A monthly publication of the
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CIVIL RIGHTS ON DECK

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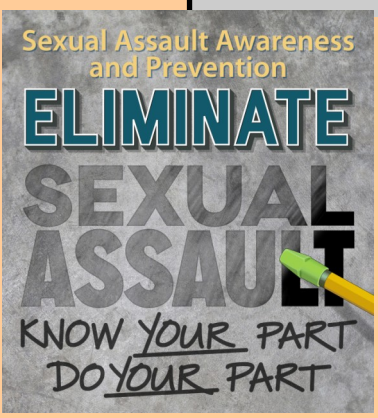

April is Sexual Assault Awareness Month

While the elimination of sexual assault is an everyday priority, during the month of April, organizations come together to promote information and activities towards preventing and addressing sexual assault. Did you know: Sexual Assault effects can be psychological, emotional and/ or physical? The duration of trauma from sexual assault can range from short to long term. Depression, PTSD, substance abuse and suicide are only a few potential reactions to sexual assault. For more information, visit **www.sapr.mil** or **www.safehelpline.org**.

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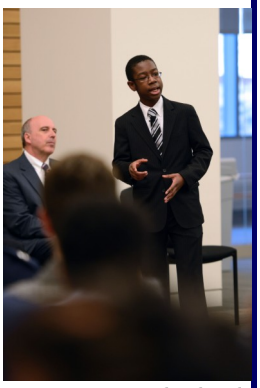
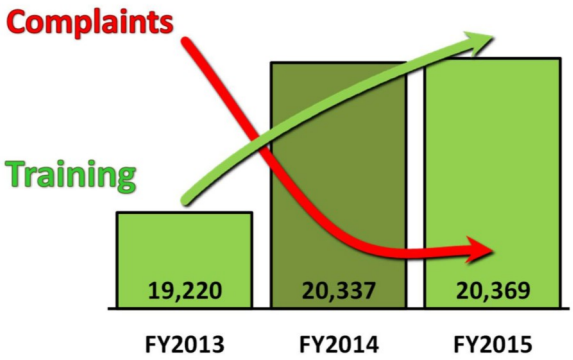
African American History Month: Truly Informative

Deputy Assistant to the President for the Office of Urban Affairs Roy L. Austin (left) and student Daniel Bates (middle) served as keynote speakers for the Coast Guard Headquarters African American History Month Observance. 14-year-old Daniel Bates recited Fredrick Douglas's speech titled 'My Slave Experience in Maryland' to the audience, which won him an award at a local public speaking competition. Mr. Austin educated the audience on President Obama's initiative, 'My Brother's Keeper' and his role in helping to bring more equality to underserved communities. He highlighted the social injustices the program works toward correcting, especially within the criminal justice system. The event was kicked off by African American History Month Executive Champion Mr. Michael Berkow (right). *Submitted by Mr. Juan Torres*



Coast Guard Mobility Program

On Friday, March 18, 2016, the Coast Guard officially launched its mobility program. The CG Mobility Program is an assistive service that provides CG members, applicants and visitors with temporary mobility accommodations, such as motorized scooters and wheelchairs. To request a mobility accommodation at CG headquarters, email **HQS-SMB-CRD-EMP@uscg.mil** or, Call: **202-372-4515/4264**. Pictured (from Left to right) Ms. Erica Murray, Vice Commandant VADM Charles Michel, Ms. Carolyn Hunter, Ms. Terri Dickerson and Ms. Whitney Pullen



Civil Rights Awareness Training Trend

Amongst many of the Coast Guard's mandated training requirements is the Civil Rights Awareness (CRA) course. From FY13-15, CRD provided training to 60,000 members of the Coast Guard workforce (this number suggests that some members took more than the triennial requirement). This trend represented the highest in any other three-year period. The training is a part of the Coast Guard's commitment to preventing discrimination and promoting an anti-harassment environment. All members of the Coast Guard are required to attend the instructor-lead training. The like training for Flag Officers and Senior Executive Service (SES) members is the Senior Executive Leadership Equal Opportunity Seminar (SELEOS). We like to credit the CG's mandated training requirement for its low equal employment opportunity complaint rate, which is continuously below the federal average. *Submitted by Mr. Damon Manning*

April 28th is Take Our Daughters and Sons to Work Day!

Welcome CRD Members!!

◀CRD Welcomes YN2 Robert Keogh to its DEOMI staff. YN2 Keogh serves a curriculum assistant at DEOMI as well as CRD's liaison to DEOMI. A little about our new member: YN2 is from Dublin, Ireland and just returned from 15-month deployment in Bahrain and Kuwait. He is married with a 3-year-old son. He is currently working toward a Bachelor of Science degree in Criminal Justice. He enjoys riding his new Harley-Davidson, and he is excited to be working with the Coast Guard.

▼Also joining the CRD team is Mr. Kevin Bremby, Equal Employment Manager for Region 2, Zone 5. Mr. Bremby comes to CG from the Air Force Audit Agency where he served from 2005 to 2016 as an Equal Opportunity Director. Prior to that, he served his country for 22 years with the Air Force. He is a graduate of from St. Leo University where he studied Human Resource Administration.

Words of wisdom

From CRD member: Yvonne Nunn

"In the Pacific Atlantic Coast area (Region 3) when I conduct Civil Rights Awareness training, I ask the question, 'What do you see through your lens?' This topic is designed to examine and identify individual biases, stereotypes, prejudices and how we communicate with each other. During this session, participants learn that they are not even aware of how they stereotype entire groups of people based their personal experiences or biases.

While the Government is committed to enforcement of Equal Employment Opportunity (EEO) principles, and a workforce that proportionately reflects our society, we too must evaluate our own conflicting values and opinions to achieve success. We civil rights practitioners use tools during training to encourage managers and employees to embrace diversity within the workplace and to understand that EEO is everyone's responsibility.

Remember: * it is against the law to base employment decisions on bias against a group of people. *Make your 2016 resolve to avoid assumptions about entire groups of people. *An ideal workplace starts with you.

I'll end with this: A CG member attending Civil Rights Awareness training gave me an old quote. This quote has stuck with me for the past three years "What we see depends mainly on what we look for." *John Lubbock 1834 -1913." Submitted by Ms. Yvonne Nunn*

The submission periods for the 2016 League of United American Citizens (ALCOAST 086/16) and NAACP Roy Wilkins Renown Service Award (ALCOAST 087/16) are now open! For more information, refer to their ALCOAST.

CRD Represents at 2016 Coast Guard New Orleans Career Expo

Annually, members of CRD located in New Orleans along with other Coast Guard members participate in the Spring Career Expo in New Orleans. Graduates from local universities such as Xavier, University of New Orleans, Tulane and others attended to engage with perspective employers. Coasties represent USCG by providing information about the CG's mission, and career opportunities. To learn more on civilian opportunities go to the website: http://www.uscg.mil/civilian/default.asp

▼ Pictured (From left to right): Mr. Hyrom Buchanan, LCDR Carrie Wolf, OT Sandy Green and AST1 Gabriel Sage