

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

WOMEN'S HISTORY MONTH

During the month of March, the Coast Guard traditionally honors and recognizes the milestones and achievements made by women who have helped to shape America. For this year's special observance, the Coast Guard encourages units to participate in or host events commemorating women, both past and present, who made great contributions to our nation. For example, celebrate women like Rosa Parks, whose stance sparked the Civil Rights Movement. If you are planning a program and would like to share it with the workforce, you can post it on the Special Emphasis website at <https://cg.portal.uscg.mil/units/CG00.HQ/00H/2/CGSEP2018/SitePages/Home.aspx>.

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Martin Luther King Jr. Memorial Comes to Coast Guard Headquarters!



The Coast Guard was honored to have Mr. Darius Gouridine as the keynote speaker for its Dr. Martin Luther King Jr. (MLK) Day observance. Mr. Gouridine is an author of eight published books, including *Jewels: The Story of the Founding of the Alpha Phi Alpha Fraternity*, his fraternity as well as that of the honorable Dr. Martin Luther King, Jr. Mr. Gouridine was instrumental with the movement that led to the building of the MLK memorial at the National Mall in Washington, DC. He shared moving accounts of his fundraising activities. The MLK Day event organizers created large paper replications of MLK's quotes that are etched in stone at the MLK memorial, and adorned them around the ceremony. As a part of the program, several CG members stood and shared heart-rending accounts of how they were personally affected by Jim Crow laws. Another highlight was the Anacostia High School Chorus (pictured below). They entertained the audience with a few traditional African American songs. Additionally, on display were historical artifacts from the segregation era. Pictured above left to right: RDML Steve Anderson, CG Executive Champion for the MLK Observance; Mr. Michael Derrios (SES), participant; Ms. Adria Tippins, organizer; Mr. Darrius Gouridine, Keynote Speaker; Ms. Catherine Davis, organizer; Mr. Albert Curry (SES), participant; and VADM Charles Michel, Vice Commandant.

By Ms. Deborah Gant, CRD, USCG HQ



Complaints Corner: Discretion is Paramount

In a recent EEO case, the Equal Employment Opportunity Commission (EEOC) determined that a Complainant was subjected to retaliation for initiating an EEO complaint. The Complainant's supervisor discussed his EEO complaint with another co-worker, who did not have a need to know, and left documents pertaining to the complaint where others could view them. The co-worker reported the matter to the Complainant. The EEOC found that the supervisor's testimony that he did not recall the incidents was unpersuasive against other testimonies. While there was no evidence of employment actions taken against the Complainant, EEOC found that the discussion about the complaint and the lack of discretion regarding the documents constituted retaliation in that it would likely deter employees from engaging in the EEO complaint process. The Complainant was awarded monetary compensation; and the supervisor was ordered to attend EEO training. *Renato K. v. Dep't of Homeland Sec.*, EEOC Appeal No. 0120141861 (Dec. 16, 2016). By Mr. James Ellison, CRD, USCG HQ



Attention Training Officers: Is your workforce current with Civil Rights Awareness training? Find out by visiting CGBI.

New Member Joins Team CRD



The Civil Rights Directorate (CRD) is pleased to welcome Ms. Jamie L. McCarrison to the Coast Guard. She is an Equal Employment Opportunity Specialist for Region 1, Zone 3 located at the CG Yard, in Baltimore, MD. Ms. McCarrison's area of responsibility is Maryland, Delaware and Pennsylvania. Prior to CRD, she served 22 years in the United States Air Force. During her last military assignment, she was a military Equal Opportunity Director. She brings with her a wealth of

knowledge and experience. We are excited to have her on the team. Please join us in welcoming Ms. McCarrison aboard. By Ms. Carolyn Hunter, CRD, Region 1

CRD Welcomes Another Intern to Its Directorate

Mr. Caleb Tacuri joined the Civil Rights Directorate (CRD) as an intern after graduating from the University of Maryland, Eastern Shore (UMES) with a BA in Sociology. As his developmental assignment, Mr. Tacuri is learning and working with civil rights operations. Prior to CRD, Mr. Tacuri interned with the DoD, Office of Diversity Management and Equal Opportunity, where he conducted research on suicide prevention. Mr. Tacuri is a Music Performance Scholar; and the saxophone is his primary instrument. While at UMES, he served as the Director over the Pep Band. Mr. Tacuri is a native of Washington, DC and enjoys working on his car during his spare time. Mr. Tacuri is fluent in Spanish and proud of his El Salvadorian and Ecuadorian heritage. By CAPT Kofi Aboagye, CRD, USCG HQ



Words Matter! Part III LGBT Series: This month's LGBT term is "transition," the preferred word of transgender people. It does not fixate on surgeries, but rather focuses on an individual living in their preferred gender. Avoid using terms like "pre-op" and "post-op" since it focuses on a person's physical attributes rather than their identity. By Ms. Deborah Gant, CRD, USCG HQ



Coasties Transform Dr. King's Teachings to Community Action: Dedicated to Making a Difference

"The time is always right to do what is right," said Dr. King. As such, on January 12, 2018, Coast Guard members continued their annual tradition in support of Martin Luther King Jr. Day of Service, by volunteering their time at the Martin Luther King Jr. Elementary School located in Washington, DC. During the day, the volunteers were able to cover a lot of ground. Some accomplishments included classroom and supply closet organization, conducting inventory and boxing hundreds of books in the school library, counting and logging computer equipment, etc. The



school administrators were very appreciative of all the work completed by the men and women of Coast Guard. Above, volunteers pose in the school hallway.

Pictured right, members of the Civil Rights Directorate along with other CG volunteers take inventory of books in the school's library. ► By Mr. Juan Torres, CRD,

