Civil Rights
On Deck
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Focus On Coast Guard Diversity

By Cosette Macari

The Coast Guard Diversity Strategic Plan, released on Sept. 1, 2009 defines diversity not as a program or a policy, but a "state of being." This document will guide units in building a positive work environment for all personnel and a climate of respect for people of all backgrounds where every individual has the opportunity to thrive and contribute to Coast Guard missions. The Plan sets five goals: to ensure a diverse workforce through all hands commitment and leadership accountability, promote the importance of diversity, establish an Executive Outreach Management System, assure equitable hiring and career opportunities, and optimize training and education to fully understand the value of a diverse workforce. Among measures that will ensure effectiveness are tracking the number of venues used to communicate leadership diversity messages, diversity training and education to employees at all levels, and relevant national demographic data and racial ethnic projections as a guide to create a workforce that is just as diverse as America. "This is a total force effort that requires both organizational and individual commitment…it is an all-hands evolution," CG Commandant Adm. Allen said.

"To Fly with the Eagles" - In honor of National American Indian Heritage Month, an oil painting by Evelyn Peters of Rio Rancho, N.M. depicting a Native American Coast Guard aviator in his uniform, ready to go on mission aboard the helicopter. To his left is an apparition of the aviator, garbed in traditional eagle feather headdress. This painting is provided Courtesy of the U.S. Coast Guard Art Program, Washington, D.C.

Xavier University - Admiral Mary E. Landry and husband Mr. Mark Landry welcomed to CGD8 Quarters members of the Xavier University of New Orleans faculty and administration (Dr. Norman Frances/President, Mr. Calvin Tegre/SVP Administration, Dr. Loren Blanchard, SVP Academic Affairs; Dr. Marguerite Giguette, Assoc. VP Academic Affairs), and Coast Guard civil rights staff (Ms. Terri A. Dickerson/Director and Ms. Faye Anderson-Jennings/Regional Manager). The working dinner was among activities initiated by Coast Guard Senior Executive Leadership to build and strengthen bonds between Coast Guard and Minority Serving Institutions.

Complaints Corner

By Gem Tolentino

What Constitutes an EEO Contact?

Some EEO practitioners argue that casual contact with the EEO office is not enough to show timely contact for the purposes of initiating a complaint. Other practitioners caution that a desire to initiate the EEO process can be sufficiently manifested in such ways as an e-mail, a phone message, or a passing mention of plans to file an EEO complaint. Take note, EEOC decisions support the latter, giving the benefit of the doubt to complainants. In Marshall v. Government Printing Office, the EEOC found that the complainant's brief conversation with an EEO Counselor in the agency's cafeteria was sufficient to start the EEO process. To avoid unnecessary delay in the processing of a complaint due to assumptions, an aggrieved person should make their intent clear. If you have a matter that you wish to discuss with an EEO counselor, please contact your local civil rights office. For a list of civil rights service providers, please visit http://www.uscg.mil/hq/cg00/cg00h/ServiceProviders.asp.

Coast Guard Day - Coast Guard members conducted presentations and engaged with more than 250 students at Beltz Jr-Sr High School, Nome, Alaska. This was one of three "Coast Guard Day" event locations.

Back to Alaska

By Gwendolyn White

Mission Reminiscent of Revenue Cutter Days

The primary duties of the Revenue Cutter service in Alaska were to apprehend seal poachers and murderers. However, just as today's Coast Guard, providing a safety net for the inhabitants of the area occupied much of the effort, starting with the initial voyage of the Revenue Cutter Lincoln in 1867. In September 2009, Coast Guard conducted a similar outreach, but this time bearing tidings of diversity, education, and recruitment! A team of 35 Coast Guard professionals traveled to Kotzebue, Barrow, and Nome where 70 percent of the population is Inupiaq Eskimo, with a C130 aircraft educating and promoting Coast Guard missions and operations to more than 2,500 students of all ages. Coast Guard operations, water safety, law enforcement and the Partnership in Education (PIE) program were showcased. The Coast Guard PIE manager met with school administrators to provide educational resources and information about Coast Guard's educational outreach programs, including the *Crewmates & Classmates* curriculum guide and the *Coast Guard Bear* program.

Hispanic Employment

By Cosette Macari

The Hispanic population is the fastest growing minority group in the U.S., yet the most underrepresented among federal employees. At 10.6% of the workforce, the Coast Guard is focusing on improving to the approximate 15% in the current U.S. labor force. To achieve this goal, we currently are in partnership with the Hispanic Association of Colleges and Universities (HACU). Visit their website for more information at http://www.hacu.net/hacu/Default_EN.asp. Other Hispanic organizations the Coast Guard works with include the Society of Hispanic Professional Engineers, http://oneshpe.shpe.org/wps/portal/national; Mexican American Engineers and Scientists, http://www.maes-natl.org/ and the League of United Latin American Citizens, http://lulac.org/.

Book Review

Just Published...

Captain "Hell Roaring" Mike Healy: From American Slave to Arctic Hero, written by Dennis L. Noble and Truman R. Strobridge. Although Captain Mike Healy's racial background was not openly known at the time he served in the 1880s, he was the first African American to command a U.S. government ship. Born in 1839 to an African American mother and Irish father, he went to sea at age 15 and worked his way up, eventually commanding a U.S. Revenue Cutter. This book chronicles the achievements of a conflicted man who, under intense pressure, battled the frozen dangers of Arctic seas.

Welcome Aboard

By Cosette Macari

Sean Dixon (pictured on right) joined the Civil Rights Directorate (CRD) as an Administrative Specialist. Prior to working with the CRD, Dixon served 22 years on active duty, six years in the Marine Corps and 16 years in the Coast Guard. Dixon is married with three children. He is a full time student at Park University and has a passion for music.

Introducing...

LCDR Terry Douglas as the newest member of the Civil Rights team! Assigned to the Directorate on Oct. 1, 2009, LCDR Douglas is currently leading the Combined Federal Campaign (CFC) efforts as the Deputy Campaign Manager for the USCG National Capital Area. She is slated to manage Disability and other programs in the Office of Civil Rights Policy, Planning & Resources following the CFC Campaign.