



# On Deck

A Publication of the U.S Coast Guard Office of Civil Rights, Washington DC 20593 ☎202-267-1562 Fax 202-267-4282, [www.uscg.mil/hq/g-cr](http://www.uscg.mil/hq/g-cr)

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## NUMBERS

1—Number of surviving members of the all Black U.S. Life-Saving Service, PEA Island Station, after the death of Surfman William Charles “Bill Charles” Bowser on 28 June 2006, recipient of the Gold Lifesaving Medal.

### Flag Board Selection News:

Two women and one minority member were selected among the 7 Officers picked for RDML.

## IN COAST GUARD HISTORY

1928—Clarence Samuels assumed command of Coast Guard Patrol Boat AB-15 on 18 July 1928, becoming the second African-American to command a Coast Guard vessel. The first was Michael Healy in 1886.

## OFFICE OF CIVIL RIGHTS

- Ms. Terri Dickerson, Director
- CAPT Carl Uchytel, Deputy
- Ms. Tina Calvert, Compliance and Liaison
- Ms. Arlene Gonzalez, Policy and Plans
- Ms. Yvonne Heffner, Resource Management/Strategic Planning
- Ms. Francine Blyther, Investigations and Response

[www.uscg.mil/hq/g-cr](http://www.uscg.mil/hq/g-cr)  
Contact HQ to obtain a list of all USCG Civil Rights Service Providers.

**Best Practices, Photos to share?**  
Send to Civil Rights on Deck, 2100 Second St, SW Suite 2400, Washington DC 20593, ☎202-267-1562 Fax 202-267-4282 or by e-mail [dgant@comdt.uscg.mil](mailto:dgant@comdt.uscg.mil)

## CIVIL RIGHTS TOOLBOX

### 50 Ways to Celebrate!

Contribute Your Ideas to a Forthcoming Coast Guard Publication

How does your unit observe Hispanic Heritage or recognize Disability Employment? Do you honor outstanding local people with an inspirational event? Or decorate with timelines and posters? Perhaps you produce a scrapbook, video montage, or information table display to showcase significant people and events? Coast Guard units conduct special observances to recognize the continuous achievements of all cultures. Such events focus on developing awareness, mutual respect, and understanding. The Office of Civil Rights, in an effort to assist Coast Guard units and Special Emphasis Program Managers in staging entertaining and informative events, is compiling a guidebook of best practices. You can help! Please send detailed descriptions of successful strategies your unit has adopted in offering the work force meaningful and fun events. Best practices will be included in the guidebook. To contribute your ideas, contact Mr. Larry Houston via email at [lhouston@comdt.uscg](mailto:lhouston@comdt.uscg) no later than 8 September 2006. Please state “Guide for Observances” in the subject line of all e-mails.



Asian Pacific American Heritage Celebration at HQ! Right to left: VADM R.J. Papp, Commanding Officer CGHQ, Ms. Susan B. Ralston, Special Assistant to the President of the U.S., and LT Lineka Quijano, Asian/Pacific Am. Employment Program Coordinator.

## PRE-EMPLOYMENT ADVICE

The CG recently paid a five figure settlement to an applicant who filed a formal complaint on the basis of non-selection. Because of destroyed paperwork, the CG was unable to demonstrate the basis for the selection. Recommendation: Maintain all written notes, matrices, calculations and discussions used in deliberating job applicants. Return applicant files to your CSA.

## NEW AT HQ

### New Shipmate on Deck!



The Office of Civil Rights welcomes Ms. Francine Blyther who came aboard 10 July 2006 as team leader for investigations and response. Ms. Blyther previously served as Equal Employment Opportunity Officer for the U.S. General Services Administration (GSA), where she served the Northeast and Caribbean Region, based in New York. She possesses more than 14 years of civil rights experience with GSA, where her responsibilities included pre- and formal complaint processing, such as analyzing facts for acceptance and dismissal, managing the investigations and hearing administration, and training.

**REMINDER: COAST GUARD CIVIL RIGHTS SERVICE PROVIDER CONFERENCE, 16-20 OCTOBER, WASHINGTON DC**

▶ The National Association for the Advancement of Colored People (NAACP) presented the 2006 Roy Wilkins Renown Service Award to Ms. JoAnn Miller at its annual convention, 18 July in Washington, DC. Ms. Miller (Coast Guard Academy) was recognized for her outstanding service to the United States by fostering civilian and human rights equality throughout her Federal service. **Pictured:** Admiral Thad Allen, Commandant of the Coast Guard, and Ms. Miller.



◀ Federally Employed Women presented the 2006 Military Meritorious Service Award to Commander Laurie Mosier (CG-1) at its annual Training Conference, 17 July in Atlanta. Few recognized Commander Mosier for dynamic leadership and exemplary service as the champion for several initiatives that improved the working environment and opportunity for success of all Coast Guard people. **Pictured:** (left to right) Ms. Patricia Wolfe, FEW National President, CDR Mosier, Ms. Terri Dickerson, Director Office of Civil Rights, and Mr. Clarence Johnson, Director, Office of Diversity Management and Equal Opportunity, Department of Defense.

▶ **Salute:** League of United Latin Americans Citizens (LULAC) Inc. presented the Excellence in Military Service Award and President’s Award for Excellence in Law Enforcement to Petty Officer Alvaro M. Vasquez at its annual Training Convention and Expo in Milwaukee, 29 June. The organization cited PO Vasquez for outstanding service to the United States as the Tactical Law Enforcement Team South Training Officer. **Pictured:** (left to right) Mr. Hector Flores, LULAC National President; PO Vasquez; Ms. Terri Dickerson, Director, Office of Civil Rights; and Mr. Clarence Johnson, Director, Office of Diversity Management and Equal Opportunity, Department of Defense.



**Individual awards are presented annually to deserving Coast Guard personnel, recognizing significant contributions to civil rights and equal opportunity. Managers are encouraged to nominate deserving personnel for recognition (See CG Equal Opportunity Manual, M5350.4B.) As one former Coast Guard MCPO said “A manager who is too busy to recognize people for contributions might do well to re-evaluate what he or she is working on.”**