

CIVIL RIGHTS ON DECK



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Celebrating LGBT Pride Month in June!



Lesbian Gay Bisexual Transgender (LGBT) Pride Month is celebrated in June. All Coast Guard members are encouraged to recognize the contributions of the LGBT community in the Coast Guard. The theme for Pride Month 2015 is "Color Our World with Pride." To learn more about LGBT Pride Month visit www.loc.gov/lgbt or contact a [Civil Rights Service Provider](#) for information on observances!

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Congresswoman Tulsi Gabbard Honors "Go For Broke" Ethos



In an event led by Executive Champion RDML Joseph Vojvodich, Congresswoman (HI) Tulsi Gabbard (Pictured Left) spoke to the workforce at Coast Guard Headquarters.

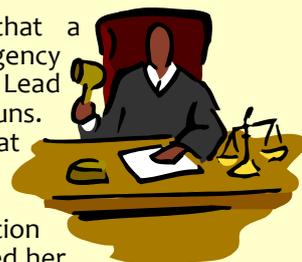
The theme for 2015 Asian American Pacific Islander Month was "Many Cultures, One Voice: Promote Equality and Inclusion." Representative Gabbard, a decorated U.S. Army veteran, highlighted the cultural ethos that draws Asian Americans and Pacific Islanders to service - as notably captured by the historic marching song "[Go For Broke.](#)" Participants were also treated to food sampling and cultural performances that



included the hula (Pictured Right).

Transgender Discrimination is Sex Discrimination

The Equal Employment Opportunity Commission (EEOC) held that a transgender employee was subject to discrimination when the agency restricted her from using the female restroom and when the Team Lead intentionally made hostile remarks and referred to her using male pronouns. In *Macy v. Department of Justice*, the EEOC previously stated that prejudice based on transgender status is sex discrimination because discrimination based on gender stereotypes drives bias against transgender individuals. In this case, the complainant began her transition of gender presentation when she changed her name legally and changed her name in her employment records. The complainant met with management to discuss presenting as a female in the workplace. During these discussions, all agreed to the Complainant's use of a single-user restroom while co-workers became accustomed to the complainant presenting as a female. The complainant used the women's restroom few times, when the single-user restroom was unavailable, and was confronted by a supervisor who said she could not use the restroom until she underwent "final surgery." The Commission held that an agency cannot condition the use of agency facilities upon completion of a medical procedure. Moreover, EEOC held that supervisor and/or co-worker prejudice is not a justification for disparate treatment. While interim measures are allowed, such as the single-user bathroom, an agency cannot deny an employee the use of the bathroom that corresponds to the gender in which that individual is presenting. In addition, the Commission found the supervisor's actions were intended to humiliate and embarrass the complainant. Witness testimony corroborated the supervisor's behavior. The EEOC found that such actions constitutes a hostile work environment for which the agency was liable because the behavior was well known but no one stopped it. The case is *Lusardi v. Department of the Army*, EEOC Appeal No. 0120133395 (April 1, 2015). Submitted by Ms. Erika Selmon



Trailblazing Coast Guard Woman Honored



Seventy years after she was sworn in as the first African American woman to enlist into the Coast Guard, the Commandant, Admiral Paul Zukunft, honored Dr. Olivia Hooker by dedicating the primary training spaces at Coast Guard Headquarters the "Dr. Olivia J. Hooker Training Center" in a special ceremony held in front of nearly 200 onlookers.



The Coast Guard's newest training center is emblazoned with Dr. Hooker's personal motto that she developed during her service, "It's not about you or me, but it's about what we can give to this world." Submitted by LCDR Pride Sanders with Pictures by PA2 Patrick Kelley

Celebrating Asian American Pacific Islander Heritage Month Around the Coast Guard

Recently, BASE Alameda held its annual Asian American Pacific Islander Heritage celebration on Coast Guard Island in Alameda, CA. The event featured 14 booths which provided education about various cultures, cuisines and traditions of Asians and Pacific Islanders. Information booths were provided by the Asian Art Museum of San Francisco, the U.S. Air Force Air Mobility Command and others. The Air Force booth provided information on "Space A" travel from Travis Air Force Base, CA for celebrants interested in visiting Asia or any of the Pacific Islands they serve. Crewmembers of CGC MORGENTHAU (visiting Coast Guard Island from Honolulu) and CGC SOCKEY performed a Haka dance (pictured). The assembly also watched Chinese Lion and Samoan dances.

The popularity of the event is a testament to the work done by the Base Alameda Asian American Pacific Island Special Emphasis Program committee. Utilization of local knowledge, distinguished visitors and community outreach created a memorable event which highlighted the contributions of Asian Americans and Pacific Islanders to our Coast Guard and nation. Submitted by LT Cory Cichoracki



Coast Guard Bear Spotted In Ports Around Europe & Boosting Homeland Education



Coast Guard Activities Europe has developed a unique way keep in touch with their Partners In Education (PIE) students! In conjunction with the Coast Guard Headquarters PIE program and the community outreach initiative of the Deputy Commandant for Mission Support, VADM Sandra Stosz, Activities Europe is using a stuffed Coast Guard bear named "Sinbad" (Pictured Left) to connect elementary and middle school students from Washington DC to the shipping ports of Europe and beyond. Sinbad is a true partner in education who creates access for students and Coast Guard members alike!

Activities Europe's primary mission involves safety of life at sea for U.S. ships in Europe and for non-U.S. ship wishing to enter U.S. waterways. As a result, Activities Europe's personnel gain distinctive views of some of the most historic ports and places in Europe. Through the PIE Program, and Sinbad, Activities Europe connects with students and shares their collective travels with the DC school community, relating educational facts and dynamic images from U.S. Embassies and ports in places like the Netherlands, Angola, Gabon, Montenegro, Croatia, and Bosnia - just to name a few!

For more information about the Coast Guard's PIE programs, please contact [Ms. Gwendolyn White](#) Submitted by LCDR Jennifer Runion



Questions regarding your responsibilities for administering the Defense Equal Opportunity Climate Survey (DEOCS)? Please see [ALCOAST 245/15](#) for Information regarding DEOCS.



CDR Partners with Diversity to Complete New IQ Course!



Five CRD Employees recently teamed with the Office of Diversity and Inclusion to complete OPM's training course on inclusive intelligence, "The New IQ." This training is being rolled out to every federal agency as a result of research showing that diversity and inclusion can contribute to better performance and increased employee engagement.

The graduates from this initial course will be qualified to train change agents within their organization to better understand the benefits of diversity and inclusion, and to develop the Five Habits of Inclusion; Fairness, Openness, Cooperativeness, Supportiveness and Empowerment. These change agents, in turn, will train others. The goal of the New IQ inclusion model is to improve teamwork, resiliency, innovation, job satisfaction, and productivity.

A 10-minute video with more information is available at allhands.coastguard.dodlive.mil/NewIQ. Pictured Left to Right:

Bill Cashman, Zone One Equal Employment Manager; Bruce Stewart, Deputy Director, Training, Compliance, and Strategy/ Office of Personnel Management; Gina Huck, Deputy Civil Rights Director/ Region 1; Donna F. Walker-Ross, Workforce Policy Advisor/ Office of Diversity & Inclusion; Gloria Townes, Zone Three Equal Employment Manager; Frank Gonzalez, Zone Four Equal Employment Manager; and Paul Ziegenggeist, Zone Two Equal Employment Manager. Submitted by Ms. Gina Huck