

CIVIL RIGHTS ON DECK



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National Hispanic Heritage Month Starts

The Hispanic American A Proud History



The Coast Guard encourages units to celebrate National Hispanic Heritage Month from 15 September to 15 October. This is a designated time during which units are urged to spotlight the significant contributions made to our Service and the United States by Hispanic Americans. The theme for this year is "Hispanics: A legacy of history, a present of action and a future of success." For ideas to inspire your unit's National Hispanic Heritage event contact your local [Civil Rights Service Provider](#).

CIVIL RIGHTS DIRECTORATE

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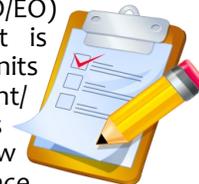
CDR Kirby Sniffen, Chief, Planning and Resource Management Division

CDR Albert Antaran, Executive Assistant

LT Caleb James, Acting Communications Officer

Command Checklist: Ensuring Compliance for

Operational commanders have important Civil Rights responsibilities that are highlighted in the Command Checklist, an important tool that helps Commanding Officers/Officers in Charge (COs/OsIC) comply with Equal Employment Opportunity/Equal Opportunity (EEO/EO) regulations and policies. Moreover, completing the Command Checklist is significant for COs/OsIC in setting expectations for workplace climate at their units in accordance with the Commandant's Equal Opportunity, and Anti-Harassment/Hate Incident policies. Any unit can complete a Command Checklist, but units with 50 or more billeted positions are required to do so. Over the next few weeks, Civil Rights Service Providers will contact COs/OsIC to provide guidance and support for this requirement. The Command Checklist is due to Civil Rights zone offices by 31 October 2014. For more information on see the [CRD website](#). Submitted by Ms. Kimberly Ly



Incomplete Complaint Files are Cause for

The U.S. Department of Health and Human Services (HHS) was sanctioned for failing to produce a complete Equal Employment Opportunity (EEO) investigative record. *Background:* An employee (Complainant) filed an EEO complaint alleging discrimination. At the conclusion of the required investigation by HHS, the Complainant requested a hearing before an Administrative Judge (AJ) with the Equal Employment Opportunity Commission (EEOC); the AJ found no discrimination.



On appeal to EEOC Office of Federal Operations, HHS was instructed to produce additional investigative information within 30 days to complete the record. In response to the request, only partial supplemental files were submitted. After several attempts to obtain a complete investigative record, HHS was penalized by the EEOC and the initial decision finding no discrimination was withdrawn. The case was returned to an AJ for a second decision. Citation: *Kelly v. Dept of HHS, EEOC Appeal decided 8 January 2013*. Submitted by Mr. Johnny McAfee

Ambassador of Finland Speaks at Women's



Above (from left to right): Ms. Ashley Lewis, Ms. Mary Landry, Women's Equality Day Champion Ms. Kelli Seybolt, special guest speaker Ms. Jacqueline LaPointe, Ambassador Koukku-Ronde. Ms. Claire Grady, Ms. Terri Dickerson, and Ms. Fran DeNinno-Zukunft.

Her Excellency Ritva Koukku-Ronde, the Ambassador of Finland to the United States, stirred the hearts and minds of over 200 Coast Guard personnel during a Special Observance for Women's Equality Day. Speaking as Finland's first female ambassador to the United States, Ambassador Koukku-Ronde's remarks established a global context for the progress towards women's equality.



Right: Ambassador Koukku-Ronde greets LT Gwendolyn English

Below: Ms. Jacqueline LaPointe introduces Ambassador Koukku-Ronde while Ms. Kelli Seybolt looks on.

Women's Equality Day is officially celebrated on August 26th, the anniversary of the 19th Amendment to the United States Constitution which, passed in 1920, granting women the right to vote in America.

This special event has evolved to include many facets, often emphasizing equality for future generations. To that point, the Women's Equality Day Senior Executive Champion, Ms. Kelly Seybolt's (Pictured right with Ambassador Koukku-Ronde) daughter, Ms. Jaqueline LaPointe (Pictured above at center), introduced the guest speaker. Submitted by CDR Kirby Sniffen



Language Proficiency Matters When It Comes to Leadership



Title VI of the Civil Rights Act of 1964 and Executive Order 13166 require the Coast Guard to maintain a language access plan, widely known as a Limited English Proficiency (LEP) Plan, that reflects the needs and priorities of the Coast Guard as well as the population we encounter and serve.

To that end, the Civil Rights Directorate (CRD) hosted a meeting with Coast Guard stakeholders whose roles require communication plans for various languages. From the initial meeting, the participants plan to identify and contact relevant Coast Guard LEP stakeholders, establish a LEP working group, and develop the charter for Coast Guard language assistance.

To learn more about the Coast Guard's LEP program, or to identify your office as a LEP program stakeholder, please e-mail Ms. King at Gwendolyn.A.King@uscg.mil **Pictured:** CAPT Julia Hein and Ms. Gwen King review notes following August's LEP Stakeholder Meeting. Submitted by Ms. Dayra Harbison

Coast Guard Recognizes Blacks in Government

Congratulations to Lieutenant LaShanda Holmes and Ms. Gwendolyn White, the 2014 Coast Guard recipients of the Blacks in Government (BIG) Meritorious Service Awards! Programs like the BIG Awards foster a discrimination free environment through recognition of workforce members' accomplishments and contributions to civil rights, equal opportunity, under represented communities, and education programs.

Lieutenant Holmes is recognized for her work with Tomorrow's Aeronautical Museum and six Historically Black Colleges and Universities, significantly contributing to students in underserved communities. Ms. White is recognized for her vital work as the Coast Guard's PIE program manager, helping the Service to reach out to over 60,000 students during the 2012-2013 school year. Bravo Zulu, Shipmates!

To learn more about the Coast Guard's BIG Meritorious Service Award Winners and their many accomplishments please see [ALCOAST 312/14](#). **Pictured (Left to Right):** Mr. Curtis Odom (CG-12) presents award to LT Holmes, with BIG National President Darlene H. Young. Submitted by CAPT Joel Rebolz



Did you know the Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS) is required at a unit of 25 or more? For more information see [ALCOAST 337/14](#).



Welcome Aboard New CRD Staff in Region 2



CRD welcomes four new crewmembers! Mr. Steve Harris (Region 2, Zone 6) joins CRD as an Equal Employment Specialist in Elizabeth City, NC. He is a retired Coast Guard Master Chief and served nine years in the Civil Rights arena as the Coast Guard Service Liaison to the Defense Equal Opportunity Management Institute (DEOMI). While at DEOMI Mr. Harris (**Pictured** Top Right) spearheaded the Senior Leader Training Team and was the Leadership Team Awareness Seminar Program Manager.



BMC Daniel Burgoyne (Region 2, Zone 7) assumed Equal Opportunity Advisor (EOA) duties in Miami, FL. He has 17 years of distinguished service, earning a Bronze Star Medal while training the Iraqi Coast Guard. BMC Burgoyne (**Pictured** Top Left) is an avid runner, completing 12 marathons.

YNCS Toby Burke (Region 2, Zone 5) reported as a newly trained EOA in Portsmouth, VA. He reports from the Cutter Boutwell having recently graduated from DEOMI's EOA Course. A Yeoman by trade, YNCS Burke (**Pictured** Bottom Right) has completed tours at Integrated Support Command Ketchikan (AK), Cutter Maple (AK), Air Station Clearwater (FL), and Sector Sault Ste Marie (MI).



YN2 Ian Hildebrand (Region 2) joins CRD as an Equal Opportunity Assistant. He joined the Coast Guard in 2006 and has completed tours on the Cutter Osage, at District Five, and Atlantic Area. YN2 Hildebrand (**Pictured** Bottom Left). Welcome aboard, shipmates!

