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## OFFICE OF CIVIL RIGHTS FUNCTIONAL REVIEW

By now you may be aware of the publishing of results of our Functional Review by Booz, Allen, Hamilton, through our internet posting and several media analyses of it. The report available at <http://www.uscg.mil/hq/cg00/cg-00h/>, highlighted goals, some of which already were in pursuit. More importantly, the findings serve as a marker on a continuum for where our civil rights programs need to be.

The fact that a service-wide modernization has been underway since 2007 made the timing of the review very appropriate. Significantly, the recommendation to re-structure both the headquarters office and the field organization underlies all others in the report. We postponed full implementation of our notional restructuring proposal to the Modernization Working Group to await the results of the review. The final report draws a nexus between our program's effectiveness, communications, climate, policy implementation, and personnel capabilities. We will review these findings as we formulate plans for an optimal civil rights product line delivery.

### AWARDS (CONTINUED)

- ☛ 8 MAY: League of United Latin American Citizens (LULAC) Military Service Award; National Convention and Exposition, San Juan, PR, 13-17 July
- ☛ 12 JUNE: Blacks in Government (BIG) Military and Civilian Meritorious Service Award; Baltimore, MD, 24-28 August
- ☛ 12 JUNE: National Organization for Mexican American Rights (NOMAR) Meritorious Service Award; Las Vegas, Nevada, August 2009, dates to be announced.

For information on Coast Guard awards, contact Nichole Milline at (202) 372-4504, [Nichole.S.Milline@uscg.mil](mailto:Nichole.S.Milline@uscg.mil).

### OPPORTUNITY TO RECOGNIZE MERITORIOUS SERVICE



#### NOMINATIONS DUE:

☛ 13 MARCH: National IMAGE, Inc. Military Meritorious Service Award; National IMAGE Training Conference and Exposition, San Antonio, TX, May 11-15

☛ 13 MARCH: Federal Asian Pacific American Council Military and Civilian Meritorious Service Award (FAPAC); Hyatt Regency, Houston, TX, May 11-15

☛ 9 APRIL: Society of American Indian Government Employees (SAIGE); Town and Country Hotel and Resort Convention Center, San Diego, CA, 1-5 June

☛ 8 MAY: National Association for the Advancement of Colored People (NAACP) Roy Wilkins Meritorious Service Award; New York, NY, 11-16 July (continued, right column)

### OFFICE OF CIVIL RIGHTS

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**Best Practices, Photos to share?**

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### COMPLAINTS CORNER



**Did You Know?:** Veterans with disabilities as defined by the military services and the Veterans Administration may qualify as having disabilities under the Rehabilitation Act. If they do, they are also protected under EEO law at 5 USC 3304 (f)(1).

Information about employment of Veterans with disabilities under noncompetitive hiring may be found in the following: 38 USC 4212, implemented by 5 CFR Part 307; 38 USC 4214; Rehabilitation Act, 29 USC 791 (b).

**MARCH IS WOMEN'S HISTORY MONTH: THEME: "WOMEN Taking the Lead to Save Our Planet"**

**BAYONNE, ORANGE COUNTY PARTNERSHIP  
NOTED FOR EXCELLENCE**



Crewmates of Coast Guard's cutter, STURGEON BAY were presented with the Partnership in Education (PIE) COLLABORATIVE Award at a ceremony aboard the cutter in Bayonne, NJ on 2 December. The efforts of the cutter's crew have reached more than 1200 students of all ages from diverse backgrounds.

The Coast Guard Cutter NARWHAL received the Partnership in Education BEST UNIT Award at a ceremony in Orange County, CA. The twelve member crew of the only Coast Guard unit in Orange County, diligently dedicated over 230 hours to working with more than 600 students, ranging from second to twelfth grade.



**THE NEXUS OF LINCOLN, OBAMA, NAACP  
AND CIVIL RIGHTS IN 2009**



Benjamin Todd Jealous, the 17<sup>th</sup> President and CEO of the National Association for the Advancement of Colored People (NAACP) at 36, is the youngest person to assume that position in an organization that turned 100 years this month. Another noteworthy centenary is the 200th birth anniversary of our 16th president Abraham Lincoln, who, most believe made it possible for our 44th President, the first American President of African descent to sit in the White House. Of our 16th President, John Phillips puts it this way: "Much has been made of the marking of Abraham Lincoln's 200th birthday. He's known by a number of appellations. I'm adding Father of Employment Law to the list. That's not too much of a stretch, given Lincoln's authorship of the Emancipation Proclamation, from which all discrimination and civil rights laws emanate, the first one being the Civil Rights Act of 1866, enacted shortly after his assassination." Before his current position, Jealous ran a political action committee that campaigned for Obama in black communities during the early days of the Democratic primary. He has made it clear, however, that he intends for the NAACP to be both friend and agitator. "If Obama aspires to be the next Abraham Lincoln, the NAACP wants to play the role of Frederick Douglass, the former slave who became an abolitionist and lobbied the president hard to pass the Emancipation Proclamation."

**Missed an Edition of Civil Rights on Deck?**

If you missed your favorite monthly newsletter, visit CG Central where all past issues are available for viewing and downloading. Coast Guard employees, who wish to receive the newsletter directly, send an e-mail to Deborah Gant at: [Deborah.I.Gant@uscg.mil](mailto:Deborah.I.Gant@uscg.mil).

**LEADERSHIP ANSWERS BIG QUESTIONS**

*On Deck continues its series on questions posed to leadership at the Blacks in Government (BIG) National Training Conference, and corresponding answers.*

**Q.** BIG attendees asked Mr. Curtis Odom, Deputy Director of Personnel Management: What is the participation rate of African Americans in the Reserve Officer Corps?

**A.** From the end of FY05 through July 2008, the reserve officer corps has grown by about 0.8% (1,035 to 1,043); the number of blacks decreased from 36 to 34 (6%). Note that because of the relatively small numbers involved, addition or subtraction of 1 or 2 can greatly affect participation rates.

**% Blacks in the Reserve Officer Corps**

