



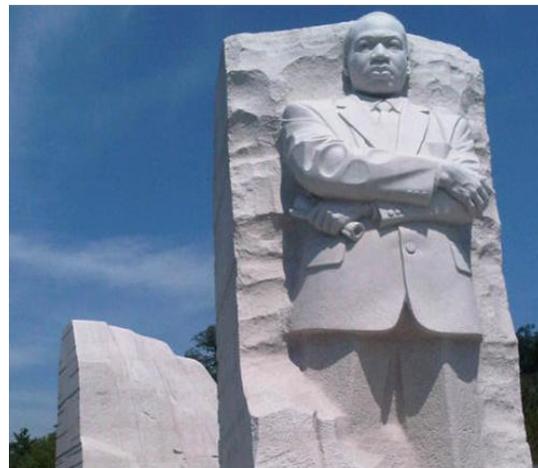
# CIVIL RIGHTS ON DECK

A monthly publication of the  
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## MARTIN LUTHER KING, JR. NATIONAL MEMORIAL

The ceremonial dedication of the Martin Luther King, Jr. Memorial will be held on Sunday, October 16th. President Barack Obama, Secretary of the Interior Ken Salazar, members of the King Family, and civil rights leaders are expected to participate. The dedication, originally planned for August 28th, the 48th anniversary of the March on Washington and Dr. King's historic "I Have a Dream" speech, was postponed due to Hurricane Irene. The dedication program will begin at 9 a.m. in West Potomac Park. **The official vision statement for the memorial notes:** Dr. King championed a movement that draws fully from the deep well of America's potential for freedom, opportunity, and justice. His vision of America is captured in his message of hope and possibility for a future anchored in dignity, sensitivity, and mutual respect; a message that challenges each of us to recognize that America's true strength lies in its diversity of talents. The vision of a memorial in honor of Martin Luther King, Jr. is one that captures the essence of his message, a message in which he so eloquently affirms the commanding tenants of the American Dream — Freedom, Democracy and Opportunity for All; a noble quest that gained him the Nobel Peace Prize and one that continues to influence people and societies throughout the world. Upon reflection, we are reminded that Dr. King's lifelong dedication to the idea of achieving human dignity through global relationships of well being has served to instill a broader and deeper sense of duty within each of us—a duty to be both responsible citizens and conscientious stewards of freedom and democracy. Submitted by Ms. Nichole Milline



*"With this faith, we will be able to hew out of the mountain of despair a stone of hope," from the "I Have A Dream" speech, August 28<sup>th</sup>, 1963.*

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## Service Specific Training – Welcome Aboard!



◀ Pictured from left to right are students LT Lee Crusius, Region 1, Zone 2; EMC Kevin Purifory, Region 1, Zone 2; James Hawkins, Region 1, Zone 3; LT Howard Vacco, Region 3, Zone 11; and LT Darby Brown, DEOMI

The Defense Equal Opportunity Management Institute (DEOMI) was once again the location for Service Specific Training for new members of the Civil Rights Directorate. The four-week course was comprised of various Civil Rights and Equal Opportunity topics. Also taught were various programs and processes specific to the Civil Rights Directorate, such as the complaint processing system, anti-harassment, fundamentals of EEO, and many more. Students concluded their training with a graduation ceremony held on Friday, September 16<sup>th</sup>. As new members of the Civil Rights Directorate, it is important that individuals receive the proper hands-on training that Service Specific Training offers. It provides an opportunity for these individuals to have a head start in their new assignments and to meet the leaders of their organization in order to achieve the missions and goals of the Civil Rights Directorate. Submitted by Mr. Joseph DeRosales

## CRD WELCOMES NEW SHIPMATES



◀ **Chief Aaron Walker (ETC)** joined Region 3 as the Zone 14 Equal Opportunity Advisor in July 2011. ETC Walker has more than 17 years of professional military experience spanning two maritime services and four enlisted ratings. He has spent 10 years at a variety of units in District 14 and developed a deep appreciation for different Polynesian Cultures. ETC Walker holds a Bachelor of Science degree in Occupational Education from Wayland Baptist University and is currently pursuing a Master of Science in Business Administration (MBA) from the University of Maryland University College.



◀ **Gina Huck** joined Region 3 as the Zone 14 Equal Employment Opportunity Manager in August 2011. Ms. Huck came to the USCG from the Transportation Security Administration's Washington, DC headquarters, where she was an Equal Employment Opportunity Specialist. Originally from Portland, Oregon, Ms. Huck earned her Bachelor of Science in Sociology from George Fox University and her Juris Doctor from Willamette University College of Law. When she's not at work, she spends her time exploring Hawaii, playing tennis and basketball, catching up on reality television, and trying not to step on her two small dogs.



◀ **Chief Regionald Tullos (YNC)** assumed the duties as Equal Opportunity Advisor for Region 3, Zone 12 in July 2011. He reported from Helicopter Interdiction Tactical Squadron (HITRON) in Jacksonville Florida where he served as Admin Chief. He holds an Associate's Degree from Columbia College and is actively pursuing his Bachelor's Degree in Education. He hails from McComb, Mississippi. He has three children, Tyler (14), Daniel (11), and Nathan (6) and is married to the former Naomi Parfait of Dulac, LA. Submitted by Ms. Lisa Darter

### Equal Opportunity Review - Taking A Proactive Approach

After conducting a Defense Equal Opportunity Climate (DEOCS) Survey, Captain Mark Rose, Commanding Officer of the USCG Finance Center, sought to gain further clarification of workplace perceptions of Active Duty members and civilian employees at the unit. Over a three-day period, an EO Review team from CRD Region 2 conducted a number of sensing sessions and group interviews among both Active Duty members and civilians in an effort to tap into their views and perceptions of the unit's EO climate. At the conclusion of the review, the team provided the Commanding Officer with a comprehensive report on the command climate and other areas of EO interest. By taking such a proactive approach, any federal agency which uses evaluative tools to self-assess, measure operational effectiveness, and tap the pulse of the working climate on an annual basis has aligned itself with legal mandate, specifically, Management Directive 715. According to the MD-715, federal agencies must conduct regular internal audits, on at least an annual basis, to assess the effectiveness and efficiency of Title VII and Rehabilitation Act programs and to ascertain whether the agency has made a good faith effort to identify and remove barriers to equality of opportunity in the workplace. By requesting that an EO Review be conducted, unit Commanders can demonstrate leadership commitment and make excellent use of a management/program accountability tool that provides him or her with the means to proactively address any issues or concerns that may exist within the unit. Submitted by Ms. Patricia Hill

### Privacy Matters



Personally Identifiable Information (also known as PII) is defined by any information about an individual maintained by an agency that can be used to uniquely identify, contact, or locate a single person or can be used with other sources to uniquely identify a single individual. Such information includes (but is not limited to) education, financial transactions, medical history, employment history, names, addresses, phone numbers, social security numbers, etc. Remember, this information can be contained on paper or an electronic file such as an email. This information, when in the wrong hands, can be used for identity theft, fraud, and other malicious activities. It is the responsibility of all personnel to ensure personally identifiable information is properly safeguarded and protected during and after working hours. For techniques on how to safeguard PII and what to do if a PII violation occurs, visit CG Portal and search for a pdf file called [Standing Order 31: Unit Policy on Safeguarding Sensitive Personally Identifiable Information](#). Submitted by Mr. Joseph DeRosales

### CRD Facilitates DHS Operational Site Visit



Ms. Arlene Gonzalez and Mr. Vincent Patterson of CRD; Ms. Rebekah Tosado and Ms. Amy Vance, DHS Civil Rights & Civil Liberties; toured Coast Guard Station Washington DC with LT Jason Hagan, CO CG Station and BMC

Michael Kline, as part of efforts to gain an understanding of operational experiences with Limited English Proficient (LEP) individuals in the local area. To view Executive Order 13166, please visit: [www.justice.gov/crt/about/cor/Pubs/\\_eolep.php](http://www.justice.gov/crt/about/cor/Pubs/_eolep.php). Submitted by Mr. Vincent Patterson