



CIVIL RIGHTS ON DECK

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COAST GUARD

HISTORY

Women & the USCG "Moments in History"

2008

Jennifer Lowden became the first female School Chief for Training Center Yorktown on 1 June 2008. She also became the first female MKCS in the Coast Guard when she was promoted on 1 August 2008.

2009:

CAPT Sandra L. Stosz was promoted to RADM, becoming the first female graduate of the Coast Guard Academy to reach flag rank.

LT Felicia Thomas assumed command of the CGC Pea Island on 19 June 2009. She is the first African-American female Commanding Officer of a Coast Guard patrol boat.

2010:

LTJG La'Shanda Holmes became the first African-American female helicopter pilot in the Coast Guard. Source: USCG History Website

Civil Rights Directorate

Ms. Terri A. Dickerson, Director

CAPT Eku Faux, Chief, Office of Civil Rights Policy, Planning and Resources

Ms. Francine Blyther, Chief, Office of Civil Rights Operations

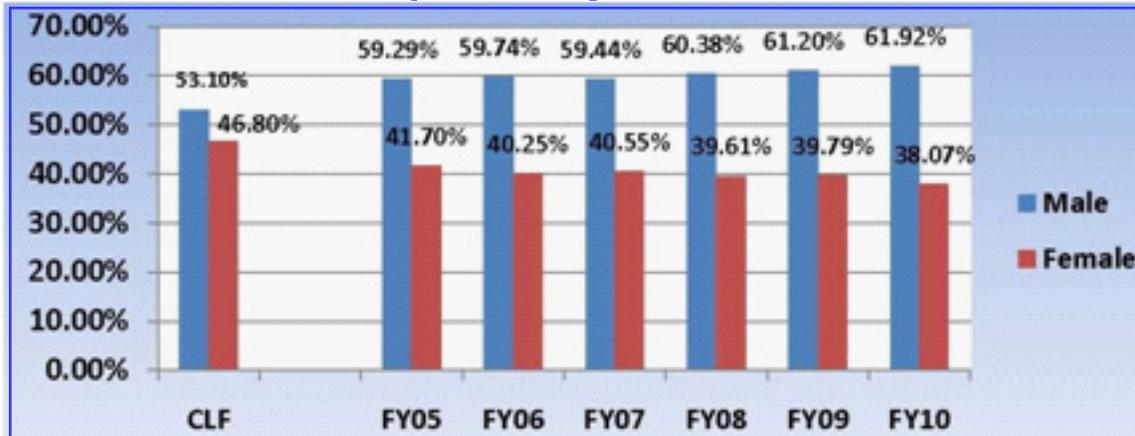
Ms. Barbara Stewart, Chief, Solutions and Complaints Division

Ms. Arlene Gonzalez, Chief, Compliance and Procedures Division

CDR Valerian Welicka, Chief, Planning and Resource Management Division

CDR Pedro Jimenez, Executive Assistant

Civilian Workforce Composition by Gender [FY05-FY10]



Total CG 2010 Civilian Workforce: 9,754 employees (Permanent, Temporary and Non-Appropriated Fund); Total Men: 6,040 Total Women: 3,714

A Widening Gap in the Coast Guard Work Force and What Hiring Officials Should Do. Men outnumber women in the Coast Guard civilian workforce by 23.85%, a gap that has widened from 17.59% in FY05. By contrast, the rate of Men exceeds that of women in the overall civilian labor force (CLF), but only by 6.3% as of the last Census. In order to achieve a workforce that more closely reflects the labor force, selecting officials are encouraged to seek the support of their command staff advisors when filling vacancies and to use the Civilian Hiring Guide available at http://www.uscg.mil/civilianHR/docs/pdf/Civilian_Hiring_Guide.pdf. The Diversity Strategic Plan, Assessment Tools and Action Plan Template to manage Diversity are available at http://www.uscg.mil/diversity/diversity_strategic_plan.asp. Submitted by Mr. Vincent Patterson

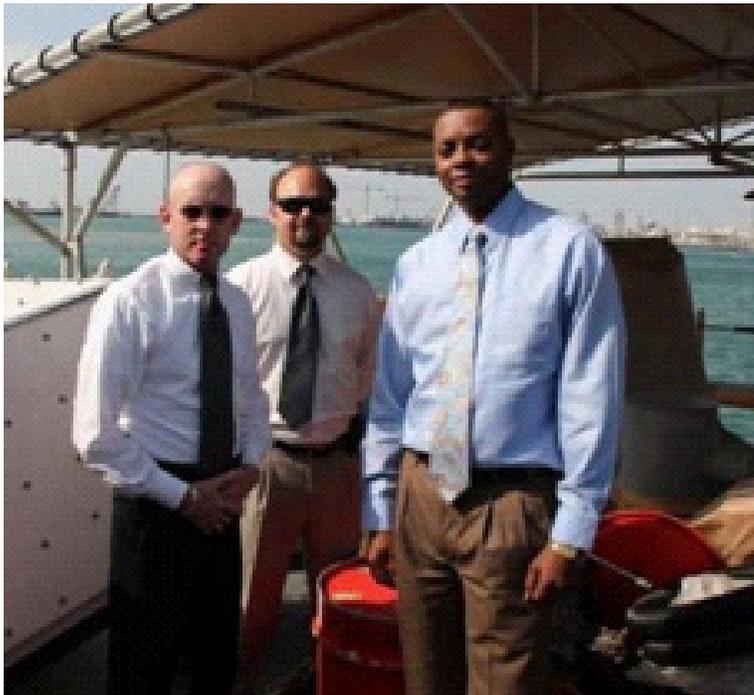
Have You Received Civil Rights Awareness (CRA) Training?



Civil Rights Awareness (CRA) training provides CG-workforce valuable information on the various protections afforded by law and CG's own Anti-discrimination policies. As of the first quarter of FY 11, Civil Rights Services Providers (CRSPs) have already provided CRA training to 8,352 Coast Guard members based on documented sign-in sheets. This number includes cadets at CG Academy and recruits at CG Training Center Cape May. CG recruits represents the highest group trained. During FY 10, CG-wide, CRSPs trained a total of 37,490 CG members which includes 3,230 recruits trained by Senior Chief Stephen Snyder at Cape May. **"We believe these facilitated sessions are best practices and the key to preventing complaints, and achieving early resolution"** says Francine Blyther, Chief of Civil Rights Operations. Facilitated sessions continue to receive positive evaluations from participants. On January 27, 2011, EMC Dylan Ruston wrote of a training conducted by Ms. Gloria Townes and Mr. Lesly (Les) Delney at the Yard **"The training was informative and was delivered in a way that encouraged participation from the crew of the LSSU. After yesterday's training I feel my shipmates and I are better equipped and understand our responsibilities in regards to Civil Rights Awareness. Thanks again for your office's continued support."** If you have taken CRA training, and your participation was not captured in the on-line CG Training Management Tool (TMT), contact your training officer to report the discrepancy. CRD staff is exploring ways to ensure all training activity is captured in TMT. Pictured: Senior Chief Snyder, EO Advisor, Cape May, NJ. Submitted by Ms. Barbara Stewart

MARCH IS NATIONAL WOMEN'S HISTORY MONTH, THEME: "OUR HISTORY IS OUR STRENGTH"

CRD Team Offers Technical Assistance in Bahrain



At the request of Command, USCG Patrol Forces South-west Asia (PATFORSWA), a review team of Civil Rights Service Providers (CRSPs) conducted an EO review at PATFORSWA, Kingdom of Bahrain, where active duty and some civilian personnel are deployed. An EO review is a vehicle conducted by the servicing civil rights personnel, that allows CG Commanders to assess their equal opportunity climate; it is a proactive approach to preventing civil rights problems. This vehicle enables Commanders to address any issues and or concerns, -- whether perceived or real -- early. EO reviews are in alignment with one of the 6 EEOC MD 715 essential elements of a model program, and is codified in the Civil Rights Directorate's goal to "pursue and promote activities which proactively prevent unlawful discrimination." Pictured left to right, Mr. Peter Flanagan, (EO Review Team Leader) Civil Rights Manager, Region 2, Zone 7; Mr. Miguel Flores, Equal Opportunity Specialist, Region 2, Zone 7; and Mr. Reginald Diggins, Civil Rights Manager, Region 2, Zones 6. Submitted by Ms. Laurene K. Gooch

Regional Round-up: Dr. King's Legacy Observed

Around Coast Guard, many units commemorated the life and legacy of Dr. King. Two are showcased below: Base Support Unit Portsmouth, kicked off Zone 5's Special Emphasis Program for the year with Dr. Ella P. Ward, Councilwoman and Vice President of Virginia Board of Education, who delivered a truly motivational and inspirational speech. Dr. Ward focused on the King's theme: "Remember! Celebrate! Act! A Day On, Not a Day off." In her speech, Dr. Ward suggested that the world cannot



world cannot rest on its laurels until it's civil rights mission is completed, thus encouraging everyone to act with resolve and vision. Submitted by Ms. Patricia C. Hill



Coast Guard Headquarters, Washington, DC, featured Dr. Vince Patton, Master Chief of the Coast Guard (Retired) who provided an inspirational speech highlighting the virtues of generosity and faith. Dr. Patton stressed that through generosity and faith our nation has the strength to overcome hate and negativity. From a young boy, while watching Dr. King when he spoke to hundreds of thousands gathered at Washington Mall, to a young man entering the U. S. Coast Guard and retiring, Mr. Patton has carried this belief with



utmost pride and determination. Mr. Patton ended his speech with an unforgettable quote from his mother that summarized his remarks in a very concise way: "Change will never come if you are not part of the reason for change." Submitted by Ms. Capresha Caldwell



UPCOMING EVENTS - MARK YOUR CALENDARS

* **April 25th-29th**; National Image Inc. 2011 Training Conference & Exposition, Renaissance Orlando at Sea World, Orlando, FL; visit www.nationalimageinc.org

* **July 23rd-28th**; 102nd NAACP Annual Convention, Los Angeles Convention Center, Los Angeles, CA; Theme: NAACP: Affirming America's Promise; for more information visit <http://www.naacp.org>

* **August 16th -20th**; Blacks in Government 32nd Annual National Training Conference, Kansas City, MO; Theme: *The New BIG: Taking Chances, Making Changes and Preparing Leaders*; www.bignet.org