



CIVIL RIGHTS ON DECK

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BIG Picture Thinking

Hon. Elijah E. Cummings, Chairman of the House Subcommittee on Coast Guard and Maritime Transportation, as keynote speaker, electrified the Coast Guard Forum at the 31st annual Blacks in Government (BIG) National Training Conference in Baltimore. Mr. Cummings brought attendees to their feet during a 25-minute message in which he highlighted experiences as a seven-term U.S. Congressman, State of Maryland Delegate, and youth growing up in Baltimore. These experiences, he said, fuel his life-long dedication to public service, and determination to empower people, especially those beset by social injustice, to reach their full potential.

The one-day Coast Guard Forum included other powerful messages from impactful speakers. Coast Guard Commandant, Adm. Thad W. Allen offered insight and responded to audience questions on the service-wide modernization underway. The Vice Commandant, Vice Adm. David Pekoske,

offered remarks on his perspective on diversity and civil rights. Hon. Catherine E. Pugh related her experiences as a State (Md.) Senator in discussing the power of networking on one's life and career. Col. Ondra Berry, Special Assistant to the Director of Diversity and Human Relations, Air National Guard, delivered a strong message relating diversity to readiness.

The session closed with an interactive panel, moderated by Capt. Steven Baynes on Hot Topics in Diversity and Civil Rights. BIG chapter president Gail Jackson offered closing remarks; former chapter president Larry Houston

served as emcee. Asked what she had learned, CG Headquarters student intern Ashleigh Ervin said "the forum spoke to the big picture, and gave us insight to leadership's thought processes and decision-making when it comes to diversity."



BIG THANKS - Coast Guard Blacks in Government Chapter President, Gail Jackson, presents Chairman Cummings with a plaque expressing thanks for his public service and leadership.

Hispanic Heritage Month - Sept. 15 - Oct. 15

Dating back to the 1800s, Hispanic Americans served as lighthouse keepers, assistant keepers, crew members aboard cutters and as surfmen at life saving stations. Throughout Coast Guard history, there are many instances of firsts and heroism by those of Hispanic heritage. In 1920, Mess Attendant 1st Class Arthur J. Flores and John E. Gomez saved survivors of a schooner which sank off the coast of Massachusetts during a fierce storm. They were awarded the Silver Lifesaving Medal for their courageous rescue. Seaman Apprentice William Ray "Billy" Flores died in the line of duty when the Cutter Blackthorn collided with the tanker Capricorn in Florida on Jan. 28, 1980. Flores remained on the sinking vessel to comfort trapped shipmates. His brave sacrifice earned him the Coast Guard's

highest service medal posthumously on Sept. 16, 2000.

Hispanic Heritage Month, under the theme "Embracing The Fierce Urgency of Now!", is being highlighted by speakers, celebrations and observances. The Coast Guard Headquarters celebration featured Ms. Anna Escobedo Cabral, Senior Advisor, Inter-American Development Bank, who also served as the 42nd Treasurer of the United States and was the highest ranking Latina in the Bush Administration. During her tenure, she oversaw the infusion of new currency designed to defeat counterfeiting efforts. During Hurricane Katrina and its aftermath, Ms. Cabral also developed methods to help victims rebuild their financial health and counseled the Department of the Treasury on providing financial assistance to the Gulf Coast.

CASE STUDY

Interfering with EEO activity could mean discrimination based upon reprisal

Minor v. U.S. Postal Service EEOC

Appeal No. 0120064925

SEPTEMBER 25, 2008



MEMORIAL - Civil Rights Director Terri A. Dickerson pauses solemnly at a memorial dedicated to fallen helicopter crews in Hawaii. The stop followed site visits discussing restructuring of the Civil Rights program with the command and civil rights staff at the Fourteenth Coast Guard District and Sector Honolulu in early September.



EEO Toolbox Civilian Selections

RADM Ronald Hewitt, Assistant Commandant for Human Resources, has issued *Flag Voice 321, The Civilian Selection Process*. Among strategies, Hewitt recommends that supervisors "use a diverse panel when interviewing candidates (consider inviting members of other commands or activities to sit on interview panels when practical and appropriate)." For assistance in developing recruitment strategies, or to obtain a copy of Flag Voice 321, contact the servicing Civilian Command Staff Advisors (CSAs) at <http://www.uscg.mil/civilianHR/contact.asp>.

Upcoming Diversity Celebrations

National Disability Employment
Awareness Month
Oct. 1-31, 2009

National American Indian
Heritage Month
Nov. 1 -31, 2009

Welcome Aboard

Mr. Tony Paras joined the Civil Rights Directorate as a Technical Advisor and Final Agency Decision writer. Upon retirement from the Army as an Equal Opportunity Program Manager, Mr. Paras worked as an Equal Opportunity/Equal Employment Opportunity Specialist with the Office of Civil Rights and Civil Liberties, Transportation Security Administration (TSA). In this capacity, he handled complaints from TSA employees and the traveling public, ensuring the Agency's compliance with civil rights laws, regulations, directives, executive orders and guidance from DHS.

In March, 2008, Mr. Paras moved to Department of Defense, Washington Headquarters Services, serving as the Acting Deputy Director and *iComplaints* Administrator for the Equal Employment Opportunity Programs. As an Acting Deputy Director, Mr. Paras worked with senior management officials at the Pentagon and other outlying service components on diversity management, special emphasis program, complaints management and alternative dispute resolution program. Mr. Paras looks forward to working for the Coast Guard. He is a devoted father of two and an avid golfer.

