

# CIVIL RIGHTS ON DECK

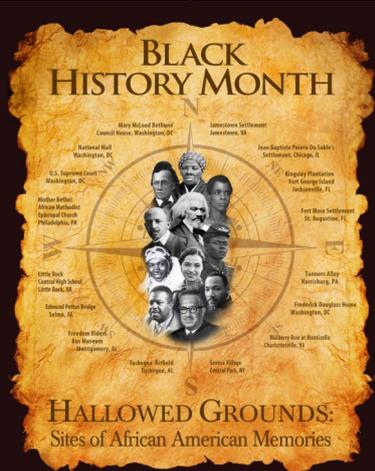


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**Pictured:** Ms. Veronica Venture (end row, right) and CRD staff members proudly presenting CG EEO awards.

## One DHS: Unified Efforts

On December 3, 2015, the Department of Homeland Security (DHS) service-wide Equal Employment Opportunity (EEO) Directors culminated their unified strategic planning efforts with a celebration, hosted at TSA Headquarters. This service-wide undertaking was headed by Veronica Venture (below), Deputy Officer for Civil Rights and Civil Liberties (CRCL).

**Triple event** - There was much to celebrate: The Directors signed the DHS EEO Strategic Plan 2020



and the DHS Alternative Dispute Resolution Council Charter. This new charter allows DHS's components to share mediation resources for all types of disputes, and not just for EEO matters. During this same event, DHS CRCL recognized components for their EEO complaint processing performance. The Coast Guard brought home four of five awards, including, the only one for Early Complaint Resolutions. This marks the second consecutive year that the Coast Guard received CRCL recognition for exemplary performance. CRD could not have achieved these accolades had it not been for Commanding Officers/Officers in Charges whose roles are vital to resolving EEO disputes, and bringing CG closer to achieving a model EEO program. Submitted by Ms. Kimberly Day-Lewis

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## EEOC Finds Sex Discrimination at the Department of Justice

The Equal Employment Opportunity Commission (EEOC) ordered the Department of Justice (DOJ) to pay an employee \$234,111 in damages for retaliation and sex discrimination. The aggrieved complained to management that she was harassed by a co-worker. In response, management sought to limit the amount of contact between the two employees; however, the agency's actions did not stop the harassment. The aggrieved repeatedly reported the ongoing harassment to management, but the harassment continued. Ultimately, the co-worker assaulted the aggrieved. During this same time period, the aggrieved was suspended one day for leave problems. The EEOC found, based on documentary evidence, in favor of the aggrieved on the bases of sex discrimination and reprisal for the suspension. *Complainant v. Department of Justice (Federal Bureau of Prisons)*, EEOC Appeal No. 020140035 (September 10, 2015). Submitted by Ms. Erika Selmon



## Strengthening Alliances

Civil Rights Directorate (CRD) Regional Directors met at Coast Guard Headquarters to enhance cohesion in policy and procedures, while strengthening channels of communication for the CG workforce. The meeting served as an opportunity to identify challenges, best practices and accomplishments. Pictured (from left to right) Dr. Faynetta Jennings, Ms. Barbara Stewart, Mr. Vesone Dean, Ms. Carolyn Hunter, Mr. Ahmad Razavi and Mr. Jim Ellison. Submitted by Mr. Kyle Malloy



## A Reason to Celebrate Black History

February 1st marks the beginning of African American/ Black History Month. This year's theme is "Hallowed Grounds: Sites of African American Memories." The Civil Rights Directorate encourages the entire workforce to recognize the accomplishments and contributions of African Americans both past and present. If you need assistance on how to facilitate an observance or ideas on what to incorporate in your command's observance, contact your local **Civil Rights Service Provider.**

## CIVIL RIGHTS DIRECTORATE

- Ms. Terri Dickerson,  
Director
- Ms. Francine Blyther,  
Assistant Director
- CAPT Joel Rebholz,  
Assistant Director
- Mr. James Ellison,  
Senior Advisor
- Ms. Dayra Harbison,  
Division Chief
- Ms. Barbara Stewart  
Division Chief
- CDR Kim Chesteen,  
Division Chief
- CDR Albert Antaran,  
Executive Assistant
- Mr. Kyle Malloy,  
Communications Specialist

## EO Reviews: A Management Tool for Command Success

One of the Civil Rights Directorate's (CRD) primary goals is to assist management in fostering overall mission effectiveness by establishing programs and practices that ensure a discrimination-free workplace. Equal Opportunity (EO) reviews serve as one method of achieving such an environment. The overall objective of an EO review is to appraise a command's Equal Employment Opportunity (EEO)/EO climate and to assist the leadership in promoting a model EEO/EO workplace by (1) measuring its effectiveness in meeting EEO/EO program objectives, (2) identifying best practices and (3) making specific recommendations for EEO/EO program improvements. The multi-phase EO review begins when a unit commander requests a review, or it is initiated by CRD. The EO review team then examines various data prior to an on-site visit. For example, the team will review and analyze the number of personnel at the unit, the



organizational structure and previous Defense Equal Opportunity Climate Survey results to help develop the review strategy. The command and the review team discuss the strategy and any specific concerns. The most valuable aspect of the EO review is when the review team engages with members of the unit to listen to comments and observations, positive or negative, regarding the command environment. These small group discussions allow members to speak without attribution and enable the team to identify any themes or common experiences regarding the unit climate. After the on-site visit, a written report is prepared for the command which outlines the findings and recommendations. All steps are geared toward encouraging a healthy workplace and movement toward becoming a model EEO/EO command. To learn more about the EO review process and how to request one, contact your [Civil Rights Service Provider](#). Submitted by Dr. Faynetta Jennings

The 2016 Civil Rights Directorate's Awards Program website is live! Check out the site for a list of opportunities [here](#) or visit [www.uscg.mil/civilrights](http://www.uscg.mil/civilrights)

## TISCOM Showcased in the News to Recognize Coast Guard Members



The Partnership in Education (PIE) program at the Telecommunication & Information Systems Command (TISCOM) is healthy and robust. The program has more than 70 volunteers and serves three schools in the Fairfax County Public School system. In a recent broadcast, LT Jeffrey Caler, ENS Nicholas Bartolozzi and IT2 Vincent Nitopi were filmed volunteering with the students for a segment on Fairfax County Public School's Red Apple Channel 21. The Coast Guard volunteers provide help and support to students from kindergarten to 12th grade in a variety of academic areas. These subjects include STEM (Science, Technology, Engineering and Math), Art, music, JROTC (Junior Reserve Officers' Training Corps) and Science Fair Judging. Pictured above IT2 Nitopi helps a student learn more about tools used in class. Submitted by LT Jeffrey Caler

## Air Station Miami Explores Race Relations

The South Florida Coast Guard Officer's Association and Air Station Miami hosted Dr. Marvin Dunn, a retired assistant professor of psychology, and former chairperson of the Department of Psychology at Florida International University for a Martin Luther King Jr. observance. Dr. Dunn spoke about race relations in America and his individual and lifelong pursuits of positive social change and social justice in America. Dr. Dunn's presentation was both educational and insightful. On behalf of the Association, CAPT Lutes presented him with a plaque commemorating his visit and thanking him for his keynote address. Submitted by Mr. Miguel Flores



## PIE Coordinators: Update Your Information on the Sharepoint

Partnership in Education (PIE) Program coordinators need to update their information on the Coast Guard Sharepoint site. Every year PIE Coordinators are required to ensure CRD has the most up-to-date command information. To access the site from a Coast Guard workstation, go to \\hqs-spweb10-001:10104/00H/2/CGPIE or click [here](#). The Coast Guard enhances educational opportunities and career awareness for the nation's



youth through direct participation in education related programs. All members of the Coast Guard family are encouraged to participate in school and community activities approved by their local command. PIE Coordinators are the ones who act as liaisons between the Coast Guard and the school systems to ensure the program maintains effectiveness and lines of communication are always open. Keep up the great teamwork! Submitted by Mr. Kyle Malloy