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US COAST GUARD

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COAST GUARD HISTORY

Surfman James Saxton

James Saxton, an African-American surfman serving on the Outer Banks of North Carolina in the 1870s, gave his life in attempting to rescue the navy crew of the warship *USS Huron*. In November 1877, a storm forced *Huron* onto the beach at Nags Head, North Carolina. In attempting the rescue under heavy weather conditions, District Superintendent of the U.S. Life-Saving Service, Captain J.J. Guthrie, selected Mr. Saxton as the steersman for the rescue surfboat knowing him to be one of the ablest surfmen in the area. Saxton's service pre-dates the manning of the Pea Island Life-Saving Station commanded by its famous African-American station keeper, Captain Richard Etheridge. Saxton's service also demonstrates the historic role skilled African-American surfmen played in coastal North Carolina's U.S. Life-Saving Stations. *Source: William H. Thiesen, Atlantic Area Historian*

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Best Practices, Photos to share?

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CIVIL RIGHTS TOOLBOX

Social Climate Help: When Discrimination Occurs in the Community

Coast Guard, like all military services, requires its members to be ready for worldwide service. What happens when communities are less than accepting? Coast Guard's commitment to a work environment free from harassment and discrimination extends to members and their families for fair treatment and respect in the communities within which they serve. The social climate context for a given community is its environment set by local beliefs, customs, practices, interactions, and extent to which officials (schools, police, politicians) assure safe, equitable and lawful treatment of residents. Social Climate Incidents are any hostile, harassing or discriminatory actions by community residents against Coast Guard members or their dependents.

If an Incident occurs, what will happen? Coast Guard Instructions at M5350-4B, Section 3-D-1 for Social Climate Incidents state that members shall report any such actions to their chain of command. Once notified, among other actions, unit commanders must conduct an inquiry, ensure the physical safety of the member and his/her family, attempt resolution, and provide a written report. Depending on the nature of the incident and the outcome, commands should call on resources such as Civil Rights Officers, Department of Justice Community Relations Service, Fair Housing Agencies, school superintendents, and/or local police. Where unit commanders determine discrimination occurred, they must report non-housing incidents to the Office of Civil Rights, and housing reports to state/local/federal fair housing agencies. More information available from LT Kurt Schulte, Kurt.C.Schulte@uscg.mil, or your servicing Equal Opportunity provider.

CELEBRATION, LATINA STYLE!



WASHINGTON DC- *Latina Style Magazine* sponsored the 5th Annual National Latina Symposium on September 5. CDR Maria Paz Smith, Reserve Training Center, Yorktown received the Distinguished Service Award, recognizing her achievement and contributions to the educational, economic and social needs of the Hispanic community. Pictured (left to right): CDR Smith; RADM Jody Breckenridge, Assistant Commandant for Human Resources, and Mr. Clarence Johnson, Director, Office of Diversity Management and Equal Opportunity, Department of Defense.

SEPTEMBER 15 - OCTOBER 15, IS HISPANIC HERITAGE MONTH; "THEME: GETTING INVOLVED. OUR FAMILIES, OUR COMMUNITY, OUR NATION"



SPOTLIGHT ON DHS

SHIH NAMED TO OCRCL POST

The Department of Homeland Security (DHS) has named Stephen Shih Deputy Officer for Equal Employment Opportunity (EEO), Office for Civil Rights and Civil Liberties (OCRCL). Mr. Shih reports to Daniel Sutherland, Officer for CRCL and advises Secretary Chertoff and DHS officials on EEO matters. Specifically, Mr. Shih will develop EEO policy, coordinate the DHS program, and take final actions on behalf of the Secretary in DHS employment discrimination complaints. He is committed to building a model EEO program which consistently meets and exceeds requirements, and provides superior service. He previously was Chief, Center for EEO, US Office of Personnel Management (OPM) where he also advised the agency Director. He also served as Supervisory Administrative Judge, U.S. Equal Employment Opportunity Commission (EEOC), Washington Field Office. He holds a B.S. from Duke University and a Juris Doctors from Washington University School of Law.



COMPLAINTS CORNER!



What does "chilling effect" mean? And more importantly, what does it have to do with the federal EEO process?

CHILLING EFFECT:

The product of inappropriate conduct by a person in authority that falls short of harassment or disparate treatment, but nonetheless subtly suggests that EEO activity would not be in an employee's best interest, or that the supervisor is inordinately focused on the employee's EEO activity. This conduct is inappropriate, and can lead or be linked to discriminating actions in violation of civil rights laws and regulations. *Garay v. Department of the Army, EEOC No. 01A51058, 106 LRP 27133 (EEOC OFO 2006)*

CG-00H WELCOMES NEW SHIPMATE ON DECK!



The Office of Civil Rights welcomes CDR Kofi Aboagye. Previously, he served as Coast Guard Military Liaison to Barbados. While assigned to the Compliance and Liaison Division, CDR Aboagye will serve as a Senior Equal Opportunity Officer. Please extend a warm welcome aboard!

Ready, Set, Innovation! The FY 2009 CG Civil Rights Service Providers Conference will be held 17-19 November in conjunction with Coast Guard's annual Innovation EXPO. Reserve rooms before 1 October at The Doubletree Hotel, (800) 222-8733. Please use the code name "CIVIL."

LEADERSHIP ANSWERS BIG QUESTIONS

Coast Guard members posed questions to the Commandant and members of his leadership team in New Orleans during the agency forum in conjunction with the Blacks in Government (BIG) Annual Training Conference. So that all employees may benefit, *Civil Rights on Deck* will publish a series over the next months, providing the questions raised and their answers. The first in this series follows:

Q: Why doesn't Coast Guard authorize civilians to post graduate school like the officer programs, including Ivy League schools? We do! Coast Guard receives a number of slots for graduate and graduate-like schools from the Department of Homeland Security (DHS) and the Department of Defense (DoD). This year, CG placed civilians at the Naval War College and the Joint Advanced War Fighting School, Joint Forces Staff College. In addition, CG-133 has been working with DHS to obtain additional graduate school opportunities for the civilian workforce geared toward rigorous study over a 10–12 month period focusing on military and national security, leading to a master's degree. In addition, CG-133 is actively researching three more post graduate school opportunities for civilian employees. Members (military or civilian) may be required to pay costs which exceed established reimbursement levels. Contact CAPT Bill Milne, 202-475-5509, William.J.Milne@uscg.mil. **Next edition: More on graduate school opportunities!**

NOMAR WAS SITE FOR EDUCATION, HONORS



SAN DIEGO, CA - The National Organization for Mexican American Rights (NOMAR, Inc.) hosted another 2-day seminar geared to Equal Employment. Among workshops: Implementing EEOC Management Directive 715, OPM's "Scorecard on Federal Employment" and the USAJobs web site. *La Mujer Hispana* (The Hispanic Woman) and a headquarters agency level expert panel on Hispanic Employment, were among the highly successful programs at the September 3-5 forum. LT Antonio Donis, Headquarters Office of Diversity (pictured left), received the Meritorious Service Award, recognizing efforts which have promoted civil rights, and fostered community support of Coast Guard, and leadership.