



CIVIL RIGHTS ON DECK

WOMEN'S
HISTORY
MONTH

COAST GUARD BARRIER ANALYSIS UPDATE

By Netosha Washington, Equity Program Manager, CRD, USCG HQ

In a [previous edition of the newsletter](#), we discussed the Coast Guard's barrier analysis, which is being conducted to identify and address any obstacles that may hinder the advancement and inclusion of the Service's civilian workforce. A barrier analysis is conducted to look at the employee's tenure at the organization, from recruitment to separation, in relation to the effect on demographics, or Equal Employment Opportunity (EEO) groups, such as race, ethnicity, gender or disability. The Coast Guard has been working with an external team experienced in workforce analysis to compile data and identify any factors that signal the need for further investigation. Using this data, there may be indicators that conclude there should be a deeper look. The next step of the process, which is

planned to begin within the next few months, includes focus groups, interviews, and other avenues that rely on two-way communication with workforce members who are invited to participate. During these conversations, the voices of Coast Guard employees are important because sharing experiences, perspectives, and insights, both positive and negative, are invaluable in helping the Service identify barriers to equality and develop effective solutions to address them. Employee confidentiality is safeguarded throughout this process. This step will help inform future policies, procedures, and practices and help foster a discrimination-free work environment where all individuals are able to contribute and reach their full potential. To stay up-to-date on all initiatives happening throughout the barrier analysis process, please visit the [Barrier Analysis SharePoint site](#), and email any questions to USCGBarrierAnalysis@uscg.mil.



SENIOR LEADER PANEL DISCUSSES INCLUSION

By Patrick Ferraris, Communications Specialist, CRD, USCG HQ

The Coast Guard hosted a senior leadership panel in honor of Women's History Month, centered around the theme "Women Who Advocate for Equity, Diversity, and Inclusion," at Coast Guard Headquarters, March 11. Dr. Mischell Navarro, Acting Assistant Commandant of Human Resources and Senior Advisor for Diversity and Inclusion, Rear Adm. Rebecca Ore, Assistant Commandant for Intelligence, and Ms. Lisa Schleder-Kirkpatrick, Deputy Assistant Commandant for Capability, participated in the panel. Ms. Laura Collins, Enterprise Victim Advocate, moderated the discussion. Adm. Linda Fagan, Coast Guard Commandant, attended the event and delivered remarks, emphasizing the profound impact Coast Guard women have had on her journey and the collective journey of the workforce. "I

certainly reflect that I would not be standing here as the Commandant, but for that journey, but for the courage of so many that challenged the status quo, challenged assumptions, and eliminated policies that created barriers that did not need to be there."

The panel discussed various topics like inclusion and barriers for women in the workplace. When asked what marks success in an organization's drive for inclusion, Rear Adm. Rebecca Ore responded: "Leadership at every level, feedback at every level, that also means accountability at every level of the organization. So what does success look like? It's because people tell you and they show up in a way that they're thriving every single day and they feel valued and they feel they can authentically be themselves." *Pictured:*

Adm. Linda Fagan, Coast Guard Commandant, addresses the workforce at Coast Guard Headquarters' Women's History Month observance event.

CIVIL RIGHTS SERVICE PROVIDER SHAPING CIVIL RIGHTS AWARENESS AT THE COAST GUARD ACADEMY

By Lt. Shirley Pilkey, Equal Opportunity Advisor, Region 1, Zone 2

Mr. Paul Ziegenggeist, Equal Employment Opportunity (EEO) Zone Manager, Civil Rights Directorate, is at the forefront of upholding the Coast Guard's EEO principles at the Coast Guard Academy (CGA). In his role, Mr. Ziegenggeist's responsibilities include policy development and compliance, overseeing Civil Rights training and education, assisting with EEO complaint investigations, complaint resolution, mediation, and much more. Beyond these duties, his impact at the CGA reaches even further. He has served as an active member of the Superintendent's Equity Advisory Council (SEAC) since it was signed into policy in 2022. The SEAC serves as an advisory body to the Superintendent and to division officers. While the SEAC's primary purpose is to support the CGA's Diversity and Inclusion Action Plan, Mr. Ziegenggeist offers a unique civil rights perspective that benefits discussions and policies addressing systemic inequities. His efforts include engaging with the CGA community to discuss civil rights policies and programs as well as to clarify Special Emphasis Programs (SEP) and how they support the objectives of affirmative programs of EEO. His engagement with the CGA community, via the SEAC, has culminated in a more robust SEP which ensures that the Academy is taking positive steps to provide equal opportunities to everyone in all areas of employment. Mr. Ziegenggeist is grateful and honored to be a part of the team. "The SEAC has allowed me to engage with various stakeholders in the CGA community which has provided me with invaluable insights on their commitment to being a diverse and inclusive organization." He proclaims the SEAC has provided him with inroads to educate Academy leadership and discuss the Command's opportunities regarding SEP as well as how the CGA could best utilize them to further their ability to provide upward mobility to the Academy's civilian workforce. *Pictured: Mr. Paul Ziegenggeist in front of the Honor Wall at Bear Plaza, Coast Guard Academy.*



NAVIGATING WORKPLACE ACCESSIBILITY: RESOURCES FOR SUPERVISORS AND EMPLOYEES

By CPO Ali Maicher, Equal Opportunity Advisor, Region 3, Zone 13

Section 501 of the Rehabilitation Act prohibits discrimination on the basis of disability and requires employers to reasonably accommodate qualified employees and applicants who have a disability. Job accommodations play an important role in creating inclusive workplaces by increasing employee retention and improving productivity and morale. As an employee, requesting a Reasonable Accommodation can be done verbally or in writing. Both the requesting individual and the supervisor can reach out to their local [Civil Rights Service Provider \(CRSP\)](#) for Coast Guard forms, resources, and to better understand the process. One resource available for requesters and decisions makers is the [Job Accommodation Network \(JAN\)](#) - a website for free assistance on workplace accommodations and other disability employment topics. You can find an A to Z listing of disabilities and accommodations which aid individuals and organizations in finding effective modifications while complying with the law.

The information on this website is valuable to every person within Team Coast Guard. Individuals with disabilities can visit the site for more information including accommodation ideas, external links for organizations related to the disability, and your employment rights under the Rehab Act. Supervisors can find information on the Interactive Process, which is a conversation between an employer and an employee to find ways to make the workplace more accessible and inclusive for the employee's specific needs; Equal Employment Opportunity Commission (EEOC) links; job interview do's and don'ts; and situations with solutions from real-life examples of accommodations. The resource also offers free educational videos on a variety of topics including disability etiquette, management techniques, and how to disclose a disability. It is essential for employees at all levels to take advantage of the resources that are available to them so the Coast Guard can foster an inclusive work environment where everyone is treated with dignity and respect. Contact your local CRSP or visit the [Civil Rights Directorate's website](#) for more information.



Jamie McCarrison, EEO Zone Manager, Coast Guard Yard, won a national indoor archery competition, achieving a lifelong dream. [Read about her archery journey.](#)



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PIONEERING WOMEN IN THE UNITED STATES LIGHTHOUSE SERVICE

By William H. Thiesen, PhD, Coast Guard Atlantic Area Historian



The United States Coast Guard is proud of the vital part it played in pioneering the role of women in the Federal Government. The Coast Guard predecessor service of the United States Lighthouse Service best demonstrates this trend. As early as 1830, women received assignments to serve as lighthouse keepers, making them some of the first women in the nation to serve in highly responsible non-clerical jobs. Some of these lighthouse keepers, such as Katherine Walker, grew famous for rescuing dozens of shipwrecked passengers and crew. In addition to saving numerous lives, Lighthouse Keeper Ida Lewis received the Gold Lifesaving Medal for an 1881 rescue of two soldiers who had broken through thin ice near her Lime Rock Lighthouse, located near Newport, Rhode Island. Today, the names of female lighthouse keepers Katherine Walker, Ida Lewis, Abbie Burgess, and Barbara Mabritty grace four of the service's 175-foot

“Keeper”-Class buoy tenders, while keepers Margaret Norvell and Kathleen Moore serve as Fast Response Cutter namesakes. However, the story of these women and hundreds of other female lighthouse keepers remains largely unknown to the American public. For more information, please view the [Women Lighthouse Keepers](#) website. *Pictured: Posed photograph of Ida Lewis early in her career. (Coast Guard Collection)*

BLACK ART AS A “BEACON OF HOPE AND A STIMULUS FOR SOCIAL CHANGE”

By Patrick Ferraris, Communications Specialist, CRD, USCG HQ

Ms. Tara Murray, Executive Director of the Washington Bureau and Senior VP for Policy and Advocacy at the National Urban League, served as the keynote speaker for Coast Guard Headquarters' second Black History Month event on February 21st. Ms. Murray spoke to the theme of “African Americans and the Arts” and shared that this theme “invites us to explore the rich tapestry of African American arts and its profound influence on our nation, its inextricable link to the movement for civil rights, and the relentless pursuit for freedom and equal opportunity.” For her, Black artists who created various expressions of art like music, film, and poetry, shaped her formative years and served as a catalyst for her career choice. “My personal connection to these artistic expressions is quite profound... It inspired me to pursue a career in civil human rights law, aiming to dismantle the systemic barriers that perpetuate inequality and injustice.” Throughout her remarks, she placed an emphasis on the importance of African American art and its role in the nation's journey to a more just and equitable society. She stated that African American art not only enriched the nation's cultural landscape, but how “it has also

served as a beacon of hope and a stimulus for social change.” Prior to her remarks, the workforce experienced a lively and energetic musical performance by DeAngelo and All Things New. *Pictured left: Ms. Tara Murray and PO1 Cameron Robinson field questions from the audience. Right: DeAngelo and All Things New pose after their musical performance.*

