

CIVIL RIGHTS ON DECK



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A Significant Civil Rights Site at CG HQ



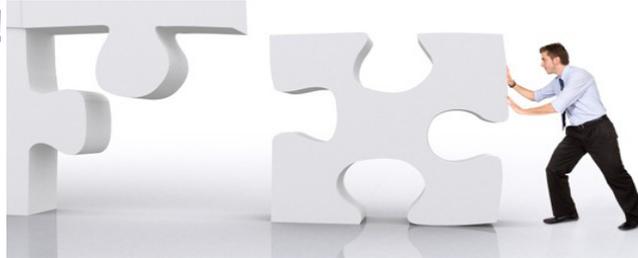
Located on the grounds of the new CG Headquarters, the West Campus cemetery serves as the final resting place for approximately 300 soldiers who died during or after the Civil War. Departing from custom, White and African American soldiers from the Union army and the Confederacy were buried side by side here – lending the spot particular civil rights significance. The photo above depicts the flags Coasties placed on the graves for Veteran's Day in remembrance of the fallen. Submitted by LT Caleb James

CIVIL RIGHTS DIRECTORATE

- Ms. Terri Dickerson, Director
- Ms. Francine Blyther, Office of Civil Rights Operations
- CAPT Jennifer Ketchum, Office of Civil Rights Policy, Planning, and Resources
- Ms. Dayra Harbison, Chief, Compliance & Procedures Division
- Ms. Barbara Stewart, Chief, Solutions and Complaints Division
- CDR Kirby Sniffen, Chief, Planning and Resource Management Division
- CDR Eric Hoernemann, Executive Assistant
- Ms. Emily Harcum, Communications Specialist

Your Role in Climate Change!

With transfer season coming to an end, there are many new shipmates with fresh ideas and interactions. The Defense Equal Opportunity Management Institute's Organizational Climate Survey (DEOCS) can assist unit commanders in fostering a successful and enjoyable tour for all.



A positive command climate increases unit readiness, safety, communications, and mission execution. The DEOCS allows unit personnel to anonymously express their opinions to their unit commander not only about what is working well at the unit, but also which areas may need improvement. The survey typically takes less than 20 minutes to complete and - in this short amount of time - can provide leadership with valuable insight into unit operations and readiness.

For units with 25 or more personnel, the DEOCS is required annually as well as within six months of a change of command (see [ALCOAST 355/12](#)). The online survey - which can be requested at www.deocs.net - assesses both equal opportunity perceptions and organizational effectiveness concerns through 68 core questions along with an option for additional comment portions. If a unit receives at least 16 responses, the survey administrator can request a report, which provides the unit commander with both response data and recommendations for addressing any issues.

Although the DEOCS survey system was offline for nearly half of FY13, commanders quickly surveyed their units after system operations were restored. The result was 332 unit reports with nearly 22,400 survey respondents. Need assistance with requesting the survey or interpreting the results? Contact your local [Civil Rights Service Provider](#). Submitted by Mr. Jim Ellison

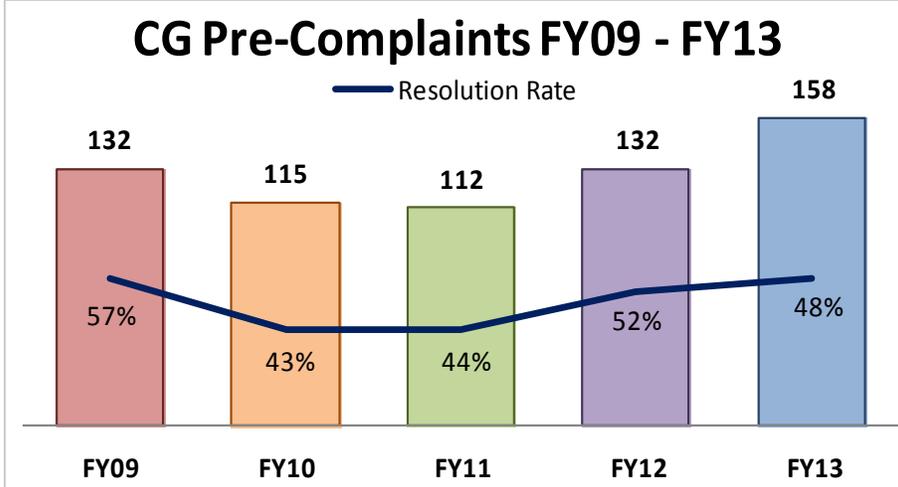
CG Expands Scope of Equal Opportunity Policy Statement

CG recently added sexual orientation and genetic information to its anti-discrimination Equal Opportunity Policy Statement, expanding the scope. As the first military organization to include these protections, CG was praised by the media for demonstrating and leading positive change. To access the updated Equal Opportunity Policy Statement as well as the Anti-Discrimination and Anti-Harassment Policy Statements, visit www.uscg.mil/seniorleadership/policy.asp.



Complaint Resolution Rate Soars in FY13

CG offers parties the opportunity to resolve their disputes through its Alternative Dispute Resolution (ADR) process throughout the life of a complaint. CG's overall resolution rate for FY 13 was 48 percent. Over the past three fiscal years, the number of pre-complaints resolved has risen (see chart).



Also, significantly, during FY 13, 158 pre-complaints were initiated at CG, with 82 resulting in formal complaints (50 civilian and 32 military). By processing 99 percent of its pre-complaints and 100 percent of its formal complaints in a timely manner (see [29 CFR 1614](#)), CG outperformed the federal averages for timeliness (93 and 75 percent respectively) (as reported by the most recent data available). Submitted by Ms. Erika Selmon

Cross-functional Team Improves Climate



In November, CAPT George Leshar, Yard Commanding Officer led the 13th workshop on improving the workplace climate for military members and civilian employees at the CG Yard. This concluded a series of sessions for the Yard's 600-member workforce on work-life issues and available resources conducted by a cross-functional "Resource Team" starting last July. CAPT Leshar gathered with the team for a photo at the final workshop. For more on this best practice, see www.uscg.mil/yard/SepOct2013.pdf. **Pictured (L to R):** CAPT Leshar; Ms. Gloria Townes, Equal Employment Manager; Mr. Cleveland Hall, Human Resources Specialist for Labor Management & Employee Relations; CDR Patrick Dozier, Yard Executive Officer; Mr. Les Delney, Yard EEO Specialist, and Ms. Jennifer Hensley, Yard Work Life Office. **Not pictured:** FSCS Donald Welch, Command Senior Chief; Ms. Melissa Sidebottom, Human Resources Specialist, and Ms. Anitra Green, SFLC EEO Specialist. *Submitted by Ms. Dottie Mitchell*

Welcome Aboard, Chief!

Yeoman Chief Ida Quiñones (pictured) joins the Civil Rights Directorate as an Equal Opportunity Advisor in New Orleans, LA. Chief Quiñones hails from Bronx, NY, and joined the CG in 1994. She has previously served at a variety of units including the CG Academy, CGC JUNIPER, CGC THETIS, Air Station Savannah (GA), and Air Station Elizabeth City (NC). Chief Quiñones earned a BS in Workforce Development and Education in 2009, followed by a MS for Quality Systems Management in 2011. *Submitted by Mr. Vesone Dean*



Continuous Improvements

Seeking to better track, report, and manage harassment and hate activity and, ultimately, increase proactive prevention efforts, CG recently initiated the development of an automated database with MicroPact Professional Services. **Pictured below (L to R):** Mr. Michael Wyatt, Micropact Customer Relations Specialist; Mr. Steve Stemmer, Micropact Sales Manager; Mr. Sean Dixon, CRD; CDR Kirby Sniffen, CRD; Ms. Francine Blyther, CRD; Mr. John Brozich, Micropact Project Manager; Ms. De Lesa Hanson, CRD; and Mr. Edgar Weaver, CRD.



Fact or Fiction: What do You Know About People with Disabilities?

Myth: People with disabilities cannot be productive in the workplace.	Fact: People with disabilities have a variety of skill sets and abilities that make them very productive in the workplace. Ability, not disability, counts.
Myth: People with disabilities do not want to work.	Fact: Most people with disabilities want to work. In fact, two out of three people with disabilities who were unemployed (67 percent) said they would prefer to be working
Myth: People with disabilities always need help.	Fact: Many people with disabilities are very independent and prefer to be responsible for themselves. If you offer assistance, wait until your offer has been accepted, then listen or ask for instructions.

CRD Goes to Flight School

Mr. Miguel Flores (Equal Opportunity Specialist, Region 2, Zone 7) presented Civil Rights Awareness (CRA) and Sexual Harassment Prevention (SHP) training to CG aviators-in-training and the CG Liaison Office (CGLO) staff who support them. More than 100 Coasties attended this first-ever CRA/SHP instruction for student aviators conducted upon Naval Air Station Pensacola, FL. CG student aviators must complete approximately 20 months of training to earn their coveted "Wings of Gold" and achieve qualification in one of four types of aircraft in the CG inventory. The Civil Rights Directorate thanks CAPT Timothy McGuire, CG Liaison Officer, his staff, and the CG members enrolled in flight training for their hospitality to the instructor and for their dedication to promoting equal opportunity in the workplace. **Pictured:** CG student aviators and CGLO staff sit engrossed in the training. *Submitted by Mr. Miguel Flores*

