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US COAST GUARD

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I've just been appointed by my Command as a Collateral Duty Civil Rights Officer (CDCRO) ... Now What?

NUMBERS

9 – Record number of Coast Guard complaints settled in a 2-month period, achieved March – April 2007. (See “Complaints Corner,” below.)

PRE-EMPLOYMENT ADVICE

Impermissible question to a civilian job applicant: “Are you married or single?” or “Why did you change your name?”
Permissible: Questions about a name change, use of an assumed name or nickname, in the context of verifying qualifications presented under that name (such as books authored, articles written, memoranda signed under a different name).

IN COAST GUARD HISTORY

Margaret Corbin is America’s first known female soldier. In 1779, she fought beside her husband at Fort Washington during the American Revolution.

OFFICE OF CIVIL RIGHTS

Ms. Terri Dickerson, Director
CAPT Carl Uchytel, Deputy
Ms. Tina Calvert, Compliance and Liaison

Ms. Arlene Gonzalez, Policy & Plans

Vacant, Resource Management/Strategic Planning

Ms. Francine Blyther, Investigations and Response

Best Practices, Photos to share?
Send to Civil Rights on Deck,
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5 Civil Rights Program Missions

1. Demonstrate Command leadership
2. Develop an organizational culture that values diversity
3. Correct civilian workplace imbalances
4. Resolve discrimination complaints at the lowest level
5. Promote affirmative outreach to the local community.

and policies; relationship building with command and other Civil Rights service providers; discrimination; complaints; mediation; settlement agreements; social climate; outreach; human relations council (HRC); Equal Opportunity (EO) reviews; retaliation; Defense Equal Opportunity Climate Surveys (DEOCS)... in short, information every CDCRO needs to effectively serve as their command’s liaison for equal opportunity.

Everyone went away having crafted a personal a plan for success (see “CDCRO Personal Plan of Action,” right). A similar annual training occurs in the PAC Area in the August time frame, by PAC Area Civil Rights Director, Patricia Tyler.

NORFOLK, VA – This month, the Coast Guard LANT Area under the leadership of Area Civil Rights Director Stephanie Credle, offered training to help CDCRO’s serve with optimal effectiveness. It featured: overview of the CG Civil Rights Program; five Field Civil Rights Missions; interactive exercises targeted to decision-making; EEO law

CDCRO Personal Plan of Action

- Check your behavior/biases
- Establish clear-cut values
- Recognize your uniqueness/that of others
- Be a critical thinker
- Be consistent
- Remember the 5 Civil Rights Program Missions
- Establish/maintain contact with resources
- Keep information available and current
- When in doubt, call your District/MLC/ Area Civil Rights Office

COMPLAINTS CORNER Mediation Works



CG reached an all-time record by settling 9 complaints within a two-month span, March and April of 2007. Resolving complaints at the lowest possible level is good business practice and a CG civil rights program goal. Not only does doing so benefit complainants and CG, but also the government as a whole, and ultimately taxpayers. Cheers to the deciding officials and mediators who together achieved this outcome. HQ Legal settled 5 at hearing; the Atlantic Area Civil Rights Team settled 3 pre- and 1 formal complaint. For a fact sheet on mediation, contact Francine Blyther, 202-372-4520.

DHS Secretary Michael Chertoff is Keynote Speaker for NAACP, Armed Services Awards Banquet, 10 JULY, DETROIT

Hail and Farewell!! New Shipmate from International Broadcasting Bureau, Two Depart



The Office of Civil Rights welcomes Ms. Shamica Jackson (pictured left) who came aboard 30 April, as a Program Assistant for the Investigations and Response Team. Shamica holds a Master of Arts in Political Science from Howard University and a Bachelor of Science from Bowie State University. She completed one year of law school. She previously served as a Staff Assistant in the Director's Office for the Broadcasting Board of Governors/International Broadcasting Bureau (Voice of America), and as a Legislative Assistant for the Maryland General Assembly in Annapolis.

Farewells: CDR Jose Nieves Assistant Chief for Policy and Plans goes to the Cutter MOHAWK, Key West, FL. Also, SKC Mike Klaniecki, Office of Civil Rights retired after 23 yrs. of Coast Guard service. He joined the civilian sector at the Department of the Navy as a Contract Specialist, located in Quantico, VA. The Office of Civil Rights thanks CDR Nieves and Chief Klaniecki for outstanding contributions to our team and bids them a fond farewell. We'll miss you!

UPCOMING EVENTS!



MAY

- ✿ Asian American Pacific Heritage Month
- ✿ 31st; Asian American Pacific Heritage Month (FAPAC) Luncheon and Military Awards, Theme: "Pursuing Excellence Through Leadership, Diversity and Unity," Marriott Crystal Gateway, Arlington, VA, www.fapac.org.

JUNE

- ✿ 25th-29th; Society of American Indian Government Employees (SAIGE) 4th Annual Training Conference, "All My Relations Coming Together!" Loews Ventana Hotel, Tucson, AZ, contact Shana Greenberg, 540-295-4393 or www.saige.org
- ✿ 28th; Accommodating Employees with Mental Disabilities, EEO Washington Field Office, \$165. Contact Tanya Stanfield, Phone 202-419-0719, Fax 202-419-0739, TTY 202-419-0702, or www.eeotraining.eeoc.gov

JULY

- ✿ 10th, 98th Annual NAACP Convention and Diversity Job Fair, Armed Services Veterans Affairs Awards Dinner, Detroit, www.naacp.org.
- ✿ 17th; Race & Color Anti-Harassment Do's & Dont's, \$165. (Please see contact information for Tanya Stanfield, above.)
- ✿ 16th-20th; Federal Employed Women (FEW) 38th Annual Forum, "Training Today, Leaders Tomorrow," Hilton Washington (DC) Hotel. For information visit www.fewntp.org. (The Military Women Awards Banquet was canceled and is tentatively rescheduled for 2008. Keep reading *Civil Rights On Deck* for nominating information.) Your nominations for all EEO awards ensure our Coast Guard achievers are recognized!

We Wish 'Fair Winds and a Following Sea' to our Shipmate, Captain Uchyt!



CAPT Carl J. Uchyt's tour of duty as the Deputy Director, Office of Civil Rights ends 6 June. He will take command of the CGC POLAR SEA, home port Seattle. He will be missed for many things; foremost he brought an operational perspective to the civil rights office. Pictured, CAPT Uchyt arranged a May monthly all-hands meeting at Coast Guard Air Station Washington after which staff toured and were briefed by LCDR Frances Messalle, a pilot, on duties performed by aviation personnel. Staff is shown with the C-37A Gulfstream V, Long Range Command and Control Aircraft, powered by 2 Rolls Royce BR710 engines, each capable of 14,750 lbs. of thrust.

