



CIVIL RIGHTS ON DECK

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U.S. Coast Guard
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Coast Guard History

LCDR Jose Luis “Joe” Rodriguez: A Hispanic-American Pioneer in the U.S. Coast Guard

LCDR Jose Luis “Joe” Rodriguez played a pioneering role for minorities in the U.S.



Coast Guard. In 1987, he graduated from Coast Guard’s Rescue Swimmer Program as Rescue Swimmer #82, becoming the first known rescue swimmer of Hispanic-American heritage (Rodriguez also became an instructor in the Rescue Swimmer program). During his distinguished career, Rodriguez established a number of other “firsts” for Hispanic-Americans in the service. In 1996, he assumed command of Tactical Law Enforcement Team (TACLET) South, becoming the first Hispanic-American to do so. (Continued Rodriguez,

Civil Rights

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What You Need to Know About Harassment and Hate Incidents



The Civil Rights Manual, COMDTINST M5350.4 (series), Chapter 2, Section C, contains the following Anti-Harassment and Hate Incident procedures:

- 1) A hate incident is any intentional act of intolerance motivated by the offender’s bias against a race, color, religion, sex, national origin, disability, age, or sexual orientation which is intended to or has the effect of intimidating others or inciting others to similar conduct.
- 2) Upon notification of a potential hate incident, Upper Management (CO/OIC, manager, or supervisor), or Civil Rights Service Providers must immediately notify the Director, Civil Rights Directorate (CRD) of a hate incident and submit a written memorandum report within 48 hours.
- 3) Upper Management must immediately conduct an administrative investigation upon receiving a report of harassment or hate incident and submit findings and outcomes within 30 days of the initial report.
- 4) Reporting instances of harassment or hate incidents under this policy does not replace, substitute, or satisfy the requirements of filing an EEO/EO complaint of discrimination.
- 5) For additional information on these procedures, go to the Civil Rights Manual at: http://cgweb.comdt.uscg.mil/CGDirectives/CIM/CIM_5350_4C.pdf. Submitted by Leo Lestino

Rodriguez (Continued from left sidebar.)

In 1999, he became the first Coast Guardsman to lead a U.S. Marine Corps unit, when he commanded the Riverine Training Center, Special Operations Training Group II in Camp Lejeune, North Carolina. He also became the first Hispanic-American Coast Guardsman to earn the Gold Navy/Marine Corps “jump” wings. Additionally, he became the first Commanding Officer of Maritime Security Specialist Team (MSST) 91102, one of the first MSSTs commissioned by the U.S. Coast Guard. Rodriguez retired from the service as a Lieutenant Commander in 2006, and regretfully passed away four years later of a malignant brain tumor on 21 April 2010. Submitted by William H. Thiesen, LANTAREA Historian

Equal Opportunity Checklist

Civil Rights is a leadership responsibility. To assist unit commanders in meeting their responsibilities and ensuring readiness, the Civil Rights Directorate published and issued CIVIL RIGHTS CHECKLIST, COMDTINST 5350.8. On average, Coast Guard units showed 82 percent compliance with checklist items for FY 2009. Units are reminded that completed checklists are due annually on October 31st. Unit Commanders or their respective Executive Officers and Command Master Chiefs are encouraged to obtain copies and direct questions to their full time civil rights service providers. Copies are available at [HTTP://WWW.USCG.MIL/DIRECTIVES/CI/5000-5999/CI\(UNDERSCORE\)5350\(UNDERSCORE\)8.PDF](http://WWW.USCG.MIL/DIRECTIVES/CI/5000-5999/CI(UNDERSCORE)5350(UNDERSCORE)8.PDF).



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Compliance Corner



Executive Order 13548: A Mandate for Hiring Individuals with Disabilities

On July 26, 2010, President Obama signed Executive Order 13458, requiring federal agencies to establish concrete plans for “promoting employment opportunities for individuals with disabilities.” In an effort to address the glaring gap in federal employment for qualified, disabled persons, especially those with targeted disabilities (currently less than 1 percent of the federal workforce), the Executive Order required agencies to designate a senior-level official to be accountable for meeting the Executive Order’s goals, which include hiring, retention and return to work initiatives. Additionally, the Director of the Office of Personnel Management (OPM) was tasked with designing strategies for agencies to use in attaining the order’s goals, thus agencies are now required to submit hiring and retention plans before the end of the year. *Submitted by Leo Lestino*

USCG Recognizes Blacks in Government (BIG) Award



The 32nd Blacks in Government (BIG) National Annual Training Conference was held in Kansas City, MO, 16-20 August 2010. Congratulations to MST2 Akaninyene Inyang, who was awarded the BIG Meritorious Award, which recognizes military members and civilian men and women who supported global war on terrorism, and demonstrated role model qualities.

Upcoming Events

Heritage, Diversity, Integrity and Honor: The Renewed Hope of America; a fitting theme for this year’s celebration of Hispanic Heritage Month 15 Sept – 15 Oct. Civil Rights Directorate (CRD) encourages all Coast Guard members to participate in activities and events, both at work and in your individual communities that celebrate the rich cultural heritage of Hispanic Americans.

Other Events

AUGUST

31 Aug - 3 Sept; National Organization for Mexican American Rights (NOMAR), Miami, FL; visit http://www.nomarinc.org/NOMAR/2010_Conference.html

SEPTEMBER

9th; Latina Style Magazine National Latina Symposium in Washington, DC. For more information visit: <http://www.latinastyle.com/>



Coast Guard’s Partnership with Native Americans and Alaska Natives



Members of the Yees Ku Oo (New Beginnings-New People) Dance Troupe shared many of their native songs and dances during the AI/AN Consultation and Cultural Communications Course.

This month, 39 Coast Guardsmen and representatives from the federal community gathered in Juneau, AK to meet with subject matter experts to discuss the historical relationship that exists between the federal government/Coast Guard, Native Americans and Alaskan Natives. The group also attended the Coast Guard’s annual American Indian/Alaska Native (AI/AN) Consultation and Cultural Communications’ four-day course, sponsored by the 17th District.

The course covered the foundation for federal Indian laws and policies in America; highlighted the history of the U.S. military; presented Coast Guard’s relations with Alaska Natives; and included a panel discussion on the cultural complexities working in Native American and Alaskan Native communities. The shared experiences and forthright responses to questions broadened participants’ views of Native American and Alaskan Native cultures and concerns.

Conference speakers commended Coast Guard’s efforts in strengthening its historical relationship with Native Americans and Alaskan Natives. The AI/AN Consultation and Cultural Communications course is one of many outreach efforts sponsored by Coast Guard to foster and continue to build upon partnerships with tribal governments; communities, organizations, and other stakeholders.

Joel Castro (Civil Rights Officer/Tribal Liaison) and LCDR Christine Fern (Director of Auxiliary) planned and coordinated the event. *Submitted by Gwendolyn White*