Civil Rights On Deck

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U.S. Coast Guard
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Coast Guard History

Merle J. Smith, Jr.: Academic, Athlete and African American Pioneer of Service Diversity

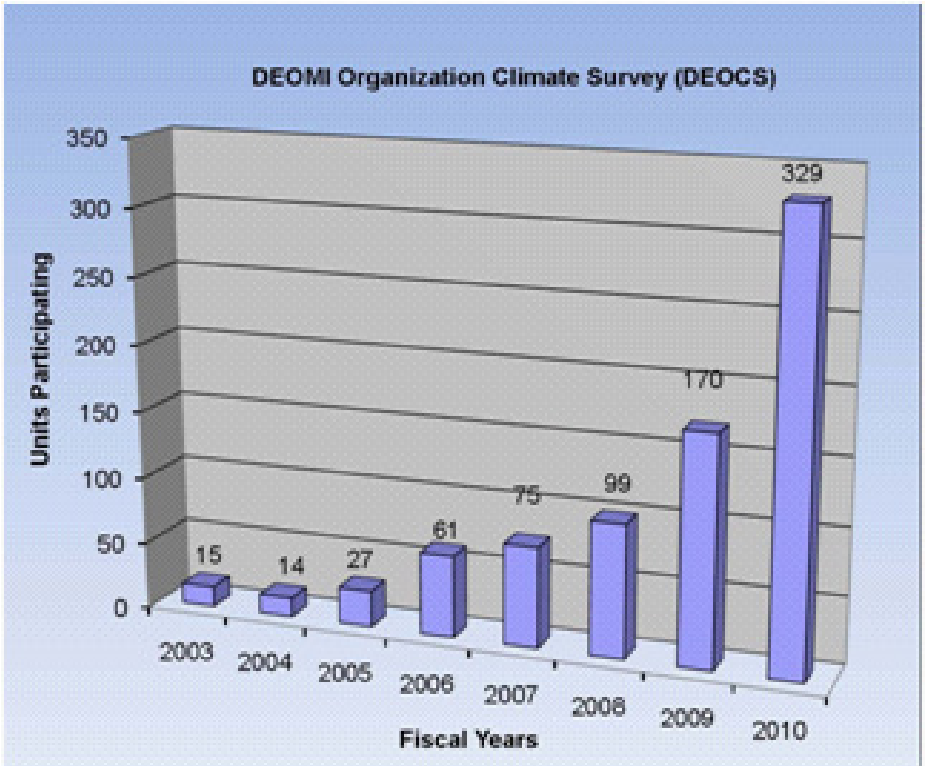
In 1966, Merle J. Smith became the first African American to graduate from the Coast Guard Academy. As a cadet, he played on the Academy's 1963 Tangerine Bowl team under the famous coach Otto Graham. As CO of an 82-foot cutter in Vietnam, Smith became the first African American Coastguardsman to command a cutter in combat. In addition, he was also the second African American to receive the Bronze Star Medal. In later years, he earned his law degree at Georgetown University and returned to the Coast Guard Academy to teach courses. *Source: William H. Thiesen, USCG Atlantic Area Historian*

Civil Rights Directorate

MS. Terri A. Dickerson, Director
CAPT Ekundayo Faux, Chief, Office of Civil Rights Policy, Planning and Resources
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

USCG DEOCS Usage Sets New Record for 2010

Since 2003, both Coast Guard units and members have participated in the Defense Equal Opportunity Management Institute's (DEOMI) Organization Climate Survey (DEOCS). DEOCS is designed to assist Commanders, Commanding Officers, and Officers-in-Charge with proactively assessing Civil Rights climate organizational effectiveness, and behaviors that can impact the organization's overall mission. For 2010, Coast Guard set a new record as to the number of units and members participating in DEOCS. Units participating in DEOCS totaled 329, a 93.5% increase from FY-2009; and CG members participating in DEOCS totaled 21,061, a 74.7% increase from FY-2009. This represents a significant improvement.



New Executive Assistant On Deck!

Commander Pedro L. Jiménez assumed the duties of Executive Assistant, Civil Rights Directorate (CRD), in June 2010. Commander Jiménez is a native from Arecibo, Puerto Rico. He served as Deck Watch Officer on board CGC MOHAWK, as Assistant Officer-In-Charge for the Law Enforcement Detachment UNITAS/WATC, and as Aircraft Commander on board both Air Station Miami and at Helicopter Interdiction Tactical Squadron Ten in Jacksonville, Florida. Commander Jiménez' staff assignments included Coast Guard Liaison Officer for the Military Advisory and Assistance Group in Santo Domingo, Dominican Republic; and Executive Officer at Air Station Detroit. Commander Jiménez earned a Bachelor's Degree in Electrical Engineering at the Coast Guard Academy; and his personal awards include the Defense Meritorious Service Medal, two Meritorious Service Medals and the Coast Guard Commendation Medal (two Awards). Welcome aboard!

Civil Rights Directorate Welcomes Three New Shipmates!

The Civil Rights Directorate welcomes, Ms. Capresha D. Caldwell, Esq., Civil Rights Manager for Region 1. Ms. Caldwell began her career in Equal Employment Opportunity (EEO) through the Presidential Management Fellows Program in 2004. Prior to 2004, she served as a high school English teacher. She also holds a Bachelor's degree from Winthrop University and a Law degree from the University of Tennessee College of Law. Ms. Caldwell enjoys cooking and appreciates the simple things in life. Region 3 welcomes two new shipmates, an EOA for Zone 13, ITC James Alexander (left), and new CRO for Zone 13, Steve Horne (right). Chief Alexander began his Coast Guard career in 1986, performing duties ranging from Electronic Support to Emergency Response. Chief Alexander's awards include the Coast Guard Achievement Medal (three Awards), Coast Guard Good Conduct Medal, and Humanitarian Service Medal. Steve Horne is a retired Navy Chief Petty Officer, Submarine Service. Prior to working for the CRD, Steve served as the EEO Manager for the US Army Corps of Engineers. He is certified through Society for Human Resources Management as a Senior Professional in Human Resources, holds a bachelor's in Organizational Leadership, and is pursuing a Master's in Intercultural Relations. Steve and his wife Gina live in Poulsbo, WA with their son, Dominic (9) and daughter Anastasia (8).

UPCOMING EVENTS

1-30 November

A National American Indian and Alaska Native Heritage Celebration: This year's theme, Life is Sacred – Celebrate Healthy Native Communities. The USCG encourages all members to join in the many programs, both at home and at work, taking place this month in celebration of the rich cultural heritage of American Indians and Alaska Natives. For more information about the National American Indian and Alaska Native Heritage Month Celebration please visit: http://www.ihs.gov/publicaffairs/heritage/.

17 November

EEOC Webinar 1:00 P.M. EST (12:00 Noon CST, 11:00 A.M. MST, 10:00 A.M. PST) Duration 60 Minutes: *"Workplace Sexual Harassment-Insights and Caveats"* This training is part of a Webinar series sponsored by *The U.S. EEOC Training Institute*. If you are interested in registering, contact Steven Aronberg at (202) 663-7037, or at Steven.aronberg@eeoc.gov. Reasonable accommodations are available. Visit www.eeoc.gov for more information.

USCG National Disability Employment Awareness Month Event!

Coast Guard Atlantic Area (LANTAREA) successfully hosted this year's National Disability Employment Awareness (NDEA) month event on October 7th, 2010 at its headquarters in Portsmouth, VA. This year's theme, "Talent Has No Boundaries, Workforce Diversity INCLUDES Workers with Disabilities" set the stage for the keynote speaker, Ms. Judy Young, Grant Manager for the National Technical Assistance, Policy, and Research Center for Employers on the Employment of Persons with Disabilities, Cornell University. Vice Admiral Robert Parker, LANTAREA Commander, pictured, presented the opening remarks in an unforgettable ceremony spearheaded by the Civil Rights Office Region 2, Zone 5. VADM Parker's remarks and Ms. Young's inspiring speech highlighted the benefits of hiring persons with disabilities. Participants also learned of recruitment resources available for hiring of qualified individuals with disabilities. During the event, Ms. Marianne McCormack, presented Dr. Joe Direnzo, LANTAREA Operations, Requirements and Analysis Division a Certificate of Appreciation for the hiring of an individual with a disability through the WRP. For a DVD copy of the event please contact Ms. McCormack at 757-628-4311.

CRD Visits Coast Guard Operations

Twelve members from the Civil Rights Directorate (CRD), accompanied by CAPT Eku Faux, Deputy Director CRD, toured several units at Coast Guard's Fifth District. This was a worthwhile learning experience. The team witnessed firsthand the day-to-day operations at the field level. One of the highlights of the trip included visiting the USCGC KENNEBE (WLIC-802) in Portsmouth, VA. Pictured left: CRD's staff members on board a HC-130 at Air Station Elizabeth City.