



CIVIL RIGHTS ON DECK



NORMAN MINETA MAKES HISTORIC VISIT TO USCG HQ

By Patrick Ferraris, CRD, USCG HQ



Former Dept. of Transportation Secretary, Norman Mineta, and his wife Deni Mineta, hold a customized Coast Guard baseball bat gifted to him during USCG HQ's Asian American and Pacific Islander Heritage Month Observance on May 27th. Also pictured from left: RDML Shannon Gilreath, ADM Charles Ray, LT Kim Jenish, ADM Karl L. Schultz, RADM Joanna Nunan, and LCDR Christine Igisomar (USCG Photo by Patrick Ferraris).

Coast Guard Headquarters welcomed former Dept. of Transportation (DOT) Secretary Norman Mineta, as its keynote speaker for an Asian American and Pacific Islander (AAPI) Heritage Month Observance on May 27th. The visit represented a homecoming since, during Mineta's tenure as Secretary, DOT was the Coast Guard's executive agency. As the keynote speaker, Mineta reflected on the meaning embodied in his service as the Secretary of Transportation overseeing the Coast Guard and its workforce. "It gave me a great deal of pride to be the Secretary of the Coast Guard. I still cherish those memories of working with the uniformed service members and civilians because all of you are so dedicated to your job and this country," Mineta said. "You carry out this mission with passion and I appreciate what you all do on a daily basis," he added. During the event, Mineta also shared his story about being imprisoned by the U.S. during World War II because of his Japanese ancestry, his involvement in making AAPI Heritage Week a month-long celebration, and the people who inspired him. You can watch the recorded video of HQ's observance here: <https://dvidshub.net/r/djtr5x>.

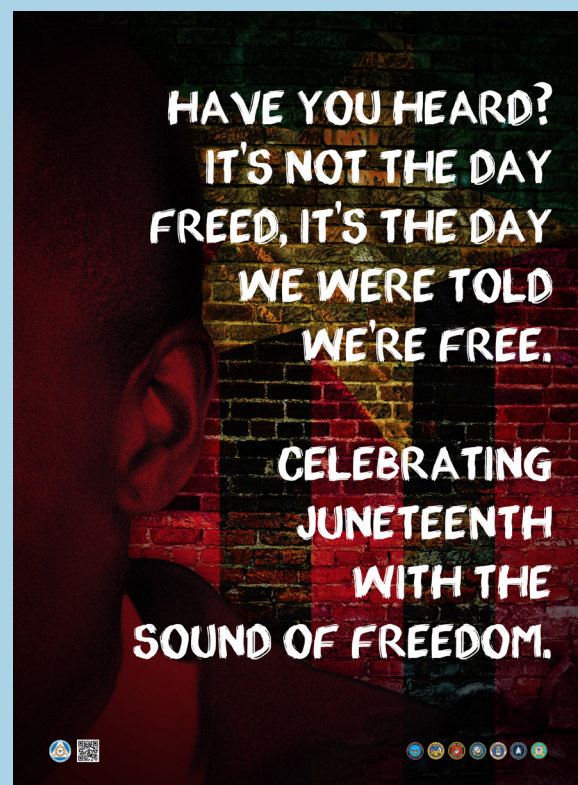
CIVIL RIGHTS AWARDS PROGRAM SOLICITATIONS

Nominations are now open for the the 2021 Society of American Indian Government Employees (SAIGE) Military Meritorious Service Award (Deadline: 12 July, [ALCOAST 207/21](#)), and the 2021 LATINA Style Distinguished Military Service Award (Deadline: 21 July 2021, [ALCOAST 225/21](#)). Contact [Juan Torres](#) for more information.

JUNETEENTH BECOMES FEDERAL HOLIDAY

On June 17th, 2021, President Joseph R. Biden signed the "Juneteenth National Independence Day Act" which recognizes [Juneteenth](#), or June 19th, as a federal holiday. Juneteenth gives national recognition to and commemorates the day when the last enslaved African-Americans were informed that they were free. Abraham Lincoln enacted the Emancipation Proclamation in 1863, but it wasn't until two years later, on June 19th, 1865, that Maj. Gen. Gordon Granger arrived in Galveston, Texas and confirmed the freedom of the last remaining slaves. It's estimated that around 250,000 slaves were still not free in the Confederate south during these two years. Dr. Terri Dickerson, Civil Rights Director, released a message to the Coast Guard workforce about the holiday stating: *"Juneteenth is not merely a footnote to African American history but represents a solidarity call for the country as a whole... recognizing and celebrating Juneteenth continues the Coast Guard's dedication to equity, diversity, inclusion, and belonging, which are integral tenets to the success of our mission and overall readiness."*

You can find Dr. Dickerson's full Juneteenth message [here](#).





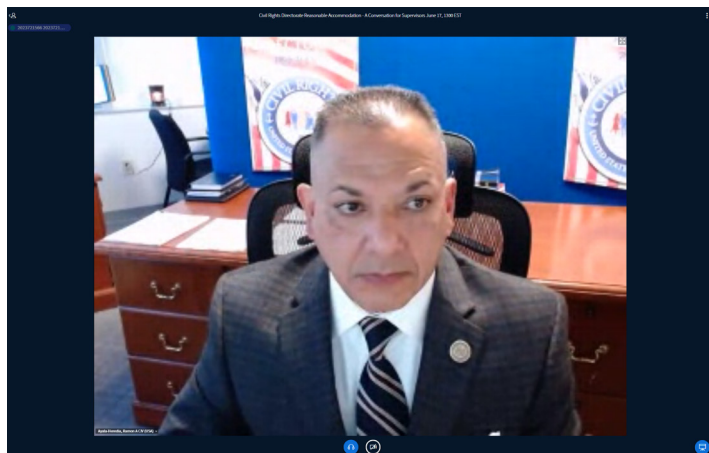
"FAIR WINDS AND FOLLOWING SEAS" TO CDR CHAMBERS

By Christopher Anderson, CRD, USCG HQ

CDR Brian Chambers is retiring after 22 years of outstanding Coast Guard service. Chambers served as the CRD's Division Chief, Planning and Resources, for two years. During his time in the Coast Guard, Chambers served over 8 years at sea and was assigned to various Coast Guard Cutters including the USCGC ACTIVE, USCGC ACUSHNET, USCGC ALEX HALEY, and USCGC MELLON. Chambers and his wife Becky, a Coast Guard veteran, are the proud parents of Sarah, Robert, and Thomas. After retirement, the Chambers family will continue to reside on their farm in Broad Run, Virginia. *Photo: CDR Brian Chambers (right) and CAPT David Dubay, pose together during CDR Chambers' retirement ceremony.*

CIVIL RIGHTS SERVICE PROVIDERS ANSWERED THE CALL FOR TRAINING

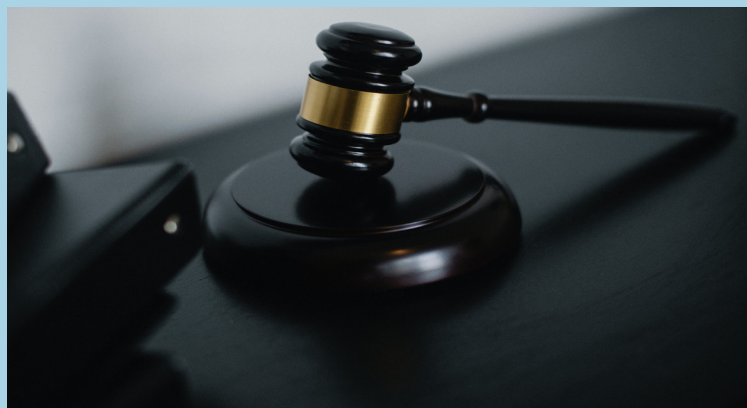
Over 400 U.S. Coast Guard supervisors logged into a virtual Reasonable Accommodation (RA) session on June 9th. The Civil Rights Regional Directors facilitated the training with participants. Directors defined RA and what is or isn't within its scope, advised on how to respond to RA requests and how to interact with requestors, and much more. Attendees now know that a reasonable accommodation is a change or adjustment to a work environment that permits a qualified applicant or employee with a disability to participate in the job application process, to perform the essential functions of a job, or to enjoy the benefits and privileges of employment equal to those enjoyed by employees without a disability. A reasonable accommodation may include acquiring or modifying equipment or devices, job restructuring, part-time or modified work schedules, reassignment to a vacant position, adjusting or modifying examinations, training materials, or policies, personal assistance, providing readers and interpreters, making the workplace readily accessible to and usable by persons with disabilities. For frequently asked questions, please visit <https://www.uscg.mil/Family/Civil-Rights/faq/>. Additional RA training sessions can be found here: <https://cglink.uscg.mil/ccf80df4> (CAC enabled). For questions specific to RA or these training sessions, please contact your local [Civil Rights Service Provider](#).



Ramon Ayala-Heredia, Regional Civil Rights Director, Region 2, delivers virtual training at CRD's RA Training for Supervisory Personnel on June 17th, 2021.

SHOULD YOU PROVIDE A REASONABLE ACCOMMODATION FOR VALID RELIGIOUS BELIEFS?

By Elizabeth Mercado-Prioleau, CRD, USCG HQ



In a recent case, the Equal Employment Opportunity Commission (EEOC) determined that an Agency discriminated against an employee on the basis of his religion when the Agency forced him to use Leave Without Pay (LWOP) to observe the Sabbath. The Complainant requested a religious accommodation to his work schedule that would allow him to observe the Sabbath from sunset Friday until sunset Saturday. Although the Agency concluded that the Complainant's religious beliefs were valid, the Agency determined that his requested time off was not reasonable due to his position requirements and for contractual reasons. He was denied the requested schedule, but advised to request LWOP instead. The Complainant alleged unequal treatment between his coworkers, and felt that using LWOP on a weekly basis to observe his religion was an adverse employment action. The Agency regarded this as a proper accommodation for his religious practices and believed it showed a legitimate, nondiscriminatory reason for its actions. The Complainant filed an appeal with the EEOC which found that the Agency failed to present evidence that it put forward a good faith effort to accommodate the Complainant's religious needs. No evidence was given to show that by doing so would have imposed an undue hardship to the Agency. It was ordered, among other things, to provide the Complainant the religious accommodations, restore or compensate Complainant for any LWOP he was forced to use, and investigate the Complainant's entitlement to compensatory damages. [Don T. vs U.S. Postal Serv., EEOC Appeal No. 2019001176 \(January 30, 2020\).](#)



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TO ALL WHO SHALL SEE THESE PRESENTS, GREETINGS!

By CDR Charlene Forgue, CRD, USCG HQ

Congratulations to new Chief Warrant Officer Melinda Skinner, who successfully competed for appointment to Chief Warrant Officer and was commissioned in a ceremony held at Coast Guard Headquarters on 1 June 2021. Skinner has served as the Equal Opportunity Advisor for Region 4, Zone 10 since June 2018 where she ensured the equitable treatment of over 3,500 Coast Guard personnel attached to the 93 cutters, facilities, and field detachments throughout nine Midwest states. CWO Skinner will transfer this summer to serve on the Waterways Operations Product Line staff for the Shore Infrastructure Logistics Center in Norfolk, VA. Above, CWO Skinner is pictured with her family and friends.



If you believe you have been subjected to discrimination, you have 45 calendar days to contact your servicing Civil Rights Service Provider (CRSP). Contact us at: (888) 992-7387 or for a list of CRSPs, please visit <https://www.uscg.mil/Resources/Civil-Rights/Service-Providers/>.

COAST GUARD CELEBRATES PRIDE MONTH AND LGBTQ+ TRIUMPHS SERVICE-WIDE

Earlier this year, President Joseph R. Biden signed the [Executive Order on Enabling All Qualified Americans to Serve Their Country in Uniform](#), which repealed the ban on transgender individuals serving openly in the military. The Coast Guard fully supports this effort and believes that all individuals, regardless of their gender identity or orientation should feel welcomed, respected, and represented in our Service. With June being Pride Month, Coast Guard units and individuals alike are celebrating the Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, and other (LGBTQ+) community and all that they contribute to our diverse workforce. Pride Month emphasizes the importance of inclusion, equal opportunity, and representation and recognizes the many contributions of individuals within the LGBTQ+ community. The [CG Spectrum Affinity group](#) fosters a welcoming and respectful environment throughout the Coast Guard and connects members of the LGBTQ+ community and



[is growing](#). Many Pride Month celebrations are underway, and you can join us on Wednesday, June 30th at 1:15pm EDT for an observance that features a virtual keynote address by Pete Buttigieg, Secretary of Transportation. CGHQ personnel are welcome to view the program together at the Ray Evans Conference Center. If you are outside of CGHQ and want to attend virtually, please contact [Juan Torres](#) for the link.

Above: PO2 Carla Evans (left to right), LT Sarah Gomez-Lorraine, CAPT Leanne Lusk and PO2 Melissa McKenzie celebrate after a ribbon-cutting ceremony held at Coast Guard Sector Anchorage, April 16, 2021, marking the establishment of the Coast Guard Spectrum Northern Lights Chapter (USCG Photo by PO1 Nate Littlejohn). Left: USCG service members raise the Pride flag at the Department of Homeland Security Headquarters on St. Elizabeth's campus in Washington D.C. on Friday, June 4th. This was the first time that the Pride flag was raised over DHS headquarters (Video by Andrew Salinero).

