

CIVIL RIGHTS ON DECK



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Making The Coast Guard A Model Employer of Choice



Pictured above - from Left to Right: Mr. Damon Manning, Ms. Gwendolyn White, CDR Gina Freeman, Ms. Darlene Murphy, Ms. Erika Crawford, Ms. Donna Walker-Ross, Ms. Gwendolyn King and Mr. Juan Torres.

Following Equal Employment Opportunity Commission (EEOC) guidelines for becoming a model agency, the Coast Guard maintains a Barrier Analysis Working Group. This group is charged with analyzing annual Workforce (WF) employment data, including participation based on sex, race, ethnic background, or disability status to determine if there are employment barriers that would prevent a group from equal opportunity. A barrier is an agency policy, principle or practice that limits equal employment opportunities for a particular group. Examining and

removing barriers is important to the Coast Guard as it remains committed to Equal Employment Opportunity (EEO). Additionally, the practice of conducting barrier analysis serves to proactively address concerns that can lead to EEO complaints. The working group is made up of a cross service all-star team whose skills include analytics, problem solving, strategic planning, equal opportunity and human resources. Currently, the group is reviewing WF data on civilian employees of every appointment, grade levels, sex, race or ethnicity and disability for an annual report to the EEOC.

Submitted by Ms. Gwendolyn King



Emails Do Support Harassment Claims

In their 2013 decision, the Equal Employment Opportunity Commission (EEOC) said federal agencies must ensure they collect and consider all evidence of harassment, including emails, before dismissing a complaint. While emails alone may not constitute workplace harassment entirely, they may serve as evidence to support a claim of harassment and should not be dismissed. In a Department of Veterans Affairs (VA) case, an employee complained that her supervisor began harassing her in emails. He allegedly criticized her, provided her with additional assignments, reprimanded her more harshly for mistakes, micromanaged her, and gave her a lower performance appraisal. The VA dismissed the claim. On appeal, The EEOC concluded that the VA should not have dismissed the complainant's harassment claim without considering the entire record, including the emails from the supervisor. The EEOC ordered the VA to investigate the claims and process the complaint. *Complainant v. Department of Veterans Affairs*, EEOC Appeal No. 0120132866 (2013) Submitted by Ms. de Lesa Hanson



Settlements Benefit all Parties: B-SMART



Alternative Dispute Resolution (ADR) is an intervention in a dispute which allows members to settle issues. Advocates for ADR employ the principles of B-SMART, which means settlement agreements should be written in terms that are Balanced, Specific, Measurable, Attainable, Relevant and Time-bound (B-SMART). Balanced maintains the concept of a "win-win" situation. Specific ensures that a term is easily identifiable. Measurable refers to a request that is quantifiable. Attainable defines whether or not a request can be met. Relevance determines if the terms address the actual issues. And, time-bound ensures that the term of the agreement is executed in a specified amount of time. A B-SMART settlement clearly articulates the expectations for each party and minimizes the likelihood of settlement disputes.

Submitted by Mr. Hyrom D. Buchanan



Get Civil Rights Awareness Training, It's Mandatory

Civil Rights Awareness training is a legal requirement and a CG policy which needs to be completed every three years. Overall, it is vital to providing a working environment where differences are appreciated so each individual's unique strengths can help contribute to the overall mission of the Coast Guard. It is important that each member of the workforce understands the laws, regulations and policies that are in place to protect them from unlawful discrimination (including harassment). To find out more about Civil Rights Training, please contact your local [Civil Rights Service Provider](#).

CIVIL RIGHTS DIRECTORATE

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- Mr. Kyle Malloy,
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Civil Rights Professionals Master Best Practices at EEO Training Conferences



Civil Rights Directorate (CRD) members attended two specialized Equal Employment Opportunity (EEO) conferences to learn what is new in EEO laws and practices, to sharpen skills and expand their knowledge. Their attendance demonstrates the Coast Guard's continued commitment to professional growth and development as these specialists provide ongoing service to Coast Guard's workforce. The Examining Conflicts in Employment Law Conference (EXCEL) is hosted annually by the Equal Employment Opportunity Commission (EEOC) and features keynote addresses, expert panel discussions and workshops tailored to private, federal, and joint military EO professionals. CAPT Joel Rebholz, Chief of Civil Rights Policy Planning and Resources, attended EXCEL and shared, "I was impressed by Secretary of Labor Thomas Perez keynote address and the workshop on effective use of data in EO programs which focused on initiatives from the Departments of Veterans Affairs and Homeland Security." Secretary Perez motivated the audience and the VA's data-centric presentation provided concrete ideas that I'd like to implement in the Civil Rights Directorate. The Federal Dispute Resolution Conference (FDR), another annual training conference, features instruction organized into several tracks that include Alternative Dispute Resolution, Equal Employment Opportunity, Employee Relations, Executive Perspectives, and the law. Keynote speakers Mr. Steve Pemberton, author of "A Chance in This World", and Maj. Gen. Michael T. McGuire, the Adjutant General of Arizona's Army and Air National Guard, rounded out FDR's technical training agenda. At FDR, Ms. Nicole Milline remarked, "The training sessions and speakers worked together to really remind me that, as civil rights practitioners, our work helps America live up to its ideals and that every detail matters." These conferences are the two pioneer training sources which serve EEO/EO professionals requiring annual professional accreditations. **Pictured:** (From left to right) Ms. Kristin Damigella, ETCS Mark Allen, Ms. Melissa Purdy, Mr. Kevin Ainsworth, Mr. Hyrom Buchanan, Ms. Anitra Green and Mr. Stephen Snyder.

Submitted by LT Caleb James

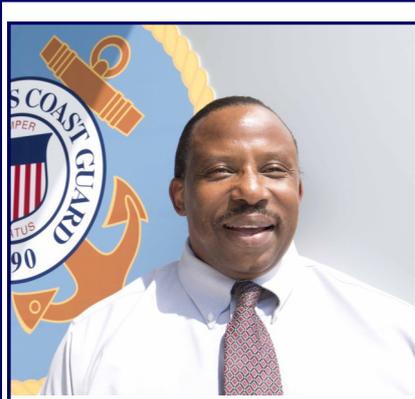
Submission period for the U.S. Coast Guard Civil Rights Senior Leader Award is open! To learn more about the process, check out [ALCOAST 326/15](#) for more information. The deadline for submissions is October 2, 2015

Coast Guard Headquarters Celebrates Women's Equality Day



Coast Guard Headquarters celebrated Women's Equality Day by hosting a panel discussion with Dr. Jennifer L. Lawless, Director of the Women & Politics Institute at American University. Dr. Lawless conducts research focusing on representation, political ambition and gender in the electoral process. She is also a nationally recognized speaker on electoral politics and the author of "Becoming a Candidate: Political Ambition and the Decision to Run for Office." During the panel discussion, Dr. Lawless spoke about gender differences and how they influence candidacy for an electoral office. She spoke about the research and data showing how culture influences potential candidacy depending on gender. She also addressed the importance of challenging the country's perception of what is required to run for office while highlighting all of the possible electoral positions available on a local level. The discussion was moderated by LCDR Reyna McGrail and attended by Coast Guard Headquarters uniformed and civilian personnel. Ms. Kelli Seybolt, Executive Champion for Women's Equality Day, organized the event along with her team and the Civil Rights Directorate. **Pictured:** (from left to right) Ms. Kelli Seybolt, LCDR Reyna McGrail, Dr. Jennifer Lawless, Richard Kavanaugh, and CDR Clay Clary.

Submitted by Mr. Juan Torres



Congratulations!

To Mr. Vesone Dean on his most recent accomplishment, selection as Regional Civil Rights (CR) Director, Region 4 (Midwest and Western Gulf Coast States). Mr. Dean has served with the Coast Guard, CR Directorate since 2000 in many capacities, EEO Specialist, EEO manager, acting Deputy Regional CR Director and acting Regional CR Director. CRD congratulates Mr. Dean!



NOMAR Recognizes a Coastie

The National Organization for Mexican American Rights (NOMAR) selected LT Laura Delgado as the 2015 Coast Guard winner of the NOMAR Meritorious Service Award. **PICTURED:** (Left) NOMAR CEO, Dan Solis (Middle) LT Laura Delgado and (Right) CAPT Andres Delgado, Leadership, Excellence and Diversity Council Chair.