



CIVIL RIGHTS ON DECK

A monthly publication of the
U.S. Coast Guard
Civil Rights Directorate
2100 Second Street S.W., MS 7000
Washington, DC 20593-7000
(202) 372-4500 Fax (202) 372-4967
www.uscg.mil/hq/cg00/cg00h/

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COAST GUARD HISTORY

This is the final, Part IV of a IV part series featuring military uniforms worn by women during the course of history.

World War I: 1917-1918



◀ The U.S. Navy Yeoman (F)



◀ The Marine Corps

Winter blues ▶



World War II

WAC Issue: L-R: Service O.D., Utility Coat, Cotton Summer uniform, Work dress, Work uniform, Wool overcoat. ▼



SPARS Coast Guard ▶



Source:

<http://userpages.aug.com/captbarb/uniforms.html>

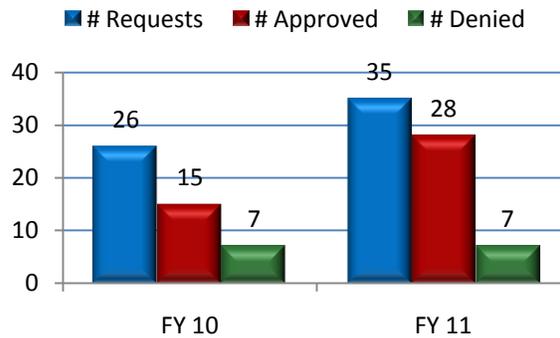
CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director
CAPT Paul Boinay, Office of Civil Rights, Policy, Planning and Resources
Ms. Francine Blyther, Office of Civil Rights Operations
Mr. Ahmad Razavi, Chief, Technical Operations Staff
Ms. Barbara Stewart, Chief, Solutions and Complaints Division
CDR Kirby Sniffen, Chief, Planning and Resource Management Division
CDR Pedro Jimenez, Executive Assistant

Improvements to Coast Guard's Reasonable Accommodations Program

Significant improvements to the Coast Guard's Reasonable Accommodations Program produced positive results during FY-11. The Civil Rights Directorate improved its accommodations reporting process to better capture accommodations routinely granted by CG management, but not communicated to CG-OOH by required reporting form CG-6082 or through a Civil Rights Service Provider (CRSP). Annually, Coast Guard's reasonable accommodations data is submitted to the Department for further dissemination to oversight governmental entities. Improvements: A newly developed fact sheet on reasonable accommodations helps managers better understand the process and their responsibilities when accommodations are requested. In addition, a standard operating procedure and toolkit aim to assist CRSPs in accomplishing their reasonable accommodations functions. During this FY, the CRD will continue to improve upon both the program and the reporting process. For reporting forms and additional information, contact a serving CRSP: 1(888) 992-7387 or (1-888 99 CRD USCG). Submitted by Mr. Johnny McAfee

Figure 1 USCG Reasonable Accommodations
FY 10 and FY 11



CRD Welcomes New Shipmates!



Lieutenant Caleb James reported onboard as Civil Rights Planning and Resource Management Division Staff (CG-00H-12), October 2011. Previous tours include Coast Guard Reserve Affairs - Reserve Readiness Division, Recruiting Command, Headquarters Support Command, SECTOR St. Petersburg, and CGC SENECA. LT James holds a BA from the University of South Florida and is currently pursuing his JD at the David A. Clarke School of Law. Submitted by Mr. Sean Dixon

CRD also welcomes Chief Officer Kevin Purifory as an Equal Opportunity Advisor for Region 1, Zone 2 at the Training Center Cape May, NJ.



His previous assignments include CGC SENECA (command chief), Sector Boston, CGC SPENCER, NESU Boston, CGC SPENCER, Group NY, CGC RED BEECH. CPO Purifory is currently pursuing a degree from American Military University. He and his wife, Nadia, have six wonderful children. CPO Purifory enjoys coaching youth sports, and notes that he basically has the whole team in his house anyway! Submitted by Ms. Marisa Marinos

Happy Holidays from the Civil Rights Directorate!



The Civil Rights Directorate extends warm wishes and holiday greetings to our Coast Guard shipmates!

Submitted by Ms. Deborah Gant

U.S. Coast Guard upcoming training schedule:

Civil Rights Awareness (CRA) and Sexual Harassment Prevention (SHP)

Coast Guard members are required to take Civil Rights Awareness (CRA) training triennially and Sexual Harassment Prevention (SHP) training annually. During FY 11, Civil Rights Service Providers (CRSPs) facilitated in-person training for 22,695 employees. Another 43,218 members of the CG workforce took online training. The resulting overall training rate exceeds the rate (75%) prescribed by the Management Directive 715. The CRD attributes CG's low complaint rate to the many facilitated sessions conducted by CRSPs. If you are due to take CRA training, please contact a servicing CRSP using the upcoming training schedule below.

U.S. Coast Guard EEO/EO Training Schedule

Dates	Course Title	Audience (Non-Mgmt/Mgmt)	Location	Slots Available	Contact Information	Zone
REGION 1						
12/3/2011	CRA/SHP	Non-Mgmt/Mgmt	CG STA NY, NYC	10	Mr. Stephen Snyder (609) 898-6919	2
12/7/2011	CRA/SHP	Non-Mgmt	Baltimore, MD (USCG SFLC/YARD)	7	Ms. Gloria Townes (410) 762-6019	3
12/8/2011	CRA	Non-Mgmt	Baltimore, MD (USCG SFLC/YARD)	7	Ms. Gloria Townes (410) 762-6019	3
12/10/2011	CRA/SHP	Non-Mgmt/Mgmt	Sector NY, NYC	10	Mr. Stephen Snyder (609) 898-6919	2
12/11/2011	CRA/SHP	Non-Mgmt/Mgmt	Sector NY, NYC	10	Mr. Stephen Snyder (609) 898-6919	2
12/13/2011	CRA/SHP	Non-Mgmt/Mgmt	TRACEN CAPE MAY, NJ	20	Mr. Stephen Snyder (609) 898-6919	2
12/17/2011	CRA/SHP	Non-Mgmt/Mgmt	Sector NY, NYC	10	Mr. Stephen Snyder (609) 898-6919	2
12/18/2011	CRA/SHP	Non-Mgmt/Mgmt	Sector NY, NYC	10	Mr. Stephen Snyder (609) 898-6919	2
REGION 2						
12/6/2011	CRA	Non-Mgmt/Mgmt	Kings Bay, GA (MSST)	10	Mr. Linwood Outlaw (252) 335-6651	6
12/7/2011	CRA	Non-Mgmt/Mgmt	Georgetown, GA (Station Georgetown)	2	Mr. Linwood Outlaw (252) 335-6651	6
12/13/2011	CRA/SHP	Non-Mgmt/Mgmt	PATFOR SWA, Bahrain	TBD	Mr. Miguel Flores (305) 953-4656	7
12/14/2011	CRA/SHP	Non-Mgmt/Mgmt	PATFOR SWA, Bahrain	TBD	Mr. Miguel Flores (305) 953-4656	7
12/15/2011	CRA/SHP	Non-Mgmt/Mgmt	PATFOR SWA, Bahrain	TBD	Mr. Miguel Flores (305) 953-4656	7
12/15/2011	CRA/SHP	Non-Mgmt/Mgmt	PATFOR SWA, Bahrain	TBD	Mr. Miguel Flores (305) 953-4656	7
12/6/2011	CRA	Non-Mgmt/Mgmt	Kings Bay, GA (MSST)	10	Mr. Linwood Outlaw (252) 335-6651	6
REGION 3						
12/7/2011	CRA/SHP	Non-Mgmt/Mgmt	Portland, OR	TBD	Mr. James Alexander James.C.Alexander@uscg.mil	13
12/8/2011	CRA/SHP	Non-Mgmt/Mgmt	Portland, OR	TBD	Mr. James Alexander James.C.Alexander@uscg.mil	13
12/14/2011	CRA/SHP	Non-Mgmt/Mgmt	Juneau, AK	TBD	CPO Regionald Tullios regionald.c.tullos@uscg.mil	12
1/5/2012	CRA/SHP	Non-Mgmt/Mgmt	North Bend, OR	TBD	Mr. James Alexander James.C.Alexander@uscg.mil	13
1/6/2012	CRA/SHP	Non-Mgmt/Mgmt	North Bend, OR	TBD	Mr. James Alexander James.C.Alexander@uscg.mil	13

Source: Petty Officer 2nd Class Christine Carolus

CRD Welcome New Shipmates (Continued)



Welcome Mr. Brad Shaff, the Civil Rights Officer for Region 1, Zone 2 at the United States Coast Guard Academy, New London, CT. Mr. Shaff began his Federal Service by enlisting in the United States Navy at the age of 18. Later, he accepted a Commission as a 2nd Lt. in the United States Air Force and served as Chief, Readiness and Plans for the 438th Medical Group on McGuire AFB, NJ. After law school, he held several positions including Assistant Staff Judge Advocate and Chief, Military Justice, where he advised 35 Commanders and 35 First Sergeants of the 55th Wing and Tenant Units in the area on all serious disciplinary matters. Mr. Shaff also served as the administrator of the outpatient service area and Equal Employment Opportunity Program Manager for the VA Medical Center in Omaha, NE. Mr. Shaff is joined in Connecticut by his wife, Diane, a teacher and counselor by training, and his daughter, MacKenzie, and son, Jake. Submitted by Ms. Marisa Marinos

Welcome New Shipmates (continued)



The Civil Rights Directorate welcomes Ms. Eugenia Apraku to the Coast Guard Civil Rights team. Ms. Apraku joined Zone 8 Civil Rights staff as an Equal

Employment Opportunity Specialist Trainee on October 11, 2011. Ms. Apraku, a third year law student at Loyola University New Orleans College of Law, hails from Ghana, West Africa, and enjoys traveling and going to the beach. Submitted by Mr. Vesone Dean



Lieutenant Lee Crusius joined the CRD, Region 1, Zone 2 as an Equal Opportunity Advisor (EOA). After earning a degree in Marine

Environmental Science from the United States Coast Guard Academy in 2007, LT Crusius served as a Deck Watch Officer, Fire Control Officer, and Gunnery Officer on USCGC Munro in Kodiak, Alaska during which he participated in one of the largest rescues in Alaskan history, saving 42 lives from the ALASKA RANGER. Upon completion of his tour aboard MUNRO, LT Crusius received orders as the Executive Officer aboard USCGC Key Biscayne in Key West, Florida. LT Crusius is married to Jillian Kaltner of Rochelle Park, New Jersey. They have one son, Nolan. Submitted by Ms. Marisa Marinos



The Civil Rights Directorate, Headquarters welcomed two new shipmates on December 5, 2011.

◀ Mr. Ahmad Razavi, and Ms. Emily Harcum. Mr. Razavi serves as the EEO manager for the Office of Civil Rights Operations, CG-00H-2. Prior to joining the Coast Guard, Mr. Ahmad served as the EEO manager for the Mid-Pacific Region of the Bureau of Reclamation in Sacramento, California. Mr. Ahmad graduated from North Texas State University in Denton, Texas, with major in Psychology; and retained a Juris Doctor (JD) from Ventura and Santa Barbara Colleges of Law. ▶ Ms. Emily Harcum serves as CRD's Communications Specialist. Her previous experience includes four years as the sole Marketing Specialist at the Bureau of Labor Statistics, where she developed communication plans and marketing materials. Ms. Harcum earned her MBA in marketing and a Master's in International Business from the University of Pittsburgh, PA. She enjoys traveling and reading. Submitted by Ms. Deborah Gant

