



# CIVIL RIGHTS ON DECK



## AUTHORS URGE ALLYSHIP FOR GENDER EQUALITY

By Patrick Ferraris, Communications Specialist, CRD, USCG HQ

“Women can’t just drop by the female mentor shop,” remarked Dr. W. Brad Johnson, professor of psychology at the United States Naval Academy. “It’s certainly true in the Coast Guard. The farther you go up the chain of command, the fewer women you have available,” he continued. Dr. Johnson and his colleague, Dr. David Smith, Associate Professor at Johns Hopkins Business School, joined Coast Guard Headquarters for a Women’s Equality Day celebration on August 23rd, an annual tribute to the passing of the 19th Amendment on August 26th, 1920, which granted women the right to vote in the United States. Johnson and Smith, also called the “Workplace Allies,” are co-authors of multiple books highlighting topics like workplace cross-gender and inclusive mentoring relationships. Johnson and Smith explained, through data and research, that gender equality in the workplace benefits the entire organization. However, they also stated that sometimes men who want to be better allies in the workplace are often unsure about what they can do to help. To show up for their women colleagues, Johnson and Smith recommended that men should hold themselves accountable and be active listeners during interactions with women; self-educate themselves about the unique experiences of women at work; demonstrate humility; and improve situational awareness for the different group dynamics at work between men and women. Adm. Steven Poulin, Vice Commandant, thanked the duo and provided his thoughts. “All Coast Guard leaders have to be workplace allies. Gender equality is a leadership imperative for us. It’s important to the Coast Guard because it enhances mission success...we need to know that, we need to embrace it, and we need to practice it.”



Adm. Steven Poulin (left), Dr. David Smith, Dr. W. Brad Johnson, and Rear Adm. Miriam Lafferty, Executive Champion, gather after USCG HQ’s Women’s Equality Day event, August 23, 2023. (USCG Photo by Patrick Ferraris)



By reporting social climate incidents, Coast Guard military members and commands are making an important contribution to helping the Coast Guard maintain a safe community. (USCG Photo by Taylor Bacon)

## STANDING TOGETHER: SOCIAL CLIMATE INCIDENTS

Imagine you receive orders to report to your new unit in an area new to you and your family. You’re excited to begin the next chapter of your career and embrace the new community of which you’ll be a part of for the next four years. After settling into your new home, you go grocery shopping to stock up on some essentials. As you start unloading the items, the cashier makes a comment that stops you in your tracks; the remark was a hateful slur directed toward you. Shocked and still trying to process what just happened, you quickly load the cart and leave. This vignette portrays what is known as a social climate incident (SCI). An SCI is when an individual or group within a community discriminates against or harasses Coast Guard military personnel or their families. It can come in the form of hateful slurs, physical threats, child bullying, denial of service, or other discriminatory or harassing behaviors. What can you do if you experience or witness an SCI? Safety is paramount, and you should inform your chain of command right away. Command teams should then report these incidents to their local [Civil Rights Service Provider](#), investigate the incident, and engage with local officials, civic groups and other organizations to discuss actions that support safety and peace. [The Civil Rights Directorate tracks reported SCIs in a dashboard](#) accessible to Coast Guard members along with several informational links and documents that can help members and commands understand and address SCIs. In egregious cases, policy affords the opportunity for transfer. For more information on the SCI reporting requirements, see [Chapter 7 of the U.S. Coast Guard Civil Rights Manual, COMDTINST M5350.4E](#). Read more on [MyCG](#).

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## “EMPOWERED PEOPLE - EMPOWER PEOPLE”

By Kristina Price, Semper Paratus Chapter of FEW, Communications Chair, USCG

The Federally Employed Women (FEW) National Training Program (NTP) was held July 9-13, 2023. The theme was “Ready, Set, Grow! Leveling Up for Success: Envision a New Level!”

From the guest speakers to the instructors there was a common message: Strive for more, encourage others to be impactful and operate in excellence. The Coast Guard’s newly established chapter – Semper Paratus Chapter of FEW, which started in 2019, achieved two milestones at this year’s NTP: First, Dr. Donna Navarro, Acting Assistant Commandant for Human Resources, sat with our Chapter members during the Opening Ceremony and spearheaded the signing ceremony for the Memorandum of Understanding between the Coast Guard and the Semper Paratus Chapter of FEW. Second, DC Metro Regional Manager Jymece Seward swore in and installed our new Chapter Officers: Gail Jackson, President; Serena Dietrich, Vice President; and Debra Owens, Treasurer. The Semper Paratus Chapter slogan is Empowered People - Empower People. Visit our website, check the home page, and follow us on Facebook as we continue to grow a strong chapter and impactful leaders. If you feel encouraged to join us, visit the membership page and visit the leadership page as we have a few positions that are available. [Read the full article on the Semper Paratus Chapter’s website.](#)



Gail Jackson (left), Dr. Donna Navarro, and Pamela Richards, FEW National President, gather after the signing of the Semper Paratus Chapter of FEW MOU at the NTP, July 10, 2023. (USCG Courtesy Photo)

Conflict Resolution Day is observed on the third Thursday of October every year. This year it falls on October 19th. Conflict Resolution Day is a great avenue to promote and celebrate and practice peaceful conflict resolution practices in the workplace. [Visit the Civil Rights Directorate’s website](#) for facts about the Coast Guard’s Alternative Dispute Resolution Program.

## SHAPING SUCCESS THROUGH CIVIL RIGHTS AND MENTORSHIP

By Patrick Ferraris, Communications Specialist, CRD, USCG HQ



Lt. Andre Jones Butler with Coast Guard Vice Admiral (ret.) Manson Brown and Ms. Barbara Ward, Co-Chair, NAACP Armed Services & Veterans Affairs Committee, at the NAACP National Convention awards ceremony, Boston, MA.

my duty to do my part to maintain the freedoms that previous generations so desperately fought for all Americans to have,” Jones Butler continues. “We sometimes forget that we are just over fifty years removed from the end of the Civil Rights Movement. The last few years have really opened my eyes to how diligently we must work to maintain the rights that were fought for then.” Read more about Jones Butler’s accomplishments in [ALCOAST 261/23](#).

Lt. Andre Jones Butler, Safety Officer, Aviation Projects Acquisition Center (APAC), is the Coast Guard recipient of the 2023 National Association for the Advancement of Colored People (NAACP) Roy Wilkins Renown Service Award. The NAACP recognized Jones Butler for his exceptional character and firm commitment to civil rights and equal opportunities within the Coast Guard. Jones Butler credits his aunt, “a former Coastie, [who] always spoke extremely highly of the Coast Guard” with his path into the Service. The efforts Jones Butler has made to improve and work towards inclusivity and equal opportunity, for which he is honored with this award, have had a major impact within the Coast Guard. During the award period, Jones Butler raised awareness about the Service and its mission among individuals from underrepresented communities and provided unique opportunities for them to join. He mentored four Academy cadets and two College Student Pre-Commissioning Initiative (CSPI) officer trainees, cultivating their personal and professional development while helping them to find themselves and solidify their identities within the Coast Guard. “I really set out to highlight what a career in the Coast Guard or the military at large can do for someone’s future prospects,” Jones Butler stated. “That change in my own life’s trajectory from troubled youth to who I am today is living proof of what value that service can bring to your life.” Jones Butler now strives to provide the same sense of enlightenment and purpose to those he mentors and guides in their journey to service. When asked how he felt about receiving this distinguished award, Jones Butler responded: “To receive an award named after the legendary Roy Wilkins is truly a career high point.” The connection between Jones Butler and Wilkins is an apt aspect of this recognition. Jones Butler continuously strives to uphold and emphasize Wilkins’ ideals. “I believe that it’s



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## BRILLIANT AT THE BASICS: CIVIL RIGHTS’ ROLE IN RECRUIT TRAINING

*By YNC Mary Evans and Lt. Shirley Pilkey, CRD, Region 1*



On June 28, 2023, Training Center Cape May (TRACEN Cape May) celebrated its 75th anniversary of Coast Guard recruit training. Located in Cape May, NJ, the Training Center originally opened its doors as a recruit training center in 1948. Eventually, in 1982, it became the sole enlisted recruit training center for the entire Coast Guard. It is estimated that an impressive 80% of the Coast Guard’s military workforce passes through the gates of TRACEN Cape May, underscoring its pivotal role in developing the Service’s future military workforce. TRACEN Cape May’s overarching mission revolves around molding today’s recruits into the future Coast Guard personnel of tomorrow. The journey begins with comprehensive basic military training, which prepares individuals for the multifaceted demands of military service encompassing physical, mental, and emotional aspects. A crucial element of this training is Civil Rights Awareness (CRA) training, which equips recruits with an understanding of civil rights processes, providing them with essential tools and knowledge to flourish in their forthcoming military careers. At the heart of this endeavor are the training center’s [Civil Rights Service Providers](#) (CRSPs), who have been an integral part of TRACEN Cape May’s legacy, offering weekly CRA training sessions. These CRSPs play a pivotal role in the recruits’ 8-week intensive training and their commitment to nurturing recruits’ growth and development. Commemorating 75 years of TRACEN Cape May is more than just celebrating its longevity; it’s a tribute to its distinguished legacy of service and rigorous training, ensuring that recruits realize their fullest potential and emerge as the future of the Coast Guard. The steadfast dedication of CRSPs who mold the Service’s future military workforce to equal opportunity education endures, underscoring a legacy rooted in the principles of equal opportunity education, an achievement that the Coast Guard proudly reflects upon. *Pictured: YNC Mary Evans, Equal Opportunity Advisor, Civil Rights Directorate, provides CRA training at TRACEN Cape May to new Coast Guard enlisted accession recruit class during week two of their 8 week military training.*

## HISPANIC HERITAGE MONTH: “WE ARE ALL, WE ARE ONE”

Hispanic Heritage Month is an annual celebration in the United States from September 15th to October 15th, honoring Hispanic Americans’ contributions, culture, and history. It originated as Hispanic Heritage Week in 1968 under President Lyndon B. Johnson and President Ronald Reagan expanded it to a month-long observance in 1988. September 15th was chosen as it marks the independence days of several Latin American countries including Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. Additionally, Mexico’s Independence Day falls on September 16th, and Chile’s on September 18th. This year’s theme, “Todos Somos, Somos Uno: We Are All, We Are One,” promotes unity and inclusivity, celebrating Hispanic Americans’ diverse contributions and shared identity while fostering a sense of belonging and mutual respect among all communities.

