Civil Rights On Deck

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Coast Guard History

Lt. j.g. La'Shanda Holmes, became the first black female Coast Guard helicopter pilot on April 9, 2010. During a winging ceremony. Lt. Jeanine Menze, the first female fixed-wing pilot in the Coast Guard placed a set of wings on Lt. j.g. Holmes. The two officers became friends while Lt. j.g. Holmes was assigned temporarily to Coast Guard Air Station Clearwater. Holmes becomes the second black, femaile pilot in the Coast Guard. She will be stationed at Coast Guard Air Station Los Angeles to fly HH-65 helicopters. Photo by LT Adam Ziegler, USCG Air Station Los Angeles, *Submitted by: Nichole Milline*

Civil Rights Directorate

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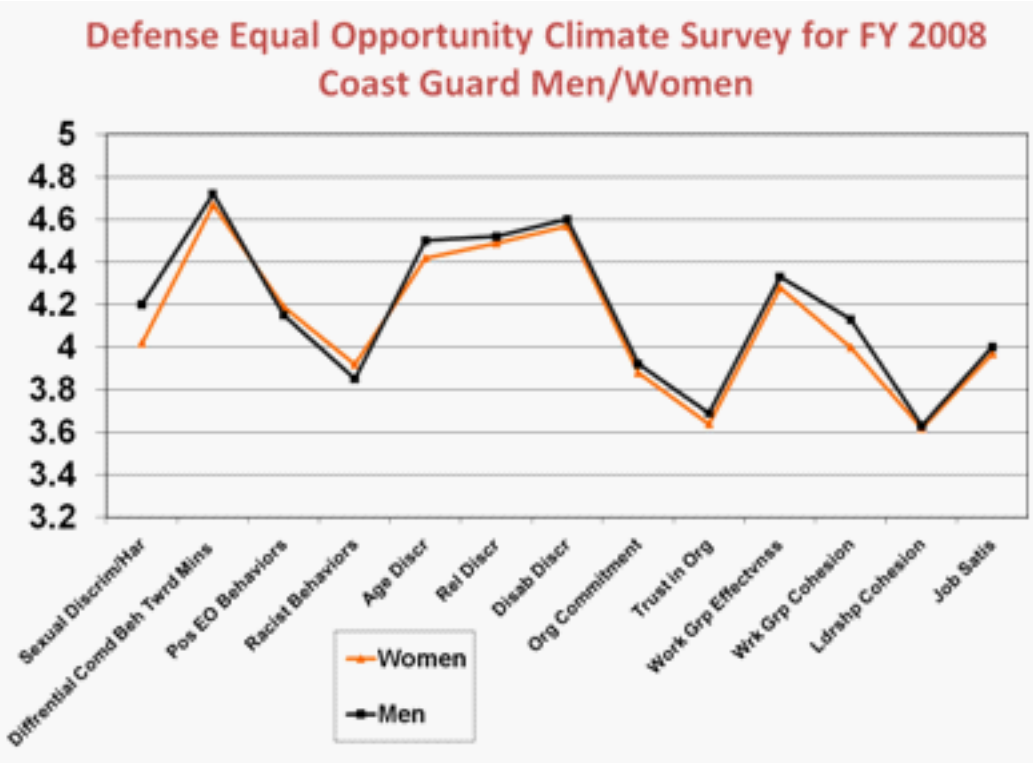
Complaints Corner

By Floretta Cabiness

On Appeal, EEOC Increased the Monetary Amount Awarded by an AJ for damages associated with pain and suffering in the case of *Regist v. Department of Veterans Affairs*, EEOC Appeal No. 0120093445. In this case, the complainant was a Chaplain trainee who alleged that he was constantly harassed by the Chief of the Chaplain Service. The Chief was alleged to have made the complainant work in poor office conditions and prevented him from getting endorsements from the Episcopal Church, a requirement to be a Chaplain for Veterans Affairs. The complainant charged the Chief of the Chaplain Service with harassment, caused him public humiliation, sleeplessness, damage to his reputation and health problems. He was awarded $12,000 in compensatory damages by the AJ but during the appeal, EEOC substantially increased the award to $75,000 due to the length of time the complainant suffered from harassment. Visit: http://www.eeoc.gov/decisions/0120093445.txt

DEOMI Organizational Climate Survey (DEOCS) Results



Coast Guard Results – Male and Female personnel show similar employee perceptions across the 13 unit climate factors measured by the annual Defense Equal Opportunity Survey.(Average scores below 3.2 would indicate areas of possible concern; the space between points on each scale indicates agreement or dissonance between groups in their perceptions on each factor. Next month: Minority/Majority

Asian pacific american heritage month; theme: "Diverse Leadership For a Diverse Workforce"

Guardians Honored at National IMAGE Conference

BY PETTY OFFICER JETTA H. DISCO

The U.S. Coast Guard had the honor of hosting the 22nd Annual Military and Civilian Meritorious Service Awards banquet held during the 38th Annual National IMAGE, Inc. Conference and Exposition in San Diego April 6-8, 2010. As the keynote speaker for the banquet, ADM Allen stated that "we must create leadership, development, partnering and outreach that defies boundaries." Coast Guard guardians receiving Meritorious Service Award recognition were Petty Officer 1st Class Elias Gomez, LT David Fernandez and Dr. Mary Gibbons. All three guardians promoted the tenets of civil rights, race relations, equal opportunity, human relations, and public service within their communities. PO1 Gomez (pictured top), assigned aboard CGC MOHAWK was recognized for outstanding performance during the response to the earthquake that devastated Haiti in January 2010. While there, Gomez put his medical skills to work treating more than 300 severe trauma patients. LT Fernandez (middle), assigned to the Eleventh Coast Guard District was recognized for his staunch advocacy for diversity in the Coast Guard and within his community. He also serves as a member of the Pacific Area Leadership and Diversity Council. Dr. Gibbons (bottom), is a civilian and a member of the Coast Guard Auxiliary who spent 90 days deployed with the Federal Emergency Management Agency disaster recovery team in the aftermath of Hurricanes Katrina and Rita at the Baton Rouge Joint Field Office, Baton Rouge, La. She also serves as a representative on the Commandant's Diversity Advisory Council. Congratulations to our Meritorious Service Award winners!

EEOC TRAINING INSTITUTE

2010 EEOC EXCEL TRAINING CONFERENCE - MARK YOUR CALENDARS!

EXAMINING CONFLICTS IN EMPLOYMENT LAWS (EXCEL) CONFERNCE IS THE PREMIER FEDERAL TRAINING CONFERENCE FOR EEO MANAGERS, SUPERVISORS AND PRACTITIONERS. THE 2010 EEOC EXCEL CONFERNCE WILL BE HELD IN ORLANDO, FLORIDA, JULY 12-15, 2010; VISIT HTTP://WWW.EEOTRAINING.EEOC.GOV/ FOR REGISTRATION AND MORE DETAILS.

Women in Federal Law Enforcement Annual Training Conference

WIFLE **Women in Federal Law Enforcement (WIFLE) Annual Leadership Training Conference; 21 - 24 June 2010, Gaylord Opryland Hotel, Nashville, Tennessee; Celebrating historic accomplishments and striving for new achievements, WIFLE recognizes the skills, creativity, and leadership abilities that women in law enforcement continue to demonstrate. For detailed information for registering and attending this year's WIFLE conference visit www.WIFLE.org or http://www.wifle.org/conference2010/**

Alaska Native Students visit CG Headquarters

BY GWENDOLYN WHITE

Seventeen students from Eben Hopson Middle School in Barrow, AK, along with five educators visited CG Headquarters during the school's first Leadership Washington Student Tour. This trip was an extension of the Coast Guard Alaska Native Education Outreach program initiated last fall which included visits to elementary, middle, and high schools in three Alaskan Native communities. During their visit to CGHQ, the group met ADM Allen, watched a flyover, had a briefing about a CG small boat, and toured the building. Many donned traditional attire when greeted by Admiral (Ret.) Stephen Rochon at the White House. This initiative aligns with Coast Guard's outreach to Alaskan Native communities and includes educating their youth about CG, thereby developing generational relationships with tribal communities and organizations.