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Volume 1 Number 1

NUMBERS

FY '05 Informal counselings, 178. Formal complaints, 51. Mediation, 15. On-Site/Technical Assistance Visits 4.

IN COAST GUARD HISTORY

May 2006, VADM Crea assumes position of Vice-Commandant becoming the first woman posted as the Service Vice for any of the military agencies.

May 2006, Coast Guard Academy graduated its 700th Woman.

May 2006, Coast Guard Academy commemorated the 40th Anniversary of its first African-American graduate (Ensign Merle J. Smith).

OFFICE OF CIVIL RIGHTS

Terri Dickerson, Director
 CAPT Carl Uchytel, Deputy
 Ms. Tina Calvert,
 Compliance and Liaison
 Ms. Arlene Gonzales, Policy and Plans
 Ms. Yvonne Heffner,
 Resource
 Management/Strategic
 Planning
 Vacant, Investigations and
 Response
 HELP Desk www.uscg.mil
 Contact HQ to obtain a list
 of all USCG Civil Rights
 Service Providers.

Best Practices, Photos to share? Send to Civil Rights on Deck, 2100 Second St, SW Suite 2400, Washington DC 20593, 202-267-1562 Fax 202-267-4282 or by e-mail: deborah.gant@uscg.mil

CIVIL RIGHTS TOOLBOX

'We're from HQ and We're Here to Help!'

.... Yeah, right ... you've heard that before, but in the case of Equal Opportunity (EO) reviews it's true. **What are EO Reviews?** The Commandant, Office of Civil Rights (G-CR) reviews USCG units for three purposes, to: 1) Determine the effectiveness of implementing field civil rights missions (namely Demonstrate Command Leadership, Develop an Organizational Culture That Values Diversity, Correct Civilian Workforce Imbalances, Promote Resolution of Complaints at the Lowest Level, and Promote Community Outreach); 2) Identify best practices and improvement opportunities based on conferring with leadership and staff. 3) Provide specific recommendations and guidance to the Commanding Officer regarding the unit's EO efforts. **How Does the Program Work? 45 days prior to the visit:** G-CR notifies the command in writing and provides a pre-visit electronic survey (questionnaire) to be administered by the command. **On site:** G-CR conducts focus groups, and upon completion provides an out-briefing to the Commanding Officer or designated command representative. **Why Does the Coast Guard conduct EO reviews?** 1) As a proactive measure for continuous service-wide improvement; and 2) As a total workforce initiative to compliance with Equal Employment Opportunity Commission Management Directive 715 to: "conduct a self-assessment ... to monitor progress and identify areas where barriers may operate to exclude certain groups." **How does this pertain to my unit?** 1) It's a great tool to demonstrate leadership commitment to our Coast Guard vision of a service in which everyone has opportunity to reach his/her full potential; 2) It provides a written assessment of your EO practices, formulating a baseline from which leadership may carry on or make improvements. **Questions?** Contact Mr. Vincent Patterson, Civilian Workforce Analysis and EO Review Program Manager, (202) 267-4072.

'I'm Conducting an Interview Now What?'

What's fair and legal when it comes to pre-employment questions about age?

Legal: Birth date and proof of age are fair and legal. Some governmental positions, for example certain law enforcement categories, impose age restrictions. Employers may inquire as to whether an applicant meets minimum legal age requirements (example: for minors, a work permit). **Illegal:** Potential employers may not pose questions or make statements which imply preference for hiring or working with employees of a certain age. **Keep reading *Civil Rights On Deck* for tools in use at USCG to resolve employment matters, or contact your local civil rights service provider.**

NEW AT HQ



Director, Deputy on Deck

Terri A. Dickerson joined USCG on 3 April as Director, Office of Civil Rights having been a senior executive at the U.S. Commission on Civil Rights for six years. She offers leadership on policy and program, and foremost will work to establish factors by which the civil rights effort may be directed and evaluated. Captain Carl Uchytel, on deck 15 April as Deputy, was previously assigned to Cutter Forces at USCG Headquarters. He also will work on office operation and policy, and additionally looks forward to bringing an operational perspective to the civil rights effort.

CIVIL RIGHTS CALENDAR

JUNE

- * 21st-22nd: 19th Annual Womens Leadership Symposium, Theme: "Transformation: A Leaders Role" National Defense University, Fort Leslie J. McNair, Washington, DC
- * 26th-July 1: League of United Latin American Citizens, 77th National Convention, Federal Training Institute and Youth Federal Career Exploration Forum *YFCEF), Theme: "Latinos Impacting the Americas" Milwaukee, Wisconsin

JULY

- * 15th-20: NAACP 97th National Convention, Diversity Job Fair, Washington, DC
- * 17th -21st: Federally Employed Women (FEW) 37th National Training Program. Theme: "New Connections New Directions" Atlanta, Georgia
- * 17th-21st:National Naval Officers Association (NNOA) 34th Annual Conference Training Conference, Theme: "Diversity: Foundation of Our Nations Strength" Quantico Marine Corps Base, Virginia
- * 31st- August 5th: Tuskegee Airmen, Incorporated (TAI) 2006 National Convention, Phoenix, Arizona

AUGUST

- * 21st-25th: Blacks in Government (BIG) 28th National Training Conference, Theme: "Building Unity Through Excellence, Growth and Challenge" New York, New York
- * 26th Women's Equality Day
- * Society of American Indian Government Employees 3rd Annual Training Conference, Theme: "One People: A Diversity of Culture" Anchorage, Alaska
- * 29 - 31 National Organization for Mexican American Rights (NOMAR, Inc.) 10th Annual Training Conference and Business Meeting, Theme: "Hispanic Americans, the Critical Element in America's Workforce" Dallas, Texas

SEPTEMBER

- * Hispanic Heritage Month (September 15th - October 15th)

OCTOBER

- * U.S. Coast Guard, Civil Rights Service Providers training summit, October 17-19, Patrick Air Force Base, Coco Beach, Florida

NOVEMBER

- * American Indian/Alaska Native Heritage Month

2007

FEBRUARY

- * Black History Month

MARCH

- * Women's History Month

MAY

- * Asian Pacific American Heritage Month

The Coast Guard encourages training activities which enhance the value of diversity, guest speakers who are diverse, and exhibits which portray the richness of culture, literature, and history.