



CIVIL RIGHTS ON DECK

A monthly publication of the
U.S. Coast Guard
Civil Rights Directorate
2100 Second Street S.W., MS 7000
Washington, DC 20593-7000
(202) 372-4500 Fax (202) 372-4967
www.uscg.mil/hq/cg00/cg00h/

Volume 6, Issue 7 – July 2011

The Civil Rights Directorate's Training Conference: "It's Always About Building Relationships"

Civil Rights Directorate Welcomes New Deputy on Deck!



Captain Paul Boinay joined the Civil Rights Directorate (CRD) on 28 May 2011 as Deputy

Director and Chief, Office of Civil Rights Policy, Planning and Resources. He comes to CRD after 5 years in CG-93AL as Program Manager for Major Acquisition Systems Infrastructure Program. Previous assignments include Maintenance/Logistics Command (MLC) Atlantic, Civil Engineering Unit (CEU) Providence, the University of Illinois, Closure Project Resident Office (CPRO) New York, Support Center New York, Air Station Cape Cod, Naval Training Squadrons Six and Thirty-One, & CGC CONFIDENCE. Please join CRD in welcoming CAPT Boinay!

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*

*Ms. Barbara Stewart, Chief,
Solutions and Complaints
Division*

*Ms. Arlene Gonzalez, Chief,
Compliance and Procedures
Division*

*CDR Kirby Sniffen, Chief,
Planning and Resource
Management Division*

*CDR Pedro Jimenez,
Executive Assistant*



The Director of the Civil Rights Directorate (front center, seated) and the Regional and Headquarters Service Providers.

The Civil Rights Directorate (CRD) hosted its biennial Training Conference in San Diego, California, June 14 - June 16, 2011. Representative of the conference's theme "It's Always About Building Relationships," the CRD team came together CG-wide to build and foster relationships, obtain EEO refresher training and learn the latest updates on civil rights laws/ policies. Moore and Associates provided the mandatory annual counselor training; Paul Janoff, Legal Service Command West presented ways to promote alternative dispute resolution, a means to resolving EEO/EO matters; Dr. Carol Scott, provided attendees with helpful tips and strategies for addressing the stress CRSPs sometimes experience as they assist employees with their EEO/EO matters; and Phil Wooley conducted a high energy session on "Creating Optimism in the Workplace."



LT Spruill and RADM Colvin

Overall, the training conference was informative and inspiring. Several awards were presented including the Civil Rights Service Provider of the Year, awarded to LT Gregory Spruill, Equal Opportunity Advisor, Region 3. We were honored to have RADM Christopher Colvin, PACAREA Deputy Commander present the awards. The CRD family wishes LT Spruill, whose tour with CRD has ended, the best of luck, and thanks RADM Colvin for supporting the CRD family. Submitted by Ms. Patricia Tyler

PIE Awards Recognition: It's Your Time to Shine!

Nominations for Coast Guard's Partnership in Education awards began this month and ends 31 August. Each year we recognize our CG members for their volunteerism and successful partnerships with schools and community-based organizations. Awards will be presented for the best PIE program of a unit and the best PIE collaborative programs of units. Nominees who have maintained an active partnership with a PIE school from August 2010 to June 2011 are eligible. Each CG unit is allowed two nominations, one per category. The deadline to submit nomination packages is 31 August. For more details, see ALCOAST 319/11. The names of all winning units will be added to CG's PIE plaque, along with the other thirty-six units awarded over past years, located at CG Headquarters in "Partnerships Hall" being constructed at Headquarters. Submitted by Ms. Gwendolyn White

20th Year PIE Celebrations Continue



Throughout 2011 CG is celebrating the 20th anniversary of its Partnership in Education (PIE) program with various activities service-wide. Students and administrators from Maryland, Virginia, and Washington, DC school districts joined CG members for a special anniversary ceremony at CG headquarters. Forty-five second grade students from TISCOM's partner school, Mt. Eagle Elementary, performed songs and choreographed movements depicting the water cycle and the importance of protecting the environment. The students illustrated their appreciation through their hand painted environmental themed T-shirts that read "Thank you, Coast Guard!" VADM Sally Brice-O'Hara motivated attendees with encouraging remarks and commended the students on their performance, and expressed her appreciation for members who, like her have, served as PIE volunteers. She also congratulated

CAPT Ritter, TISCOM Commanding Officer; Rick Hartman, USCG Ret.; CGPIE Coordinator, Brian Butler; the Principal of Mt. Eagle Elementary; and the Mt. Eagle teachers for their long-term and very successful partnership. Other planned activities commemorating CG's 20th PIE anniversary include: the construction of the "Strengthening Our Partnerships Hall" at CG HQs that will feature Coast Guard partnerships and community involvement; and the development of a commemorative publication that will spotlight outstanding accomplishments and contributions by former and current minorities in Coast Guard. The booklets will be inserted in CG Magazine and overruns will be sent to Regional Civil Rights Offices for distribution to schools nationwide. Look for more about this special publication, and other activities in future editions of On Deck. *Submitted by Ms. Gwendolyn White*

CRD Welcomes New DHS CRCL Shipmate!

Ms. Veronica Venture recently joined the Department of Homeland Security, Office for Civil Rights and Civil Liberties (CRCL) as its new Deputy Director. Ms. Venture graduated from Connecticut College in New London, CT and obtained her Juris Doctor from American University Washington College of Law in 1990. She then served for twelve years with the U.S. Equal Employment Opportunity Commission (EEOC) in several positions, including an Administrative Judge, an Alternative Dispute Resolution (ADR) Coordinator, and as the EEO Director for the agency. Prior to joining CRCL, Ms. Venture served at the Federal Bureau of Investigation (FBI) as an EEO Officer for nine years. The Coast Guard Civil Rights Directorate welcomes Ms. Venture aboard and looks forward to her leadership. *Submitted by Leo Lestino*



From left to right: Terri A. Dickerson, Director, CRD; Veronica Venture, Deputy Director, DHS, CRCL; SKC Mickey Skiles, former LUFs Analyst; Barbara Stewart, Division Chief; Floretta Cabiness, EEO Specialist; Gloria Townes, Zone 3 Civil Rights Officer; Leo Lestino, Technical Advisor; and Francine Blyther, Chief, Office of Civil Rights Operations.

Complaints Corner



Final Rule Implementing the Americans with Disabilities Act (ADA) Amendments Act of 2008

On March 25, 2011, the Equal Employment Opportunity Commission (EEOC) published its final regulations implementing the ADA Amendments Act of 2008, codified at 29C.F.R. § 1630. These final regulations become effective on May 24, 2011. In order to implement the intent of Congress which is to create consistent, workable standards, the new regulations adopted nine rules of construction that may be used when determining if a person is an individual with a disability. Significantly, the new regulations also adopted a list of impairments that, "in virtually all cases," constitute a disability, including epilepsy, diabetes, cancer, HIV infection, and bipolar disorder. The EEOC has developed a list of frequently asked questions and answers regarding its new regulations at: http://www.eeoc.gov/laws/regulations/ada_qa_final_rule.cfm.

Submitted by Mr. Leo Lestino