Civil Rights On Deck

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Coast Guard History

Native American Pioneers in the U.S. Coast Guard

Since the 19th century, Native American members of the US Coast Guard have served from a variety of tribes and locations and have pioneered the way ahead for service diversity. It is not known who the first Native American to enlist in the Coast Guard was, but the first Native Americans that served came from coastal tribes known to be expert watermen. These tribes included the Wampanoags in Massachusetts, the Ojibwas in the Great Lakes, and the Makah tribe in Washington State. Native Americans from these tribes typically served at shore bases in predecessor services such as the U.S. Life-Saving Service and the U.S. Lighthouse Service. For example, in 1879, the Life-Saving Service station at Neah Bay, Washington, was composed of an entirely Native American crew. The crewmembers included skilled surf men, such as As-Chik-Abik, Tsos-et-oos, and Tsa-la-boos. This unit was the first one in federal service composed primarily of Native Americans. *Source: Dr. Willilam H. Thiesen, LANTAREA Historian*

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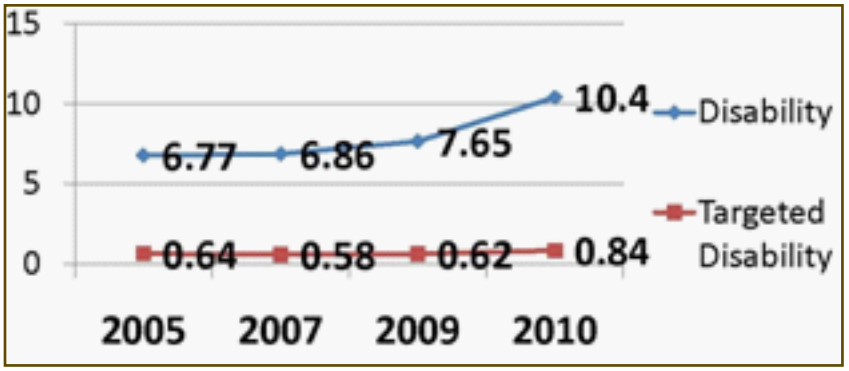
Coast Guard's Employment of People with Disabilities on the Rise



Coast Guard is making significant strides toward increasing the participation of employees with disabilities in its workforce. Nineteen employees with targeted disabilities were hired in the Coast Guard workforce between FY09 and FY10. Targeted disabilities are defined by the Federal government as deafness, blindness, missing limbs, partial and/or complete paralysis, convulsive disorders, mental retardation, mental illness, and distortion of a limb or spine. The agency reporting the highest percentage of persons with targeted disabilities for FY10 was the Equal Employment Opportunity Commission, which reported participation at 2.65%. The Department of Homeland Security goal is 1%. Coast Guard hiring officials can help achieve it by identifying forthcoming vacancies and using special hiring Authorities for veterans and persons with targeted disabilities, available in the Civilian Hiring Guide for Supervisors and Managers at www.uscg.mil/civilianHR or by contacting their servicing GSA. *Submitted by Vincent Patterson*

Coast Guard Weighs in on Don't Ask, Don't Tell

The Comprehensive Review Working Group (CRWG) appointed by the Secretary of Defense released its report on considerations associated with repeal of 10 USC 654, more commonly referred to as Don't Ask, Don't Tell. Over the past eight months, the 49-member team of military and 19 civilian personnel from across the services worked to assess the impact of possible repeal. CRWG reached out across DoD and military services, which prompted 11,700 inputs from Coast Guard personnel and family members via member and spouse surveys, an online inbox, confidential dialogues, information exchange forums and focus groups, and the Coast Guard Compass blog. The resulting report distills the results of CRWG assessments, and offers recommendations for changes that would be prompted by repeal. To view the report and keep abreast of latest developments, visit www.defense.gov/dadt. Testimony of Admiral Robert Papp, Commandant, before the Senate Committee on Armed Services, available at http://uscg.mil/seniorleadership/announcements/DADT%20Written%20Testimony_03_Dec_10%20Final.pdf.

DR. MARTIN LUTHER KING JR. OBSERVANCE, JANUARY 17TH, THEME: "REMEMBER, CELEBRATE, ACT: A Day On, Not A Day Off"

Special Observance Round-Up

This fall, Coast Guard commands found creative ways to educate and engage the workforce while celebrating its diversity! Please send photos of other special emphasis events.

Baltimore, September 22

Baltimore area commands inaugurated Diversity Day. More than 500 Coast Guard personnel visited exhibits. Steven Shih, formerly Director of Equal Employment Opportunity Programs, Department of Homeland Security, (now at the Office of Personnel Management) was keynote speaker.

TISCOM, October 14th

Employees gathered for the second annual *Taste of the World*, an event which highlighted the richness of Coast Guard's workforce. TOTW offered food samplings, educational material, and performances representing cultures around the world; as pictured many employees showcased native garments.

Disability Awareness Month, October 28

Headquarters employees heard the story of the Coast Guard EAGLE when it hosted special guests onboard … students from the Rhode Island School for the Deaf. Presented by Nora L. Chidlow, USCG Archivist, the story exemplified the strength that can be harnessed when people embrace each others' differences. The event included a display of assistive equipment technology available to employees for performing their jobs.

Hispanic Heritage Month, Sept.-Oct.

Headquarters welcomed Ms. Yolanda Maldonado Echevarria, Equal Employment Opportunity (EEO) Manager, and Acting Director for Individuals with Disabilities for the Department of the Army. She educated the CG workforce on the history and meaning of "Hispanic," created by the U.S. Census Bureau to identify people whose heritage is from countries where Spanish is the primary language. Pictured with RADM Rabago.

HAPPY HOLIDAYS FROM CRD!

Pictured: Our stocking-themed display at the entrance of our central office, each bearing a different name, helps us to extend our best wishes to the entire Coast Guard workforce for a safe and peaceful holiday season. Happy Holidays From CRD!

CRD Welcomes Ms. Marisa E. Marinos, Esq.

Ms. Marisa Marinos reported as the new Civil Rights Officer for Region 1 (Zone 4), which serves the District of Columbia and Northern Virginia areas. Before joining the Coast Guard, Ms. Marinos' federal career began at the Office of Civil Rights, General Rights, General Services Administration, National Capital Region, writing final agency decisions and coordinating alternative dispute resolutions. Ms. Marinos subsequently worked at GSA's Headquarters where she was responsible for processing discrimination complaints, briefing management on complaint activity, and training new employees. Ms. Marisa Marinos, Esq. holds a B.A. in Government/Politics and Women's Studies and is a licensed law practitioner in the state of New Jersey. Her hobbies include cooking, traveling, painting, reading, visiting local museums, and spoiling her nephew. *Submitted by Ashleigh Ervin*