



CIVIL RIGHTS ON DECK

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Retrospective: Women's Military Uniforms

This is Part II of a IV Part series featuring military uniforms worn by women during the course of history. In 1898 nurses served aboard hospital ships during the Spanish American War. This is what they wore ▼.



They also served in Havana, Cuba in the out-

fits pictured below ▼.



In 1908 the U.S. Navy Nurse Corps came into being.



◀ The first twenty nurses

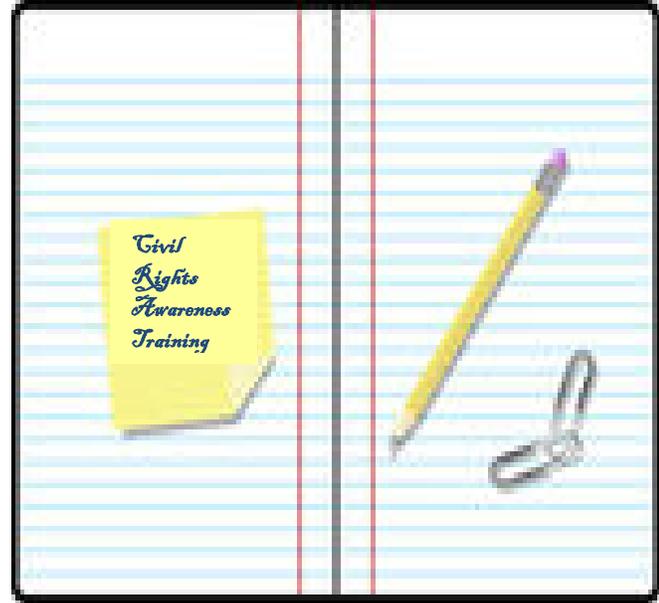
wore this outfit. SOURCE : <http://userpages.aug.com/captbarb/uniforms.html>
(Next edition: World Wars I & II)

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Civil Rights Training Awareness Notes

Coast Guard Civil Rights Awareness training is delivered in person to allow the workforce to pose questions to and interact with practitioners, all of whom receive many hours of specialized training in the profession. One Frequently Asked Question is: "What's the difference between Civil Rights, Civil Liberties and Human Rights?" **Human rights** are universal, inherent with birth, and do not change as a function of one's nationality. **Civil liberties** are freedoms to which one is entitled based on citizenship (examples in this country: freedom of speech, the right to privacy, freedom from unreasonable searches of one's home the right to a fair trial, etc.). **Civil rights** refers to protections from unequal treatment based on certain characteristics historically discriminated against in this country (such as national origin, gender, race, age, and disability). Civil rights laws offer protections in various domains including employment, public education, voting, and housing. Unless exempt; every Federal agency is required by law to establish a civil rights office, with a mission to ensure a discrimination-free work environment for employees and applicants for employment. Submitted by Ms. Nichole Milline



Complaints Corner

Vague Reasoning is Insufficient



In Padilla v. United States Postal Service, Appeal No. 0120102224, (September 23, 2010), the EEOC found that the Agency's stated reason for denying the employee's request for a schedule change and leave were too vague and ambiguous. In the instant case, the employee requested to change one of her days off from Monday to Thursday; however, her supervisor denied the request. She subsequently asked to use annual leave, but the request was also denied. This time the denial was accompanied by the statement "Quota full, resubmit at a later date." Both of the employee's supervisors testified that the employee could not have July 2, 2009, off because the quota was full and because of holiday staffing. The EEOC found that the employee proved that other employees, under similar circumstances, were treated more favorably than she; and that the Agency's reasons for denying the employee's requests lacked "sufficient clarity" to constitute a non-discriminatory reason for denying her requests. As a result, the EEOC found the agency discriminated against the employee, on the basis of race and disability, regarding these two requests. The EEOC ordered the Agency to provide EEO training to the responsible management officials; consider taking disciplinary actions against the responsible management officials, and to determine if compensatory damages were appropriate. Submitted by Ms. Erika Selmon

NOVEMBER IS NATIONAL AMERICAN INDIAN HERITAGE MONTH, Theme: "Service, Honor, Respect: Strengthening Our Cultures and Communities ..."

PIE Development Team Established

In anticipation of Coast Guard, Headquarters' move to St. Elizabeth campus in 2013, VADM John P. Carrier enacted a St. Elizabeth's Partnership in Education (PIE) Program Development Team to work toward establishing partnerships with schools close to the campus (Ward 8 schools).



Pictured left, the Development Team joined the Orr Elementary principal, Ms. Michelle Edwards (middle), for DCPS Beautification Day.

The Development Team met with officials from the District Of Columbia Public Schools (DCPS) who identified two Ward 8 schools as having the greatest need. Principals at those two schools were delighted to learn that the Coast Guard was interested in establishing partnerships with them for 2012-2013 school years. Eager to begin assisting CG's new partner schools the PIE Development Team kicked off the 2012 new school year by volunteering at Orr Elementary school during DCPS Beautification Day. CG also initiated a partnership with a Ward 8 high school where volunteers will focus on initiatives that will help students with Science, Technology, Engineering, and Math. Currently, the Development Team is organizing a robotics challenge program "For Inspiration and Recognition in Science and Technology" (FIRST). PIE coordinators will assist students who are interested in entering the contest where competition will start at the local, regional, and national levels. For information, please contact Ms. Gwendolyn White at (202) 372-4519. Submitted by Ms. Gwendolyn White

HRC Promotes Hawaii Rich Heritage

Culture should be shared and understood, but above all, it should be respected! The Honolulu combined Human Relations Council (HRC) held its 5th annual Hawaiian Orientation Fair on Base Honolulu. Its purpose is to give newly reporting personnel, and their families, and visitors the opportunity to learn about the rich cultural heritage, traditions, history, values, and customs of Hawaiians. Mr. Kealoha Kelekolio, Bishop Museum, the largest museum dedicated to studying and preserving the history of Hawaii and the Pacific, and Ms. Annelle Amaral, Native Hawaiian Liaison to the Garrison Commander of U. S. Army in Hawaii, were guest speakers. Both speakers made the Hawaiian cultural event come alive for the audience by sharing their knowledge through storytelling, song and by sharing the successes, struggles, and experiences of different islands throughout history. Submitted by Ms. Trina Anderson



Pictured above (left to right) CRSPs Ms. Gina Huck and Ms. Trina Anderson.

HQ Employees Mentor Students during National Hispanic Heritage Month



▲ Ms. Nadine Santiago shares her views during a speed-mentoring session.

In celebration of National Hispanic Heritage Month, Coast Guard headquarters personnel volunteered to mentor students at Cesar Chavez Public Charter Schools for Public Policy in conjunction with its *Latinos and Latinas in the Professions Career Day*. The Hispanic observance was held on 5 October 2011 on Chavez' Parkside grounds. The observance exposed 300 juniors and seniors to a variety of U.S. Government careers and trades while showcasing Latino professionals working in the DC area. The day included small group meetings and 15-min speed mentoring sessions to promote full participation and encourage interaction. CG personnel were pleased to reply to questions such as: *How did you choose your career? What level of education is required for your career? What advice do you have for a scholar like me? How has your culture (traditions, beliefs, and values) shaped your professional life? What obstacles and stereotypes have you faced in your career? How have you overcome those obstacles?* Submitted by CDR Pedro Jimenez



▲ CDR Pedro Jimenez speaks about his experiences in the U.S. Coast Guard.