

CIVIL RIGHTS ON DECK



Volume 7, Issue 5

May 2012



Welcome Aboard!

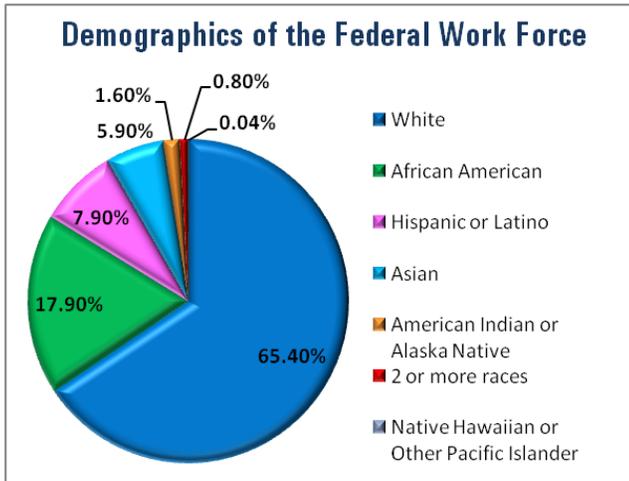
Ms. Kimberly Day-Lewis joins CRD as Alternative Dispute Resolution (ADR) Manager in the Solutions & Complaints Division. Ms. Day-Lewis comes to USCG from the Raleigh Area Office of the EEOC where she served as ADR Mediator for private sector discrimination charges. She brings years of experience as an employment law attorney, dispute resolution practitioner, and workshop leader in both the corporate and non-profit sectors. After several years in the slower-paced coastal city of Wilmington, NC, Ms. Day-Lewis looks forward to exploring the rich cultural & historical assets of the DC area. Submitted by Ms. Barbara Stewart

EEOC Releases FY10 Report on the Federal Work Force

The Equal Employment Opportunity Commission (EEOC) released its Annual Report on the Federal Work Force Part II: Work Force Statistics in late March. Providing a Government-wide accounting of equal employment opportunity (EEO), the report covers FY2010, the period from 1 October 2009 to 30 September 2010. The report offers workforce profiles and trends for sixty-four Federal agencies including the Department of Homeland Security, a status report of agencies' progress toward achieving a model EEO program, as well as summaries of EEO program activities, and best practices.

The report highlighted a small gain (554) in employees with targeted disabilities (deafness, blindness, missing extremities, partial or complete paralysis, convulsive disorders, intellectual disabilities, mental illness, and distortion of the limb or spine). Thus, as of FY10, individuals possessing targeted disabilities made up 0.88 percent of the federal workforce - short of EEOC's goal of 2 percent.

The report also noted that of the 2.8 million Federal employees, 56 percent are men and 44 percent are women. Further demographic breakdowns revealed the Federal workforce as 65.4 percent white, 17.9 percent African American, 7.9 percent Hispanic or Latino, 5.9 percent Asian, 1.6 percent American Indian or Alaska Native, 0.8 percent persons of two or more races, and 0.04 percent Native Hawaiian or Other Pacific Islander. For the full report, visit http://bit.ly/eeoc_fy10report. Submitted by Ms. Erika Selmon



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
- Ms. Emily Harcum, Communications Specialist



CRD Coordinates a Flight to Remember

Ms. Patricia Eidenire (pictured second from the right), a USCGA appointee who aspires to pilot helicopters, experienced an orientation flight with Ms. Jane Garraux, MAST Academy Principal, and two members of the Air Station Miami flight crew, AET2 Ray Rivera Rodriguez (left) and LCDR Whitney Keith (right). CRD Director, Ms. Terri Dickerson, coordinated the flight following a Region 2, Zone 7 site visit. Submitted by Ms. Laurene Gooch



Executive Summary

Technology giant Cisco hosted members of the Coast Guard Academy (CGA) Board of Trustees (BoT) and staff for an executive briefing on diversity and equal opportunity best practices. Pictured in the lobby of the Cisco Executive headquarters (from left): RADM Joe Castillo, Ms. Shari Slate/Chief Inclusion & Collaboration Strategist for Cisco, Ms. Sandy Hoffman/Chief Diversity Officer for Cisco, Mr. Antonio Farias, Director of Diversity for CGA, Ms. Terri Dickerson (BoT) and Mr. Louis Albuerne/Account Manager/Cisco.



Welcome Aboard!

Welcome Ms. Pamela Johnson, CRD's newest member of Region 2, Zone 5. In addition to serving as an EEO Specialist/Counselor, Ms. Johnson will be working with the Federal Women's & People with Disabilities Programs. She holds a BA in Sociology & an MBA in Human Resources, and has 18 years of experience working for the Department of the Army in the EEO and administration fields.

Ms. Johnson's government service has allowed her to live in Colorado, Kentucky, Alabama, and now Virginia. She is married with five children, a dog, and a cat. Submitted by Ms. Patricia Hill

JFK Museum: Reflecting on Civil Rights

John F. Kennedy
PRESIDENTIAL LIBRARY AND MUSEUM



Ms. Marisa Marinos, CRD Regional Director, visited the John F. Kennedy Presidential Library and Museum in Boston after making a site visit to the Region 1, Zone 1 office (see photo). The Library and Museum chronicle President Kennedy's term of office, and covers major events of the time including those related to civil rights.

More info on the JFK Presidential Library & Museum can be found at: <http://www.jfklibrary.org/>. Submitted by Mr. Bill Cashman



CRD Plans for the Future

Regional and Zone Managers met in New Orleans, LA to plan for the future (Plan of Action 2016), discuss important civil rights issues, and refine processes. This forum included informative sessions, one led by Ms. Patricia St. Clair, an MD-715 trainer with the Equal Employment Opportunity Commission (EEOC). Ms. St. Clair provided training on MD-715 barrier analysis, the triggers and red flags found in workplace policies, procedures, and practices, and how to identify root causes.

CRD staff also visited Sector New Orleans and viewed the Vessel Traffic Control (VTC) control room, from which personnel monitor and control all vessel traffic from Baton Rouge to the Mississippi Delta. After an interesting presentation, VTC personnel took the time to answer questions and provide in-depth demonstrations.

Later, MSTCM Damara Oos, the highest ranking Marine Science Technician in the area, escorted CRD on an informational tour of the departments that make up Sector New Orleans, while highlighting interesting artifacts recovered from worksites. Submitted by YN2 Christine Carolus

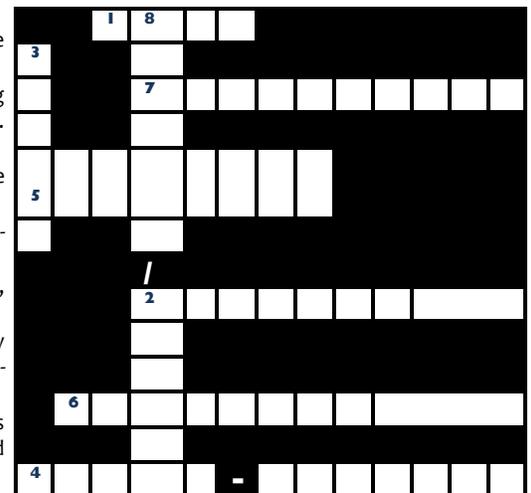


Equal Opportunity Observances: What and Why We Recognize

Coast Guard encourages all commands to initiate activities and events which promote equity, fairness, and equal opportunity within the workforce. Also known as Special Emphasis Programs (SEPs), these employment-related activities focus attention on groups whose participation rates fall below those found in the national civilian labor force. These programs are authorized by Executive Orders and Civil Rights regulations, and reinforced by Presidential Proclamations which commemorate the special observances and encourage Americans to participate in related educational activities and celebrations (see COMDTINST M5350.4C). Throughout the year, CG members organize events and activities in support of SEPs.

Use the clues below to complete a list of these special observances.

1. January – The _____ Holiday. Commemorates the life of, and encourages activities in remembrance of the U.S. civil rights leader who was born on January 15, 1929 and was assassinated on April 4, 1968.
2. February – National _____ American History Month. Initiated by Dr. Carter G. Woodson in 1926 during the second week in February to be associated with birth dates of Abraham Lincoln and Frederick Douglass. In 1976, it was extended to the entire month of February.
3. March - National _____'s History Month. Origins of this observance are educational initiatives, some of which took place at Sarah Lawrence College in 1979.
4. May - _____ - _____ American Heritage Month. Congress passed a joint resolution in 1978 to commemorate this observance during the first week of May. In 1992, it was expanded to a month.
5. August 26 - Women's _____ Day. Celebrated since 1971, this observance commemorates August 26, 1920 when the 19th Amendment to the U.S. Constitution, giving women the right to vote, was certified.
6. September 15 - October 15 National _____ Heritage Month. President Lyndon Johnson originally approved this observance, which was later expanded by President Ronald Reagan in 1988 to cover a 30-day period.
7. October - National _____ Employment Awareness Month. An extension of National Since 1988, this month has been set aside to raise awareness about the achievements of persons with diverse physical and mental abilities.
8. November - American _____ / _____ Native Heritage Month. In 1990, President George H. W. Bush declared this observance in a landmark Bill honoring America's Tribal people.



Answers: 1. King, 2. African, 3. Women, 4. Asian Pacific, 5. Asian Pacific, 6. Equality, 7. Hispanic, 8. Indian/Alaska

Submitted by Ms. Deborah Gant