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CIVIL RIGHTS ON DECK



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Know Your History: America and its Citizens' Right to Vote

Ms. Christy Coleman, Executive Director of the Jamestown-Yorktown Foundation, was the keynote speaker at Coast Guard Headquarters' National African American History Month (NAAHM) program. As a distinguished historian and museum curator, Ms. Coleman was recognized as one of Time Magazine's 2018 "31 People Changing the South," for her work at the American Civil War Museum in Richmond, Virginia. She held the audience of Coast Guard military, civilians, and guests spellbound with her presentation on how the country's voting rights evolved in the 1600s. Attendees were surprised to learn that about 50,000 African



American men had the right to vote in the 1870 election; at the turn of the Century, close to 350,000 voted. Unfortunately, in 1902, Virginia and other states rewrote their Constitutions to impose voting requirements, such as poll taxes and literacy tests, which affected eligible male African American voters. By 1904, these measures reduced this group of voters to 10,000. **Ms. Coleman closed with: As we commemorate the 150th Anniversary of the 15th Amendment, I ask all of you to remember how precious the right to vote is for all of us and that it should never be taken for granted.** Pictured (left to right) standing in for NAAHM Executive Champion, RADM Paul Thomas, is RADM Joanna Nunan; Ms. Christy Coleman, Keynote Speaker; and Admiral Charles Ray, Vice Commandant. By Ms. Deborah Gant, CRD, USCG HQ



The 'Equality' in Storm Naming

Prior to the women's liberation movement, hurricanes were only assigned female names. By the 1960s, equality activists began taking issue with this gendered naming convention. Most vocal among them was a resident of Miami Florida, Ms. Roxcy Bolton. She chided the National Weather Service for its hurricane naming system, declaring "Women are not disasters, destroying life and communities." In 1979 this practice was finally eliminated. The National Weather Service and the World Meteorological Association switched to an alternating inventory that included both male and female names. By Mr. Josh Love, CRD, Region 3

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Career Day at Palm Lakes Elementary: Partnership in Education Works



Ms. Davidad Langley, Equal Employment Manager in Miami, FL (pictured left), joined forces with other Partnership in Education (PIE) coordinators for Career Day 2020 at Palm Lakes Elementary School in Miami. The team encour-

aged students to explore their career interests; they also shared information about various career opportunities, including those in the Coast Guard. Ms. Langley interacted with classes of second, third, and fifth graders. Their discussions ranged from careers, from YouTube Gamer to Astrophysicist; civil rights; and the importance of treating each other equitably, and also with dignity, and respect. By Ms. Davidad Langley, CRD, Region 2

Nominations for the 2020 League of United Latin American Citizens (LULAC) Excellence in Public Service Award are now being accepted! Deadline: 16 April 2020 (ALCOAST 066/20).

Even When You Think You Are Doing the Right Thing, Consult an Expert



Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, and the Rehabilitation Act, as amended. Unlawful harassment is found when an individual proves, based on the viewpoint of a reasonable person, that alleged treatment was sufficiently severe or pervasive. In a case recently decided by the Equal Employment Opportunity Commission (EEOC), a Complainant alleged harassment based on race (African-American), when a co-worker displayed racially offensive material at the workplace.

The Agency agreed that the material was offensive and motivated by race discrimination. The Agency took immediate action and fired the offending co-worker. The Agency later rehired the co-worker due to a grievance decision. This resulted in an EEO complaint.

The EEOC found in favor of the Complainant. The EEOC offered that the grievance ordered returning the co-worker back to pay status, but not to the same facility. By doing so, the Complainant and others were subjected to a hostile and abusive workplace. This was foreseeable and the Agency should have expected it. **The EEOC's longstanding guidance provides that an agency may not reassign the victim of harassment, but may transfer the harasser.** *Chi E. v. U.S. Postal Service*, EEOC Appeal No. 0120170068 (Nov. 29, 2018). By Ms. Revonda Wack and Mr. Michael Brenyo, CRD, USCG HQ

Honoring African American Heroes

In commemoration of the 75th Anniversary of WWII, the Coast Guard Legal Service Command, Alameda Leadership and Diversity Advisory Council (LDAC) chose the theme "Honoring the Past, Securing the Future" for National African American History Month and hosted a viewing of the documentary *The Road to Brown*. The film presents the inspirational story of the *Brown v. Board of Education* Supreme Court decision in 1954, which outlawed segregation in public schools. The film is also a moving tribute to a visionary and exceptional attorney, Mr. Charles Hamilton Houston, who is widely recognized for his role in dismantling Jim Crow laws. Additionally, Mr. Houston was a civil rights revolutionary, who served in the U.S. Army, and was a mentor to Supreme Court Justice Thurgood Marshall. Later the two combined their efforts, which led to the passing of the Civil Rights Act of 1964. More than a depiction of a legal triumph, this documentary captures a human story about American heroes fighting for equality and justice. Many thanks go to LCDR Kristen Curran who introduced the event and YN1 Alyssa Chlebek, Coast Guard Legal Services, Alameda CA. Also in attendance were LCDR Pat Lammersen and Mr. Stephen Snyder, Civil Rights Directorate, Region 3. By Mr. Stephen Snyder, CRD, Region 3



New Member Joins the CRD Team

The Coast Guard Civil Rights Directorate (CRD) welcomes Mr. Benjamin Harris to its team. Mr. Harris is the new Executive Administrative Specialist to the Director. Mr. Harris began his career in the U.S. Army as an Air Defense Artillery Officer and later advanced to the rank of Captain (O-3). He acquired over 30 years of leadership and management experience serving in both private and government municipalities. His hobbies and interests include music, reading, community service, and sports. He and his wife, Andrea, have two daughters, Angela (18) and Anna (15). By CDR Charlene Forgue, CRD, USCG HQ



Avoiding Pregnancy Discrimination

The Pregnancy Discrimination Act (PDA) of 1978 prohibits discrimination based on pregnancy, childbirth, or related conditions. Pregnancy discrimination can take many shapes and forms. In short, it is against the law to treat someone differently or deny rights and opportunities due to pregnancy in relation to any term or condition of employment. **For example, commands should consider and treat a request for light duty submitted by a pregnant employee the same as they would consider and treat a request for light duty submitted by an employee with a different temporary condition, such as a broken leg or sprained wrist.** The best way to avoid pregnancy discrimination is to know and understand the legal requirements and available resources. When in doubt, to ensure compliance, commands should consult with their servicing Civil Rights Service Provider (CRSP), Human Resources and/or Legal Services. All Coast Guard employees are responsible for proactively preventing unlawful discrimination and harassment. Commands must take immediate and appropriate action when reports of discrimination are made. To find your CRSP [click here](#). By Ms. Michelle Dorsey, CRD, Region 4



Nominations for the Society of American Indian Government Employees (SAIGE) Meritorious Service Award are now being accepted. Deadline: 3 April 2020 (ALCOAST 054/20).