



# On Deck

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READY to the MAX!

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## 170 ATTEND CIVIL RIGHTS TRAINING CONFERENCE!

Learning, networking, reuniting, and reigniting were hallmarks of the 2006 Civil Rights Training Conference, the first in almost six years. Civil Rights personnel with from one to more than 20 years of experience, all convened in Washington, DC, 30 October through 2 November to hear dynamic speakers, pose questions, make plans, and meet their counterparts from around the Coast Guard.



ADM Thad W. Allen presented Civil Rights Service Provider of the Year Awards. For full-time service, Ms. Stephanie Credle, LANT Area, Civil Rights Director, (left), commended as “a gifted and committed civil rights professional, who oversees a model program.” For Collateral Duty Service, LT Xochitl Casteñada, Collateral Civil Rights Officer, Sector Portland (right). LT Casteñada was recognized for “promoting and encouraging diversity in the Coast Guard and showing a deep commitment to the civil rights program.”

The Commandant and Vice Commandant both addressed the conference, each giving stirring remarks, which connected the civil rights effort to mission execution. Mr. Dan Sutherland, Officer for Civil Rights and Civil Liberties, offered perspectives from the Department of Homeland Security. Numerous experts from the Equal Employment Opportunity Commission (EEOC), the Disability Resource Center, and the Defense Equal Employment Opportunity Management Institute (DEOMI) advised and counseled. Among the engaging topics during the 4-day event were: Handling Media Inquiries; District-Level Best Practices; Disability Employment; How to Garner District Resources; Special Emphasis Program Management; Stress Management; Civilian and Military Workforce Data; Analyzing Workplace Barriers; Recent Equal Employment Opportunity (EEO) Legal Rulings; Sexual Harassment Prevention Training, and more.



The Vice Commandant, VADM Vivien Crea, conveyed top level support for Equal Opportunity. Both she and the Commandant communicated the message that Civil Rights equates to mission effectiveness.

**Did you write a trip report?** If so, please share it with us. We hope to re-convene again in 2008, so help us gauge your interest.

**What did attendees say?** Comments from conference evaluation forms: “Mr. Larry Houston provided a very interactive class during the breakout training session for Special Emphasis Program Managers.”  
“Thank you, for an informative week and the hard work to put together such an endeavor. I am looking forward to the next conference!”



◀ (Left): RADM Clifford Pearson, Assistant Commandant for Human Resources, discussed strategic alignment between Human Resources and the Office of Civil Rights.

▶ (Left to right): CAPT Carl Uchtyl and Ms. Terri Dickerson, Deputy, and Director, Office of Civil Rights, Ms. Carmen Walker, Deputy Officer, Equal Employment Opportunity Programs, and Daniel Sutherland, Officer, Civil Rights and Civil Liberties, Department of Homeland Security .



RADM (Ret.) Erroll Brown, Coast Guard Task Force, briefed participants on the comprehensive climate review effort underway at the Coast Guard Academy.



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(At podium) Mr. Ron Kogut, Director of Civilian Personnel, and personnel managers (seated).



▲ LT Kurt Schulte, Military Equal Opportunity Officer, Office of Civil Rights, introduced Gail Demers, Equal Employment Opportunity Commission (EEOC). Ms. Demers discussed how to identify workplace barriers to equal opportunity.

◀ CAPT Vincent Delaurentis, Chief, Office of Diversity, discussed recruitment goals.

## Welcome participants!



Dexter Brooks, attorney, Equal Employment Opportunity Commission (EEOC), led a session on strategic complaint analysis.



Dave Benton, Workforce Policy Advisor, Office of Diversity, discussed civilian upward mobility.



SPCO Andy Gonzalez, Equal Opportunity Advisor, DEOMI, leading the Clock Exercise.



Ms. Willow Wilson, Civil Rights Officer for the 8<sup>th</sup> District (center) flanked by Ms. Arlene Gonzalez, Chief, Policy and Plans Division (left) and Ms. Terri Dickerson, Director, Office of Civil Rights (right). Wilson was commended for training.



Conference administrative staff (left to right), Ms. Andrea Gillespie, Ms. Deborah Gant, Ms. Nichole Milline, and Ms. Yvette Laurie-Johnson.



(Left to right), Ms. Donna Walker-Ross, Diversity Outreach Manager, Office of Diversity. From the Office of Civil Rights: Ms. Arlene Gonzalez, Chief Policy and Programs, Mr. Warren Bolden, Formal Complaints Manager, Ms. Yvonne Heffner, Supervisor, Strategic Plans and Resource Management, Ms. Tina Calvert, Chief, Compliance and Liaison. (Right) Mr. William Haskin, Jr., Chief, Office of General Law.