

# CIVIL RIGHTS ON DECK



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## CRD Feedback Forum

"I wanted to get off a quick note of belated thanks to you and your team for the great SELEOS last month. I took a lot of useful information away from that seminar. The focus on the DEOCS was very timely as we embark on a command climate survey.... Thanks again to you and your team for putting this seminar together."

— Email from a Coast Guard Flag Officer who attended the Senior Executive Leadership Equal Opportunity Seminar (SELEOS), sponsored by the Civil Rights Directorate (CRD).

Do you have a question or comment? Contact us from our web page: <http://www.uscg.mil/hq/cg00/cg00h/ContactUs.asp>

## CIVIL RIGHTS DIRECTORATE

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## One Year Later: Facing the Faces of "Don't Ask Don't Tell" Repeal



**Pictured:** Moderator, CWO Larry Gilbreath, with panelists, YN1 Larry Harvell, and OSCM Lisa Starliper.

Recently, the PACAREA Leadership Diversity Advisory Council (LDAC) hosted CG Island's event commemorating the anniversary of the repeal of 10 USC 654, also known as "Don't Ask, Don't Tell." The forum tackled some of the unique challenges that commands, gay service members, and leadership have faced since the repeal. The forum opened with a presentation followed by three openly gay Coasties responding to questions posed by the facilitator and attendees. For example, "What made you decide to be 'out' at work?" and "How did you balance the work-life aspects of your life during DADT?" The panelists also spoke about their personal experiences and concerns such as, "Should I bring my partner to military-related events?" Civil rights and legal experts, a chaplain, and an ombudsman also weighed in on relevant questions. This forum highlighted the importance of open, honest dialogue in dispelling any myths, fears, and stereotypes that may exist regarding sexual orientation. Events like these are a critical part of creating a discrimination-free environment at CG. *Submitted by LT Howard Vacco*

## Command Checklist Ensures Coast Guard's EO Mission is Fulfilled

CRD thanks all Commanding Officers/Officers in Charge (COs/OICs) who timely completed the Civil Rights Command Checklist, a tool that delineates the CO/OIC's equal opportunity responsibilities under law, regulation, Executive Order, Management Directive, & Commandant's Instruction. Commands with 50+ personnel are required to complete Command Checklists annually by 31 October. For example, **Climate Surveys:** the checklist reminds units with 25+ personnel to conduct Defense Equal Opportunity Management Institute (DEOMI) organizational climate surveys (DEOCS). Units that had not completed DEOCS as of 19 September no doubt have noticed that the DEOMI website is offline, preventing use of the instrument. DEOMI does not have a prognosis for the site's restoration, however, has indicated that 1) the outage is temporary, 2) all surveys that were in progress at the time of the outage will reactivate when the site returns, 3) components will be able to continue administering the survey from the point it was last active, and 4) components will be able to extend closing dates to permit completion by unit personnel. For assistance with the checklist, surveys, or other matters, contact your Civil Rights Service Provider (CRSP) at <http://bit.ly/crsps>, 1-888-992-7387. *Submitted by Ms. Barbara Stewart*



November is National Native American Heritage Month! This year's theme is "Serving Our People, Serving Our Nations: Native Visions for Future Generations."



## Rehabilitation Act: When You Have a Need to Know

The Rehabilitation Act prohibits employment discrimination on the basis of disability, and contains specific provisions regarding the confidentiality of medical records. However, agency officials may disclose confidential medical information to other agency officials who have a "need to know" if the disclosure is necessary to ensure compliance with the Act. Recently, an Internal Revenue Service employee alleged discrimination when, during the course of the investigation, the agency's EEO investigator revealed information regarding the employee's disability to coworkers.

The EEOC found no violation of the Rehabilitation Act because the investigator needed to reveal the disability in order to obtain witness testimony relevant to the claim of discrimination. Therefore, in this instance, the disclosure was appropriate. The case is Davis v. Department of the Treasury (IRS), EEOC Appeal No. 0120102597. *Submitted by Ms. Erika Selmon*

## Baltimore Area CG Commands Celebrate 3rd Annual "Diversity Day"



In the spirit of creating a positive environment where the differences of all personnel are recognized, understood, and valued, the Baltimore area Coast Guard commands held their 3rd annual Diversity Day in October at the CG Yard.

Attending military and civilian employees enjoyed a variety of cultural exhibits, CG booths, ethnic food sampling, and performances by guest artists. Native American, African-American, Hispanic American, and Asian Pacific American performers provided cultural education as well as outstanding entertainment for the crowd. Widely attended, this event encourages all Coasties to find ways to recognize, honor, and celebrate the rich diversity within our workforce. Submitted by Ms. Dottie Mitchell

## National Hispanic Heritage Month: The Power of One



"Each person has something unique to offer, and that one person can make a positive difference for self, family, community, and nation." Though his grandparents and mother endured ridicule, ostracism, and great financial hardship, each remained steadfast in the belief that America offers opportunities to succeed for those willing to work hard - no matter one's race, creed, or color. —From keynote speech by RADM Vincent B. Atkins, Director of Operations, U.S. Southern Command. Submitted by DCC James Chesteen & Ms. Laura Gooch

## Spotlight on Civil Rights at 5th District CO/OIC Conference



At this year's 5th District Commanding Officer/Officer in Charge Conference in Yorktown, VA, Mr. Paul Ziegengest presented civil rights topics including CRD's Plan of Action 2016, the Defense Equal Opportunity Management Institute Organizational Climate Survey (DEOCS), reasonable accommodations, Civil Rights Awareness training, and the Civil Rights Command Checklist. As an Equal Employment Opportunity Specialist, Mr. Ziegengest seized this opportunity to ensure that the units in his area remain current on civil rights, and to remind them of their important role in creating a discrimination-free workplace at Coast Guard. Contact your local Civil Rights Service Provider at <https://bitly.com/crsps>. Submitted by Mr. Linwood Outlaw

## Welcome Aboard: New Civil Rights Officer in Alaska



Ms. Christa Foli joined the Civil Rights Directorate (CRD) Region 3, Zone 12 as a Civil Rights Officer. Ms. Foli comes to Coast Guard from the U.S. Air Force, where she worked as the Senior Equal Employment Opportunity (EEO) Specialist. With over 12 years of experience in the EEO field, she has served as a Complaints Manager, Reasonable Accommodation Program Manager, Special Emphasis Program Manager, and Mediator/Facilitator for conflict resolution. Originally from Illinois, Ms. Foli has lived in Alaska for 21 years with her husband, David. They have six children: Walter, Charity, Christina, Jonathan, and twins, Michael & Timothy. Outside of work, Ms. Foli loves to travel and spend time with her eleven grandchildren. Submitted by Ms. Lisa Darter

## Congratulations to CG's 2012 IMAGE, NOMAR, & Latina Style Meritorious Service Award Winners



**IMAGE:** Bravo Zulu, LT Stephanie Young, CG's National IMAGE Meritorious Service Award Winner! During the ceremony which recognized her contributions, RADM Joseph Castillo, Deputy Commander, Pacific Area, delivered an exceptionally motivating keynote speech, which elicited a standing ovation from the audience.

▲ LT Young is pictured above flanked by RADM Castillo (left) and Mr. Ahmad Razavi, CRD Region 3 Director (right). To read more about her accomplishments, see [ALCOAST 379/12](http://ALCOAST 379/12).



▲ **NOMAR:** Coast Guard applauds Mr. Miguel Flores (pictured left) of the Civil Rights Directorate and YN3 Andres Valverde (pictured right) of the Telecommunication and Information Systems Command (TISCOM), winners of the 2012 National Organization for Mexican American Rights Meritorious (NOMAR) Service Award! For more, see [ALCOAST 366/12](http://ALCOAST 366/12).

### LATINA STYLE: ▶

Congratulations, LCDR Martha Rodriguez of LANTAREA, Coast Guard's 2012 Latina Style Meritorious Service Award Winner! LCDR Rodriguez is a recognized

leader and mentor for Latinas throughout CG, and CRD applauds her extraordinary efforts and contributions. She is pictured with RADM Frederick J. Kenney, USCG Judge Advocate General. To read more about LCDR Rodriguez's accomplishments, please see [ALCOAST 397/12](http://ALCOAST 397/12).

Submitted by Ms. Gwen White

