



# ON DECK

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## US COAST GUARD

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### NUMBERS

**Two** – In 1918, twin sisters Genevieve and Lucille Baker of the Naval Coastal Defense Reserve became the first uniformed women to serve in the Coast Guard.

### IN COAST GUARD HISTORY

**2006** - CWO3 Mary Ward retired after serving as the Commanding Officer at Station Port Canaveral. CWO3 Ward was the first women warrant boatswain mate to command a CG Station.

**2006** - CWO Apple G. Pryor was the first female African-American Naval Engineer Chief Warrant officer assigned to major cutter; she was Main Propulsion Assistant. She now serves on CGC BOUTWELL.

**2006** - LT Isabel Papp was the first female medical officer and first Hispanic female MD to be assigned to a Port Security Unit. She currently serves in San Diego (Port Security Unit 311).

### OFFICE OF CIVIL RIGHTS

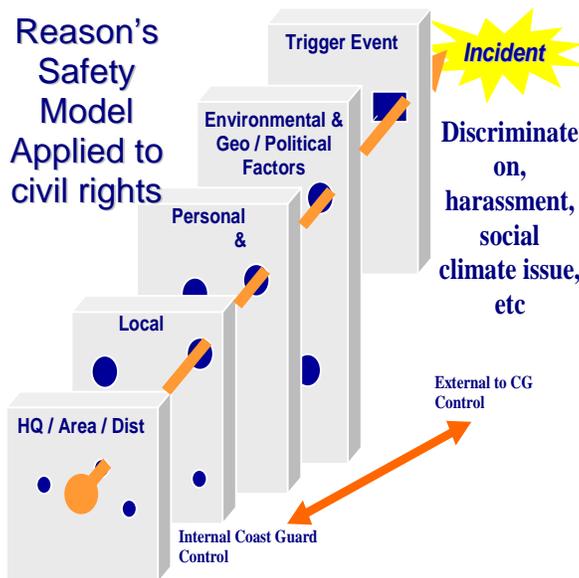
- Ms. Terri Dickerson, Director
- CAPT Carl Uchytel, Deputy
- Ms. Tina Calvert, Compliance and Liaison
- Ms. Arlene Gonzalez, Policy and Plans
- Vacant, Resource Management/Strategic Planning
- Ms. Francine Blyther, Investigations and Response

**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)

### EQUAL OPPORTUNITY CASE STUDY!

CG received a final decision on a 2001 matter (appealed in 2004). An employee cited reprisal for past complaints as the basis for being twice passed over. Selection officials asserted that three candidates including the complainant were equally qualified. EEOC decided the record supported the complainant. **Lesson Learned:** Records must support that selections are based on merit.

### GIVE YOUR TRAINING OPERATIONAL RELEVANCE



James Reason developed the "Swiss Cheese Model" to illustrate how, analyses of major accidents and catastrophic systems failures reveal multiple, smaller failures which lead to a hazard. In the model, each "slice" represents a safety barrier or precaution relevant to a hazard. At left, an example of failures which could lead to an equal opportunity incident. Want to use this in a speech or training? Contact CDR Christopher Alexander, D1, (617) 223-8214 or email [calexander@D1.uscg.mil](mailto:calexander@D1.uscg.mil)

### SWISS CHEESE MODEL

### PRE-EMPLOYMENT ADVICE

**Appropriate:** "Can you meet specified work schedules? Do you participate in activities, or have commitments that may prevent you from meeting work attendance requirements?" **Inappropriate:** Specific inquiries concerning spouse, spouse's employment, children, child care arrangements, or dependents.

### Ahoy! NPFC on Deck!



The Office of Civil Rights welcomes Ms. Amy Casillas-Becker, a National Pollution Fund Center staff member taking part in the USDA Executive Leadership Development Program. She is assigned to CG-00H for 60 days working on special projects.

**SAVE THE DATE: EEOC ANNUAL EXCEL CONFERENCE, 13-16 AUGUST, DENVER! Visit [www.eetraining.eeoc.gov](http://www.eetraining.eeoc.gov)**

**COAST GUARD ACADEMY CADETS, FACULTY AND STAFF EMRACE EQUAL OPPORTUNITY!**



On 24 January, Coast Guard Academy cadets participated in "Making Women Visible Day". The mentoring event was hosted by the Permanent Commission on the Status of Women for the state of Connecticut and the Girl Scouts of America.

◀ 2/c Christine Torres (right) with a Girl Scout. For information, contact Kenneth B. Hunter, Civil Rights/EEO Officer, United States Coast Guard Academy, (860) 444-8269, or [Kenneth.b.hunter@exmail.uscga.edu](mailto:Kenneth.b.hunter@exmail.uscga.edu).

**CAMPUS EVENT TO FOCUS ON VALUING UNIQUENESS**

The Genesis Club is hosting its thirty-second annual Eclipse Weekend, 13-15 April at the Coast Guard Academy, New London, CT. Theme: "Unique. That is the Proper Word for Our Differences." Contact LT Mark Braxton, 860-444-8529, [mabraxton@exmail.uscga.edu](mailto:mabraxton@exmail.uscga.edu).

**COAST GUARD RECEIVES KUDOS FROM USBE MAGAZINE, DOD!**



◀ The 2007 Black Engineer of the Year Conference (BEYA), conferred Awards on CG personnel. RADM's Dale Gabel and Manson Brown attended in support of Coast Guard awardees. Left to right: RADM Gabel, Awardees LT Jacob Ramos/NAVCEN; ENS Daniel Lee/ESU Honolulu; LT Mark Burrus/NAVCEN; LCDR Mark Harris/CG-451 and RDML Brown.



◀ *US Black Engineer Magazine* featured CG senior leaders in an article, "Top Blacks in the Military," for its February 2007 issue. Pictured: Flag officers RADM Stephen Rochon (left); RDML Manson Brown (right) and Senior Executive Ms. Terri Dickerson (center).



◀ BM2 Travis R. Williams/CG TACLET South and LCDR Keith N. Johnson/CG PSU 305 were selected as the 2007 Department of Defense African American History Month Recognition Award winners. Pictured: Mr. Clarence A. Johnson/ Principal Director, Office of Diversity Management and Equal Opportunity, DOD; Mr. Larry R. Houston/National Special

Emphasis Program Manager, CG Office of Civil Rights; Johnson; and Major General Robert Newman/Virginia National Guard Adjutant General.

**IT'S PLANNING TIME AGAIN ... UPCOMING CIVIL RIGHTS EVENTS!**



**MARCH /APRIL**

- \*\* Women's History Month
- \*\* 21<sup>st</sup>; DOD National Women's History Month-Science, Technology, Engineering and Math (STEM) Role Model Awards, Military Women's Memorial; 1000-1230, Arlington, VA
- \*\* 24-28<sup>th</sup>; Thurgood Marshall College Fund-8<sup>th</sup> Annual Member Universities Professional Institute and Exhibition; Renaissance Parc 55 Hotel, San Francisco, CA
- \*\* National Women of Color Technology Awards, April 30, 2007; and Black Engineers of the Year Awards, August 31<sup>st</sup>, 2007 Deadline for Nominations: March 31, 2007
- \*\* Employment Opportunities: Equal Opportunity Specialist, DOJ; closes April 3, 2007. For information, visit: <http://jobsearch.usajobs.opm.gov/getjob.asp?JobID+52557888>
- \*\* Collateral duty Coast Guard position for the American Indian/Alaska Native Special Emphasis Program. No experience required, training provided; for information, contact Ms. Tracey LeFlore, (202) 372-4264
- \*\* "ADA Basic Building Blocks" web course. Register at [www.adabasics.org/register.php#content](http://www.adabasics.org/register.php#content); Spanish version at [http://adabasics.org/index\\_sp.php](http://adabasics.org/index_sp.php)