

CIVIL RIGHTS ON DECK



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Coast Guard Headquarters Celebrates Women's Equality Day



The Coast Guard Headquarters held its 'Women's Equality Day' observance, commemorating the passage of the 19th Amendment, which granted women the right to vote. Professor of Political Science and Founder of Women and Politics Institute at American University, Dr. Karen O'Connor, was the keynote speaker. She addressed topics of gender equality in sports, politics, and the future landscape of presidential elections. The theme for the day was "Celebrating Women's Right to Vote." The event was at-

tended by both Coast Guard service members, civilian employees and their families. Pictured (left to right) Vice Commandant Adm. Charles Michel, Dr. Karen O'Connor, Executive Champion Ms. Kelli Seybolt. Submitted by Mr. Juan Torres

Reports of Harassment Trends Up

The United States Coast Guard Core Values demand our commitment and dedication to a workplace free of discrimination and harassment. Reported incidents of harassment are up by 4.7% for 3rd quarter FY16, from the same period in FY15. Commands substantiated 28.8% of reported incidents and took appropriate action, signifying their commitment to upholding Coast Guard's Core Values. For information on reporting and responding to incidents of unlawful harassment, visit <http://www.uscg.mil/civilrights/FAQs/FAQs.asp>. Submitted by Ms. Erika Selmon



Command Checklists Due October 31

The checklist is a nice convenient tool designed to assist Commanding Officers (COs) and Officers-In-Charge (OICs) with their civil rights responsibilities. Its conception is modeled after Management Directive 715 (MD-715), part G checklist and encompasses the civil rights requirements described by law, Executive Orders, and Commandant Instruction M5350.4 (series) into one simple list. COs and OICs use it to self evaluate their unit's compliance. It promotes a healthy, discrimination-free environment, strengthens unit efficiency, and maintains consistency throughout the Coast Guard. While it's a good practice for all units to participate, only units with 50 or more members are required to complete the checklist. Please contact your [servicing civil rights service providers](#) for guidance or information pertaining to the checklist. Submitted by Mr. Damon Manning

"Remedying harassment is never as good as stopping it before it happened." Chai R. Feldblum, EEOC Commissioner



National Disability Employment Awareness Month

The month of October is National Disability Employment Awareness Month. During this time, a host of programs take place highlighting the talents, skills and abilities of people with disabilities. This year's theme is "#InclusionWorks." The Coast Guard encourages commands to promote activities and events that educate the workforce on hiring individuals with disabilities and to feature the many contributions people with disabilities have made to our nation. You can then share it with *Civil Rights on Deck* at <https://cg.portal.uscg.mil/units/CGoo.HQ/ooH/2/CGSEP/default.aspx>. If you need assistance with planning a special observance, contact your [servicing civil rights service provider](#).

CIVIL RIGHTS DIRECTORATE

- Ms. Terri Dickerson, Director
- Ms. Francine Blyther, Assistant Director
- CAPT Timothy Schang, Chief, Office of Civil Rights Policy, Planning and Resources
- Mr. James Ellison, Senior Advisor
- Ms. Dayra Harbison, Division Chief
- CDR Kim Chesteen, Division Chief
- CDR Laura Moose, Executive Assistant
- Mr. Kyle Malloy, Communications Specialist

Civil Rights Directorate Welcomes Two New Shipmates

► Hailing from Phoenix, Arizona, Mr. Ben Vasquez joins the Coast Guard family with a multitude of civil rights experience. Mr. Vasquez has previously worked for the Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Agriculture where he acquired extensive EEO experience with a emphasis on Alternative Dispute Resolution (ADR). He joins the Civil Rights Directorate as the new ADR manager for the agency. Welcome aboard Mr. Vasquez!



◀ Region 4, Zone 9 welcomes Ms. Edriana Wayson as the new Equal Employment Opportunity (EEO) Specialist. Ms. Wayson comes to the Coast Guard from the Department of Veteran's Affairs and is a native of Charleston, South Carolina. Ms. Wayson not only brings EEO experience to the team but Human Resources and Alternative Dispute Resolution acumen as well. Welcome aboard Ms. Wayson!

Blacks in Government Honors CG Achiever



Pictured Above: Ms. Kristina Williams (left) with Coast Guard Senior Executive Service member Mr. Curtis Odom (right) at the Blacks in Government (BIG) award ceremony where she received the BIG Military Meritorious Service Award.

Did You Know? CRD's mission is to maximize the Coast Guard's overall mission effectiveness by leading programs and facilitating practices that foster a discrimination-free workplace

Do You Know the Six Essential Elements of a Model EEO Program?

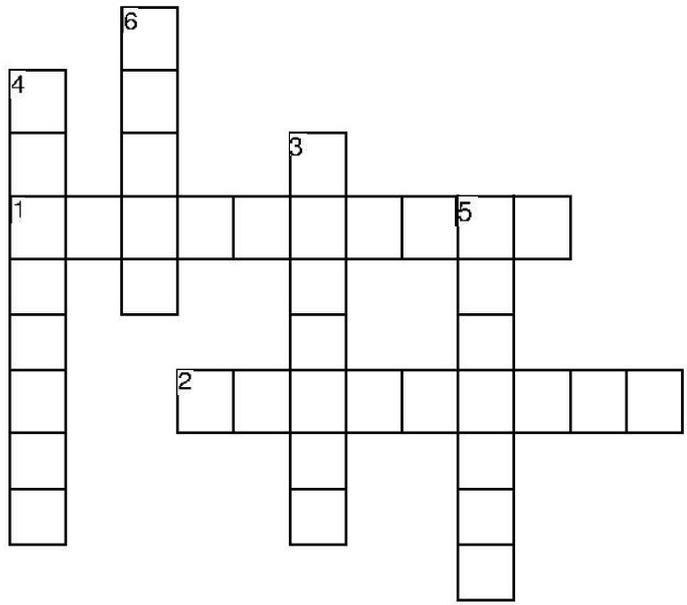
Coast Guard leaders demonstrate their understanding of and commitment to equal opportunity for all by actions which support civil rights policy, COMDTINST M5350. 4 series. The Coast Guard policy requires commands (50+ personnel) to complete the Coast Guard Command Checklist as described on page 1. It requires Coast Guard commands to annually evaluate their program conditions and effectiveness against elements for a model EEO/EO program. For detailed information on the MD-715 six essential elements, go to <https://www.eeoc.gov/federal/directives/md715.cfm>. Submitted by Ms. Deborah Gant

Across

1. Demonstrated commitment from agency _____;
2. Integration of EEO into the agency's _____ mission;

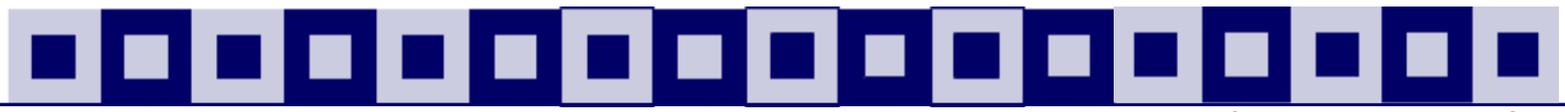
Down

3. Management and _____ accountability;
4. Proactive prevention of _____ discrimination;
5. Eff _____;
6. Responsiveness and _____ compliance.



Answers

1. leadership 2. strategic 3. program 4. unlawful 5. efficiency 6. legal



MediYAYtion: It's not about winning and losing, but rather, about having an opportunity to identify solutions that work for everyone. - Nichole Miline, U.S. Coast Guard ADR Specialist