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COAST GUARD HISTORY



One hundred twelve years ago this month, the all-black crew of the Pea Island Lifesaving Station (LSS) performed a daring rescue when the *ES NEWMAN* ran aground during a hurricane. In 1996 the Coast Guard posthumously awarded the 1896 crew the Gold Lifesaving Medal. The Gold Lifesaving Medal, the highest medal awarded for peace time rescues. The LSS Cookhouse, now restored and relocated to the nearby Collins Park in Manteo, NC, was re-dedicated on Saturday 12 October as an African American Heritage Center. (LSS and Cookhouse in 1942, pictured above.) Read more and offer a comment on the Office of Civil Rights web site, What's New section, accessed at: <http://www.uscg.mil/hq/cg00/cg00h/News/News.asp>

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WHERE INNOVATION AND NON-DISCRIMINATION INTERSECT



Most people regard equal employment foremost as complaints. While complaints are one element, non-discrimination is the basis and aim of EEO. (In fact, evidence proves that complaints are a poor harbinger of discrimination; low complaint levels may foretell other problems, such as distrust in the EEO process. Activity usually rises with increased workforce training.) Therefore, expect non-discrimination as our utmost focus at the 2008 civil rights conference, 16-19 November, Virginia Beach. Under the banner "Civil Rights Fuels Innovation," we will undertake sessions on The Cross-Generational Workforce, Coast Guard Modernization, Reasonable Accommodation, Strategic Complaints Analyses, Mediation, Tracking and Reporting Complaint Activity, Effective Counseling Reports, Diversity Initiatives, and more. Meeting in conjunction with the Innovation EXPO, and the Senior Leadership Conference will afford us networking opportunities, and expose us to people and resources available to help us examine the tough challenges we face.

The conference is open to and designed for both full-time and collateral duty civil rights service providers (CRSPs) from the headquarters to the unit level. The CRSP designation includes Equal Opportunity Counselors, EO Advisors (EOAs), Equal Opportunity Specialists (EOSs) Civil Rights Officers (CROs), and Special Emphasis Program Managers (SEPMs).

The conference site is the Doubletree Hotel located at 1900 Pavilion Drive, Virginia Beach, Virginia, USA, 23451 and can be reached at 1-757-422-8900 or www.virginiabeach.doubletree.com. A block of rooms has been allocated for the conference, and all participants are strongly encouraged to reserve rooms at the host hotel and state that they are attending the USCG Civil Rights Training Conference when making the reservation. Additional information regarding the Innovation Expo can be found at <http://www.uscg.mil/innovation/>. We hope to see you in November at this tremendous training opportunity.

NUMBERS

96.5: Percent of transit buses that were ADA lift – or ramp-equipped, as of 2005. This represents an increase from 61.7 percent in 1995. *Source: Statistical Abstract of the US: 2008, Table 508 and Table 509 at <http://www.census.gov/>*

Missed an Edition of Civil Rights on Deck?

If you missed your favorite monthly newsletter, no worries. Visit CG Central or USCG.MIL where all past editions, published monthly beginning in June 2006, are available for viewing and downloading. Coast Guard employees who wish to receive the newsletter directly, send an email to Mrs. Deborah Gant: Deborah.I.Gant@uscg.mil.



COAST GUARD IS PROUD OF ITS HISPANIC ENGINEERING ACHIEVERS



◀The Hispanic Engineering National Awards and Achievement Conference (HENAAC), Houston, TX, 9-12 October at which Cadet Ryan Campa (left), Coast Guard Academy received the Cadet Role Model Award. LT Richard Angelet, Coast Guard Office of Budget Development (right), received the Luminary Award for Excellence in Community Service. At center, VADM Pearson, Coast Guard Chief of Staff. Coast Guard salutes both recipients for their outstanding achievements.

LEADERSHIP ANSWERS BIG QUESTIONS (PART 2)

This is the second in our continuing series of answers which Blacks in Government participants posed to the Commandant and other senior Coast Guard leaders. We are publishing the questions raised and their answers, for the benefit of all.

Q: Is Coast Guard equally supportive of graduate school attendance by civilians v. military?

Yes. It is important to note that rules governing the civilian and military workforces are vastly different. Military members are accessed into entry level positions (Seaman or Ensign), and based on service needs professionally developed over the course of their careers during which time they become eligible to compete for post graduate educational opportunities. Selected members may attend any accredited university so long as it does not exceed the annual tuition cap set by the Service. A military member who selects a more expensive (i.e. Ivy League) school must assume responsibility for paying the difference between the amount allowed and the actual cost. Conversely, federal-wide, civilians are selected/hired into positions established by approved descriptions that specify duties, responsibilities, and educational requirements. The government then seeks candidates meeting or exceeding the requirements. If an education requirement exists for any given position (example, 24 semester hours of undergraduate course work in accounting) the Service seeks a civilian who meets it. Training opportunities are available to those in the workforce, and the Tuition Assistance Program continues to be available to all civilian employees who want to receive the enrichment of continued education. *Next Edition: Civilian Graduate School opportunities for FY09.*

WE SALUTE THE BEST!

Coast Guard is pleased to recognize outstanding service by members in their communities with its 2008 Partnership in Education Awards. For Best Unit Partnership, Coast Guard Cutter *NARWHAL*; for Best Collaborative Partnership, Coast Guard Cutter *SURGEON BAY*. We commend both for outstanding educational impact in their communities. The units will be recognized at ceremonies later this year.



DIVERSITY MILITARY WORLD HONOR COAST GUARD

The Diversity Military World (DMW) Expo Awards Banquet, 3 October 2008, Washington, DC. LTJG Erin Caldwell (not pictured) and CPO Adwoa Hendricks, both from the Coast Guard Personnel Management Directorate, were awarded 2008 Outstanding Diversity Military Service Awards. Pictured (left to right) are CPO Hendricks, Dr. David Chu, DoD Under Secretary of Defense for Personnel and Readiness, RADM Jody Breckenridge, Assistant Commandant for Human Resources, and Mr. Clarence Johnson, Director, Office of Diversity Management and Equal Opportunity, Department of Defense.



PEOPLE, TALENT, STRENGTH HIGHLIGHTED AT AWARENESS EVENT



The Headquarters Support Command Special Emphasis Program team hosted a disability awareness event in Washington DC, 7 October. Dinah F.B. Cohen, Director, Computer/Electronic Accommodations Programs (CAP), pictured at left, delivered an energetic and informative presentation on utilization of assistive technology and accommodation services. Ms. Cohen received the revered Service to America Medal for contributions which ensure that people with disabilities have equal access to information and opportunities in the Federal government. VADM Clifford I. Pearson also offered comments about the disability population's achievements and contributions to the nation.