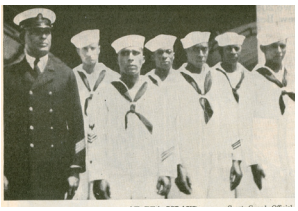
Civil Rights
On Deck
Volume 5, Issue 2 - February 2010

A monthly publication of the
U.S Coast Guard
Civil Rights Directorate
Washington DC 20593
202-372-4500 Fax 202-372-4967
www.uscg.mil/hq/cg00/cg00h/
Email: ocr@uscg.mil

Coast Guard History



By Dr. William Thiesen, LANTAREA Historian

PEA ISLAND - *"The first all African American surf station crew in the U.S. Coast Guard. Reading left to right, they are: Chief Boatswain's Mate George E. Pruden, in charge; Cleon C. Tillett, B.M.1c.; Maxie M. Berry, Lonnie C. Gary [sic; Gray], Norphlet P. Meekins, John A. Mackey and Maloyd L. Scarborough."* Photo and caption published in the U. S. Coast Guard magazine, Volume 2, No. 2, December, 1928, p. 24.

End of December 2009 USCG Workforce Nos.

Active Duty Military Personnel: 42,457

- Enlisted 34,133
- Officer 6,731
- CWO 1,593

Select Reserve Military Personnel: 6,862

Total Civilian Employees: 8,189

- Permanent: 7,862
- Temporary: 327

6,012 of the permanent civilian employees are Career Employees.

Civil Rights Directorate's Hero

BY FRANCINE BLYTHER

One of our own Guardians, Lesly (Les) Delney boarded the US Navy hospital ship (USNS COMFORT, (pictured at left)) and sailed to Haiti on Saturday, January 16th as a volunteer to provide assistance to the people of Haiti, who were devastated by the earthquake that left the Island of Haiti and Mr. Delney's homeland in dire need of assistance. We recently learned from a member of the medical staff onboard USNS COMFORT, that in addition to comforting the patients brought onboard for medical attention, Mr. Delney is assisting in the construction of a Creole Language Manual for the medical staff. We are proud of Mr. Delney, and not surprised by his outstanding contribution and act of valor. He is a stellar Civil Rights Service Provider (CRSP); known for his mediation techniques and fostering allliances. In 2007, Mr. Delney earned Coast Guard's CRSP of the Year award for services he provided to more than 700 associates within his area of responsibility.

Here at home in MD, Mr. Delney provides for his 85 year old mother who lives with him. While he felt compelled to rush to Haiti to assist in any way he could, he was equally concerned for the welfare of his mother whom he worships and who was sickened by ongoing media accounts so much so, that Mr. Delney had to seek medical care for her. After he knew she was O.K., Mr. Delney arranged for siblings to arrive in town to take care for her, and then immediately made arrangements to board the USNS COMFORT, where he is providing much needed care for his countrymen, and native land Haiti. Pictured-: Mr. Delney (right), accompanied by his mother (center) and VADM Vivien Crea (Ret.), during a 2007 CRSP Award Program.

Complaints Corner

BY LEO LESTINO

Percy Green: The Man Behind the Case

McDonnell Douglas Corp. v. Green, 411 U.S. 92 (1973), is arguably the most well-cited case in the EEO arena. However, even before Percy Green brought the now-famous suit against his employer, he was already a well-known civil rights activist. In addition to having been arrested over a hundred times in civil rights marches, one historical incident makes Green particularly memorable. In July of 1964, Green climbed 125 feet up the 630-foot-high Gateway Arch in St. Louis, MO in protest against the federal government's construction of the arch without employing any African-American contractors or construction workers. Percy Green certainly demonstrated commitment to the cause of civil rights.

FEBRUARY IS AFRICAN AMERICAN HISTORY MONTH

Special Emphasis: Federal Women

By Gwendolyn White

This is the first of a four-part series on Special Emphasis Programs. As of the latest statistics for EEOC, women comprised 44% of the federal civilian workforce. The Federal Women's Program, is a federally mandated effort to enhance recruitment, advancement, selection, and training of women in the federal government. Executive Order 11478 issued in 1969 required federal agencies to establish affirmative Equal Employment Opportunity programs that include the Federal Women's Program as part of the overall EEO effort. To this end, the Civil Service Reform Act of 1978 codified in Public Law 92-261 aided creation of Federal Women's Program Manager positions with responsibilities for tracking, reporting, and advising management on the status of women within their organizations. USCG commands establish programs consistent with this requirement.

Calendar Check

24th Annual BEYA STEM Conference
Feb. 18-20, 2010

21st Annual WIA Conference
Feb. 25-27, 2010

Women's History Month
March 1-31, 2010

Welcome New Shipmates!

By Tony Paras

The Civil Rights Directorate (CRD) is happy to welcome onboard two new shipmates: Mr. Leo Lestino, Esq., and Ms. Floretta Cabiness. Mr. Leo Lestino, Esq. joined CRD as an Equal Opportunity Specialist/ Technical Advisor. Mr. Lestino has a Bachelor's degree from the University of Hawaii, a Juris Doctor degree from Regent University School of Law, and is admitted to practice law in the Commonwealth of Virginia. Mr. Lestino worked for the Virginia Supreme Court during law school and, after graduating in 2008, completed a judicial clerkship with Chief Justice Ronald Moon of the Hawaii Supreme Court. Mr. Lestino loves to cook and describes himself as a "beach bum" at heart. Ms. Floretta Cabiness also joined CRD as an EEO Specialist; she began her career at CG as Region 2 civil rights intern. After graduating in August 2009 with a Master of Science degree, she met the requirements to matriculate to a career ladder EEO Specialist position. Ms. Cabiness also earned a Bachelor of Science degree in 2006 from Bowie State University. Ms. Cabiness loves shopping and family time.

USCG Celebrates Martin Luther King Day

By Robert Thomas

Mr. Curtis B. Odom, USCG Director of Personnel Management was the guest speaker for USCG Headquarters Dr. Martin Luther King, Jr., Day observation on January 13, 2010. Mr. Odom called on those gathered to remember that we honor Dr. King because he showed us the way to mend broken fences and to move on in building our country rather than destroying it. While highlighting the accomplishments of Dr. King and the impact he had on our nation, Mr. Odom told of his own experiences growing up in segregated South Carolina and the changes that he has witnessed during his lifetime, in public accommodations, voting rights, schools, and transportation as a result of the civil rights movement. He also spoke of the Coast Guard Core Values of Honor, Respect, and Devotion to Duty. Lastly, in following the theme, "A Day On, Not A Day Off," he challenged the audience, "What are you doing TODAY to make a difference in creating a better TOMORROW?" Special thanks to the Master of Ceremonies, CDR Vernon Craig Chief/Asset Logistics Division, Asset Project Office Baltimore and to Petty Officer Arnetia Rhone for singing the National Anthem.