Civil Rights On Deck

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U.S. Coast Guard
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Coast Guard History

RADM D. F. A. DE OTTO

Born in Buenos Aires, Argentina, Detlef Frederick Argentine de Otte entered the Revenue Cutter Service Academy in 1889 and graduated in 1891, after which he received an ensign's commission. He rose to the rank of Commodore, received a promotion to Rear Admiral in retirement and was interred at Arlington National Cemetery in 1939. During his career, he assumed command of several cutters; served as Captain of the Port for Brest, France, during World War I; and became the first Commander of the service's Norfolk District, now known as Coast Guard District 5. If he self-defined as Hispanic American, he would qualify as the first Latino in the service to accomplish all of the achievements listed above. *Source: William H. Theisen, LANTAREA Historian*

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Management Toolbox: Dispute Resolution Alternatives for Coast Guard Managers

Alternative Dispute Resolution (ADR) is a viable option for any workplace dispute. This form of resolving disputes is built into the Equal Employment/Equal Opportunity (EEO/EO) process for employment discrimination complaints (see regulations at 29 CFR 1614.102(b), 29 CFR 1614.105(f) and 29 CFR 1614.108(b). Since 1999, EEOC has required agencies to make ADR available in both formal and informal EEO/EO complaint stages, but not in cases un-suited to alternative resolution. All EEOC recognized ADR techniques require the use of a neutral third party trained in EEO law, and in mediation. While many forms of ADR exist and are authorized ("Facilitation," "Conciliation," "Ombuds," etc.), Coast Guard generally uses "Mediation" and "Facilitated Settlement Conferences."

In combination, the EEOC mandate and the protracted and expensive nature of disputes have induced Federal agencies to make considerable use of ADR in employment discrimination and harassment claims. Agency ADR programs have expanded beyond EEO to include cases that might otherwise have to be settled through formal grievance procedures, litigation before boards and administrative judges, or by labor arbitrators. ADR can end disputes, save time and money, and get everyone focused away from differences and back on mission. Want to learn more about resolving complaints using ADR? CRD/Solutions and Complaints Branch has published a brochure and checklist about ADR (photo, right). To learn more, contact your local Civil Rights Service Provider. A list of local providers and their respective geographical coverage areas is available at http://www.uscg.mil/hq/cg00/cg00h/ServiceProviders.asp.

Hispanic Participation by the Numbers ...

2nd: Ranking of the size of U.S. Hispanic population worldwide, as of 2009. Only Mexico (111 million) had a larger Hispanic population than the United States (48.4 million).

1.1 million: The number of Hispanic veterans of the U.S. Armed Forces.

For more information visit: Hispanic Americans: Census Facts at http://www.info-please.com/spot/hhmcensus1.html#ixzzoyxDgc2yd

September 15-October 15 is National Hispanic Heritage Month

November 1: Federal Hiring Reforms Effective

President Obama signed an Executive Memorandum directing all federal agencies to institute sweeping recruitment and hiring changes no later than November 1, 2010. Among actions, the memo requires the Office of Personnel Management (OPM) to develop a thorough plan for the promotion of diversity in the Federal workplace. For details, visit Hiring Reform at http://www.opm.gov/hiringreform. *Submitted by Leo Lestino*

October is National Disability Employment Awareness Month 2010, Theme: "Talent Has No Boundaries: Workforce Diversity INCLUDES Workers With Disabilities"

Federal Workforce Challenge: Employing People with Targeted Disabilities (PWTD)

Agencies with Highest Percent of Individuals with Targeted Disabilities (of Agencies with 500+ Employees)

Agency	Total Work Force	Individuals with Targeted Disabilities	
		#	%
Equal Employment Opportunity Commission	2,353	60	2.55
Army & Air Force Exchange Service	35,409	805	2.27
Social Security Administration	67,632	1,346	1.99
Defense Finance and Accounting Service	12,208	238	1.95
Department of the Treasury	108,895	1,864	1.71

From FY 2000 to FY 2009, the Total Work Force increased by 368,634 employees, a net change of 15.1%. However, the number of federal employees with targeted disabilities decreased from 27,231 in FY 2000 to 24,663 in FY 2009, a net change of —9.43%, resulting in a 0.88% participation rate. Only eleven agencies have achieved the federal goal of at least a 2% participation rate for Individuals with Targeted Disabilities. This trend started 20 years ago, and despite numerous efforts by various agencies to improve hiring and retention, it is becoming a real challenge. In 2008, the Equal Employment Opportunity Commission (EEOC) recommended all agencies adopt the following four measures in order to stop the decline of PWTDs in the federal government: a) improve processing times for the federal application process for persons with disabilities; b) provide mandatory training on disability management for all upper echelon officials; c) issue a policy statement from the agency head emphasizing EEO for applicants and employees with disabilities; and d) establish hiring goals for PWTDs. *Submitted by Gem Tolentino*

UPCOMING EVENTS!

- Mid-End October: 2010 Partnership In Education (PIE) Awards Announcement
- 15 October: TISCOM A Taste of the World Multicultural Fair. Theme: "Bringing You Together," Time: 1000 - 1400. If you have questions please contact Hala S. Ayala at (703) 313-6582 (Hala.S.Ayala@uscg.mil).

Latina Style Award Winners

Pictured from left to right: RDML Sandra Stosz, LT Jessica Davila, LT Ericka Kelly and Ms. Lonnie Suazo.

The National Latina Symposium was held on 9 September 2010 in Washington, DC. LT Ericka Kelly and Ms. Lonnie Suazo were the USCG awardees and received the Latina Style Distinguished Military Service Award. LT Jessica Davila was also honored for becoming the first-ever helicopter pilot of Hispanic origin in the U.S. Coast Guard. RDML Sandra Stosz was the USCG Senior Representative and Distinguished Presenter at the awards ceremony/luncheon. CWO Rachael Leask rendered the salute and represented the Coast Guard during the Tribute to the Fallen. The Latina Style luncheon award honored two of our finest with the highest core values displayed throughout the service and their community. As leaders and outstanding service members they also displayed exceptional character and devotion to duty representing the Hispanic community with dignity and pride.