



CIVIL RIGHTS ON DECK

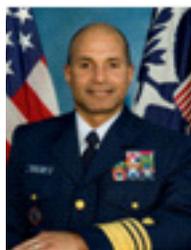
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Coast Guard History

FIRST AFRICAN-AMERICAN VICE ADMIRAL IN THE COAST GUARD

BY NICHOLE MILLINE



Vice Admiral K. Brown became the first African-American to reach the rank of USCG Vice Admiral.

A native Washingtonian, he is now Commander of the Coast Guard Pacific Area and the Coast Guard Defense Force West, overseeing the operation of units in maritime safety, maritime mobility, protection of natural resources, maritime security and national defense. "Coming out of high school, you never could have told me I'd be in the top five of an organization of 45,000," Brown said. "I found an organization that reinforced the values I learned from my parents-and a group of people I enjoy getting up to go to work with."

Civil Rights Directorate

MS. Terri A. Dickerson, Director
CAPT Ekundayo Faux, Deputy Director

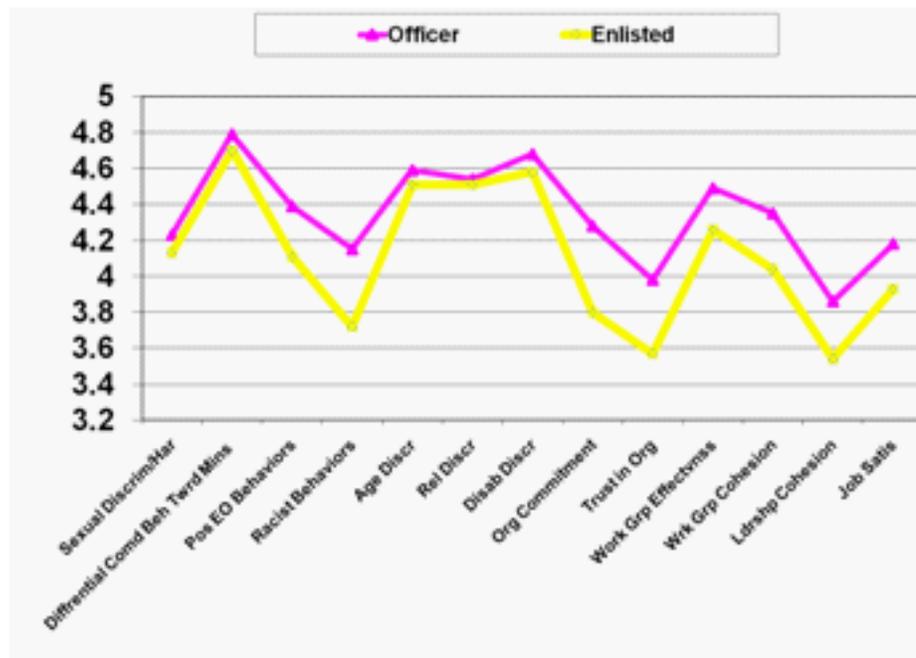
MS. Francine Blyther, Chief, Office of Civil Rights Operations

CDR Kofi Aboagye, Executive Assistant

MS. Arlene Gonzalez, Chief, Compliance and Procedures Division

CDR Valerian Welicka, Chief Planning and Resource Management Division

DEOMI Organizational Climate Survey (DEOCS) Results



Coast Guard Results – The above shows military personnel perceptions across the 13 unit climate factors measured by the annual DEOCS; specifically Officer and Enlisted. Next month: Junior and Senior Enlisted.
By Deborah Gant

United States Coast Guard Commandant's Change of Command



The United States Coast Guard Commandant's Change of Command Ceremony was held on May 25, 2010 in Washington, D.C. Coast Guard salutes Admiral Robert J. Papp, Jr., the 24th Commandant of the U.S. Coast Guard. We extend a heartfelt thanks, and wish "fair winds and following seas" for Admiral Thad W. Allen. Semper Paratus.
By Deborah Gant



Complaints Corner

BY LEO LESTINO

Impairment from Side Effects of Medication May Constitute a Disability under the Americans with Disabilities Act (ADA)

The United States Court of Appeals for the Third Circuit recently held, in *Sulima v. Tobyhanna Army Depot*, No. 08-4684, 2010 WL 1427542 (3d Cir. April 12, 2010), that, under certain conditions, "the meaning of 'disability' under ADA can encompass an impairment resulting solely from the side effects of medication, whether or not the underlying health problems are disabling." According to the Third Circuit, the medication or course of treatment "must be required in the 'prudent judgment of the medical profession,' and there must not be an available alternative that is equally efficacious that lacks similarly disabling side effects." Thus, if the impairment can be removed through an equally effective course of treatment, it would not be considered disabling under ADA.



SPECIAL EMPHASIS PROGRAMS: SUPPORTING EEO OBJECTIVES

BY GWENDOLYN WHITE

Previous articles in this series have focused on the low participation rates of three groups in Coast Guard's workforce: Women, People with Disabilities, and Hispanics. This month we focus on other Special Emphasis Programs that advocate EEO and diversity in our workforce. While the Federal Women's Program (FWP), Hispanic Employment Program (HEP), and People with Disabilities Program (PWDP) are mandated programs, units are highly encouraged to establish optional programs based on local community needs. Special Emphasis Program Managers (SEPMs) and Civil Rights Service Providers (CRSPs) who direct these programs work with management to identify problems and disparities in employment practices, employee advancement, and to provide a work environment conducive to career development and advancement for all qualified employees. Other programs include African-American, Asian American/Pacific Islanders and Native American/Alaskan Native. The African-American program is under the authority of Executive Order 11478. African-Americans make up 14 percent of the Coast Guard's workforce and 10 percent of the National Civilian Labor Force (NCLF). Employment programs targeted to Asian American/Pacific Islanders are under the authority of Executive Order 13339. Asian American/Pacific Islanders' employment rate in the Coast Guard is approximately 5 percent compared with 4 percent of the NCLF. Employment programs targeted to Native American/Alaska Native employees are under the authority of Executive Order 12898. Native American/Alaska Native represent .47 percent of the Coast Guard's workforce and .6 percent of the civilian labor force.

CR TEAM RECOGNIZED!

BY PETER FLANAGAN



South Florida members of the Region 2 zone 7 Civil Rights Directorate were awarded certificates of excellence and recognized as finalists in the South Florida Federal Employee of the Year Awards program for their outstanding work in the EEO and diversity field. The team consisted of Ms. Laurene K. Gooch, EO Specialist, Mr. Miguel A. Flores, EO Specialist and CPO James D. Chesteen, EO Advisor. In attendance were Mr. Peter J. Flanagan, Zone 7, Civil Rights Officer, Mr. Reginald C. Diggins, Region 2 Civil Rights Manager, and CAPT Eku Faux, Deputy Director, HQ Civil Rights Directorate.

USCG FAPAC AWARD WINNER!

BY NICHOLE MILLINE



The Federal Asian Pacific American Council (FAPAC), Military Awards luncheon was held on May 4, 2010 in National Harbor, MD. Lieutenant Hoon Park was selected as the USCG 2010 Meritorious Service Award recipient. Aside from his duties as an Assistant Professor at USMMA, Lieutenant Park sought out opportunities to promote diversity in the Coast Guard to both the midshipmen and the Asian Pacific communities within New York City. Over the last two years, he has been responsible for counseling and mentoring 34 midshipmen to become commissioned officers in the Coast Guard of which six were Asian Pacific Americans and 13 were of other ethnic minorities. Congratulations to LT Hoon Park!



HOW FAST TIME GOES BY!

We find it hard to believe, but we are entering our fifth year since 'Civil Rights on Deck' was first published in June 2006. This is our 48th issue. We continue to be grateful and thankful to our contributors and readers for their input, imagery, and submissions.

JUNE

UPCOMING EVENTS - MARK YOUR CALENDARS!

21-24-Women in Federal Law Enforcement (WIFLE) CONFERENCE; GAYLORD OPRYLAND HOTEL, NASHVILLE, TN; For detailed information for registering and attending this year's WIFLE conference visit www.WIFLE.org or <http://www.wifl.org/conference2010/>.

JULY

10-15 - National Association for the Advancement of Colored People (NAACP) 101st Annual Convention; Kansas City, MO; visit <http://www.naacp.org/>.

12-15 - EEOC Examining Conflicts in Employment Laws (EXCEL) Conference; Orlando, FL; visit <http://www.EEOTraining.EEOC.gov/> for registration and more details.

12-16 - Federally Employed Women (FEW) 41st National Training Program (NTP); New Orleans, Louisiana; visit www.fewntp.org or call (202) 898-0994 for more information about the program.

12-17 - League of United Latin American Citizens (LULAC) National Convention and Exposition; Albuquerque, NM; for more information visit <http://www.lulac.org/>.

