

CIVIL RIGHTS ON DECK



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Complaints Corner: Check the Box



Recently, a federal employee did not check the box on a formal complaint form to indicate which protected bases he believed was the reason for which he alleged discrimination.

However, the Equal Employment Opportunity (EEO) counselor's report did describe that the employee raised the basis of retaliation. The employee confirmed this to be the basis upon which he alleged discrimination and, in turn, the EEOC ruled that he had stated an actionable claim. *Azadpour v. Department of Transportation*, EEOC Appeal No. 0120121414. Submitted by Ms. Erika Selmon

★ Coast Guard named a Top Government Agency for Hispanic Employment according to Hispanic Network Magazine!
www.bit.ly/HispanicEmpl

CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director

CAPT Jennifer Ketchum, Office of Civil Rights Policy, Planning, and Resources

Ms. Francine Blyther, Office of Civil Rights Operations

Ms. Barbara Stewart, Chief, Solutions and Complaints Division

Ms. Dayra Harbison, Chief, Compliance & Procedures Division

CDR Kirby Sniffen, Chief, Planning and Resource Management Division

CDR Eric Hoernemann, Executive Assistant

Ms. Emily Harcum,

Communications Specialist

Coastie Children Take the Helm

In an effort to reach the great, diverse young minds of the future and encourage them to consider CG as a employer, CRD welcomed 119 children ranging from 8 to 14 years old at the annual Take Our Daughters and Sons to Work event.

The chief organizer, RDML Bruce Baffer, energized our honorary Coasties with opening remarks before deploying them on their "missions" in small groups named after prominent CG assets like "Dolphin" and "MOHAWK". In one "mission", gathered around the huge conference table in the Commandant's Situation Room (pictured with Mr. Garcia Graves), the children experienced what it is like to be in command of the CG, making tough decisions in complex simulated scenarios enhanced by live video feeds. In another, they witnessed a precision drill performance by the fifteen-member Ceremonial Honor Guard Drill Team in full regalia and weaponry. Other sessions included a computer assembly activity focusing on information technology and physical fitness challenges in mixed martial arts, CrossFit, and Zumba.



In addition to CG's hosted event, Coast Guardsmen participated at the Department of Homeland Security's "Kids Day", where they interacted with more than 250 children and 300 parents sharing CG's missions. The children were particularly excited to interact with "Coastie", a talking model of a Coast Guard Cutter (pictured). CG representatives included LT Nick Lajoie, MKC Keiyon McCoy, and FA Kinsey Wilson of Station Washington, Mr. Dave Adams, Commander of CGAUX Division 25, LT Mark Sanchez of CG-131, and CDR Eric Hoernemann of CRD. Submitted by Mr. Kevin Perkins and CDR Eric Hoernemann

DHS PRIDE Celebration, June 6 1:00-2:00, ICE HQ, 500 12th St. SW
Guest Speaker: Gautam Raghavan, White House LGBT Liaison

Chiefs Wanted!

Thrive on challenges? Looking for something different? If you are a Chief Petty Officer transferring in AY14, consider an Equal Opportunity Advisor (EOA) position. CG EOAs are unique - both within the service and compared to other sister services. You may have received Civil Rights Awareness training from an EOA, but their role is much broader. Some highlights of the job include:

- Advising senior leadership and field personnel on civil rights laws, regulations, and policies.
- Processing complaints of discrimination, facilitating resolutions, and serving as a mediator.
- Conducting climate assessments and providing guidance on measures of improvement.
- Assisting with Partnership in Education initiatives, special observances programs, etc.

Unlike EOAs in sister services, a CG EOA works with both military personnel and civilian members. This equips the EOA with valuable knowledge, skills, and experience which directly translates to employment opportunities within the civilian federal workforce. EOAs receive extensive initial training at the Defense Equal Opportunity Management Institute (DEOMI) located at Patrick Air Force Base; and thereafter, ongoing refresher, and professional development training.

Applications are due by July 15th - so apply today! For more information including qualification requirements, please see ALCGENL 079/13, CG Military Assignments and Authorized Absences (COMDTINST M1000.8, Art. 1.E.2 and 1.E.16), and the Special Assignments website: <http://www.uscg.mil/psc/epm/ao/specialassignments.asp>. Submitted by Mr. Jim Ellison



International Art Contest Winners at CG PIE School



Each year, CG, JASON Learning, and the North American Marine Environmental Protection Association invite students in grades K-12 around the world to create artwork on a marine-environment related theme. Five of the twelve winners of this year's "Let's Make Ships Greener" International Student Art Contest come from Partnership In Education (PIE) schools! The artwork of Rebecca Wright, a third grade student at PIE school, Cape Hatteras Elementary, and the daughter of BMCS Christopher Wright (Station Hatteras Inlet) claimed one of those spots. "Awesome" is how PIE Coordinator, ENG4 Jerome Markham of TRACEN Yorktown (pictured), described the works of the four additional award winners from PIE school, Yorktown Elementary. The artwork of Wright as well as grand prize winner, Matthew Petrie, and finalists, Maanav Patel, Caroline Allmon, and Krupa Patel was among those featured on [JASON Learning's website](#), and will be published in the 2014 International Art Contest Calendar. Submitted by Ms. Gwen White

United Through Reading



Separation from loved ones during a deployment is difficult for service members, and often, particularly hard for children. The United Through Reading (UTR) Military Program helps deployed service members stay in touch with their children through read-aloud DVD stories.

Many deployable CG units and cutters already have UTR programs. Others wishing to start a program should contact Ms. Tina Wright, UTR National Program Manager, USCG, at tina.wright@unitedthroughreading.org. UTR provides materials for a command briefing, training for program managers, and a free starter kit. For more info, please see <http://www.unitedthroughreading.org>

Civil Rights Spotlight: Did You See This?

CG civil rights stories have been stealing the spotlight lately. Take a moment to check them out:

- CG members join hundreds of athletes in a charity bicycle ride to raise awareness for veterans who have been disabled in service: <http://coastguard.dodlive.mil/2013/05/cycling-for-service/>
- CG's Partnership In Education (PIE) programs inspire children across the nation: <http://coastguard.dodlive.mil/2013/05/coast-guard-role-models-inspiring-the-next-generation/>



The Civil Rights Directorate Welcomes New Shipmates!

Ms. Dayra Harbison joins the Civil Rights Directorate (CRD) as Chief of the Compliance and Procedures Division. With over 17 years of experience in the EEO field, Ms. Harbison has served as an EEO Specialist, EEO Officer, and EEO Director at regional and major command levels for the U.S. Army, Forces Command. Ms. Harbison's education includes a bachelor's in French, a master's in human relations, and a master's in strategic studies. She is married to Mr. Jerry Harbison, and they have three children: Jerry, Victoria, and Michael.

CRD welcomes Ms. De Lesa Hanson as a Technical Advisor in the Solutions and Complaints Division. A native of California, Ms. Hanson earned a bachelor's in ethnic studies from California State University at Fullerton. Ms. Hanson comes to CG from Transportation Security Administration (TSA), where she served as an EEO Specialist and Settlements and Compliance Analyst. This December, she will earn her master's in homeland security - transportation and critical infrastructure security.

Ms. Kimberly Ly joins the CRD as a Civil Rights Analyst. Previously, Ms. Ly served as a survey technical advisor and human resources professional in the Office of Strategy and Capability (CG-1B). She has years of experience in organizational development and financial, budgetary, and human resource management. Ms. Ly is a certified senior human resource professional from the HR Certification Institute, and is currently pursuing a doctorate in management from Johns Hopkins University.



The Holocaust: "Never Again"

This year's Holocaust Remembrance Day theme, "NEVER AGAIN: Heeding the Warning Signs", promises past and future generations that we will do everything we can to ensure the horrors of the Holocaust are not repeated. In observance and support of this goal, CG units in Elizabeth City, NC, hosted Ms. Mickey Held and Ms. Rena Myers from the Holocaust Commission and Community Relations Council of the United Jewish Federation of Tidewater (UJFT), who told the inspiring story of Mr. Hanns Loewenbach. Ms. Held also shared a video of Mr. Loewenbach, and narrated her personal experiences with him before his passing. The UJFT sponsors the "What We Carry" series (www.whatwecarry.org), a set of four video documentaries meant to preserve the stories of Holocaust survivors and document the challenges of growing up as a Jew in Nazi Germany. The observance reminded all of us of the destructive powers of prejudice and hatred. Pictured (L to R): CAPT David C. Hayes, Commanding Officer, NSFCC, and Mr. Paul Ziegengast, Equal Employment Specialist, Civil Rights Directorate, presenting framed Commemorative Holocaust Remembrance Day posters to speakers, Ms. Held and Ms. Myers of UJFT. Submitted by Mr. Ziegengast