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A Publication of the U.S Coast Guard Office of Civil Rights, Washington DC 20593 202-372-4500 Fax 202-372-4967

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COAST GUARD HISTORY

Cutter *Hudson* Medal Winners

The Spanish-American War of 1898 was a brief engagement. In the Battle of Cardenas Bay, Revenue Cutter *Hudson* and naval torpedo boat USS *Winslow* attacked a group of Spanish gunboats in Cardenas harbor. Spanish shore batteries and enemy gunboats opened fire on *Winslow*, killing many on board. *Hudson*'s gun crews, including African-Americans Moses Jones and Henry Savage, kept up a steady close-range covering fire of 135 rounds in twenty minutes as the cutter moved in to rescue the weakened *Winslow* and its crew. A month after the naval action at Cardenas, *Hudson*'s captain wrote the Treasury Department: "Each and every member of the crew … did his whole duty cheerfully and without the least hesitation." On special recommendation of President McKinley, Congress honored *Hudson*'s crew with specially minted medals for bravery. Savage and Jones were the first African-Americans to receive such recognition for action against an enemy on the high seas.
Source: William H. Thiesen
Atlantic Area Historian

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Best Practices, Photos to share? Send to Civil Rights on Deck, 2100 Second St, SW Suite 2400, Washington DC 20593, 202-372-4500 Fax 202-372-4967 or email, deborah.i.gant@uscg.mil

WHAT IS EQUAL EMPLOYMENT OPPORTUNITY?

The Equal Employment Opportunity Commission, together with commensurate staffs within federal agencies, work to enforce the following: Title VII of the Civil Rights Act of 1964, the Equal Pay Act (EPA) of 1963, the Age Discrimination in Employment Act (ADEA) of 1967, the Rehabilitation Act of 1973 (Sections 501 and 505), Titles I and V of the Americans with Disabilities Act (ADEA) of 1990, and the Civil Rights Act of 1991. They also assure agency compliance with resulting policies and regulations. The foregoing codify protections for individuals against employment discrimination on the bases of race, color, national origin, sex, religion, age, disability and reprisal for prior EEO activity. EEO laws apply to employers with 15 or more employees including state and local governments, employment agencies, labor organizations, and the federal government.

In accordance with EEOC regulations, individuals wishing to raise discrimination claims based on the statutorily protected factors (above) must first address their concerns to an Equal Opportunity (EO) counselor. Coast Guard EO counselors receive training in conducting limited inquiries into, and attempting to resolve discrimination claims. Should complaints prove irresolvable, counselors notify aggrieved parties of their rights in filing a formal complaint. The Office of Civil Rights updates and posts Coast Guard complaint data quarterly. To view, visit the Coast Guard internet Home Page, No FEAR link at the bottom or the page, http://www.uscg.mil/global/no_fear.asp.

NUMBERS

10.7 Million: Number of disabled people 6 and older who need personal assistance with one or more activities of daily living (e.g. taking a bath or shower) or instrumental activities of daily living (e.g. using the telephone); 4% of people in this age category meet this description. *Source: 2006 Am. Community Survey*

2008 BIG NATIONAL ANNUAL TRAINING CONFERENCE!

The Blacks in Government (BIG) National Training Conference was held in New Orleans, 11-15 August, Theme: Rising Above the Storm: "Navigating New Challenges with High Professional Competency and Dedication to Public Service." More than 300 attended the CG Agency Forum organized by its Chapter. Ms. Loverna Miller, Personnel Management Directorate and Lieutenant Commander Cornell I. Perry, Personnel Command received Meritorious Service Awards. Coast Guard congratulates both!

COMING: CIVIL RIGHTS CONFERENCE, 17-20 NOV, VA BEACH

THE 79TH LEAGUE OF LATIN AMERICAN CITIZENS ANNUAL CONVENTION AND EXPOSITION

7-12 July THE PENTAGON: Team Coast Guard had a strong presence at The League of Latin American Citizens (LULAC) 79th annual convention and exposition. RDML Joseph Castillo, Director of Response Policy, as a distinguished member, cut the ceremonial ribbon with LULAC President, Ms. Rosa Rosales, formally opening the Exposition/Career Fair. Pictured at the Military Service Breakfast (left to right): Dr. David Chu, DoD Under Secretary of Defense for Personnel and Readiness; MK2 Alexis Colon, Tactical Law Enforcement Team (TACLET) South, Excellence in Military Service Award recipient, RDML Ronald Rabago, Director of Acquisition, who delivered a moving tribute to fallen service members; and Ms. Rosales.

Missed an Edition of Civil Rights on Deck?

If you missed your favorite monthly newsletter, no worries. Visit CG Central 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.

NEW SHIPMATES!

The Office of Civil Rights welcomes: Mr. Guillermo (Gem) Tolentino (center), an Equal Opportunity Specialist handling investigations and COTR; flanked (left to right) by Ms. Connie Fisher, EEO Specialist/Program Support; and Ms. Barbara V. Stewart, EEO Specialist responsible for Informal claims and mediation. Please extend them a warm Coast Guard welcome!

60 YEARS OF SERVICE INTEGRATION

5 August THE PENTAGON: Military services joined together to observe the 60th Anniversary of President Truman's Executive Orders 9980 and 9981 establishing equal opportunity in the Federal Workforce and the Military. Distinguished guests representing all service branches attended and participated in the program. Pictured: VADM Clifford Pearson, USCG Chief of Staff (third from left); RADM Richard R. Kelly, USCG Office of the Director of National Intelligence (left) with William G. Wilson (second from left) and Cicero Satterfield (right) of the historic all African-American Tuskegee Airmen. Tuskegee Institute graduated its first civilian licensed pilots in May 1940.

Partners in Education (PIE) "Best Awards" Presentation-2008 Civil Rights Annual Conference

Your Partnership in Education Quarterly Reports are important documents that keep us abreast of the outstanding work you are doing in your communities; also, your reports enable us to further communicate your efforts to various stakeholders. Quarterly, we want to know about your outreach to students, educators and other community members. In recognition of your efforts, "Honor Rolls" will be announced at Coast Guard's Civil Rights Conference in Virginia Beach, 17-20 November. Honor Roll determinations will be based solely on your quarterly report submissions. We have established four highly recognized Honor Rolls: 1. Chief's Honor Roll for Best Teacher's Event; 2. Lighthouse Keeper's Honor Roll for Best Student Event; 3. Commandant's Honor Roll for Best School-wide Event; and 4. Guardian's Honor Roll for Best Community Event. Stay tuned for more information about what these honors will mean for you.

If you have not already done so, please submit your quarterly reports no later than 24 October 2008, to be considered for the honor rolls. Remember, all reports should be submitted electronically to Gwendolyn.E.White@uscg.mil. Your submissions will be posted immediately on the PIE Microsite on CG Central.