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US COAST GUARD

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### FROM THE TRAINING SUITE

Training is an important aspect of EEO readiness. Reminder that mandatory training includes EEO/EO modules. Consult the list below to ensure your compliance and that of your unit:



*Annual* Sexual Harassment Prevention

*Bi-Annual* No FEAR – Anti-Discrimination and protection from retaliation.

*Triennial* Human Relations Awareness

Consult your command's EEO liaison, or the Learning Portal for information.

### OFFICE OF CIVIL RIGHTS

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**Best Practices, Photos to share?**  
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# Showtime at Headquarters



The Office of Civil Rights and the Headquarters Black History Month Committee are sponsoring three movie showings during Black History Month: *African American Lives*, February 5<sup>th</sup>; *The Great Debaters*, February 12<sup>th</sup>; and *Remember the Titans*, February 19<sup>th</sup>. All CG personnel are invited to bring a lunch, and view

these entertaining and educational movies. Showings will be in room 2415 at 1130 on the designated dates. Coast Guard units are reminded to take the opportunity afforded by the national celebration of Black History Month, to celebrate, recognize and educate the workforce about the achievements of African Americans within our service, our nation, and the world.



## CHANGE OF COMMAND

Coast Guard Salutes our new Commander-In-Chief, President Barack Obama, and welcomes Secretary Janet Napolitano, Department of Homeland Security!

### COAST GUARD HISTORY

#### Women in the United States Lighthouse Service

The United States Coast Guard is proud of the role it played in pioneering the role of women in the federal government. The Coast Guard predecessor service of the United States Lighthouse Service best demonstrates this effort. As early as 1830, women received assignments hold as lighthouse keepers, making them some of the first women in the nation to serve in highly-responsible non-clerical roles. Some of these lighthouse keepers, such as Katherine Walker, grew famous for rescuing dozens of shipwrecked passengers and crew. In addition to saving numerous lives, Lighthouse Keeper Ida Lewis received the Gold Lifesaving Medal for an 1881 rescue of two soldiers who had broken through thin ice near her Lime Rock (RI) Lighthouse. Today, the names of female lighthouse keepers Katherine Walker, Ida Lewis, Abbie Burgess and Barbara Mabritty grace four of the service's 175-foot "Keeper" class buoy tenders; however, the story of these women and hundreds of other female lighthouse keepers remains largely unknown outside of the service. For more information please see the USCG Historian's web site at <http://www.uscg.mil/history/uscghist/WomenKeepers.asp> Source: William H. Theisen, LANTAREA Historian



**FEBRUARY IS BLACK HISTORY MONTH, THEME: THE QUEST FOR BLACK CITIZENSHIP IN THE AMERICAS**



## The Government's Next Top Model Program

*On Deck continues its series offering insights from Stephen Shih's discussion at the Coast Guard's Civil Rights Training Conference. Among topics, Mr. Shih discussed recommendations offered by experts for achieving model program status, including those offered by the U.S. Commission on Civil Rights (below). Mr. Shih is Deputy Officer for Equal Employment Opportunity, Department of Homeland Security.*

1. **Priority of Civil Rights:** Express this by direct reporting authority to the head of the agency. Additionally, separate enforcement functions (Title VI and Title VII) to ensure sufficient supervision and funding for both.
2. **Resources:** Ensure office is properly funded and staffed, sufficient to carry out 5 functions: employment enforcement; program enforcement; policy, analysis, research, and evaluation; record-keeping; and resource management.
3. **Planning:** Develop plans and goals, and employ information management systems which track performance.
4. **Prepare and Issue Policy Guidance:** Example: annually publish an updated list of the agency's federally assisted programs in the Federal Register.
5. **Technical Assistance** Provide guidance on civil rights compliance to senior agency leadership, program administrators, and program recipients.
6. **Education and Outreach:** Implement a plan to regularly educate program recipients, program participants, intended beneficiaries, and the general public about their civil rights protections and responsibilities (example: sponsor conferences and forums; hold meetings with stakeholders to brief them on new initiatives and funding sources, and to learn their concerns about program delivery).
7. **Effective Complaint Processing:** Ensure timely and legally-correct intake, investigation, and adjudication of complaints.
8. **Quality Compliance Reviews:** Conduct routine evaluations of policies and procedures for compliance with civil rights statutes, regulations, and policies.
9. **Staff Training:** Offer regular training to agency civil rights personnel on statutes and new developments.
10. **Oversight and Quality Assurance:** Ensure adequate systems for collecting and analyzing data from recipients.
11. **Coordination:** Develop collaborative working relationships with other agency offices (e.g., Office of General Counsel, offices for outreach, etc.)

### “MULTI-DIMENSIONAL HERITAGE OBSERVANCE”



In the photo, American Indian dancers perform outdoors at the Baltimore Area Coast Guard Commands “National American Indian Heritage Month” Celebration (Photo Credit: PA3 Ayla Kelley, Baltimore Area Coast Guard)

Baltimore Area Coast Guard Commands celebrated “National American Indian Heritage Month” at an all-hands special event held outdoors on the Yard parade ground in November. A variety of festivities –cultural dances, crafts, and songs – were offered to educate the Yard campus population on the riches of the American Indian culture. Attendees dined on buffalo burgers, walnuts and succotash throughout the afternoon while experiencing the various demonstrations and entertainment. The highlight was a performance of the song, “Snow Is Falling” by Lori Kelley (wife of Captain Brian Kelley, Commander, Sector Baltimore) and Cletus Kennelly. The poetic folk ballad was composed and dedicated to the people of U.S. Army PFC Lori Piestewa, the first American Indian servicewoman to die in the Iraq War. PFC Piestewa lost her life on March 23, 2003, when she and her company were ambushed.

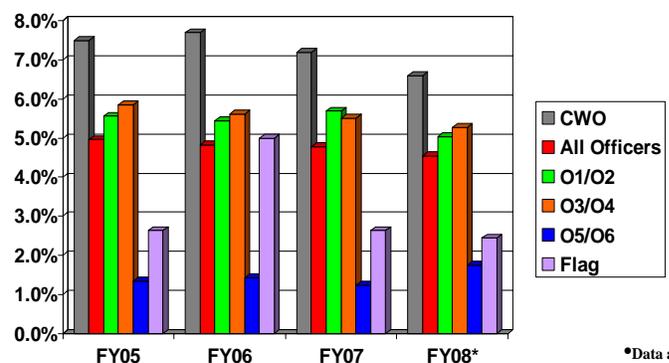
### LEADERSHIP ANSWERS BIG QUESTIONS

*On Deck continues its series on questions posed to leadership at the Blacks in Government (BIG) National Training Conference, and corresponding answers.*

**Q.** BIG attendees asked Mr. Curtis Odom, Deputy Director of Personnel Management: What is the trend of African Americans in the Active Duty Officer Corps?

**A.** From the end of FY05 through July 2008, the officer corps grew by about 3.3%. Two factors may skew diversity trends overall. (1) Coast Guard changed how it reports Race and Ethnicity, and (2) there appears to be an increase in personnel who self-select as multi-racial, or decline to respond. Mr. Odom offered the chart shown, to depict the trend.

### % Blacks in the Active Duty Officer Corps



\*Data as of July 2008