

CIVIL RIGHTS ON DECK



Share on Facebook

Share on Twitter

Volume 9, Issue 6

June 2014

Happy Birthday, CRoD!



Believe it or not, this June marks the 8th anniversary of the *Civil Rights on Deck* newsletter! CRD has published once each month since 2006.

We would like to extend a very warm thank you to our readers and contributors for sending us event news, best practices, equal opportunity updates, and photos. We could not do it without you!

If you have comments or suggestions on our newsletter, please submit them at CRODRF@uscg.mil - your feedback is always welcomed and appreciated!

CIVIL RIGHTS DIRECTORATE

Ms. Terri Dickerson, Director

Ms. Francine Blyther, Office
of Civil Rights Operations

CAPT Jennifer Ketchum, Of-
fice of Civil Rights Policy,
Planning, and Resources

Ms. Dayra Harbison, Chief,
Compliance & Procedures
Division

Ms. Barbara Stewart, Chief,
Solutions and Complaints
Division

CDR Kirby Sniffen, Chief,
Planning and Resource
Management Division

CDR Albert Antaran,
Executive Assistant

Ms. Emily Harcum,
Communications Specialist

Attention COs/OICs: New DEOCS and Policy Changes

The Defense Equal Opportunity Management Institute's Organizational Climate Survey, better known as the DEOCS, is the tool which assesses equal opportunity perceptions, organizational effectiveness concerns, and sexual assault prevention and response measures. This survey has recently undergone some significant changes, which include a(n):

- **Updated policy:** All unit commanders must now share their climate survey reports with the next higher level command within 30 days of completing the survey (see ALCOAST 196/14).
- **Broader scope:** The survey now includes 95 core questions and 23 reporting factors.
- **Improved report:** Results are easier to understand and interpret, and come supplemented with enhanced online tools to assist units with follow-up actions. The new "[Assessment to Solutions](#)" tool, for example, provides guidance and resources to help unit commanders and any assigned action teams identify areas of concern as well as potential solutions.

All units with at least 25 personnel must complete the DEOCS annually and within six months of a change of command (see [ALCOAST 355/12](#)). If you need assistance with requesting the [DEOCS](#) or interpreting the results, contact your [Civil Rights Service Provider](#). Submitted by Mr. James Ellison



CG Leaders Champion Civil Rights Events

Special Emphasis Programs (SEPs) promote equal opportunity in the hiring, advancement, training, and treatment of individuals. CG leaders are championing programs which educate the workforce and bring attention to the contributions of the various groups which comprise the U.S. labor force. On May 29th, during the Senior Executive Leadership Meeting at Headquarters, CRD presented commemorative event photos as tokens of thanks to some of CG's 2013 and 2014 executive workforce champions. **Champions pictured (L to R):** RDML Joe Vojvodich for Asian American and Pacific Islander Heritage Month; Mr. Michael Berkow for National African-American (Black) History Month; Ms. Ashley Lewis for National Women's History Month; RDML Bruce Baffer for Take Our Daughters and Sons to Work; and RDML Steven Poulin for National Disability Employment Awareness Month. **Champions not pictured:** Mr. Gary Rasicot for Martin Luther King, Jr. Day of Service; Mr. Thomas Michelli for National Hispanic Heritage Month; and others to be announced. Photo submitted by Mr. Thai Ton



High-Performing Chiefs Needed for Rewarding Assignment

If you are a Chief Petty Officer transferring in AY15, have you considered becoming a CG Equal Opportunity Advisor (EOA)? The EOA position is a unique, rewarding assignment that provides candidates with valuable knowledge, skills, and experiences. This opportunity to help resolve workplace conflicts directly ties into senior enlisted leaders' developmental skills, and fosters potential for future employment opportunities within the federal workforce.

Initial training consists of a three-month course held at the Defense Equal Opportunity Management Institute in Cocoa Beach, FL alongside colleagues from all of the Armed Forces. This course equips candidates with the skills and tools necessary to carry out a full spectrum of functions. Professional training is ongoing, with many opportunities to build on this foundation.



As [Civil Rights Service Providers](#), EOAs process complaints of discrimination and harassment, facilitate resolutions, and conduct training. They assist units with assessing their climate, advise on methods for improvement, and help implement Partnership in Education programs and various special observances throughout the year. In contrast to other services, CG EOAs provide services for both military and civilian personnel. For more, see [ALCGENL 108/14](#), the CG Military Assignments and Authorized Absences (COMDTINST M1000.8, Art. 1.E.2 and 1.E.16), or visit the [Special Assignments website](#). Submitted by Mr. James Ellison

Coasties Honor AAPI Heritage Month



Throughout May, units across CG honored Asian American and Pacific Islander (AAPI) Heritage Month with exciting and educational cultural celebrations. At Headquarters, hundreds gathered to hear keynote speaker, Dr. Carson Eoyang, Senior Consultant to OMNIS CEO, and experience two cultural performances, a Korean Scarf Dance and Japanese Drum (Taiko) demonstration. **Pictured above (seated, right to left):** Special guests, RDML Joe Vojvodich, RDML Michael Haycock, Ms. Su Vojvodich, Ms. Fran Deninno-Zukunft, Ms. Claire Grady, and Ms. Donna Vojvodich. *Submitted by LCDR Dominique Samonte*



Pictured left: Members of Base Honolulu “dig deep” as volunteers in a local agricultural revitalization project with Kāko’o Ōiwi, a He’eia, O’ahu based nonprofit. Attendees not only assisted the community through their efforts at the Taro Patch, but also capitalized on a first-hand opportunity to learn about local agriculture and its importance and history in Hawaiian culture. *Submitted by Ms. Gina Huck*

Chief Padro Reports to CRD in Alaska

Born in Ponce, Puerto Rico, Chief Exor Padro joined the CG in 1997 and was first assigned to Coast Guard Aids to Navigation Team Kenosha. Since then, he has served at Station Kenosha, Coast Guard Station/Aids to Navigation Saginaw River, and the Coast Guard Academy as well as onboard CGC MONHEGAN and CGC PEA ISLAND.

Chief Padro reported for duty to the Civil Rights Directorate Region 3, Zone 12 in Juneau, AK in late April. Welcome aboard, Chief Padro! *Submitted by Ms. Lisa Darter*



Award Winner Sets Diversity Records

LCDR Frances Fazio (Chief of the Mission Support Branch, CG Recruiting Command) is CG’s honoree for the 2014 Federal Asian Pacific American Council (FAPAC) Military Meritorious Service Award. Her extraordinary efforts supported every facet of recruitment for nearly 3,000 active duty, reserve enlisted and officers, and directly assisted the CG in setting new diversity records for the advancement of women and underrepresented minorities in the workforce during FY13 (see [ALCOAST 152/14](#)). Bravo Zulu, LCDR Fazio! **Pictured:** RDML Joseph Vojvodich, CG’s 2014 Executive Champion for Asian American and Pacific Islander Heritage Month; Dr. Kin Wong, FAPAC President; LCDR Fazio; and Mr. Clarence Johnson, Director, Office of Diversity Management and Equal Opportunity, Department of Defense at the awards ceremony. *Submitted by Ms. Donna F. Walker-Ross, Office of Diversity & Inclusion*



CG Battles Discrimination and Bullying

As a Partnership in Education (PIE) initiative and at the request of his ten-year-old daughter, CPO Brian McConnell, a member of CRD’s staff, visited the Meridian School to speak with 5th, 7th, and 8th graders while on personal leave in the Bahamas. CPO McConnell educated the students about his role as a CG Civil Rights Service Provider and about anti-discrimination protections in the United States. By showing age-appropriate video-clips of the mistreatment of



minority group members and the visibly disabled, he illustrated the importance of respecting others and standing up to bullies. Students also had the opportunity to discuss their reactions to Holocaust survivor, Mr. Walter Absil, and the book, “Number the Stars,” an award-winning fictional account of a Jewish family’s escape from Nazi-held Denmark. This PIE initiative raised awareness of how socialization and ‘group-think’ can lead to discrimination and bullying, and encouraged students to have the confidence to stand up for themselves and for others. *Submitted by CPO McConnell*