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U.S. COAST GUARD

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USCG HONORS DR. KING'S LEGACY

Celebrations Characterized by Leadership, Partnership, Service

NUMBERS

40% - Approximate percentage of homeless veterans who have mental illnesses. Approximately 57% of this group are African American or Hispanic.

IN COAST GUARD HISTORY

Native Americans in the military often were singled out for the most dangerous assignments due to the ascribed stereotypes of possessing an innate sense of direction and superior hearing and eyesight. As a result, Native Americans often suffered higher injury and casualty rates. One example was the Red Arrow Division in World War I. The unit, which held a high proportion of Native soldiers, lost nearly 60 percent of its force. Source: PBS, *Way of the Warrior*

PRE-EMPLOYMENT ADVICE

Avoid asking job aspirants questions which elicit direct information about an individual's race, sex, age, marital status, etc.

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Pictured: VADM Papp, Congressman Cummings and ADM Allen

Personnel participated in a variety of activities under the theme which has come to encourage service to humanity on the Martin Luther King Holiday: *Remember! Celebrate! Act! A Day on Not a Day Off!* Among events, Congressman Elijah Cummings, first sworn in as a member of the U.S. House of Representatives in 1996, delivered a rousing speech to a standing-room-only crowd at CG Headquarters. Among other posts, Rep. Cummings is Chairman of the Subcommittee on Coast Guard and Maritime Transportation. The Chairman encouraged those gathered to look beyond outer attributes, as Dr. King did, saying "To serve a diverse nation, you must be a diverse, service." Admiral Thad W. Allen, Commandant, and Vice Admiral Robert J. Papp, Jr., Chief of Staff, delivered inspiring remarks.

Also, USCG and Immigration and Customs Enforcement (ICE) joined forces for a Day of Service at the District of Columbia Central Kitchen. Since its beginning, DC Central Kitchen has provided culinary training to more than 650 homeless men and women for jobs in the food service industry. Pictured outfitted in aprons and hairnets, ready for duty are: (Seated, left to right) Ms. Patrice A. Bullock-Shields, Special Assistant, ICE Office of Equal Employment Opportunity, OSS2 Gloria East, The Interdiction Committee (TIC) and Ms. Sydney M. Beasley, ICE Detention and Removal Operations. Top row (left to right) Mr. Russell East, Financial Policy and Systems, Ms. Deborah K. Lewis, Director/ICE Office of Equal Opportunity, Mr. William Porter, Civil Rights Office, Ms. Terri Dickerson, Director, CG Office of Civil Rights, Ms. Nichole Milline, Civil Rights Office, and YN3 Daphne Gilles, Intelligence and Criminal Investigations. Together, those pictured and 40 other volunteers, chopped vegetables, sorted cans, de-boned meats, and otherwise helped to help prepare the more than 4,000 meals that DC Central Kitchen distributes to the community daily.



FEBRUARY IS AFRICAN-AMERICAN HISTORY MONTH

UPCOMING: 2008 CIVIL RIGHTS AND EQUAL OPPORTUNITY AWARDS

Each year, the Office of Civil Rights (CG-00H) solicits nominations and provides details for equal opportunity and civil rights individual awards via ALCOASTs. The following provides a brief list of due dates and award opportunities for 2008. The point of contact is Ms. Tina Calvert (CG-00H-1), (202)372-4505, tina.l.calvert@uscg.mil.



NOMINATIONS DUE:

- ❖ **1 FEBRUARY;** Department of Defense National Women History Month Science Technology Engineering and Math (STEM) Role Model Award presentation, day and place will be announced.
- ❖ **15 FEBRUARY;** National IMAGE, Inc. Military Meritorious Service Award, presented during week of 14-18 April, Las Vegas, NV.
- ❖ **MARCH;** Women in Federal Law Enforcement (WIFLE) Award, presented during week of 24-28 June, Tampa, FL. Nominations will be requested in March 2008.
- ❖ **21 MARCH;** Federal Asian Pacific American Council (FAPAC), Military and Civilian Meritorious Service Award, presented during week of 23-27 June, New York, NY.
- ❖ **MAY;** Federally Employed Women (FEW) Military Women Service Award, presented during week of 14-18 July, Anaheim, CA. Nomination deadline will be announced
- ❖ **12 MAY;** League of United Latin American Citizens (LULAC) Military Service Award, presented during its annual conference, 7-12 July, Washington, DC.
- ❖ **12 MAY;** NAACP Roy Wilkins Meritorious Service Award, presented during the NAACP Armed Services Veterans' Affairs Awards Banquet at the 99th Annual Conference, 12-17 July, Cincinnati, OH.
- ❖ **2 JUNE;** Blacks in Government (BIG), Military and Civilian Meritorious Service Award, presented its Annual Training Conference, 11-15 August, New Orleans, LA.
- ❖ **2 JUNE;** Nominations for the Civil Rights Service Provider (CRSP) of the Year Awards, presented in Washington, DC, date and place will be announced.

EEO TOOLKIT: TESTS AND SELECTION

The U.S. Equal Employment Opportunity Commission (EEOC) recently issued an extensive fact sheet on the application of federal anti-discrimination laws to employer tests and other selection procedures to screen applicants for hire and employees for promotion. The new technical assistance document is available on the agency's website: www.eeoc.gov. The fact sheet describes common types of employer administered tests and selection procedures used in the 21st century workplace, including cognitive tests, personality tests, medical examinations, credit checks, and criminal background checks. The document also focuses on "best practices" for employers to follow when using employment tests and other screening devices and cites recent EEOC enforcement actions.

Discriminatory employment tests and selection procedures are prohibited by Title VII of the Civil Rights Act, the Americans with Disabilities Act and the Age Discrimination Act—which are all enforced by EEOC.



On-Line Veterans Resource Center on Mental Health

Washington, D.C.-The National Alliance on Mental Illness (NAMI) has established an online Veterans Resource Center at www.nami.org/veterans to help support active duty military personnel, veterans and their families facing serious mental illnesses such as depression, posttraumatic stress disorder (PTSD) and schizophrenia.

Honored At Last!

A small band of Choctaw Indians volunteered when the U.S. entered World War I and joined the 36th Infantry Division, a joint Texas and Oklahoma outfit that made Camp Bowie into a household name in Fort Worth. They were never recognized by the government for their role in confounding German eavesdroppers late in the war, and their descendants have been increasingly on the offensive to change that.