

CIVIL RIGHTS ON DECK



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Simply the Best!

CRD is accepting award nomination packages for CG Partnership in Education (PIE) programs. These awards recognize the best units and personnel who generously support schools and educational programs in communities CG-wide. Registered PIE units and coordinators that maintained active partnerships with schools from 7/2012 to 7/2013 are eligible.

CG units can be nominated for multiple categories; therefore, ensure that each package reflects the partnership activity and supports the stated accomplishments. Names of all winning units and individuals will be added to PIE plaques in the "Strengthening Our Partnerships" Hall at CG Headquarters. For more, see ALCOAST 277/13.

Nominations are due by 23 August— so get started today!

Submitted by Ms. Gwen White

CIVIL RIGHTS DIRECTORATE

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'Special Emphasis' on Observances and Awareness

Special Emphasis Programs (SEP) are intended to promote equity, fairness, and equal opportunity within the workforce. Authorized by Executive Orders and Civil Rights regulations, the programs focus attention on groups whose participation rates fall below those found in the national civilian labor force. Each year, Presidential Proclamations also commemorate these special observances, and encourage Americans to support and participate in the accompanying events and initiatives. In the CG, members organize activities throughout the year traditionally celebrating:



- Martin Luther King, Jr. Federal Holiday
- National African-American History Month
- National Women's History Month
- National Asian American and Pacific Islander Heritage Month
- Women's Equality Day
- National Hispanic Heritage Month
- National Disability Employment Month
- American Indian/Alaskan Native Heritage Month

These programs recognize and celebrate the achievements and contributions made by members of these racial, ethnic, and gender groups in our society, and promote awareness, understanding, pride, and harmony among all employees. For more on SEP, see COMDTINST M5350.4C, <http://bit.ly/CGSEP>, or contact your local [Civil Rights Service Provider](#). Submitted by Mr. Kevin Perkins

Another Proud First for CG

When she assumed responsibility for the CGC RICHARD ETHERIDGE, LT Staci K. Brown became the first female to command a Coast Guard Fast Response Cutter (FRC). LT Brown's assignment illustrates the opportunities available to high-performing CG members, irrespective of their gender or race. She acknowledged these possibilities during the assumption of command ceremony, stating that the CG sets the standard for other U.S. armed forces in providing equal opportunity to all. No stranger to leadership positions, LT Brown previously commanded the CGC AQUIDNECK, Patrol Forces Southwest Asia (PATFORSWA), Manama, Bahrain. **Pictured (L to R):** CDR Christian A. Lee, former CO, CGC RICHARD ETHERIDGE; CAPT Austin J. Gould, Commander, Sector Miami; and LT Brown. Submitted by Mr. Miguel Flores



Complaints Corner: Why Justify Your Employment Selections?



Recently, the Equal Employment Opportunity Commission (EEOC) found that the Transportation Security Agency failed to offer a non-discriminatory reason for an employment decision, specifically the non-selection of an African American applicant (Complainant) for a Transportation Security Screening Manager position.

A selection panel evaluated and assigned six Caucasian candidates scores that ranged from 19 to 21 out of a possible 23 points, while the Complainant received a rating of 11. The selecting official explained that the Complainant was not selected because of the low rating. However, the record did not contain any justification for the scores, or statements by panel members explaining their rationale. Subsequently, the Complainant presented compelling information that illustrated his exceptional qualifications for the referenced position. The EEOC found that the Agency's failure to explain its scoring system – particularly in light of the employee's impressive qualifications – was discriminatory. *Stewart v. Department of Homeland Security*. Submitted by Ms. Rita Moscuzza

Civil Rights Service Providers: Trained and Ready

Providing regulatory service and guidance to CG members in the constantly evolving world of civil rights requires ongoing training. Highlighted below are some recent examples:



Students and the instructor of the Equal Opportunity (EO) Advisor Course pause between classes during the required and demanding 12-week training at the Defense Equal Opportunity Management Institute. **Pictured above (L to R):** LTJG Torry James, HSC Brian McConnell, ETC Mark Allen (instructor), LT Patrick Montgomery, and YNC Ida Quinones.

Members of Region 1 and 2 undertook their intensive counselor training in Arlington, VA. **Pictured below (L to R):** Front - Dr. Faye Jennings, YN2 Christine Carolus, Dr. J. Pamela Ray (Trainer), Ms. Anita Green, Mr. Robert Thomas, Mr. Miguel Flores. Back - Chief Kevin Purifory, Mr. Reggie Diggins, Mr. Stephen Snyder, Ms. Gloria Townes, Mr. Lesly Delney, Mr. Bill Cashman, and Mr. Richard Maddow. Submitted by CDR Eric Hoernemann and Mr. Cashman

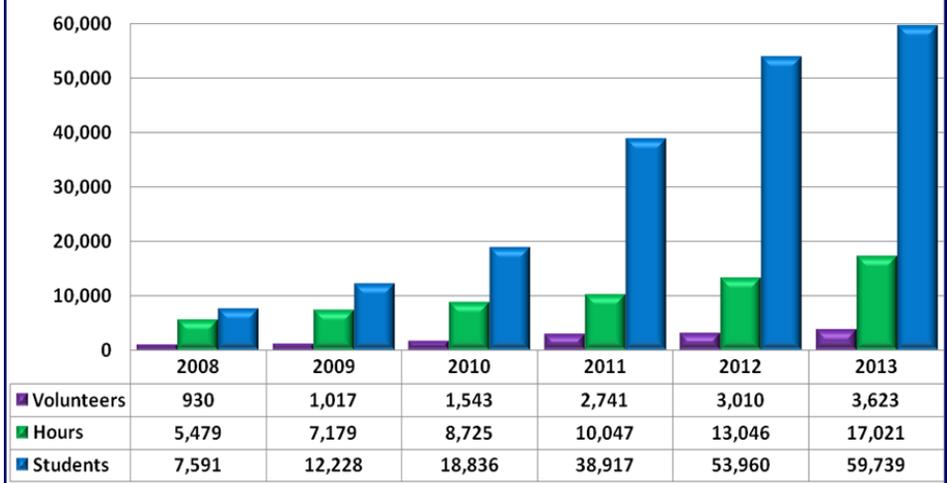


PIE Programs: Get Registered, and Share your Success

Thus far in 2013, more than 3,600 CG Partnership in Education (PIE) participants have positively impacted the lives of almost 60,000 students during 17,000 hours of volunteer service. Since 2011, student participation in PIE programs has grown by 53% at the 201 registered PIE schools, and volunteer hours have increased by almost 70%.

A PIE SharePoint site was launched in FY12 to promote collaboration, share best practices, and facilitate the collection of PIE-related data. Since its activation, nearly 150 CG units have registered and are posting program activities. If your unit participates in PIE initiatives, register today at <http://hqsms-spweb-001:104/00H/2/CGPIE/default.aspx>. And remember – while units are encouraged to collaborate to enhance their education outreach, each participating unit should register separately. Submitted by Ms. Gwen White

Coast Guard Partnership In Education Reported Activity



2013 FAPAC Award Winners Selected

Congratulations to LT Hermie Mendoza, the 2013 Federal Asian Pacific American Council (FAPAC) Military Meritorious Service Award winner, and Ms. Giao Phan, the 2013 FAPAC civilian senior executive service-level outstanding individual leader! Read more about their significant contributions to the advancement of Asian Americans and Pacific Islanders (AAPIs) and the promotion of equal opportunity in the workforce and the community, in [ALCOAST 161/13](#) and [ALCOAST 186/13](#).

Pictured below (L to R): RADM Karl Schultz, Mr. Roger M. Natsuhara, Assistant Secretary of the Navy; LT Mendoza of the CG Navigation Center; Dr. Kin Wong, President of FAPAC; and Ms. Giao Phan of COMDT CG-93.



Congrats to Some of Our Own

Hard work should be rewarded, so bravo zulu to CRD's recent high achievers:

- Dr. Faynetta Overton Jennings: Completed her Doctorate in Business Administration in Quality Systems Management
- Mr. Ed Weaver: Earned his Masters in Organizational Management
- LT Howard Vacco: Featured by the Meridian National Naval Officer's Association (MNOA) magazine ([Volume 40, Issue 4](#))

