

A monthly publication by the
U.S. Coast Guard
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www.uscg.mil/Resources/Civil-Rights/

CIVIL RIGHTS ON DECK

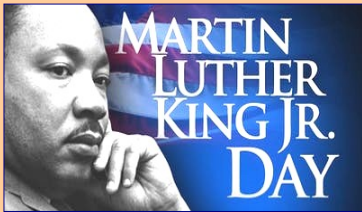


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TWEET

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"What Can You Do to Serve?"

The 21st of January 2019 is Martin Luther King Jr. Day. This is a great opportunity to honor Dr. King's legacy by serving and strengthening communities, bridging barriers, creating solutions to social problems, and moving towards Dr. King's vision of a "Beloved Community." The theme for 2019 is "Remember! Celebrate! Act!: A Day On, Not a Day Off." The Coast Guard encourages its members to participate in events commemorating this observance. If your unit is hosting a special observance, please share it on CG portal site at <https://cg.portal.uscg.mil/units/CG00.HQ/00H/2/CGSEP2017/default.aspx>.

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World Record Holder Todd Huston Motivates Coast Guard Workforce



Mr. Todd Huston was the keynote speaker for CGHQ's National Disability Employment Awareness Month (NDEAM) observance. Mr. Huston is a world-record mountain climber, who while boating with his family at the age of 14, was injured in a horrific accident as his legs



were caught in a boat propeller. The traumatic injury led to the amputation of his right leg. As an amputee, he persevered, embraced the challenges in front of him, trained and participated in the Summit America expedition, setting a world-record for climbing the highest elevations in every American state in less than 67 days. Pictured above, holding a mountain climbing pick axe used to aid climbers, (left to right) Vice Commandant, ADM Charles Ray; Todd Huston; and the CG Executive Champion for NDEAM, RADM Erica Schwartz. By Ms. Deborah Gant, CRD, USCG HQ

In Memoriam

Dr. Olivia J. Hooker, the first African American woman to serve in the U.S. Coast Guard, passed away November 21, 2018 at the age of 103. While at the USCG HQ in February 2007, Dr. Hooker stopped by the Civil Rights Directorate (CRD) for a brief visit with CRD staff members who were deeply inspired by her life. Pictured second left with staff members.



Civil Rights Directorate Voted Best for Holiday Cheer 5 out of 5 ★★★★★



The Commandant and Vice Commandant of the Coast Guard visited offices within Headquarters to wish everyone a happy holiday season and to evaluate the staff's creative decorations for the Commandant's Holiday Competition. The Civil Rights Directorate was selected as the office with the best decorations and most holiday cheer! By Ms. Deborah Gant, CRD, USCG HQ



"Happy Holidays from the Civil Rights Directorate Family to Yours."



Choosing Alternative Dispute Resolution (ADR): Why It Works

While conflict is inevitable, we have options to minimize its impact on members and the Coast Guard. When faced with conflict, Alternative Dispute Resolution (ADR) is a viable and important tool. Mediation is the most commonly used form of ADR. Other methods include conciliation, conflict coaching, facilitation, and settlement conferences. ADR offers parties the opportunity to resolve their disputes at the earliest stage possible, where they have the flexibility to create meaningful solutions that are mutually satisfactory. As of November 30, 2018, the Coast Guard's resolution rate was at 53 percent. Engaging in ADR is cost effective and affords proactive open lines of communication between aggrieved parties. When ADR is not used, disputes almost always lead to litigation. Not using ADR can prolong conflict and often lead to reduced employee productivity and damaged relationships. ADR works well and succeeds when all parties involved work cooperatively and focus on creating solutions to resolve their disputes. If you have questions regarding the ADR process, please contact your local CRSP at <https://www.uscg.mil/Resources/Civil-Rights/Service-Providers/>. By Ms. Elizabeth Mercado, CRD, USCG HQ



Seattle Area Holds Hispanic Heritage Observance



Coast Guard (CG) members participated in an observance for Hispanic Heritage Month hosted by the Army Corps of Engineers located in South Seattle, WA. In attendance was the District Commander, 13th Coast Guard District, Rear Admiral (RADM) David Throop and Command Master Chief (CMC) Jason Wong. The event featured the life achievements of Ms. Dolores Huerta, a labor leader and civil rights activist who co-founded the National Farm Workers Association, which later became the United Farm Workers (UFW). She fought for agricultural workers' rights. In recognition of her life's work, she was awarded the Presidential Medal of Freedom. Additionally, the audience enjoyed the Latin



Ms. Dolores Huerta

American Professional Wrestlers team, known as "Lucha Libre," which means 'free fight.' Cultural demonstration performances by the Luchadores included many agile movements, wrestling holds, and aerial maneuvers. Pictured with the Luchadores (left to right) LT Tony Seleznick; Jennifer Carriere; YN1 Vinh Mai; RADM David Throop; BMC Bryan Paplinski; and CMC Jason Wong. By BMC Bryan Paplinski, CRD, Region 3

CRD Welcomes Back Team Member



The Civil Rights Directorate (CRD) welcomes Mr. Philip Wawrosch, the new Equal Employment Opportunity (EEO) Zone Manager in Cleveland, OH. Mr. Wawrosch previously served as Equal Employment Opportunity Specialist in **Region 4**. He has nearly 20 years of experience in the federal workforce. Before returning to CRD, he

was an Affirmative Employment Program Manager at the U.S. Office of Surface Mining Reclamation and Enforcement. By CPO Melinda Skinner, CRD, Region 4

CRD Visits Maritime Security Response Team



The Civil Rights Directorate (CRD) staff conducted a site visit at the Maritime Security Response Team (MSRT) West in San Diego CA. The MSRT members gave a tour of their area of responsibility.

Pictured above (left to right) BMC Moises Guerrero, MSRT; Mr. Ahmad Razavi, Regional Director, CRD Region 3; CAPT Dwight Collins, Commanding Officer MSRT; CAPT Kirby Sniffen, Assistant Director, and Chief Office of Civil Rights Policy, Planning and Resources, CRD; and BM1 Brian Lopes, MSRT. By CAPT Kirby Sniffen, CRD, USCG HQ

To learn about Inappropriate Questions when interviewing Federal Employees or Applicants, go to Frequently Asked Questions at <https://www.uscg.mil/Family/Civil-Rights/faq/>