

CIVIL RIGHTS ON DECK



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Award Your Performers!

Recognizing member accomplishments and contributions to civil rights, equal opportunity, communities, and Partnership In Education (PIE) programs helps to foster a discrimination-free environment and maximize overall mission effectiveness.

UPCOMING AWARDS:

* Blacks In Government (BIG)

[ALCOAST 217/12](#)

Nominations due by July 3

* National Organization for Mexican American Rights (NOMAR)

[ALCOAST 295/12](#)

Nominations due by July 12

* National IMAGE

Nominations due by July 31

Check out the award opportunities and nominate deserving Coasties!

CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director
CAPT Paul Boinay, Office of
Civil Rights, Policy, Planning
and Resources

Ms. Francine Blyther, Office
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Mr. Ahmad Razavi, Chief,
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Ms. Barbara Stewart, Chief,
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CDR Kirby Sniffen, Chief,
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Management Division

Ms. Emily Harcum,
Communications Specialist

Unsupported Requirement in Job Posting Ruled Discriminatory by EEOC

Recently, the Social Security Administration (SSA) announced a Claims Representative position that included a Spanish-speaking language requirement. Soon after, a SSA employee alleged that she was discriminated against because the Agency knew she could not speak Spanish, and inserted the language requirement to prevent her from applying for the job. SSA argued that just because the applicant does not possess that job requirement does not mean discrimination occurred. SSA also claimed that, ultimately, the position required a Spanish speaker to handle customers who only spoke Spanish.



The EEOC found SSA's reasoning flawed, and ruled that the Spanish language requirement was discriminatory in this case. Several facts supported this ruling: (1) SSA took no action to determine if there was a need for a bilingual employee, (2) the office only conducted approximately three interviews in Spanish per month, (3) nineteen percent of the current office employees were bilingual, (4) there was access to a tele-interpreter service, and (5) the individual selected for the position did not conduct interviews with Spanish-speaking clients. Consequently, when a job applicant can show that an agency uses a job requirement to prevent an individual from applying, the EEOC will find discrimination. The case is *Banks v. Social Security Administration*, EEOC Appeal No. 0720100014. Submitted by Ms. Erika Selmon

Another First Historical Achievement

Recently, Ms. Margo Sheridan (holding gavel) was sworn in as Commander of the Virginia Veterans of Foreign Wars - the *first woman* to achieve this hallmark.

As Comptroller, Ms. Sheridan is also member of the Senior Executive Service (SES). The photo captures her sharing a moment with Coast Guard SES colleagues, Ms. Terri Dickerson (Civil Rights Director), Ms. Mary Landry (Incident Management and Preparedness Policy Director), and Ms. Claire Grady (Senior Procurement Executive), after her swearing-in ceremony. Submitted by Ms. Deborah Gant



Short on Time? Volunteer Online!

With only a telephone, internet connection, and 30 minutes a week, volunteers from CG Headquarters are tutoring first-grade students in a new and innovative way. Through an online pilot program, CG Partnership in Education (PIE) volunteers use screen-sharing software to read or play games with students from Hendley Elementary School. The activities are tailored to reading levels, and allow students like Johnae (pictured) to



fully engage with members of the CG workforce who participate in the reading program.

To get started, volunteers watch a one-hour live webinar that explains tutoring protocol along with tested techniques that can be employed to truly help students improve their literacy skills. To learn more about the CG's online tutoring program or to get involved, please contact [Suzan Martin](mailto:Suzan.L.Martin@uscg.mil), at (202) 372-2610 or Suzan.L.Martin@uscg.mil. Submitted by Ms. Gwen White

Everybody Wins! DC Celebration

Students from Amidon-Bowen Elementary School, coordinators, and volunteers came together to celebrate another successful year of the Everybody Wins! DC (EW!DC) program. Gathered in the beautiful atrium of the Department of Transportation building, they recognized the children's accomplishments and honored the dedication of the program's coordinators and volunteers – including twenty-eight Coast Guard men and women. Guest speakers Mary Salander, the Executive Director of EW!DC, and Ray LaHood, the Secretary of Transportation, both emphasized the importance of reading mentors in opening doors of opportunity for the participating students.

During the celebration, a first-grader, Kalia Boulware, and her Coastie mentor, LT Tonya Kelley, moved the audience with their rendition of the poem, *You Read to Me, I'll Read to You* (pictured). Kudos to EW!DC program participants, who read a total of 10,802 books together during this school year! Education partnerships help CG appeal to the future labor force. Submitted by Ms. Emily Harcum



2012 SAIGE Meritorious Service Award Winners



Congrats to Ms. Vickie Franco of MSU Morgan City & YN1 Eileen Nelson of Sector New Orleans, Coast Guard's 2012 Society of American Indian Government Employees (SAIGE) Meritorious Service Award Winners! To read about their laudable efforts, see [ALCOAST 228/12](#).

Pictured (from left to right): YN1 Eileen Nelson; Ms. Donna Walker-Ross; MG Larita Aragon (RET), Oklahoma Secretary of Military and Veteran's Affairs; Ms. Vickie Franco; and Mr. Danny Garceau, SAIGE Chairman.

4 Tricks from a Toastmaster

The Master of Ceremonies or Emcee of a Special Emphasis Program (SEP) event is the official host and often sets the tone for a celebration. To liven up National African American History Month, Women's History Month, or any SEP event as an emcee, try these time-tested Toastmaster tricks:

- Brevity:** Keep guest intros to about 45 seconds, and point out highlights to spark interest. Do not bore your audience by reading all of the speaker's degrees and accomplishments, or giving away their best stories or jokes. Leave the audience interested in what the speaker has to say!
- Realism:** Do not overstate how great or funny the speaker is. At some point, audiences say to themselves, "Oh yeah? Prove it." That makes for one tough audience.
- Suspense:** Save the speaker's name until last, making it somewhat suspenseful. Use something like, "Please help me welcome, John Smith."
- Leadership:** After you introduce the speaker, start the applause. This will cue the audience, letting them know what to do and taking the tension out of the room. When the speaker comes up - step back, shake their hand, and you're done. Submitted by Mr. Bill Cashman

CRD Welcomes New Shipmates!

Welcome aboard to Mr. Thai Ton (pictured below), who joins the CRD Headquarters staff as a Program Analyst for the Planning & Resources Management Division. Mr. Ton emigrated from Vietnam to the U.S. in October of 1991. Subsequently, he earned a Bachelor's degree in Accounting and a Master's in Software Systems Engineering. During his three years as a Program Analyst for the Deployable Operation Group of the U.S Coast Guard, Mr. Ton monitored budget execution and analyzed historical financial data to assist the capital planning process. Mr. Ton is married with two children, and lives in West Springfield, VA. He enjoys photography and spending time with his family. Submitted by CDR Kirby Sniffen



Also joining CRD is Mr. Kevin L. Perkins (pictured below), the new Special Emphasis Program (SEP) Manager for Region 1. Mr. Perkins comes to USCG from the Defense Logistics Agency, where he began his civil service career in the Equal Employment Opportunity (EEO) arena in 2009. During his 24 years of active duty with the Navy and Marine Corps, Mr. Perkins earned his Bachelor's and Master's degrees. Mr. Perkins has one son and four daughters, and is passionate about musical and vocal performance as well as public speaking. He also dabbles in golf, with the hope of one day becoming a "scratch" golfer. Submitted by Ms. Marisa Marinos

