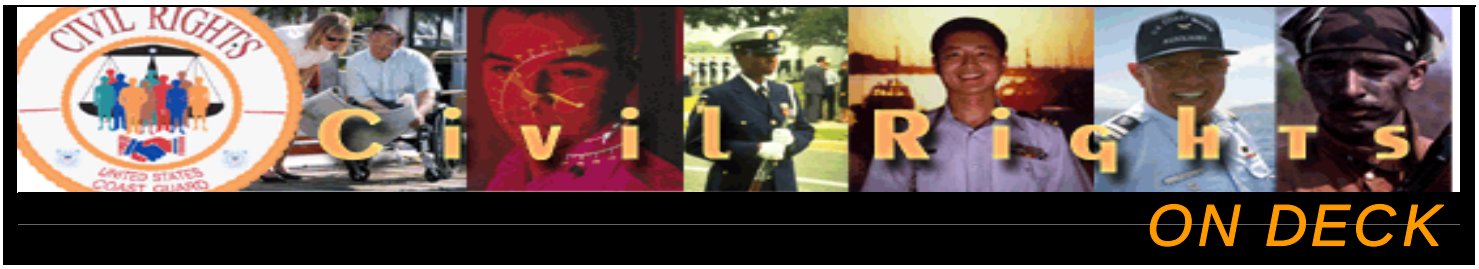
PLEASE FORWARD AND POST THIS NEWSLETTER TO BENEFIT ALL PERSONNEL



A Publication of the U.S Coast Guard Office of Civil Rights, Washington DC 20593 202-372-4500 Fax 202-372-4967

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COAST GUARD HISTORY

Samuel Amalu (above), was the keeper of Hawaii's Kilauea Light Station, the last staffed light in the Hawaiian Islands. It guided the first transatlantic aviators to the islands in 1927, and was first to operate a radio beacon. Amalu, who had the longest tenure of any light keeper at Kilauea, took charge on 9 April 1915 and served for ten years. In 1920, Amalu received an 'efficiency pennant,' awarded to the best kept station in each district. A trailblazer among Hawaii's light keepers, Amalu laid a path of devotion to duty and discipline for Kilauea Point's successive keepers.

OFFICE OF CIVIL RIGHTS

Ms. Terri Dickerson, Director
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Ms. Tina Calvert, Compliance and Liaison
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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 email,* deborah.i.gant@uscg.mil**

COAST GUARD LAUNCHES "CREWMATES AND CLASSMATES"

Coast Guard's Partnership in Education (PIE) program offers a new feature that will help units better serve schools in their communities. Coast Guard Crewmates & Classmates program and guidebook provides maritime-related activities for elementary and middle school students.

Originally developed for use by cutters working with elementary teachers, the program and guidebook are now offered for use by all Coast Guard units and personnel, especially those with PIE programs. We appreciate and acknowledge the generosity of author Patricia Turner Custard who wrote the guidebook (originally Adopt a Ship/Adopt a Class) ten years ago and recently updated it for our use.

The CG Crewmates & Classmates program consists of three parts:
Part 1, Units/Cutters adopt two or three local classes: CG Crewmates host field trips to the cutter or unit, make classroom visits and post emails to the classes while underway or from the unit informing the students of their "adventures and activities." *Part 2, Classroom Curriculum*: Each teacher receives a guidebook (available on the PIE Microsite and the Office of Civil Rights website) that incorporates information about the cutter/unit and Coast Guard into suggested classroom science, math, reading, writing and history activities. *Part 3, CG Bear*: Obtain a small stuffed bear outfitted in a Coast Guard uniform, as the surrogate class member who travels aboard the cutter or around the unit. You may arrange for students to "communicate" with CG Bear via email to track his journeys and ask him maritime related questions. This program, now geared to elementary and middle school students, was developed by Ms. Custard, when she was Director of Education at the Columbia River Maritime Museum. For more information, please contact PIE program manager Gwendolyn White at 202-372-4519 or gwendolyn.e.white@uscg.mil.

NPFC's 5TH MULTI-CULTURAL DIVERSITY AWARENESS EVENT

NPFC's Multicultural Diversity Awareness Celebration was held on December 3rd in Arlington, VA. The event theme was "America's People, America's Talent, America's Strength, Diversity is Our Strength – Celebrate Diversity." Ms. Terri A. Dickerson, Director, Office of Civil Rights served as keynote speaker at the event and Mr. Dave Benton, Workforce Policy Advisor, Office of Diversity, was the guest speaker. Participants enjoyed a Cultural Fashion Show (shown left) and food samplings.

2009 DR. MARTIN LUTHER KING JR. HOLIDAY, JANUARY 19TH

ATTENTION: MANDATORY TRAINING

In accordance with Public Law 107-174, Section 202 (c), the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), each federal agency is required to provide training to all employees (including managers and supervisors) regarding their rights and remedies under the Federal antidiscrimination, whistleblower, and retaliation laws. In accordance with the NO FEAR ACT, Coast Guard is offering No FEAR training on the E-Learning website at https://learning.uscg.mil.

The No FEAR training course outlines the rights federal employees have under antidiscrimination and whistleblower laws and provides details on how the NO FEAR Act is being implemented. For more information regarding general mandated training requirements, see ALCOAST 127/08.

SPOTLIGHT ON DHS

"Strategic Solutions for Systemic Barriers"

Stephen Shih, Deputy Officer for Equal Employment Opportunity (EEO), Department of Homeland Security, Office of Civil Rights and Civil Liberties, addressed the 2008 civil rights conference, offering strategic for model EEO programs. ***Civil Rights on Deck*** *will present excerpts of his remarks in a series of articles.* The mission of an agency's Office of Civil Rights is to provide leadership, technical guidance, education, community outreach, compliance review, enforcement, and oversight of agency civil rights benefits, services and programs. A civil right is an enforceable right or privilege, which if interfered with by another, gives rise to an action for injury. Discrimination occurs when the civil rights of an individual are denied, or interfered with, because of their membership in a particular group or class.

Typically, an agency's Office of Civil Rights is responsible for internal and external programs:

1. External civil rights function is centered on statutes prohibiting discrimination by organizations which receive Federal financial assistance (e.g., Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1972, Title IX of the Education Amendments of 1972), and

2. Internal function is based on employment statutes applicable to federal employees and applicants (e.g., Title VII of the Civil Rights Act of 1964, Section 501 of the Rehabilitation Act of 1972, the Age in Discrimination Employment Act of 1967, and the Equal Pay Act of 1963).

Next Edition: Elements of a Model External Program.

LEADERSHIP ANSWERS BIG QUESTIONS

BIG Questions Answered (PART 3)

Welcome to the third in our series of answers to questions which Blacks in Government participants posed to Coast Guard Commandant, Admiral Allen, and members of senior leadership. ***On Deck*** is publishing the questions and answers so that all may benefit.

Q: Do any civilian Graduate school opportunities exist for FY09.

Yes! Contact CG-133 for information on any of the following: *Naval War College (CNW), Newport RI. One civilian quota available annually through Coast Guard; one additional (this year) through DHS. Grade level determines which course of study member takes (Command and Staff or College of Naval Warfare). Attendance begins in the Fall semester. Masters degree awarded after 10 months of study. ****Industrial College of the Armed Forces (ICAF)***, Washington DC. One civilian quota annually through DHS. Attendance begins with Fall semester. Masters degree awarded after 10 months of study. ****National War College (NWC)***, Washington DC. A new addition in FY09, available through DHS. Attendance begins with Fall semester. Masters degree awarded after 10 months of study. ****Army War College***, Carlisle PA. A new addition in FY09, through DHS. Master degree awarded after 10 months of study. Class commences with Fall semester. ****Joint Forces Staff College (JFSC)***, Norfolk VA. New in FY09, available through DHS. Grade level determines course of study (Staff College or War College). Leads to Masters degree after 10 months of study. *Three ***graduate school quotas*** exist for FY09, participating colleges/universities to be determined. Look for ALCOAST solicitation for application procedures for classes that begin in the Fall 2009 semester. Anticipate program will lead to Masters Degree in a National Security or Strategic Studies related field. ****Naval Post Graduate School (NPGS)***, Monterey CA, 18 month Homeland Security Leadership Development program available to civilians through DHS. (See ALCOAST 129/08.) Additionally, there is a similar program in West Virginia. Both lead to Masters Degrees. ****Tuition Assistance Program***, (CG-132), designed for employees desiring to broaden their academic or technical background; provides funding for off-duty education. All members (active duty, reserve, civilian) eligible. Tuition assistance up to $4500 annually; $250 per semester hour cap. Consult CG Institute, http://www.uscg.mil/hq/cg1/cgi, or Local Education Service Officers.

Plug in to the network that helps keep you abreast of opportunities, for example: The Leadership News, a quarterly publication distributed to every field unit; Leadership/Professional Development web site, http://www.uscg.mil/leadership/; Conferences – EXPO, BIG, NNOA, FEW and HPT to name a few; Messages such as ALCOASTs and email subscriptions; printed materials distributed at the CPO Academy, Civilian Orientation, LAMS and the Career Enrichment Seminar, which comprehensively list leadership opportunities. ***Next Edition: Performance Awards.***