide field-level civil rights and equal opportunity expertise for a geographically dispersed workforce. Receive training in CG and civil rights laws, regulations, Commandant Instructions and policies,

and articulate these to the workforce. The EOA may work with unit Human Relations Councils, and Special Emphasis Programs in proactively promoting a work environment free of all forms of harassment and discrimination. They may also prepare statistical workforce reports; participate in organizational assessments; conduct Human Relations Awareness and Prevention of Sexual Harassment Training; receive, counsel and assist in processing individual discrimination complaints; and mediate and offer recommendations for appropriate remedies. They provide advisory assistance to commanders and investigating officers in conducting administrative inquiries and investigations, work with the unit Commanding Officer, local chamber of commerce, city officials, local law enforcement and/or representatives from the Department of Justice in resolving social climate issues. They work with and report to the servicing Civil Rights Program Manager. Preparation: Selectees must attend the DEOMI 10-week DEOMI course for EOAs. For more information, contact CWO Turner at Coast Guard Personnel Command, (202) 493-1291, email: [Deborah.M.Turner@uscg.mil](mailto:Deborah.M.Turner@uscg.mil), or contact CDR José Nieves (CG-00H) at (202) 372-4509.

## COMPLAINTS CORNER



**What is the Definition of Responsible Management Official (RMO)?** The individual(s) alleged to have caused the actions that give rise to a discrimination complaint. The RMO is a witness entitled to the same rights as any other witness during the processing of a complaint. The Privacy Act protects individuals who file complaints

and only allows the release of information to witnesses to the extent necessary to respond to charges alleged in the complaint. Occasionally, CG civil rights service providers receive requests from RMOs and other witnesses for information regarding specific allegations. Civil rights personnel will only release such information to those whom it determines have a need to know. Coast Guard's Equal Opportunity Manual on this topic is under revision, to clarify witnesses' rights in accordance with the Privacy Act (USC 552a).

### ***THE COAST GUARD IS PROUD OF ITS ACHIEVERS!***

On 21 March, Ms. Irma Edys Fuentes (center left) and Second Class Cadet DeCarol Davis (center right) were presented the Department of Defense 2007 National Women's History Month Science, Technology, Engineering And Mathematics (STEM) Role Model Awards in a ceremony presided over by Mrs. Gail H. McGinn, Deputy Under Secretary of Defense (not pictured). In photo, Rear Admiral Dale G. Gabel, Assistant Commandant for Engineering and Logistics (right), and Ms. Terri Dickerson, Director/Office of Civil Rights (left) attended and congratulated the winners. ►



### ***9TH DISTRICT WOMEN'S HISTORY MONTH PROGRAM OFFERS SUCCESS STRATEGIES EMPLOYEES CAN USE!***



◀More than 75 women and a few men attended a dual presentation on resume-writing and dressing for success sponsored by Defense Financial Accounting Service-Cleveland and the Coast Guard's Ninth District. Presenters detailed skills and considerations that can make the difference between getting a job and not, or advancing and stagnating. Pictured, Captain Robert Desh thanks the speakers.

### ***THE HISPANIC IMAGE INC. AWARDS***

Petty Officer Rafael Ramos is the Coast Guard's winner of the ► 2007 IMAGE, Inc. Military Meritorious Service Award. He was recognized with other military service winners at the IMAGE, Inc. Military Awards Banquet on Thursday, 19 April 2007 in Reno, Nevada. Pictured (left to right) are Mr. John Griego, Chairman and Chief Executive Officer, National IMAGE Inc., PO Ramos, Rear Admiral Ronald Rabago, Prospective PEO Deepwater, and Mr. Clarence Johnson, Director, Office of Diversity Management and Equal Opportunity, Department of Defense.



**DATE CHANGE: THE NAACP'S ARMED SERVICES AND VETERAN'S AFFAIRS AWARDS BANQUET IN DETROIT IS NOW SCHEDULED FOR 10 JULY. USCG IS THE HOST SERVICE FOR THE RECEPTION AND DINNER. PLEASE MARK YOUR CALENDAR WITH THE CORRECTED DATE!**