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US COAST GUARD

Volume 4 Number 3

COAST GUARD HISTORY

Captain Frank H. Newcomb:
Hero and Champion



PART I

In 1940, when asked by the U.S. Navy to identify a historic Coast Guard officer who could provide the namesake for a new warship, World War II Coast Guard commandant, Admiral Russell Waesche, singled out Captain Frank H. Newcomb as by far the best candidate. The navy proceeded to name its newest Fletcher-class destroyer for Newcomb. The plucky USS NEWCOMB (DD-586) fought hard in World War II and was finally forced out of combat in the final months of the war by five successive kamikaze Attacks (continued, Newcomb right column).

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SENIOR EXECUTIVE LEADERSHIP EO SEMINAR (SELEOS)

The Office of Civil Rights in collaboration with the Assistant Commandant for Human Resources and the Master Chief Petty Officer of the Coast Guard, held the first Senior Executive Leadership Equal Opportunity Seminar 17-19 March 2009 at Coast Guard Headquarters. SELEOS offered in-depth workplace equal opportunity and diversity information to Flag Officers, Senior Executive Service (SES) members and "Gold Badge" Command Master Chiefs.



The seminar afforded the eleven participants an opportunity to identify strategic challenges facing our Service that impact readiness. SELEOS modules focused on awareness and understanding of differences that divide individuals and organizations to enhance their skills as senior leaders to successfully use EO program tools in leading a diverse workforce capable of executing Coast Guard missions.

Admiral Allen's closing comments to the group focused on an improved organizational climate in which leaders synchronize efforts to create a barrier free environment where equality of opportunity exists for all.

Capt Newcomb (CONTINUED from left sidebar)

The hard-charging warship exemplified the personality of its namesake whose distinguished career is largely unknown today. Born in Boston, in 1846, Frank Newcomb began working in the merchant marine as a boy and served as a Civil War officer in the Union Navy at the ripe age of seventeen. He returned to the merchant service after the war and within a few years he received a lieutenant's commission in the U.S. Revenue Cutter Service. To be continued in the next issue of 'Civil Rights on Deck.' Source: Dr. William H. Thiesen, LANTAREA Historian

COMPLAINTS CORNER

Ruling: In a recent ruling by EEOC, a supervisor's action was found to be retaliatory when the supervisor discussed the nature of a complainant's EEO claim with other employees and solicited their testimony.



What It Means: A complainant need not suffer an "ultimate employment action" in order to prevail on a claim of retaliation. A supervisor's open discussion of the complainant's EEO case in the office, and attempts to get other employees to testify is unlawful. This type of conduct reasonably deters employees from initiating EEO complaints.

As a remedy for the retaliation, the EEOC directed the agency to investigate the complainant's entitlement to compensatory damages, provide EEO training to the supervisor who engaged in the retaliatory behavior, and to consider taking disciplinary actions against the supervisor and anyone else responsible for the retaliation. 108 LRP 58023 (EEOC OFO 09/30/08)

Coast Guard welcomes a New Employee

Mr. Johnny McAfee joined the USCG family on 16 Feb 2009, as the Equal Employment Opportunity Manager



for Headquarters and Headquarter Units, HSC(eo). He brings to CG nearly 30 years of federal sector EEO experience managing and performing all functions in the civil rights program that includes pre-complaints and formal complaint processes; affirmative employment program; special emphasis programs; EEO/Civil Rights training programs; and preparing final agency actions.

Mr. McAfee obtained his EEO/EO experience from the following agencies: The former U. S. Army Record Center, St. Louis, MO; Defense Finance & Accounting Service, Indianapolis, IN; U.S. Department of Agriculture, Office of Civil Rights, Washington, DC; and the Defense Logistic Agency, Fort Belvoir, VA.

Mr. McAfee's passions are: Conducting training, Fishing and Golf. Mr. McAfee can be reached at (202) 372-4260.

"LOCKS OF LOVE"

During Women's History Month we commemorate and celebrate women and their achievements. A reminder of this would be LCDR Kerry Karwan, whom along with six other active duty and civilian Coast Guard women cut their hair at a charity event at Integrated Support Command Portsmouth for Locks of Love, a non-profit organization that provides hairpieces to financially disadvantaged children suffering from a condition called Alopecia Areata, which causes hair loss with no known cure or cause. The group of women donated a total of 75 inches of hair.

LCDR Karwan, who organized the charity event, began growing her hair out three years ago before donating exactly fifteen inches to Locks of Love. By providing hair prostheses, it helps to strengthen the children's self esteem and confidence, enabling them to face the world and their peers. For the Coast Guard women it was an act of humanity, but for the children who receive the custom made hairpieces, it restores a sense of normalcy to their lives.

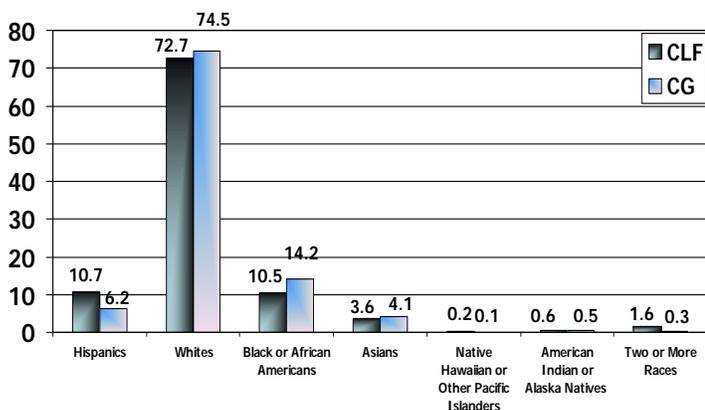


COMMAND CLIMATE ASSESSMENTS COMPLETED

The Office of Civil Rights is pleased to report that ninety-five commands (21% increase from FY07) reflecting 6,336 employees (military and civilian) participated in the Defense Equal Opportunity Climate Survey (DEOCS) during FY08. As a reminder all units are required to complete the DEOCS annually and may request surveys through the Defense Equal Opportunity Management Institute (DEOMI). The DEOCS measures employee perceptions of equal opportunity and organizational effectiveness in the workplace. In FY08, the Coast Guard realized record highs for number of commands and employees participating in the DEOCS. For information regarding DEOCS administration at your command, visit the DEOMI website at www.deomi.org. To view FY08 overall Coast Guard DEOCS results, visit the Office of Civil Rights website at www.uscg.mil/hq/cg00/cg00h. To access the survey, click on the reference button, scroll down to CG Policies and Data, click on Defense Equal Opportunity Management Institute Organizational Climate Survey 2008.

RESULTS OF USCG WORKFORCE ASSESSMENT AVAILABLE ONLINE

FY08 Total Civilian Workforce Profile Compared to the National Civilian Labor Force by Race and National Origin



Federal agencies must conduct self-assessments to monitor progress toward equal employment opportunity. Coast Guard's most recent assessment compared participation rates by race and national origin in Coast Guard's workforce to participation by these groups in the overall Civilian Labor Force (a figure representing the nation's non-military, non-institutionalized population available to work). It showed participation by Whites, Blacks, and Asians in Coast Guard as higher than their participation in the labor force, and participation by Hispanics, Native Hawaiian/Pacific Islanders, American Indian/Alaska Natives, and those of Two or More Races as lower. For more information, please access the Office of Civil Rights website at www.uscg.mil/hq/cg00/cg00h and click on the Reference Button, scroll down to Reports and click on Coast Guard Annual MD715 Report.