

# CIVIL RIGHTS ON DECK



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## Joint Resource Working Group Meets at USCG



The following leaders met at USCG headquarters in December to discuss civil rights issues of mutual interest: Mr. Franklin Jones, Director of Civil Rights, ICE; Ms. Veronica Venture, Deputy Director of Civil Rights, DHS; Ms. Jennifer Carmichael, Director of Civil Rights, TSA & Mr. Anthony Archeval, Senior Advisor, Office for Civil Rights and Civil Liberties, DHS; pictured with Ms. Terri Dickerson, Director, Civil Rights Directorate (center). Submitted by Ms. Deborah Gant

## CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director

CAPT Paul Boinay, Office of  
Civil Rights, Policy, Planning  
and Resources

Ms. Francine Blyther, Office  
of Civil Rights Operations

Mr. Ahmad Razavi, Chief,  
Technical Operations Staff

Ms. Barbara Stewart, Chief,  
Solutions and Complaints  
Division

CDR Kirby Sniffen, Chief,  
Planning and Resource  
Management Division

CDR Pedro Jimenez,  
Executive Assistant

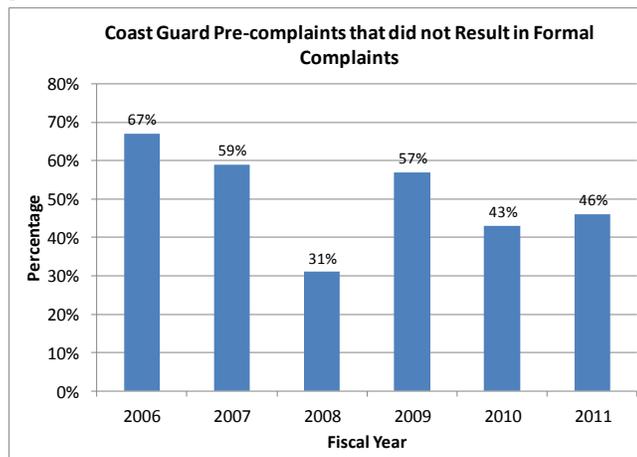
## More Cases Being Resolved Early at Coast Guard

USCG employees initiated 112 pre-complaints of employment discrimination during FY 11. The pre-complaint process allows for fact finding, inquires into the matter giving rise to the complaint, and a report issued to the aggrieved summarizing results. Fifty-two (46%) resolved through official settlement, informed decisions, or decisions not to pursue a formal complaint after the pre-complaint counseling process concluded. This rate represents an increase in pre-complaint resolution of 3%

over last year. Early resolutions make subsequent steps in the complaint process unnecessary and thereby saves time and money for all concerned. Great job, Commanders/Officers in Charge and Civil Rights Service Providers for this fantastic outcome!

Civilian employees most often cited discrimination based on disability, age or race; most common issues were harassment, reasonable accommodation for disabilities, and appointments/hires. For military personnel, the most commonly alleged bases of discrimination were gender, reprisal, and race/national origin (tied), and the issues were harassment, evaluation/appraisal, and disciplinary actions.

In addition, during FY 11, 30 final agency decisions were rendered (excluding cases dismissed for technical reasons such as untimeliness) on complaints filed by military and civilian members. All cases concluded with findings of no discrimination. For more information on the complaint process and the CG's dispute resolution alternatives such as mediation, please see the [USCG Civil Rights Manual](#), COMDTINST M5350.4C. Submitted by Ms. Erika Selmon



## Attention New Managers/Commanders/Officers in Charge



By regulation, management officials (Commanding Officers/Officers in Charge – COs/OICs) are responsible for civil rights leadership and compliance. Coast Guard policy includes a tool to assist them in carrying out these duties, the “Command Checklist.” Applicable to all Commands with 50+ personnel, the checklist must be completed by 31 October, annually. The checklist was recently modified to include three additional questions designed to encourage participation in Partnership in Education (PIE) programs and to promote awareness of Model Equal Opportunity Program Elements, as outlined in Equal Employment Opportunity Management Directive 715.

For FY 2011, the USCG Civil Rights Directorate received 233 checklists for 279 eligible commands. District-level compliance rates ranged between 89 and 100 percent, demonstrating continuous improvement by COs/OICs for civil rights performance. Stay tuned to On Deck for more analysis of checklist items. Submitted by Ms. Floretta Cabiness

## "Littlest Shipmates" Enjoy Native American Event



In recognition of National Native American Heritage Month, Headquarters Command and the Civil Rights Directorate hosted a cultural event on November 29th at Coast Guard Headquarters. This event highlighted the relevant components and contemporary issues of Native American history. Invited speakers included Chief Billy Redwing Tayac, hereditary Chief of the Piscataway Indian Nation and educational performer, Mr. James Edwards. The event was enjoyed by many employees and a spirited youth group of employees' children from the Child Development Center. *Submitted by Mr. Damian Dickerson*



### Pencil This In...

### Upcoming Cultural Events



A variety of statutes and regulations mandate Coast Guard participation in programs that stimulate, support, and report on its proactive efforts to achieve a diverse workforce and provide opportunities for the advancement of all Coast Guard members. Cultural observances are opportunities to recognize the accomplishments of individuals or groups of people and show how their experiences fit into our collective American history.

Cultural events observed by the Coast Guard occur as follows:

**January** - Martin Luther King, Jr. Federal Holiday

**February** - National African-American (Black) History Month

**March** - National Women's History Month

**May** - National Asian American and Pacific Islander Heritage Month

**August 26** - Women's Equality Day

**September 15 to October 15** - National Hispanic Heritage Month

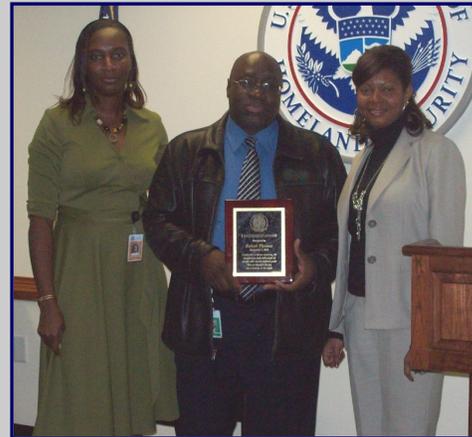
**October** - National Disability Employment Month

**November** - American Indian/Alaskan Native Heritage Month

Contact your local [Civil Rights Service Provider \(CRSP\)](#) to learn more about upcoming events in your area.

*Submitted by Mr. Damian Dickerson*

## Bravo Zulu!



On December 7, 2011, Mr. Robert J. Thomas, Zone 4 EEO Specialist, received the Blacks in Government Coast Guard Chapter's 2011 Leadership Award for his outstanding positive and productive leadership. As a lifetime member of Blacks In Government (BIG) since 2001, Mr. Thomas consistently helped increase membership, encouraged participation in chapter activities, and generated opportunities for professional development and skill enhancement for other BIG members. Mr. Thomas ensured the chapter was actively involved with Martin Luther King's Birthday and African American/Black History Month celebrations. He also served as both a moderator and customer service/special events volunteer for the 2011 National BIG Training Conference held in Boston, MA.

Pictured: Mr. Robert Thomas flanked by Ms. Gail Jackson (left), BIG CG Chapter President and Ms. Gwenda Bradford (right), BIG CG Chapter Treasurer.

*Submitted by Mr. Damian Dickerson*