



# CIVIL RIGHTS ON DECK

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## Integration When Courage Meets Service Needs

By Cosette Macari

The Coast Guard's current diverse workforce had its genesis in the courage of Lt. Carlton Skinner, commanding officer of *USCGC Sea Cloud*, during World War II. While serving as executive officer of the *USCGC Northland* in 1941, LT Carlton Skinner began to question the Armed Forces policy of ship segregation. When Skinner served as commanding officer of the *Sea Cloud* in 1942, he insisted upon and was assigned the first fully integrated crew, spreading duties equally among white and black crew. "He was the front guard of integrating the U.S. Military forces," said former Master Chief Petty Officer of the Coast Guard Vincent W. Patton III. The *Sea Cloud* experiment became an integration landmark, paving the way for the Coast Guard's complete integration of all minorities.

Other minorities such as many whose national origin was the Philippines were integrated into the Coast Guard, many succeeding African Americans as stewards. By the 1970s, the Coast Guard had integrated these other minority groups, allowing them to move up in rankings as well.

The Women's Reserve of the Coast Guard, referred to as SPARs, enlisted women to replace men in shore jobs to hasten the war effort. While recruiting for SPARs ended in December of 1944, this recognition of women's right to directly serve as members of the armed forces also grew. Today, the Coast Guard's active duty workforce is composed of about 25% minorities and 12.5% women. While the Coast Guard has come far since the start of integration, we are always working toward a more diverse, representative workforce.



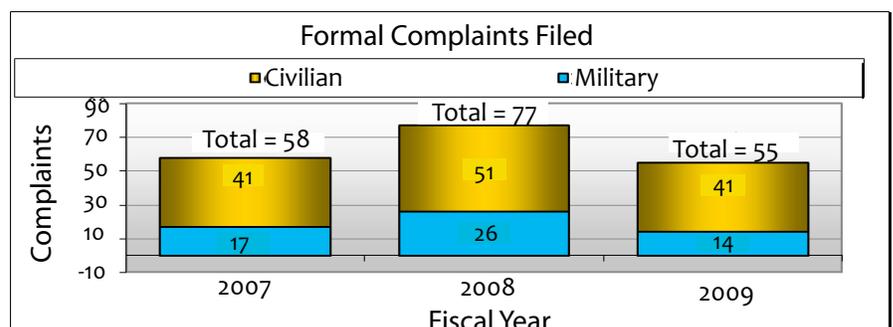
**PURPLE HEART** - An unidentified African-American Coast Guardsman, Steward 1st Class, is awarded a Purple Heart sometime during World War II.

## Complaints Corner

By Tony Paras

Coast Guard completed its 2009 Annual Federal Equal Employment Opportunity Statistical Report (EEOC Form 462), submitted through DHS' Office for Civil Rights and Civil Liberties (CRCL) to EEOC. While the EEOC 462 report does not include military activity, below is a summary of all Coast Guard's complaints activity for both military and civilian members.

During FY09, Coast Guard military and civilian employees initiated 131 pre-complaints of which only 55 formal complaints were filed. Fifty-eight percent (58%) of complaints initiated did not result in the filing of a formal complaint. This represents 25% increase from last year's rate of 33% (114 initiated, 77 formal complaints filed). The Coast Guard also reached a formal complaints settlement rate of 14% for FY09. The bases most commonly raised, in order of activity, were reprisal, age, sex and race. These bases are consistent with previous years. Below is military and civilian complaints data during the past three fiscal years.





COMMANDER  
EIGHTH COAST GUARD DISTRICT



DIVERSITY POLICY STATEMENT

A progressive and diverse workforce that successfully merges genders and ethnic and racial groups will pave the way for the Coast Guard's current and future mission success. True diversity among our active duty, reserve, civilian and auxiliary forces will spark innovation and it will lead to fresh approaches within the culture of the Coast Guard. It will provide well-rounded perspectives in problem solving and it will enhance our ongoing ability to effectively serve as America's Maritime Guardians.

The following race/ethnicity projections have been published in the 2008 U. S. Census Bureau report:

	2008	2050
➤ Non-Hispanic Whites:	66%	46%
➤ Hispanic:	15%	30%
➤ African Americans	14%	15%
➤ Asian Americans	5%	9%

Our Coast Guard of today is represented by the following race/ethnicity and gender percentages:

➤ Non-Hispanic Whites:	77.3%
➤ Hispanic:	10.6%
➤ African Americans	5.6%
➤ Asian Americans	0.7%
➤ Female	12.5%
➤ Male	87.5%

We have made progress to-date, and we will continue to aggressively pursue a truly diverse workforce for the future. We will work to recruit, train and retain a workforce that will more closely reflect the diversity of our nation as a whole. This will require a focused and strategic approach from the "deckplate" level through our senior leadership.

As your District Eight Commander I am personally committed to ensuring our Coast Guard provides an environment that truly values and embraces the contributions and potential of every member of our diverse workforce. This will ensure mission success as we live our core values of Honor, Respect and Devotion to Duty.

*Mary E Landry*

MARY E. LANDRY  
Rear Admiral, U.S. Coast Guard

# EEO Best Practice

By Deborah Gant

EEOC Management Directive 715 lists the annual issuance of equal opportunity policy statements by leaders, tailored to their organization, as one factor in a model EEO program. Eighth District Commander Rear Admiral Mary E. Landry, in publishing a Diversity Policy Statement (left), included statistics representing race/national origin/gender in the Coast Guard workforce, and population forecasts from the U.S. Census Bureau. "We will work to recruit, train and retain a workforce that will more closely reflect the diversity of our nation as a whole," Rear Admiral Landry said.

# SELEOS

By CDR Valerian Welicka

The Civil Rights Directorate has scheduled a two-day Senior Executive Leadership Equal Opportunity Seminar (SELEOS) at the Defense Equal Opportunity Institute (DEOMI) located at Patrick Air Force Base, FL, on Feb. 18-19, 2010.

SELEOS is tailored to assist Flag, Senior Executive, and the Command Master Chief corps to fulfill a Commandant directed desire to elevate senior leaders' awareness to Civil Rights, EO, EEO, and Diversity issues. Attendees will interact with subject matter experts such as an EEOC Administrative Lawyer (EEO Law), DEOMI Instructor (DEOMI Equal Opportunity Climate Surveys), a Diversity Manager (CG Diversity Overview) as well as other Civil Right program experts. Senior Coast Guard leaders who have not yet attended this training are encouraged to contact CDR Welicka at 202-372-4513 or Valerian.F.Welicka@uscg.mil to sign up for this training.

**DIVERSITY POLICY STATEMENT** - A unique D-8 diversity policy statement by Rear Admiral Mary E. Landry.

## Calendar Check

LULAC Veterans Summit  
Dec. 3-5, 2009

Annual DOD Disability  
Awards Ceremony and  
Forum  
Dec. 8, 2009

Birthday of Martin  
Luther King, Jr.  
Jan. 18, 2010

African American  
History Month  
Feb. 1-28, 2010



## CG Bear Program

By Gwendolyn White

Sector Sault Sainte Marie (MI) is just one of many Coast Guard units offering the CG Bear program and accompanying Crewmates & Classmates guidebook to teachers and students in local schools. Students at JKL Bahweting Middle School have named their adopted bear, "Thor" after the god of thunder in mythology, to symbolize the power of education they experience everyday in mathematics and science classes. Volunteers from the unit mentor students and stress the importance of math and science as these core subjects are applied to various Coast Guard missions.

Originally developed for use by cutters working with elementary teachers, the program and guidebook were revised to provide maritime-related activities for elementary and middle school students so that all Coast Guard units may participate. The CG Bear program and Crewmates & Classmates guidebook serve as important vehicles linking classroom instruction and real-world experiences at units and aboard cutters while underway. For more information, please contact program manager Gwendolyn White at 202-372-4519 or gwendolyn.e.white@uscg.mil.



**JKL BAHWETING STUDENTS** show off their Coast Guard bear with LCDR Pattie Kutch and LTJG Juan Carlos Avila of Sector Sault Sainte Marie.