



CIVIL RIGHTS ON DECK

VOLUME 5, ISSUE 7 - JULY 2010

A monthly publication of the
U.S Coast Guard
Civil Rights Directorate
2100 Second Street S.W., MS 7000
Washington DC 20593-7000
202-372-4500 Fax 202-372-4967
www.uscg.mil/hq/cg00/cg00h/
Email: ocr@uscg.mil

Coast Guard History



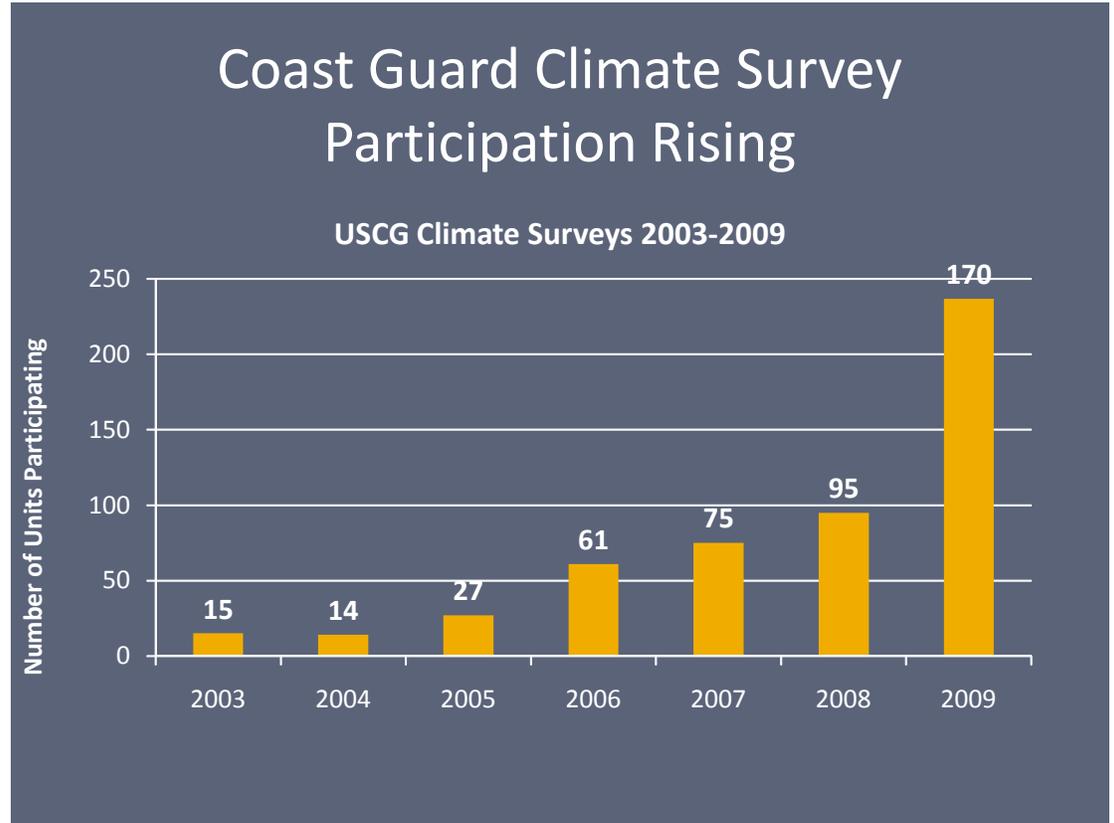
CWO2 Joseph B. Aviles, Sr. (February 3, 1896 - February 22, 1990): On September 28, 1925 Aviles

became the first Hispanic Chief Petty Officer in the U.S. Coast Guard. On March 27, 1943 Aviles received a wartime promotion to Chief Warrant Officer, becoming the first Hispanic to reach that level as well. Aviles joined the United States Navy in 1915, eventually reaching the rank of Chief Gunner's Mate. In 1925, he transferred to Coast Guard and served for two years before re-enlisting in 1928. On July 27, 1946, he retired from the Coast Guard and worked as a civilian at a hospital in Baltimore until 1962. Aviles died at his residence in Columbia, MD, on February 22, 1990 and was buried with full military honors at the Baltimore National Cemetery in Catonsville, MD. Source: Tony (The Marine) Santiago Story

Civil Rights Directorate

- MS. Terri A. Dickerson, Director
- CAPT Ekundayo Faux, Deputy Director
- MS. Francine Blyther, Chief, Office of Civil Rights Operations
- MS. Arlene Gonzalez, Chief, Compliance and Procedures Division
- CDR Valerian Welicka, Chief Planning and Resource Management Division
- CDR Pedro Jimenez, Executive Assistant

DEOMI Organizational Climate Survey (DEOCS) Results



Previously known as the Military Equal Opportunity Climate Survey (MEOCS), Coast Guard unit participation in DEOMI Organization Climate Surveys has risen from 15 units in 2003 to 170 units last cycle. The surveys are a Commander's tool which estimates the potential for organizational conflict based on equal opportunity and organizational perceptions between subgroups (male/female, military civilian, minority/non-minority, etc.). - Submitted by Deborah Gant

Complaints Corner

BY JOHNNY MCAFFEE

Accusation of Lying to EEO Investigator Deters Protected Activity (Montanez v. Department of the Interior)



In *Montanez v. Department of the Interior*, 110 LRP 26169 (EEOC OFO 04/23/10) EEOC found that if a supervisor accuses an employee of lying to an EEO investigator, and subsequently tells the employee that things will be different upon her return, it would be reasonably likely for the employee or other employees to be deterred from engaging in protected activity in the future. The EEOC determined that the complainant's supervisor violated Title VII's prohibition against retaliation; any adverse treatment that is based on a retaliatory motive, and is reasonably likely to deter the charging party or others from engaging in protected activity, violates the retaliation provisions of the Civil Rights Act Title VII.

BEST EEO PRACTICE: A CULTURAL 'GARMENT WALK'

ALAMEDA CA - Special Emphasis Programs are implemented and observed by Coast Guard primarily to ensure that everyone, including minorities, women, people with various disabilities, etc., have equal opportunity in employment and program delivery activities. These programs improve the workplace environment by promoting and fostering diversity in the workplace through awareness, breaking down stereotypes about groups, and educating employees and others to appreciate, value, and understand the richness afforded by each others' similarities and differences.

In addition to accomplished Asian-American speakers, including Mr. Fred H. Lau, former Chief of the San Francisco Police Department, employees at Coast Guard Island honored diversity and cultural awareness of Asian Americans in military service. YN1 Loman Weatherford and YN3 Roselani Ortega-Parr coordinated a "Garment Walk" reflecting native costumes from around the world .Many items showcased were worn by Coast Guard members, dependents and civilian personnel. Pictured left to right: Maria Sharit, LCDR Felicia Raybon, Pnusa Pookunta, Kornpavee Rowell, and Kodchachakan Pookunta.



Several laws, Executive Orders, Public Law, Federal regulations, Presidential Proclamations and orders, and Supreme Court decisions have provided civil rights and Equal Employment Opportunity protections in America. They apply to all Federal employees and provide the statutory basis Special Emphasis Program Observances. – Submitted by Janice McDonald.



Recognizing Achievement: An Aspect of Good Management

EEOC regulation requires that agencies recognize employees, supervisors, managers and units demonstrating superior accomplishment in equal employment opportunity. CRD congratulates Coast Guard employees recently recognized for their accomplishments by civil rights and affinity groups.

Society of American Indian Government Employees (SAIGE) Meritorious Service Award was presented to YNI Eileen Nelson, Military Awardee, and Ms. Vicki Franco, Civilian Awardee, during the Military Awards Banquet held on 15 June 2010, in Uncasville, CT.

National Association for the Advancement of Colored People (NAACP) Roy Wilkins Renown Service Award was presented to LT Commander K. Moore, during the Military Awards banquet in Kansas City, MI.

Federally Employed Women (FEW) Military Meritorious Service Award was awarded to CAPT Donna L. Cottrell (CO Air Station Savannah) on 12 July 2010 at the awards dinner in New Orleans, LA.

League of Latin American Citizens (LULAC) Excellence in Military Service Award was presented to LCDR Richard Angelet, on 13 July 2010 during the LULAC awards breakfast in Albuquerque, NM. - Submitted by Nichole Milline

CRD SHIPMATES LEND ASSISTANCE

Rebuilding Together Oakland is an organization that brings joy and relief to many homeowners and facilities managers who thought repairs in their community would never be undertaken. Organized by Trina Anderson, community coordinator, and a civil rights specialist (AOR: Region 3, Zones 13 & 14), a Coast Guard team of volunteers, on their own time, helped restore the home of a WWII veteran, a West Oakland resident for 40 years. As sponsor of the Heroes At Home program, Sears Holding funded the repairs. The USCG team completely restored, repaired and painted the house by working over a 10-hour period. Because of the generosity of sponsors, volunteers, and vendors, Rebuilding is able to



leverage exceptional value in its projects. If you live or serve in the Oakland area, and would like to volunteer, contact Ms. Anderson or visit <http://picasweb.google.com/rtoakland>. Thanks for your service, Trina! We're proud of you!