



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

October 2007

US COAST GUARD

Volume 2 Number 10

**NUMBERS**

11,000 -The

number of women who enlisted in the Coast Guard Women's Reserve (since known as SPARS) and served during World War II.

**PRE-EMPLOYMENT ADVICE**

**Not Permissible:** To inquire as to the marital status, pregnancy, future child bearing plans, ability to reproduce, advocacy of any form of birth control or family planning, and number and age of children. (Information needed for health insurance and other purposes may be obtained if and when candidate is employed.) Title VII of the Civil Rights Act of 1964, as amended, makes it unlawful to ask candidates about child care arrangements; or to inquire as to the number, names, addresses and ages of applicant's spouse, children or relatives.

**Permissible:** To ask if any family members are employed by the agency.

**OFFICE OF CIVIL RIGHTS**

- Ms. Terri Dickerson, Director*
- CAPT Joseph Kolb, Deputy*
- Ms. Tina Calvert, Compliance and Liaison*
- Ms. Arlene Gonzalez, Policy & Plans*
- Ms. Talisha Rosen, Resource Management/Strategic Planning*
- Ms. Francine Blyther, Investigations and Response*

*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 by e-mail, [deborah.i.gant@uscg.mil](mailto:deborah.i.gant@uscg.mil)*

**Admiral Allen to Cadets:**

***THIS IS IMPORTANT***

The head of the U.S. Coast Guard made it clear before a packed audience of cadets, faculty and staff at the Coast Guard Academy that racial harassment will not be tolerated in the service. Admiral Thad W. Allen, Commandant, traveled to campus to address summer incidents in which ships' line tied into nooses about 6 inches long, were apparently found among the possessions of a black cadet, and also an officer who was responding by conducting race relations training. "By my mere presence, you know this is important," Allen said.

"When you enter the Coast Guard, you are held to a higher standard. Anybody that is involved in putting symbols of racism in anybody's workplace or personal equipment, in my view, that is conduct unbecoming an officer."

Admiral Allen vowed to find those responsible. More than a dozen criminal investigators working on the case.

Admiral Allen was joined by U.S. Rep. Elijah Cummings, D-Md., chairman of the House Subcommittee on Coast Guard and Maritime Transportation. "Any attack upon any link in this chain of our nation's defenders weakens and endangers us all," Rep. Cummings said. He described race-motivated behavior as "heinous ... calculated to make it far more difficult for you as a service to achieve the strength of unity that your essential mission for the people of our country requires."

Relating the responsibility for bias-free leadership to Coast Guard's role, Rep. Cummings added: "Those men and women of the Coast Guard who rescued more than 33,600 individuals from the rising flood waters of the Gulf Coast did not ask whether the person to be saved was black or white, Asian or Hispanic."

**IN COAST GUARD HISTORY**

1830's: First women officially assigned as keepers in the Lighthouse Service. (Many were wives and daughters of male keepers who had Previously served.)

**USEFUL PUBLICATIONS**

Visit [www.eeoc.gov](http://www.eeoc.gov), EEOC Compliance Manual

**ALSO**

<http://www.usdoj.gov/crs/index.html>

Mediation of Community Racial Disputes and Conflicts

**AND**

Guides on Bias-Motivated Behavior and Intolerance



## COAST GUARD/HENAAC MOU SIGNING



Rear Admiral Clifford Pearson, Assistant Commandant for Human Resources met with Mr. Ray Mellado, Chair and CEO of the Hispanic Engineer National Achievement Awards Corporation (HENAAC) to sign a Memorandum of Understanding (MOU) during the HENAAC Annual conference, held in San Diego, California on 10-14 October 2007. The MOU establishes support for cooperative initiatives between the Coast Guard and HENAAC. This will increase the participation of Hispanic Americans at Hispanic Serving Institutions in Coast Guard-sponsored programs.

## FAREWELL TO A FOUNDING DEOMI MEMBER

Major General Lucius Theus, USAF, (Ret.), who during his career was chairman of the Inter-Service Task Force on Education in Race Relations, passed away on Monday, October 15<sup>th</sup> at age 85. Recommendations of the task force led to establishment of the Defense Race Relations Institute (DRRI) and the Department of Defense-wide education program in race relations. In 1979 DRRI renamed and became the Defense Equal Opportunity Management Institute (DEOMI). DEOMI students and staff are reminded of General Theus every day as they utilize the Institute's state-of-the-art auditorium named in his honor.

## UPCOMING EVENTS



### OCTOBER

31<sup>st</sup> Oct.-Nov. 4<sup>th</sup>; Society of Hispanic Professional Engineers, Inc. (SHPE) 29<sup>TH</sup> National Technical Career Conference; for more information visit [www.shpe.org](http://www.shpe.org)

### NOVEMBER

American Indian Heritage Month Observed

National Association of Hispanic Federal Executives; visit [www.nahfe.org](http://www.nahfe.org)

1<sup>st</sup>-3<sup>rd</sup>; 11<sup>th</sup> Annual Women of Color in Technology Awards Conference; DoD Reception; Atlanta, GA; for more information visit [www.womenofcolor.net](http://www.womenofcolor.net)

**Below, October 11: Department of Homeland Security civil rights components briefing and being briefed on the many possibilities for joint efforts with Tribal Colleges. TCUs present: Blackfeet Comm. College, John Salois, President; College of Menominee Nation, Verna Fowler, President; Comanche Nation College, Kim Winkelman, President; Turtle Mountain Community College, Jim Davis, President; Leech Lake Tribal College, Viki Radkey, Faculty; Tohono O'odham Comm. College, Tomas Sepulveda, Faculty; Navajo Technical College, Todd Romero, Faculty, North Dakota Tribal Colleges, Bull Bennett, Regional Rep.; Northwest Indian College, Ted Williams, Academic Dean.**



## DEPARTMENT OF HOMELAND SECURITY OFFERS WORKSHOPS FOR EDUCATORS

**November 29 & December 6, (and November 15 for Tribal Colleges and Universities only)**

**Workshops for Minority Serving Institutions.** The Department of Homeland Security (DHS) Office of University Programs will host three informational workshops. **Purpose:** To provide information on ways in which your institution, students, and faculty may take advantage of the research, education and funding opportunities available through the DHS Science and Technology Directorate. Eligible Institutions: Alaska Native Colleges and Universities (ANSIs), Hispanic Serving Institutions (HSIs), Native Hawaiian Colleges and Universities (NHSIs), Historically Black Colleges and Universities (HBCUs), Tribal Colleges and Universities (TCUs). **Who Should Attend:** Deans of Research, Academic Deans, Faculty in Science, Technology, Engineering, and Mathematics (STEM) fields. For information: [dhsed@ora.u.org](mailto:dhsed@ora.u.org)