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US COAST GUARD

Volume 3 Number 2

### NUMBERS

Over Two million: Number of women veterans. From the American Revolution to Panama, Bosnia, Kosovo, Afghanistan and Iraq, women have served in some way in every conflict.

### IN COAST GUARD HISTORY

In 1975, Coast Guard began to assign women, for the first time, to flight training.

In 1976, the U.S. Coast Guard Academy, in New London, Connecticut, became the first service academy to admit women. Four years later, fourteen women graduated in the Class of 1980. Today, more than 60 female cadets, representing approximately 30 percent of each class, graduate every year from the U.S. Coast Guard Academy.

### PRE-EMPLOYMENT ADVICE

Illegal: Questions seeking information typically evaluated differently from men and women, such as child care arrangements.

### OFFICE OF CIVIL RIGHTS

Ms. Terri Dickerson, Director  
CAPT Joseph Kolb, Deputy  
Ms. Tina Calvert, Compliance and Liaison

Ms. Arlene Gonzalez, Policy & Plans

Ms. Talisha Rosen, Resource Management/Strategic Planning

Ms. Francine Blyther, Investigations and Response Best Practices, Photos to share?

Send to Civil Rights on Deck, 2100 Second St, SW Suite 2400, Washington DC 20593, ☎202-372-4500 Fax 202-372-4967 or email, [deborah.i.gant@uscg.mil](mailto:deborah.i.gant@uscg.mil)

## US COAST GUARD BLACK HISTORY MONTH CELEBRATION



On February 7, Coast Guard held its 2008 Black History Month Celebration under the theme *Carter G. Woodson and the Origins of Multiculturalism* at Headquarters. Congresswoman Carolyn Cheeks Kilpatrick who serves Michigan's 13<sup>th</sup> Congressional District, and member of the House Appropriations Committee, Homeland Security, and Financial Services Subcommittees, delivered a lively speech, especially targeted to the students in attendance (the H.D. Woodson Senior High School choir, pictured below, participated and performed uplifting pieces including "Lift Every Voice and Sing"). Dr. Joe Leonard, Executive Director Congressional Black Caucus, encouraged the gathering to study, and be motivated by the nation's history. Admiral Thad W. Allen, Commandant, Vice Admiral Vivien

Crea, Vice Commandant and Vice Admiral Robert J. Papp, Jr., Chief of Staff, also participated at the event. "We have heroes in our midst..." said VADM Papp.



### TRAINING COMPLETIONS ON THE RISE!

Civil Rights Training as of First Quarter, FY08 . . .



**Sexual Harassment Prevention** FY07, 9,297. FY08 10,072, 8% Increase!  
**Human Relations Awareness** FY07 3,270. FY08 4,436. 36% Increase!

MARCH IS NATIONAL WOMEN'S HISTORY MONTH

Theme: "Women's Art: Women's Vision"

## HIRING OUR NATION'S VETERANS

As wounded Service members return from the Global War on Terror, it is important that Federal Agencies provide the necessary assistive technology and resources to improve rehabilitation, recovery and enhance re-employment opportunities. *Question:* When vacancies are announced by the Coast Guard, how can selecting officials fill the position with a disabled veteran? Agencies must select from the top rated eligible applicants. Disabled veterans are considered to have veteran's preference for employment purposes, and may be placed at the top of the Certificate of Eligible's if qualified for the job. Other veterans and non-veterans may be placed on the same certificate in lower categories.

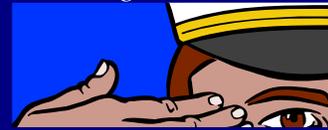
*Question:* What does "veterans' preference" do for a disabled veteran? Veterans' preference gives special consideration to eligible disabled veterans in Federal employment. Veterans who are disabled or who served on active duty in the Armed Forces during certain specified time periods or in military campaigns are entitled to preference over non-veterans. If a numerical rating method is used to evaluate applications for employment, 10 points are added to the overall score. Under a quality factor rating method, such as Best Qualified, Highly Qualified, etc. the agency places the disabled veteran at the top of the quality group. Veterans who have a 30 percent compensable disability are placed at the top of the Best Qualified group.

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## First Asian American Graduate of the Coast Guard Academy Dies at Age 71

CAPT Kwang P. Hsu, USCG, the first Asian graduate of the Coast Guard Academy died December 11 of complications from a brain tumor. He became a captain in the Coast Guard and an accomplished aviator who flew in the Arctic and Antarctic and commanded a post in Hawaii. He flew the Coast Guard's HC-130 aircraft to Beijing in 1986, the first visit by a U.S. military aircraft to China since 1947, the year that Hsu left his homeland. Hsu later commanded Air Station Washington, where unlike the situation at most Coast Guard rescue or patrol bases, the main job was to fly the Commandant and other high-level officials where they needed to go.

"He led us through a tremendous amount of upheaval and helped us get through it," said Vivien S. Crea, one of the young pilots Hsu mentored and who is now Vice admiral and the second highest officer in the Coast Guard. Source: *The Washington Post*



## UPCOMING EVENTS!



### FEBRUARY

✿ African-American History Month

### MARCH

✿ 1<sup>ST</sup>-31<sup>ST</sup>; National Women's History Month

✿ 13<sup>th</sup>-15<sup>th</sup>; 19<sup>th</sup> Annual Women in Aviation, International (WAI) Conference; Theme: "California Dreamin,'" Town and Country Resort, San Diego, CA; for more information visit: [www.wai.org](http://www.wai.org)

✿ 19<sup>th</sup>; Annual Women's History Month Outreach Program; Theme: "Women's Art: Women's Vision,'" National Museum of Women in the Arts, Washington, DC; for more information visit: <http://www.dod.mil/prhome/eo.html>

## CIVIL RIGHTS OFFICE WELCOMES SHIPMATE!



Ms. Gwendolyn E. White joined the Civil Rights Office this month. Among other duties, Ms. White will coordinate educational and outreach programs. Ms.

White brings many years of experience as an educator and coordinator of educational partnerships with private, governmental and not-for-profit organizations. Most recently, she was a teacher in Prince George's County public school, and earlier, a program manager for a national association where she coordinated nationwide observances and community outreach, recognizing the diversity of the nation's teachers, students, and administrators. Please extend Ms. White a warm welcome!