

CIVIL RIGHTS ON DECK



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CRD Welcomes New Regional Director



Welcome aboard to Ms. Carolyn Hunter, Region 1 Civil Rights Director! Ms. Hunter joins the CG family with over 23 of extensive equal employment opportunity (EEO) experience.

Ms. Hunter began her work in civil rights as an EEO Specialist with the National Institutes of Health (NIH). After 21 years with that agency, she accepted an EEO Manager position with the Department of the Army.

Ms. Hunter received her Bachelor of Science Degree in Business Administration at Trinity College and is a native Washingtonian.

CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director

Ms. Francine Blyther, Office of Civil Rights Operations
CAPT Jennifer Ketchum, Office of Civil Rights Policy, Planning, and Resources

Ms. Dayra Harbison, Chief, Compliance & Procedures Division

Ms. Barbara Stewart, Chief, Solutions and Complaints Division

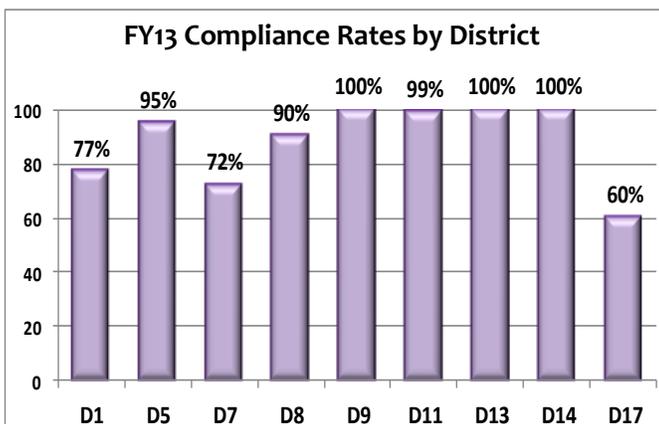
CDR Kirby Sniffen, Chief, Planning and Resource Management Division

CDR Eric Hoernemann, Executive Assistant

Ms. Emily Harcum, Communications Specialist

Command Checklist Completion Rate is 100%!

By regulation, Commanding Officers/Officers in Charge (CO/OICs) are responsible for civil rights leadership and compliance. The Civil Rights Directorate (CRD) assists CO/OICs with these responsibilities by providing guidance and tools, such as the Command Checklist. This particular tool distills all CO/OICs civil rights responsibilities described by law, regulation, Executive Order, Management Directive, and Commandant Instruction into one simple checklist, which allows commands to easily indicate whether or not their commands are compliant.



Commands with 50 or more personnel are required to complete the checklist by 31 October annually. This year, 278 units submitted Command Checklists for a 100 percent completion rate! Thank you CO/OICs for your attention and submissions. Please note that [Civil Rights Service Providers](#) (CRSPs) are available to assist you with any elements which were noncompliant. For checklist overall results, go to <http://www.uscg.mil/civilrights/FAQs/FY13ChecklistTrends.ppt>.

Coast Guard's Senior Leaders Promote Civil Rights



On February 18th and 19th, CG senior leaders gathered for the 10th iteration of the Senior Executive Leadership Equal Opportunity Seminar (SELEOS). **Pictured (L to R):** Chief Judge Walter Brudzinski, Ms. Francine Blyther, CAPT Jennifer Ketchum, CMC Mario Padilla, CDR Kirby Sniffen, CMC Dale Steinmetz, ADM Robert Papp, Ms. Terri Dickerson, LT Caleb James, CMC Dawn Stephens, CAPT Kevin Lunday, Ms. Ashley Lewis, and Mr. Michael Berkow.

Policy Change in Action: What Protections Do You Have?



As previously reported in the December 2013 issue of 'Civil Rights on Deck,' sexual orientation claims are now allowed by military members due to the repeal of "Don't Ask, Don't Tell" (10 U.S.C. § 654). CG's policy statements are in line with the Department of Homeland Security's equal opportunity policy. For more details, see the CG's updated [Equal Opportunity and Anti Discrimination and Anti-Harassment Policy Statements](#) and [ALCOAST 471/13](#).

Members must still first attempt to resolve their issues with their commands. However, if the matter is not resolved, they may then contact a Civil Rights Service Provider (CRSP) and enter the informal complaint process where additional attempts to reach a resolution will occur. For more information on these policies or the complaint process, contact your local [Civil Rights Service Provider](#). Submitted by Ms. Erika Selmon

Coasties Across the Nation Celebrate Special Programs



Special Emphasis Programs (SEPs) promote equal opportunity in the hiring, advancement, training, and treatment of individuals. Below are some recent examples of best practices organized by Coasties across the nation in honor of these programs.

Chicago: Members of the Marine Safety Unit Chicago celebrated a “Day of Service” in honor of Martin Luther King Jr. Day at the local People’s Resource Center in Wheaton, Illinois. The largest in the area, this grass roots community-supported organization fosters a Day of Service by serving 9,000 DuPage families and distributing 2.5million pounds of food annually. CG volunteers made a difference by organizing and stocking shelves and assisting with food distribution. **Pictured left (L to R):** MST1 Dave Coffin, LT Rysa Miller, MST2 Nate Scott, LT Simone Mausz, MST3 Chris Payne, MST3 Parker Woods, MST3 Stacy Smith, MST1 Ryan Ponto, MST3 Hamish Cuthbertson, and CWO Jack Hambidge.

Also, in honor of African American History Month, MSU Chicago toured the DuSable Museum, an independent institution dedicated to the collection, documentation, preservation, and study of the history and culture of Africans and African Americans. *Submitted by LT Furyisa Miller, MSU Chicago*

Washington, DC: Recently, active duty members from the CG along with RADM Stephen Rochon



(USCG, retired) shared a new and unique African American History Month program with approximately 40 students from Frank W. Ballou Senior High School in southeast DC. They introduced a new group of American Heroes by showing "The Voice of Gladdened Hearts,"



a documentary which highlights the all black crew of Life Saving Station Pea Island. Following the documentary, RADM Rochon (pictured right) described his role in securing the Gold Lifesaving Medal for to the crew, how producing the video prepared him to be a consultant for the movie "The Butler", and how he became the Executive Director of the Residence and Chief Usher of the White House.

At Headquarters, local youth joined Coasties to celebrate African American History Month with inspirational guest speaker, COL Greg Gadson (pictured left with VADM Manson Brown), a 24-year career Army officer and current Garrison Commander of Fort Belvoir, VA. COL Gadson shared his personal story of losing both legs above the knees and normal use of his right arm and hand to an Improvised Explosive Device in Iraq. An example of courage in the face of great adversity, COL Gadson emphasized that people have the ability to make significant contributions despite any limitations.

Florida: Seventh CG District military members, civilian personnel, and family members embraced the observance of Dr. Martin Luther King, Jr. Day through several events. LT Angel Jean-Charles made an eloquent speech to the Air Station Miami personnel, focusing on Dr. King’s accomplishments and specific turning points in the Civil Rights movement. Then, for the second consecutive year, Sector Saint Petersburg partnered with Air Station Clearwater to orchestrate a ‘volunteers-in-action’ event at a Salvation Army in the units’ local area. The volunteers - including new and repeat representatives of the local CG units and cutters - assisted with grounds and facility maintenance (pictured below, left). In addition, the volunteers delighted children whose parents have fallen on hard times with a free outdoor festival (pictured below, center). Finally, members of the District Seven staff and the Zone 7 Civil Rights Service Providers spent two hours preparing and serving food to approximately 500 homeless men, women, and children at Miami’s Chapman Program (pictured below, right). While the priority is to fulfill basic human, food, the Chapman staff and volunteers also work to empower individuals to create a positive future. *Submitted by Ms. Davidad Langley*

