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US COAST GUARD

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### NUMBERS

17 Native American have received the highest military award, the Congressional Medal of Honor. The first was awarded during the Civil War.

### IN COAST GUARD HISTORY

October 1944 - The U.S. Coast Guard Women's Reserve, known as SPARs, authorized its recruiting officers to accept black women for enlistment. Within six months, four black women had applied and were accepted. Yeoman Second Class Olivia J. Hooker was the first black SPAR member.

### PRE-EMPLOYMENT ADVICE

**Inquiry Not Recommended:** Is your credit history good? Do you have any overdue bills?  
**Recommended Inquiry:** In a job interview, do not inquire as to a job applicant's finances.

### OFFICE OF CIVIL RIGHTS

- Ms. Terri Dickerson, Director
- CAPT Joseph Kolb, Deputy
- Ms. Tina Calvert, Compliance and Liaison
- Ms. Arlene Gonzalez, Policy & Plans
- Ms. Talisha Rosen, Resource Management/Strategic Planning
- Ms. Francine Blyther, Investigations and Response

**Best Practices, Photos to share?**  
Send to *Civil Rights on Deck*,  
2100 Second St, SW Suite 2400,  
Washington DC 20593, 202-372-4500 Fax 202-372-4967 or  
by e-mail,  
[deborah.i.gant@uscg.mil](mailto:deborah.i.gant@uscg.mil)

### ARE YOUR EVENTS AND MEETINGS ACCESSIBLE?



Section 504 of the Rehabilitation Act and DHS regulations (6 CFR 15) codify the government's responsibility to provide access to public events and services. When the Coast Guard provides public services and holds public events, it must offer access for people who have disabilities. For example, open houses, public meetings, award and recognition ceremonies, tours, graduations, and parking must be accessible to people with disabilities. Access extends to providing sign language interpretation services so that all persons may participate in Coast Guard sponsored public meetings.

Recently, the Coast Guard Academy made accommodations to enable an alumnus who needed wheelchair access to attend Homecoming events. William Porter is the Coast Guard's liaison for Section 504 compliance. For information, contact Mr. Porter at [william.j.porter@uscg.mil](mailto:william.j.porter@uscg.mil), (202) 372-4503.

### NEW DEPUTY ON DECK!



Captain Joseph "Bart" Kolb joined the Civil Rights Office on 6 June as Deputy Director. His previous assignments include Executive Officer at the Coast

Guard Recruiting Command and Assignment Officer at the Coast Guard Personnel Command. Following 9-11, CAPT Kolb was assigned to the Transportation Security Administration (TSA) where he served as the Assistant Project Manager for Workforce Creation, responsible for hiring 40,000 new checkpoint security screeners at 278 airports across the country. CAPT Kolb indicated "I am excited to be a part of the dynamic Civil Rights team and look forward to working with the headquarters staff and government partners to support the Area Directors and all Civil Rights providers throughout the Coast Guard."

### It's Our Anniversary!



We can hardly believe it either, but as we publish this edition, we

are celebrating our first year of *Civil Rights On Deck*.

The Coast Guard published its first issue in June 2006, and a new issue every month since then. This edition is our 13<sup>th</sup>. Special thanks to our readers and contributors for sending us event news, best practices, equal opportunity updates, and photos. We couldn't do it without you!

**National Naval Officers Association Annual Conference,  
16-20 July, Coronado, CA, [www.nnoa.org](http://www.nnoa.org)**

## THE COMPLAINTS CORNER



The Office of Civil Rights entered a five-year agreement with Crossroads Mediation Services to investigate formal discrimination complaints filed against the Department of Homeland Security by Coast Guard members. The contract is in place for 5 years. Coast Guard previously worked with JDG Associates of San Antonio; its agreement expired on April 30, 2007. The Office of Civil Rights Investigations and Response Team is technical representative in this agreement. For information on this aspect of complaint investigation, contact Warren Bolden, (202) 372-4521.

## PARTNERSHIP IN EDUCATION PROGRAMS TEACHING STUDENTS ABOUT CG, IS TAKING OFF!



◀ **Air Station Atlantic City: AMT1** Marcus Bynum guides a tour and explains operation of the HH-65 helicopter to Mt. Eagle Elementary School students and teachers. Photo by YN3 Jeremy Weible/TISCOM

Ms. Terri A. Dickerson, Director, Office of Civil Rights was guest speaker ▶ at the Curtis Bay Elementary School 5<sup>th</sup> Grade Closing Ceremony, June 12<sup>th</sup> hosted for the second consecutive year at the US Coast Guard Yard in Baltimore, MD. Pictured: Captain Paul Roden, Commanding Officer of the Engineering Logistics Center (ELC) and Ms. Dickerson congratulate the graduates. The Yard hosted a cookout following the ceremony.



### UPCOMING EVENTS!

#### JULY

\* **7-12:** 98<sup>th</sup> Annual Convention, "Power Beyond Measure," Armed Service and Veterans Affairs awards banquet, events and demonstrations by Coast Guard personnel, Detroit, MI. Contact Chief Penny Collins, 202-372-4515, [Pleasala.j.collins@uscg.mil](mailto:Pleasala.j.collins@uscg.mil).

\* **16-20:** NNOA Annual Professional Development and Training Conference, "Developing America's Future Leaders," CG Commandant Thad W. Allen is opening day speaker; Founder's Awards Banquet on closing evening. To register, visit [www.nnoa.org](http://www.nnoa.org).

#### AUGUST

\* **6-10:** EEOC Training for new counselors, Dallas; **27-31,** Washington DC., \$925. Visit [www.eeoc.gov](http://www.eeoc.gov).

### TWO MEMBERS OF TEAM CG RECEIVE FAPAC HONORS

The Federal Asian Pacific American Council ▶ (FAPAC) Military and Civilian Awards Ms. Rene Lau, from Maintenance and Logistics Command Pacific is the FAPAC Civilian Award winner in the GS 1-10 category. She was recognized with other winners at the FAPAC Awards Banquet on Thursday, May 31<sup>st</sup>, 2007 in Arlington, Virginia. Pictured (right to left) are Mr. Clarence A. Johnson/Principal Director, Office of Diversity Management and Equal Opportunity, DOD; Ms. Rene Lau, and Ms. Chau Le Williams, President FAPAC.



◀ Lieutenant Junior Grade Krysia Pohl, from Sector Delaware Bay is the Coast Guard's winner of the 2007 Federal Asian Pacific American Council (FAPAC) Military Meritorious Service Award. She was recognized with other military service winners at the Military Awards Luncheon on Thursday May 31<sup>st</sup>, 2007 in Arlington, Virginia. Pictured (left to right) are The Honorable David S. C. Chu Under Secretary of Defense (Personnel and Readiness), LTJG Kishia Mills from Sector Bay Delaware, who represented LTJG Pohl when she could not attend the ceremony, and Ms Chau Le Williams, President FAPAC.