Civil Rights
On Deck
Issue 4, Volume 7 - July, 2009

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/
ocr@uscg.mil

Looking Forward

After months of assessment and hard work, we have much to celebrate. Reorganized, standardized and streamlined, we are officially the Civil Rights Directorate.

As champions of civil rights and equal employment opportunity/equal opportunity concerns, we've been working hard to accomplish a list of 53 objectives by the end of 2009 with a commitment to create a more accessible process for users. Recent achievements include:

- Establishment of three regional Civil Rights Detachments with qualified and trained, full-time officers.
- Restructuring of reporting chain so Civil Rights Service Providers report directly to Headquarters.
- Development of a career management program for all Civil Rights Service Providers.
- Designation of a Privacy and Records Manager responsible for ensuring confidential information is always secure; adhering to DHS privacy records management policy and procedures.
- Initiation of workload analysis to maximize workflow and staffing levels within our Directorate.
- Strategic Plan with continuous refinement to include metrics, business intelligence and evaluation factors.

We are striving to create a model Civil Rights program that is accessible and responsive to you, our customers. We will continue to keep you updated on our forward progress via our website, newsletter and on our CG Portal Intranet site. Please also check out our newly minted logo emphasizing equality, partnership and justice.

Underway - Director Terri A. Dickerson pilots a small boat from Station Ft. Macon with BMC David Hooley. The trip followed a voyage aboard the Coast Guard Cutter Eagle where she spoke with crewmembers about restructuring.

We salute Coast Guard Firsts

- Elmer F. Stone appointed first Coast Guard aviator on April 10, 1917.
- Lt. Carrie Wolfe and Lt. Olivia Grant, the first black female Engineering Officers of major cutters, CGC Spencer and CGC Venturous, respectively.
- Lt. Felicia Thomas, the first black female commanding officer-Coast Guard Cutter Pea Island.
- Master Chief Patricia Stolle who retired in June from the 11th District, was the first female Command Master Chief.

"Initial reports indicate that significant progress has been made. . . . we applaud the long overdue professionalization of Coast Guard Civil Rights services."

Rep. Elijah E. Cummings,
Subcommittee Chairman,
Coast Guard and Maritime Transportation

Women's Symposium

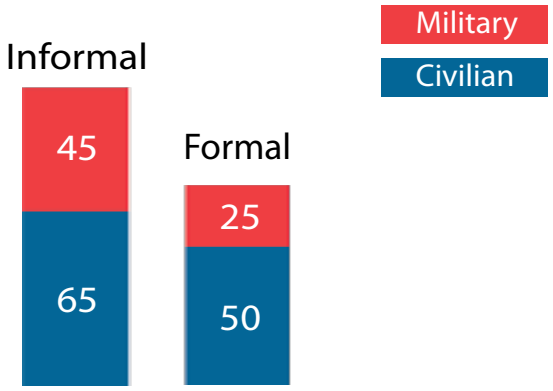
Story by MCPO Leilani Cale-Jones, CMC 14th Dist.

UNITED - Coast Guard women gather for a meeting with MCPOCG Charles Bowen during the 22nd annual Women's Symposium.

An array of military uniforms dotted the hotel lobby, most of them worn by women. Co-sponsored by the Coast Guard and attended by more than 600 people, there was representation from all ranks and included active duty, reserve, civilian, and auxiliarists. This year's theme, "Success Strategies for the Week, the Year, and Your Career", offered attendees a glimpse into the future for women in the workforce. That's a theme that resonates with many, including Rear Admiral Sally Brice-O'Hara because by law, only one percent of the 39,-000 people on active duty can be E-9s. Currently, about 20 are female, and only one is a gold badge Command Master Chief. That makes leadership and mentorship of our youngest members critical to shaping the future of our service.

Guest speakers included former White House Press Secretary, Dee Dee Myers, the first female to hold that position and the armed services' first African American woman combat pilot, Vernice Armour. Both were energetic in their delivery of poignant messages about women in the workplace. Continue reading at: www.uscg.mil/hq/cg00/cg00h/News/Articles/WomensSymposium.doc.

Civil Rights Complaints FY '08



USEFUL LINKS

Defense Equal Opportunity Management Institute: **www.deomi.org**
U.S. Equal Employment Opportunity Commission: **www.eeoc.gov**

CASE LAW

Agency Misses Retaliatory Harassment in its Findings
Rodriquez v. Department of Energy,
National Nuclear Security Administration
109 FEOR 213, March 6, 2009

The Department of Energy (DOE) found a complainant was not discriminated against when removed as a manager in a training program. His removal followed an incident where he had informed a female and a male trainee it was inappropriate for them to call each other "babe" or "baby". The D.O.E. found the complainant was not discriminated against, based upon his protected Hispanic status when removed from his temporary position, assigned to other work without proper equipment and suspended without pay for two days.

On appeal, the Equal Employment Opportunity Commission (EEOC) found the Agency erred in not finding the complainant was subjected to retaliatory harassment by two supervisors after naming them in an EEO complaint. stating supervisors showed ill will toward the complainant. Subsequently, the D.O.E. was found liable because it failed to stop the harassment while also leaving the complainant under the supervision of the discriminating officials.

THIS MONTH IN CIVIL RIGHTS HISTORY

July 28, 1868
The 14th Amendment of the U.S. Constitution was ratified, giving the right of citizenship to all persons born or naturalized in the United States.

July 11, 1905
First meeting of the Niagara Movement, an interracial civil rights group.

July 26, 1948
President Harry S. Truman signed Executive Order 9981, enforcing equality of treatment and creation of the President's Committee on Equality of Treatment and Opportunity in the Armed Services.

July 2, 1964
President Lyndon Johnson signed the Civil Rights Act, the most sweeping civil rights legislation since Reconstruction. It prohibited discrimination based on race, color, religion or national origin and mandated desegregation.