



## On Deck

A Publication of the U.S Coast Guard Office of Civil Rights, Washington DC 20593 202-372-4500 Fax 202-372-4967, [www.uscg.mil/hq/g-cr](http://www.uscg.mil/hq/g-cr)

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### NUMBERS

715 – The Equal Employment Opportunity management directive (MD-715) which requires agencies to take action to ensure bias-free employment decisions. USCG complies with activities including data collection, special events, success measurement, training, timely investigations, and policy implementation. To view the instruction and USCG's annual report, visit [www.eeoc.gov](http://www.eeoc.gov)

### PRE-EMPLOYMENT ADVICE

**Illegal Question to Civilian Job Applicant:** "What is your ancestry or national origin?"  
**Legal Request:** "Please provide proper identification and eligibility verification as required by immigration and naturalization laws."

### OFFICE OF CIVIL RIGHTS

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(Contact HQ to obtain a list of all USCG Civil Rights Service Providers.)

**Best Practices, Photos to share?**  
Send to Civil Rights on Deck, 2100 Second St, SW Suite 2400, Washington DC 20593, 202-267-1562 Fax 202-267-4282 or by e-mail, [dgant@comdt.uscg.mil](mailto:dgant@comdt.uscg.mil)

### CIVIL RIGHTS TOOLBOX

#### Are You Ready?

**Civil Rights Training to Emphasize Leadership, Partnership, Stewardship**  
Commandant (G-CR) will host a civil rights training conference for all USCG Civil Rights Service Providers (CRSP) 30 October - 02 November 2006 in Washington, DC. Under the theme **Ready to the Max!** the summit is the first in five years and will offer modules including a specialty tracks for counselors and special emphasis program managers, leading to eight hours of advanced continuing education credits.

Designed for full-time and collateral duty CRSPs at headquarters and in field units, sessions will focus on prevalent civilian and military workforce challenges, investigating claims of discrimination, mediation, writing reports, measuring progress, and other success strategies. Units service-wide are asked to support the Coast Guard's Equal Opportunity mission by authorizing attendance of personnel who serve as CRSPs including: Equal Opportunity Counselors, Equal Opportunity Advisors (EOAs), Equal Opportunity Specialists (EOSs), Civil Rights Officers (CROs), and Special Emphasis Program Managers (SEPMs). All members of team Coast Guard, active duty, reservists, civilians, auxiliaries, welcome to attend.

Location: Holiday Inn on the Hill, 415 New Jersey Ave NW, Washington, DC, 202-434-0120 or <http://www.hionthehilldc.com/index.php>. A room block has been designated for attendees. To assure housing at the conference site, make reservations before 04 October. In making reservations, reference USCG Civil Rights Training. For information, visit [www.cgweb.comdt.uscg.mil/g-h/](http://www.cgweb.comdt.uscg.mil/g-h/) or contact: LCDR Leona Roszkowski, 202-372-4506, [Leona.M.Roszkowski@uscg.mil](mailto:Leona.M.Roszkowski@uscg.mil).

### IN COAST GUARD HISTORY

**Carl Brashear**, the first black master diver in the Navy, and the first amputee to be restored to full active duty as a diver, died in July at age 75. His story was portrayed by Cuba Gooding Jr. in the film *Men of Honor*. In September 1942, **Joseph C. Jenkins** was promoted to warrant officer (Boatswain); becoming the first African-American warrant officer in the Coast Guard. In September 1977, **Bobby C. Wilks** became the first African American in the Coast Guard to reach the rank of captain. He was also the first African American Coast Guard aviator. He later became the first African American to command a Coast Guard air station

#### Coast Guard Intern Makes Inroads!

The CG Partnership in Education (PIE) program helps meet the equal opportunity mission by exposing a diverse cross-section of students to the service and stimulate future career interest. The PACAREA civil rights office employed and mentored a student intern, Alyante Brinkley (see photo, p.2), who recently was featured in a *San Francisco Chronicle* article (Thursday, June 15). Four years ago, Brinkley was a low-performing ninth grader. She transferred schools and also began working as an intern for the PACAREA civil rights office, Patricia Tyler, director.

[see "Student," next page ►]

## Student (Continued) ▼

“Supervising a 17-year-old is a lot different than a seasoned professional,” Ms. Tyler said about the experience. “Being a mentor to a student takes more time, planning and patience, but the rewards are immeasurable.”

Brinkley graduated from high school in June, and Ms. Tyler was among supporters who attended and cheered her on. She gained admission to five colleges and will enter Arizona State University this fall.

Brinkley’s senior project involved surveying students on their knowledge of civil rights. Together, she and Tyler conducted two civil rights workshops for the 9<sup>th</sup> grade students. Brinkley also produced a video and created a publication on civil rights designed to be helpful to young people entering the workplace.

“I observed first-hand how the Coast Guard’s PIE program not only benefits the student, but increases the visibility of the service in the community. During the graduation, the Coast Guard was honored for commitment to educational excellence,” Tyler said. “Impressing upon young people the importance of a good work ethic and piquing their interest in service strengthens our nation as a whole,” she added.



Patricia Tyler, Pacific Area Director of Civil Rights; Alyante Brinkley, Pacific Area PIE student and the Pacific Area Chief of Staff, CAPT Daniel Neptun.

***READY TO THE MAX!***

**CG CIVIL RIGHTS TRAINING  
CONFERENCE**

**30 OCTOBER – 2 NOVEMBER  
WASHINGTON DC**

## UPCOMING EVENTS

***7 September:***

***3<sup>rd</sup> National Latina Style Magazine Symposium Awards Luncheon, Theme: “A Celebration of Latina Empowerment,” Marriott Metro Center, Washington, DC***

***12-15 September:***

***National Historically Black Colleges and Universities (HBCU) Week Conference, Theme: “Continuing the Mission: New Successes and New Challenges,” DoD Reception on Sep 12, Hyatt Regency Washington on Capitol Hill, Washington, DC***

***15 September - October 15:***

***National Hispanic Heritage Month, Theme: “Hispanic Americans: Our Rich Culture Contributing to America’s Future”***

***18th September:***

***5<sup>th</sup> Annual Diversity Best Practices Conference, Arlington, VA***

***October 2006:***

***National Disability Employment Awareness Month, Theme: “Ready for the Global Workforce”***

***5-8 October:***

***Hispanic Engineer National Achievement Awards Corporation (HENAAC) Conference, Theme: “Thriving on Change,” DoD Awards Luncheon on Oct 5, DoD College Bowl on Oct 5 & 6, Anaheim, CA***

***6-7 October:***

***The Dorothy Jemison Foundation for Excellence Seminal Program, Theme: “Reality Leads Fantasy, Celebrating Women of Color in Flight,” DoD Awards Dinner on Oct 7, Chicago, IL***

***18 October:***

***National Disabilities Mentoring Day, Department of Labor, Washington, DC***

***19-21 October:***

***11<sup>th</sup> Annual Women of Color in Technology Awards Conference, DoD Reception on Oct 19, Atlanta, GA***

***20-23 October:***

***Thurgood Marshall Scholarship Fund’s 6 Annual Leadership Institute Recruitment Conference and Career Fair, Theme: “The Road Map to Excellence,” New York City, NY***

***21-28 October:***

***HACU 20<sup>TH</sup> Annual Conference, Theme: “20 Years of Championing Hispanic Higher Education Success,” San Antonio, TX***