



A Publication of the U.S Coast Guard Office of Civil Rights, Washington DC 20593 202-372-4500 Fax 202-372-4967

May 2009

US COAST GUARD

Volume 4 Number 5

COAST GUARD HISTORY

Captain Frank H. Newcomb: Hero and Champion

PART III *Cont. from April Edition*
When CAPT Newcomb had received the medal for his wartime exploits, he insisted that HUDSON's crew receive specially struck medals as well, and the cook and stewards mate became the first African Americans to receive such recognition. Many in the Coast Guard as well as the general public have heard the story of the service's only African American Live-Saving Service crew, which staffed North Carolina's Pea Island Life-Saving Station beginning in 1880. Few may realize that it was locally assigned U.S. Life-Saving Service inspector, Lieutenant Frank Newcomb, who worked diligently behind the scenes to institute an African-American crew at that station. In fact, the local *(continued Newcomb, right column.)*

OFFICE OF CIVIL RIGHTS

Ms. Terri Dickerson, Director
CDR Kofi Aboagye, Acting Deputy
Mr. Vincent Patterson, Acting, Policy & Compliance
Ms. Talisha Rosen, 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 4404, Washington DC 20593, 202-372-4500 Fax 202-372-4967 or email, deborah.i.gant@uscg.mil

CIVIL RIGHTS OFFICE OUT IN THE FIELD



The Office of Civil Rights is meeting with personnel out in the field to familiarize them with post-modernization EEO service delivery plans and obtaining their input. Left, Commander Kofi Aboagye discusses plans while onboard a 44 ft Response Boat Medium (RB-M) in District 1 (Boston). To the right, Francine Blyther (foreground) and Patricia Tyler (background) board a 25 ft Response Boat (RB-S) from District 11 offices (Alameda, CA) to Station Golden Gate (San Francisco), which are among locations where they received tours and met with personnel.

CAPT Newcomb (Continued from left sidebar.)

community opposed the establishment of an African American staffed lifesaving station and arsonists burned down the original station. Newcomb had to camp out at the remote site of the burned out Pea Island station during construction of a new building to prevent sabotage a second time. While no one should diminish the accomplishments of the Pea Island Station's courageous African American crew, Newcomb risked his career and reputation to institute Pea Island's African American crew in the racially-charged South following the Civil War. Frank H. Newcomb died in 1934 and received full military honors at his funeral at Arlington National Cemetery. His courage and determination prevailed not only in the field of battle, but also in the struggle with entrenched cultural and political forces in his own country. Were he alive today, Newcomb might point to his role in instituting Pea Island's African American crew as the highlight of his distinguished career. *Source: Dr. William H. Thiesen, LANTAREA Historian*

COMPLAINTS CORNER

ACCOMMODATING EMPLOYEES: Good for Business



The ADA Amendments Act (ADAAA) has opened the door for more employees to be considered individuals with disabilities. More disabilities in the workplace means employers must provide more accommodations. However, experts say these increases don't necessarily translate into exorbitant expenditures. The typical cost of an accommodation is \$500, according to the Job Accommodation Network (JAN). Many accommodations don't have a cost attached or may be paid by entities providing assistive equipment. The ADAAA gives agencies and employees alike an opportunity to get creative with workplace solutions. With this new Act, will be more requests for accommodations, but the objective is to make the workplace safe and ensure employees have the tools to do their jobs effectively. Some accommodations can be as simple as giving an employee a chair or altering a job assignment. Contact your local area civil rights manager if you have any questions pertaining to ADAAA.

COAST GUARD EEO MANAGER RECEIVES AWARD

Mr. Peter J. Flanagan, Seventh Coast Guard District, received the Florida Federal Executive Board's 2009 EEO and Diversity Award for achievements in innovative education and training services, and creativity in promoting EEO throughout South Florida.



Pictured above: Mr. Ronald A. Demes, Chairman, South Florida Federal Executive Board presenting award to Mr. Flanagan at the annual awards luncheon on 8 May 2009.

COAST GUARD MEMBER RECEIVES FAPAC AWARD



Congratulations to LT Maile Tesler (Coast Guard Academy) who is the 2009 Federal Asian Pacific American Council (FAPAC) Meritorious Service Award recipient. LT Tesler was honored during the award ceremony on May 13, 2009,

in Houston, TX. The citation commended LT Tesler for her leadership in the Society of American Military Engineers (SAME) and the Academy Human Relations Council. Coast Guard salutes LT Tesler for outstanding performance and a job well done!

NATIONAL IMAGE, INC. HONORS COAST GUARD MEMBERS

National IMAGE, Inc. recognized LT Martin Delgado (DEOMI) (left) and Ms. Aidalis Mills (ISC Cleveland) (right) at the 2009 National



IMAGE Training Conference and Exposition in San Antonio, TX on May 14, 2009. The citations commended LT Delgado for his dedication by instructing over 350 military and civilian students on equal opportunity and conflict resolution throughout Department of Defense and the Coast Guard and Ms. Mills for active involvement in numerous Hispanic organizations such as EL Barrio and for serving as the Special Emphasis Program Manager for Hispanic Programs. Coast Guard salutes LT Delgado and Ms. Mills for outstanding performance and for being great leaders!

WELCOME NEW SHIPMATES!

Mr. Joseph de Rosales joined the Civil Rights Office in May as an IT Specialist/Data Management Analyst. Responsibilities will include (but are not



limited to) automating data gathering techniques, reports generation, data analysis, and process improvement. Joseph graduated UMBC with a B.S. in Information Systems and possesses experience in various areas in the IT industry including quality assurance, software development, support, and database management.



On May 14, 2009, LT Shadrack Scheirman started 90 days ADSW with the Office of Civil Rights. LT Scheirman is an attorney and will be responsible for reviewing manuals, publications, training materials, etc. to ensure compliance with civil rights laws, regulations, directives, executive orders and guidance from DHS. Prior to joining the Office of Civil Rights, LT Scheirman served on both active duty and reserve status in the marine safety field.

Also, joining the Civil Rights Office this month is Ms. Sandra Hewitt. Ms. Hewitt is assigned to the Investigations and Response Division as an Administrative Specialist. Responsibilities will include (but are not limited to) records



management and administrative support to the Investigation and Response Team in their duties related to adjudication of discrimination complaints. Sandra graduated Strayer University, A.A. in Business Administration and possesses experience in a variety of administrative assignments.

Welcome Aboard!

CUTTER RECEIVES COMMUNITY HONORS



Crewmembers aboard CGC JAMES RANKIN recently received the Northern Anne Arundel (MD) County Chamber of Commerce Excellence in Education Award. Recognized for their participation in the Reading is Fundamental (RIF) book giveaway, the Read for the Record national campaign and for significant outreach in collaborating with educators for tours onboard the cutter, videotaping the crew tending buoys in the Chesapeake Bay.

Congratulations to the command and crew of CGC JAMES RANKIN!