



CIVIL RIGHTS ON DECK

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Coast Guard History

Women's History Month: Origins and Significance

BY LEO LESTINO



Across the nation, March is celebrated as Women's History Month. This began in 1978 as a grassroots movement in California when the Sonoma County Commission on the Status of Women began a "Women's History Week" celebration to coincide with March 8, which is Women's History Day. Localities across the state began implementing their own initiatives and committed to lobby for Congressional recognition. In 1982, Congress passed a resolution establishing National Women's History Week, which it expanded to a month in 1987. Since then, Congress has issued a resolution every year for the celebration, and every U.S. president has also issued a yearly proclamation. Its goal and purpose, however, remains the same: to recognize the numerous contributions and achievements of women in American and world history.

Commands are encouraged to stage activities which educate the workforce about contributions by women.

CIVIL RIGHTS LEADERSHIP TOOLBOX: THE COMMAND PHILOSOPHY



Military leaders' effectiveness is thought to be enhanced when they enter positions of command with well-developed command philosophies. Posted conspicuously throughout the unit, the Command Philosophy is considered important to ensuring the preparedness of the unit they will lead. Ideas contributing to each leader's command philosophy are taken from their experiences, schooling, comrades, and the mission they are undertaking. Since I posted it in my unit a year ago, some people have asked me for a copy of my Command Philosophy (below). It is essentially a combination of 10 values I like to see in the workplace. These values promote what I consider to be the ideal workplace, productive teammates and quality products and service. I hope our readers find them useful:

1. Work Hard and Take Pride in Your Work. Don't cut corners. We are entrusted by taxpayers to properly care for their investment in us.
2. Take Smart Risks. Be open to vulnerability while you pursue excellence in what you do. Do not be afraid to make mistakes. When you do, be honest and accountable. Articulate your real intent to your colleagues.
3. Write well. Your writing speaks volumes about who you are and reflects on us as a team.
4. Complete Your Work on Time. Be aware of and respect how your actions influence your shipmates. Late work wastes time while other people are held up from going forward or going home.
5. Go the Distance. Commit to completed work and do not knowingly send your incomplete work to the next station expecting someone else to clean it up. Take notes and follow through on commitments and actions arising from places you go and meetings you attend. Commit promises to action plans.
6. Collaborate with Your Colleagues as Much as Possible. Draw circles to include, not exclude teammates. Express interest in assisting others who may need creative ideas or just another person to roll up their sleeves and work with them on something tedious.
7. Respect Privacy. We are by definition "Guardians" of each other, and specifically in this office, of our shipmates' sensitive matters. Never forget that they entrust to us their information, and that we must handle it professionally.
8. Laugh and Have Fun. It is infectious, and others will appreciate your good nature and positive outlook. Choose to see the good in your teammates. Maintain a sense of humor while observing protocols where expected.
9. Renew Your Mind through continuous education.
10. Don't Pre-judge. This is the root of prejudice. Never make up your mind without experiencing first-hand both sides of any matter. -- Terri A. Dickerson, Director, Civil Rights Directorate

Complaints Corner

BY LEO LESTINO

EEOC Affirms Harsh Sanctions for Substandard Investigations

Under EEOC regulations, agencies have the affirmative duty of performing an accurate, complete investigation and to develop an impartial record upon which to make findings. 29 C.F.R. §1614.108(b). In *Cox v. Social Security Administration*, EEOC Appeal No. 0720050055 (Dec. 24, 2009), the complainant notified the agency that the Report of Investigation (ROI) she received was incomplete and inadequately developed. The agency did not take action and argued that it was not responsible because it contracted with an outside company to investigate. Ultimately, the AJ issued a default judgment for the complainant and granted all the relief requested. The EEOC affirmed, holding that contracting out the investigation does not relieve an agency of its responsibility, especially since it retains control of the outcome of the investigation and has the right to review the results.



MARCH IS WOMEN'S HISTORY, THEME: "WRITING
WOMEN BACK INTO HISTORY"



On January 25, 2010, Secretary Napolitano welcomed Margo Schlanger to the U.S. Department of Homeland Security as its new Officer for Civil Rights and Civil Liberties, the office that shapes the DHS's activities through the lens of civil rights and civil liberties. Prior to her appointment, Ms. Schlanger was a Professor of Law at the University of Michigan where her research and teaching focused on civil rights, tort, prisons, and equal employment litigation. She also ran the Civil Rights Litigation Clearinghouse. Well known for her expertise in constitutional law and civil rights, Ms. Schlanger had previously been a Professor of Law at Washington University in St. Louis, and an Assistant Professor of Law at Harvard University. She earned her J.D. and her bachelor's degree, magna cum laude, from Yale University. She was also a trial attorney in the U.S. Department of Justice Civil Rights Division.



Hispanic Employment Program

BY GWENDOLYN WHITE

This is the second of a four-part series on Special Emphasis Programs. "The Sixteen Point Program for Spanish-Speaking Americans," now known as the Hispanic Employment Program, was established forty years ago to ensure consideration of the employment needs and concerns of Hispanics in the Federal Government. With the implementation of this program, the Federal Government acknowledged for the first time that Hispanic Americans are underrepresented in the Federal workforce. The latest EEO statistics reveal that Hispanics make up 8% of the federal civilian workforce. One of the measures put in place to address this employment concern is the appointment of Special Emphasis Program Managers who work with management to analyze data concerning workforce composition, identify barriers to equal opportunity, and develop plans to implement solutions. Although the Coast Guard Hispanic workforce is below the Civilian Labor Force benchmark, in recent years the service has benefitted from increased participation rates among Hispanic males.

Baltimore Area USCG Color Guard Instructs Navy Junior ROTC Cadets

BY DOTTIE MITCHELL



The Baltimore Area Coast Guard (BACG) Color Guard and Surface Forces Logistics Center's Equal Employment Opportunity (EEO) Office jointly visited the Maritime Industries Academy (MIA) High School in Baltimore City. SN Phillip McNamara (pictured above in uniform at right), the BACG Color Guard Training Coordinator and a former member of the United States Coast Guard Ceremonial Honor Guard, demonstrated commands and movements to the student cadets of the MIA's Navy Junior Reserve Officer Training Corps' Color Guard.

CALENDAR CHECK

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| American Indian Higher Education Consortium (AIHEC) Student Conference
March 26-29, 2010, Chandler, Arizona, www.aihec.org | Hispanic Association of Colleges and Universities (HACU) Capitol Forum
April 18-20, 2010, Washington, DC, www.hacu.net |
| National Society of Black Engineers Convention
March 31-April 4, 2010, Toronto, Canada, www.nsbe.org | |

"Reaching New Heights Through, Leadership, Development, Partnering and Outreach"

This is the theme of the National Image, Inc. 38th Annual Federal Employees Leadership and Diversity Training Conference will be held April 5-9, 2010, Sheraton San Diego Hotel & Marina, 1380 Harbor Island Dr, San Diego, California, visit www.nationalimageinc.org for more information. The Coast Guard and DoD will host the 22nd Annual Salute to Hispanics in the Military Banquet on April 8, 2010. For information, contact LCDR Terry Douglas, USCG Project Officer at (202) 372-4525.