



CIVIL RIGHTS ON DECK

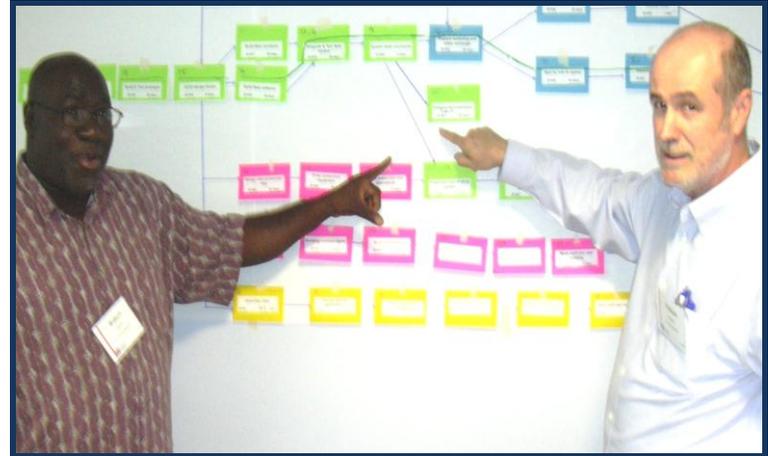
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Planning For Success



Mr. Robert Thomas, EEO Specialist, Zone Four (left) , and Mr. Bill Cashman, Civil Rights Manager, Zone One, (right) attended "Project Management: Skills for Success." Mr. Thomas and Mr. Cashman are among a larger effort to provide Project Management training to all CRSPs. This training will provide CRD's



personnel with the tools and latest industry concepts and principles enabling them to better plan and manage their projects and activities. Submitted by Mr. William Cashman

Bravo Zulu! The Coast Guard National Capital Region's Civilian Person of the Quarter (CPOQ)/Second Quarter 2011 is CRD's own Ms. Nichole Milline, Administrative Specialist, pictured above at the CPOQ ceremony with RDML John Korn. Her citation, signed by VADM John Currier read in part: "I am extremely proud to have you as a member of the Coast Guard National Capital Region team and commend you for your exemplary performance of duty." Submitted by Ms. Deborah Gant

CIVIL RIGHTS DIRECTORATE

- Ms. Terri Dickerson
Director
- CAPT Paul Boinay
Office of Civil Rights, Policy, Planning and Resources
- Ms. Francine Blyther
Office of Civil Rights Operations
- Ms. Barbara Stewart, Chief, Solutions and Complaints Division
- Ms. Arlene Gonzalez, Chief, Compliance and Procedures Division
- CDR Kirby Sniffen, Chief, Planning and Resource Management Division
- CDR Pedro Jimenez, Executive Assistant

Coast Guard History

Retrospective: Women's Military Uniforms

CRD is featuring a series on uniforms worn by military women over time. Featuring part I of a IV part series: 1776. When women fought "unofficially" in the Revolutionary War there were no uniforms for them to wear. Legend has it that Deborah Samson "tailored" a soldier's uniform to fit.

1861 During the Civil War, women were not "authorized" in the military. Dr. Mary Walker served as a contract surgeon and modified her uniform to include trousers under the skirt. Many young women disguised themselves as men and fought during the Civil War in uniform. ▼



SOURCE: <http://userpages.aug.com/captbarb/uniforms.html> (Stay tuned for the Next Edition Part II: 1898 -1908)

COMPLAINTS CORNER



Know Your Role.

The U.S. Department of the Treasury was

chastised by the Equal Employment Opportunity Commission (hereinafter Commission) in its decision, when a Complainant alleged that the Agency's Office of General Counsel interfered in the EEO investigation by reviewing and assisting in the development of management's statements prior to submission to the EEO investigator. The Agency argued that its legal representatives merely reviewed statements for accuracy and clarification, and not for "legal sufficiency." While there was no finding of discrimination for this allegation, the Commission took this opportunity to reiterate the Agency's role in preventing those responsible for defending the agency from interfering in the EEO process. Namely, the Commission's Management Directive 110, Chapter 1, Section III describes the importance of separating the fact-finding and (continued on page 2)

CRD Welcomes New Region 1 Shipmates!



The Coast Guard Civil Rights Directorate, welcomes CPO Kathy Gallivan to the Coast Guard Civil Rights family 16 July, 2011. She serves as an Equal Opportunity Advisor under Region 1,

Zone 1, which covers Maine, Vermont, New Hampshire, Massachusetts and Rhode Island. Chief Gallivan brings decades of Coast Guard Active Duty and Reserve experience with her where she served in several communications/operations assignments, such as a Career Development Advisor, an Operations Specialist Instructor for initial rating training (“A” School), and as a Recruiter. She is excited to balance this new opportunity with her husband Scott and five children. In addition to serving others, she earned an Associate’s Degree in 2009, and anticipates completing a Bachelor’s Degree in 2012. Submitted by Mr. Bill Cashman



Mr. James A. Hawkins is a native of Newport News, Virginia, and is a member of the Coast Guard’s Student Career Experience Program (SCEP). He is assigned to the

Civil Rights Directorate, Region 1, Zone 3 located in Baltimore, Maryland. Mr. Hawkins earned a Bachelor of Science with a concentration in Psychology from the Virginia Commonwealth University in Richmond, VA. Mr. Hawkins is currently pursuing his Masters in Business Administration. He enjoys sports, exercising, and playing with his dog “David Ruffin.” Submitted by Ms. Capresha Caldwell

Readership Feedback Forum!

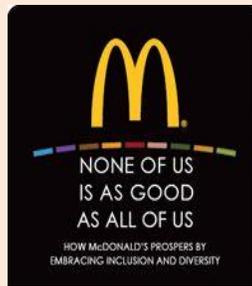


Thank you for providing feedback on CRD’s ON DECK newsletters. Each month, we look forward to your inquiries, comments, and suggestions. Your feedback assists us with tailoring our content in our effort to provide you with meaningful information. Our content generally pertains to the following areas listed below. Please continue to provide feedback on our articles to: Pedro.L.Jimenez@uscg.mil or visit the “contact us” link on our website at <http://www.uscg.mil/hq/cg00/cgooh/ContactUs.asp>

Content Areas

- Civil Rights pictures and events from field and regional commands
- Civil Rights Policies
- CRD Strategic Plans
- Historical Perspectives
- Mandatory civil rights training schedules
- Equal Opportunity Climate Survey Information
- Partnership in Education
- New Faces and roles in CRD
- Calendar Items for upcoming observances

Book Recommendation: McDiversity



Hello, I’m Chief Kathy Gallivan , an Equal Opportunity Advisor and new to the CRD, Region 1, Zone 1 (Boston, MA). I picked this book *None of Us is as Good as All of Us* by Patricia Sowell Harris, McDonald’s Global Chief Diversity Officer, up at the Coast Guard Diversity Summit with no intention of reading it. Months later, I grabbed it on my way to the airport only because I had nothing to read on

the plane, and I am glad I did. McDonald’s Golden Arches are one of the world’s most recognizable icons, whetting appetites for burgers and fries wherever they are seen. Who knew that behind those happy meals, McDonald’s has been a steady force for equality since 1957? Before diversity was a business term, Ray Kroc was embracing it because it was the right thing to do. It quickly became apparent through Ms. Harris’s narrative that Mr. Kroc is a visionary, growing a small burger chain from the post WWII white male environment to the epitome of workplace inclusion. If you give this uplifting and encouraging book your time, you’ll feel better for the effort. For additional information go to: http://www.aboutmcdonalds.com/content/mcd/students/serving_our_communities/writing_the_book_on_diversity.html Submitted by CPO Kathy Gallivan

COMPLAINTS CORNER *(continued from page 1)*

defensive arms of the agency in order to support the credibility and integrity of the EEO office and complaint process. The decision cautioned that legal sufficiency reviews should only take place in a component that is “separate and apart” from the agency component that is responsible for representing the agency in EEO complaints. The decision further cautioned that directing agency representatives to provide certain information speaks to witness credibility. In addition, the Commission stressed that agencies must avoid the appearance of interference in the EEO process; emphasizing that those participating in EEO investigations require the security that they can provide honest and frank responses during EEO investigations. *Rucker v. Department of the Treasury (Bureau of Engraving and Printing)*, EEOC Appeal No. 0120082225 (February 4, 2011). Submitted by Ms. Erika Selmon