



CIVIL RIGHTS ON DECK



USCG HQ CELEBRATES NATIONAL AFRICAN AMERICAN HISTORY MONTH

This month, United States Coast Guard Headquarters welcomed Navy Fleet Master Chief (Ret.) April Beldo-Lilley as the keynote speaker for its National African American History Month celebration. Beldo-Lilley was the Navy's first African American woman to hold positions including Command Master Chief (CMC) of an aircraft carrier and CMC of Recruit Training Command, Great Lakes. In honoring this year's theme, "The Black Family: Representation, Identity, and Diversity," Beldo-Lilley highlighted the importance of values instilled during her upbringing that helped her through her 33-year career and the extended support she obtained from her military community that let her succeed. "Throughout my career I had leadership that allowed me to be me, that allowed me to look like I look, that allowed me to be the color I am, and still allowed me to lead."



Left: Navy Fleet Master Chief (Ret.) April Beldo-Lilley delivers remarks at the USCG HQ National African American History Month Celebration.

Right: Command Master Chief Charles Busbey, Deputy Master Chief Petty Officer of the Coast Guard, Dr. Terri Dickerson, Civil Rights Director, Adm. Charles Ray, Vice Commandant of the Coast Guard, Navy Fleet Master Chief (Ret.) April Beldo-Lilley, and Rear Adm. Mark J. Fedor, National African American History Month Executive Champion, pose together after the USCG celebration of National African American History Month.

COAST GUARD UPDATING ANTI-HARASSMENT AND HATE INCIDENT INVESTIGATION PROCESSES

As recently announced in ALCOAST Commandant Notice (ACN) 007-21, the Coast Guard developed a ready pool of trained Investigating Officers (I/Os) to conduct Anti-Harassment and Hate Incident (AHHI) investigations service-wide. Commands nominate the I/Os whose involvement is a collateral duty function. They must undergo a DHS/Coast Guard course (code: 100326) located on the Coast Guard Learning Management System. The pool is available for convening authorities to select impartial I/Os who are external to the command unit under investigation. This group of I/Os will also improve the speed by which a report of harassment is acted upon. Reviews of this undertaking have been extremely positive: Surveyed participants not only found the training worthwhile, but results also showed that more Coast Guard members volunteered to serve as I/Os compared with those who were appointed. After the training, participants noted that they felt prepared to conduct an AHHI investigation. Additionally, commands voiced their appreciation for the training. For full details on this new initiative, visit: <https://content.govdelivery.com/accounts/USDHSCG/bulletins/2ba98ff>.



A GUIDING LIGHT FOR THE COAST GUARD

By Patrick Ferraris, Communications Specialist, CRD, USCG HQ

February is African American History Month, a celebration of the achievements and contributions of African Americans past and present. For the Coast Guard, this month is a time to amplify its continuous focus on embracing and valuing a diverse workforce. While the Service continually extends its reach to increase awareness for all, its passionate members also act as ambassadors to ensure that voices are heard and recognized from across all spectrums of the workforce.

One such member is Lt. Tanesha Green-Baker. In 2012, Green-Baker was a student at Spelman College, a Historically Black College and University located in Atlanta, Georgia, who was interested in pursuing a degree in economics. Today, she is one of the Coast Guard's most passionate voices in supporting civil rights and inclusion throughout the Service.

Currently, as a Foreign Port Threat Analyst, she assesses the effectiveness of anti-terrorism measures in foreign ports for vessels coming to the U.S., but her impact as a member of the Coast Guard extends well beyond her job description.

**“THERE IS POWER IN NUMBERS
AND THERE IS POWER WHERE
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Green-Baker didn't foresee how involved she would be in equal opportunity and diversity causes when she initially joined the Service. “I never expected my service in the Coast Guard to be so intertwined with diversity, inclusion, and civil rights. I thought my time would be spent solely on doing our operational missions and



Lt. Green-Baker serves as a champion for Civil Rights and her mission is to help the Coast Guard reach diverse communities and ensure the Service remains a welcoming space for all.

growing professionally.”

For Green-Baker, serving in the Coast Guard during African American History Month is particularly special. She noted, “I get to serve alongside several current trailblazers within the organization who are as passionate as I am about amplifying minority voices and creating a more diverse Coast Guard community. It gives me so much joy knowing that I am walking the path that Black trailblazers have cleared for me and this month reminds me to realize the significance of my presence and my worth within this organization.”

Green-Baker plays a key role in helping the Coast Guard reach various communities and works toward helping the Service remain a welcoming place where all voices belong and can be heard. She hopes to see more individuals join the Coast Guard from diverse backgrounds, and believes the Coast Guard strives for the same. “There is power in numbers and there is power where the majority supports the minority.”

A poster for the 'Seafarers: at the core of shipping's future K-12 Art Contest'. It features a blue background with a stylized illustration of three seafarers (two men and one woman) in orange and white uniforms, standing on a wave. The text 'Seafarers: at the core of shipping's future' is in large white letters, and 'K-12 Art Contest' is below it. At the bottom, there are logos for NAMEPA, USCG, and CIP-OAS, with the text 'Sponsored by: NAMEPA, USCG, CIP-OAS'.

ART CONTEST CLOSES MARCH 31ST, 2021

Only one month is left for aspiring Coasties to submit original artwork to the United States Coast Guard, Inter-American Committee on Ports of the Organization of the American States (CIP-OAS), and North American Marine Environment Protection Agency's (NAMEPA) K-12 Art Contest. This year's theme is “Seafarers: At the Core of Shipping's Future.” The contest is open to students living in North, Central, and South Americas, and the Caribbean.

The contest requires students to submit original posters depicting the vital role seafarers play in global shipping. Two grand-prize winners will receive a cash prize and a U.S. Coast Guard prize package. NAMEPA will also

feature the artwork of twelve finalists in their next annual calendar. Winners are scheduled to be announced during the month of May 2021. For additional information, please visit <https://namepa.net/education/art-contest/> or contact Ms. Shawntell D. Williams at (202) 372-4519.



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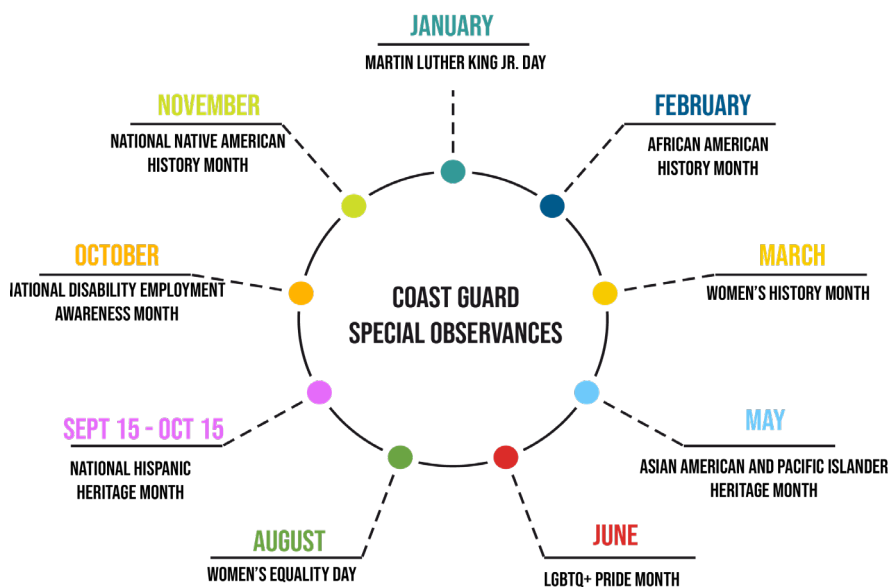
SPECIAL EMPHASIS PROGRAMS ENHANCE COAST GUARD WORKPLACE

by Shawntell Williams, PIE/SEP Program Manager,
CRD, USCG HQ

Coast Guard Special Emphasis Programs (SEPs) are employment-related activities that give special attention to under-represented groups in the workforce. These programs are designed to address barriers that restrict Equal Employment Opportunity (EEO)/Equal Opportunity (EO) for women, minorities, and persons within the hiring, advancement, training, and treatment of these groups.

SEPs promote equity, fairness, and EO while addressing the unique concerns of all targeted groups within the workforce. Elements of SEP include the identification of EEO deficiencies, workforce barrier removal, education programs, cultural observances, and community outreach.

The Federal Women's Program, Hispanic Employment Program, and Persons with Disabilities Program are mandated SEPs required for units with 50 or more assigned civilians. While some SEPs are mandated by regulation and others are optional, they are all intended to support the goals of affirmative employment. Coast Guard Leadership and Leadership Diversity Advisory Councils (LDACs) play a vital role in planning SEP activities. Their activities include special observances, professional development events, and other activities that support the Coast Guard EEO/EO mission. To learn more about Coast Guard Special Emphasis Programs, please visit: https://cg.portal.uscg.mil/sites/external-data/Directives/CIM_5350_4E.pdf.



Along with SEPs, Coast Guard commands are encouraged to participate in and support nine cultural observances throughout the year. Recognizing these observances promotes cultural awareness and helps us to understand and achieve our objectives for the promotion of equality, dignity, and respect for all members of our workforce.

LOOKING FORWARD: WOMEN'S HISTORY MONTH

By Juan Torres, EEO Program Specialist, CRD, USCG HQ

Every March, our nation celebrates Women's History Month. This observance provides us a dedicated month to reflect on the accomplishments and contributions of women to our Nation's history. The theme for 2021 is "Valiant Women of the Vote: Refusing to be Silenced." We encourage you to participate in Coast Guard events commemorating this observance by organizing and attending programs that highlight the history, contributions, and accomplishments of the incredible women of the Coast Guard. If your unit is hosting a special observance, please share it on the CG Portal SEP site at: <https://cg.portal.uscg.mil/units/CG00.HQ/00H/2/CGSEP2018/SitePages/Home.aspx>.



Women's History Month 2021