



On Deck

A Publication of the U.S Coast Guard Office of Civil Rights, Washington DC 20593 202-372-4500 Fax 202-372-4967, www.uscg.mil/hq/q-cr

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NUMBERS

219 years—The age of the U.S government. On September 17th, 1787 delegates to the Philadelphia Convention completed and signed the U.S. Constitution setting up the framework of our federal government.

PRE-EMPLOYMENT ADVICE

Illegal Question to Civilian Job Applicant: "How old are you" "what year were you born" or "when is your birthday?" **Legal Request:** "Have you reached the legal working age, i.e. are you over 16?"

NOTICES

Calling All Alums ...

HSC Civil Rights Program is looking for former EOAs and DEOMI graduates who still have interest in civil rights. Please contact Jerry Jones, 202-372-4260 or jerry.h.jones@uscg.mil.

OFFICE OF CIVIL RIGHTS

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(Contact HQ to obtain a list of all USCG Civil Rights Service Providers.)

Best Practices, Photos to share? Send to Civil Rights on Deck, 2100 Second St, SW Suite 2400, Washington DC 20593, 202-372-4500 Fax 202-372-4967 or by e-mail, deborah.i.gant@uscg.mil

INSIDE COAST GUARD

Commandant to Speak at Civil Rights Conference

Admiral Thad W. Allen will be an opening day speaker for the upcoming Civil Rights Conference, 30 October–2 November 2006, Holiday Inn on the Hill, Washington DC. *Other featured speakers:* Admiral Vivien Crea; Dan Sutherland, Director, Department of Homeland Security, Office of Civil Rights and Civil Liberties. Open to full-time and collateral duty civil rights personnel, and others interested in the equal opportunity mission, the conference focuses on "Leadership," "Partnership," and "Dialog." Admiral Allen is scheduled to address the assembly and also to present the Civil Rights Service Provider of the Year Awards to Ms. Stephanie Credle, Area Director of Civil Rights LANT AREA and LTJG Xochitl Castaneda, Collateral Duty Officer, Sector Portland.

Three tracks will offer specialized training: 1) counseling and complaints, 2) special emphasis programs, and 3) managing a civil rights program. Got Questions? Get answers at an "Open Mike" session, which will assemble personnel for that express purpose. *Housing:* A room block is designated for attendees who make reservations before 04 October. (Reference USCG Civil Rights Training.) For information, visit www.cgweb.comdt.uscg.mil/q-h/ or contact: LCDR Leona Roszkowski, 202-372-4506, Leona.M.Roszkowski@uscg.mil.

Hail and Farewell!

The Office of Civil Rights welcomes LT Kurt Schulte, a member of the Coast Guard Reserve who will facilitate field Equal Opportunity (EO) reviews and collateral responsibilities, such as workforce surveys. His previous active duty assignments included G-X in support of the National Maritime Transportation Security Plan. He was commissioned in USCG after graduating from Officer's Candidate School in 2001; his first assignment was in Detroit.

Ms. Patricia Taylor, a CG-81 staff member taking part in a USDA leadership development program, completes her 60-day rotation in G-CR where she worked primarily on USCG's Annual EEO Program Status Report. G-CR expresses appreciation to Ms. Taylor for her contributions, and bids her a fond farewell.

First Woman Reserve Officer Passes at Age 107

G-CR salutes Captain Dorothy Stratton, a Coast Guard pioneer, who died on Sunday, 17 September at Westminster Village in West Lafayette, IN. Captain Stratton was a full professor and dean of women at Perdue University in the 1930s and 40s. On Nov. 23, 1942, the president signed an amendment to Public Law 773, thereby establishing the Coast Guard Women's Reserve. Newly promoted LCDR Stratton was sworn in as its director just a few hours later, simultaneously becoming the first woman officer accepted for service in the history of the Coast Guard. She coined a term which is still in use. In a November 1942 memo to wartime Commandant ADM Russell R. Waesche, Stratton wrote: "The motto of the Coast Guard is *Semper Paratus — Always Ready*. The initials of this motto are, of course, SPAR. Why not call the members of the Women's Reserve SPARs?"

READY TO THE MAX!

CG CIVIL RIGHTS TRAINING CONFERENCE

***30 OCTOBER – 2 NOVEMBER
WASHINGTON DC***



BIG Thanks: USCG participants at the 28th Annual Blacks in Government (BIG) Forum present tokens of thanks to **Admiral Thad W. Allen**, 23rd Commandant of the U.S. Coast Guard, for his keynote speech in New York. Pictured are Admiral Allen flanked by CPO Penny Collins and Mr. Larry Houston, USCG BIG Chapter President.



Honored: LT Pamela Garcia by National *LATINA Style* Magazine, for 2006 Meritorious Service Awards, 7 September. Pictured: (left to right) Mr. Clarence Johnson, Director, Office of Diversity Management and Equal Opportunity, Department of Defense, Mr. Robert Bromell, Assistant Chief Resource Management, LT Garcia, Mr. Robert Bard, President and CEO, *LATINA Style* Magazine.

USCG Supports Internship for Students with Disabilities

American Association of People with Disabilities (AAPD) operates the Federal Information Technology Internship, providing experience to students with disabilities, who are interested in IT careers. CG-631 was



assigned **Mr. Eric Vaughn** (pictured). According to his supervisor: "Eric achieved exceptional results in his short time here, providing enlightening oversight on a project which had been set aside due to lack of budget and permanent personnel resources. He displayed unparalleled initiative in the daunting task of sorting through web sites that belonged not only to us at HQ, but also to Coast Guard units in the field, and identifying issues and resolutions with regard to 508 compliance. This definitely had political implications but Eric handled with ease and confidence, and his efforts are appreciated and valued by everyone he helped." For information on participating in the program, contact G-CR, 202-372-4500.

UPCOMING EVENTS

October 2006:

National Disability Employment Awareness Month, Theme: "Ready for the Global Workforce"

5-8 October:

Hispanic Engineer National Achievement Awards Corporation (HENAAC) Conference, Theme: "Thriving on Change," DoD Awards Luncheon on Oct 5, DoD College Bowl on Oct 5 - 6, Anaheim, CA

6-7 October:

The Dorothy Jemison Foundation for Excellence Seminal Program, Theme: "Reality Leads Fantasy, Celebrating Women of Color in Flight," DoD Awards Dinner on Oct 7, Chicago, IL

18 October:

National Disabilities Mentoring Day, Department of Labor, Washington, DC

19-21 October:

11th Annual Women of Color in Technology Awards Conference, Atlanta, GA

20 - 23 October:

Thurgood Marshall Scholarship Fund's 6th Annual Leadership Institute Recruitment Conference and Career Fair, Theme: "The Road Map to Excellence," New York City, NY

21 - 28 October:

HACU 20TH Annual Conference, Theme: "20 Years of Championing Hispanic Higher Education Success," San Antonio, TX