

# CIVIL RIGHTS ON DECK



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## Headquarters Celebrates National Hispanic Heritage Month



On September 28, 2016, Ms. Alejandra Ceja, Executive Director for the White House initiative on Educational Excellence for Hispanics, served as Coast Guard Headquarter's keynote speaker during its Hispanic Heritage Month observance. She shared a wealth of educational initiatives that she and the President's Advisory Commission spearheaded aimed towards improving educational opportunities for Latino children, from "cradle-to-career." This year's theme:

"Embracing, Enriching and Enabling America". Also, following Ms. Ceja, the audience was entertained by Trio Caliente, a Latino band that moved the audience especially our little invited guests from Mt. Eagle Elementary School. (Pictured right) Trio Caliente poses with students. (Pictured above) the Vice Commandant, Admiral Charles Michel (left) and Ms. Ceja (right).



## Updated Guidance for Accommodating Disabilities

The Equal Employment Opportunity Commission (EEOC) updated its enforcement guidance, mainly, as it pertains to reasonable accommodation (for disabilities and medical conditions) retaliation. The guidance provides supplementary information on handling requests and avoiding retaliation spinoff complaints. **For example, a manager dissuades an employee from officially requesting a special electronic reader as a reasonable accommodation.** EEOC view this as management interfering with an individual's right under the Rehabilitation Act. As such, EEOC may accept two claims of unlawful discrimination: 1) failure to accommodate an individual with a disability, and 2) retaliation. Other examples: Threatening employees with discipline or other unfavorable treatment unless they cease helping co-workers with their requests for reasonable accommodations. To learn more about interference and retaliation, see the EEOC's guidance at: <https://www.eeoc.gov/laws/guidance/retaliation-qa.cfm>. Submitted by Ms. Kimberly Day-Lewis.

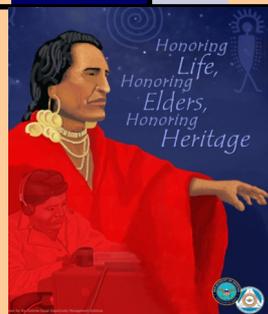


## Best Practice: DHS EEO STRATEGIC PLAN



October 12, 2016, the DHS EEO Council met to tweak and update their Strategic Plan for actions planned for 2017. This best practice has already yielded astonishing outcomes for Department-wide personnel. The Council worked to standup this plan in FY 15; and since, outcomes have been unprecedented, such as: the recent DHS-wide EEO/Diversity training conference, establishment of a temporary developmental assignment program for EEO/Diversity practitioners, a host of shared best practices, a recently signed Disability Reasonable Accommodation Reassignment Policy, the development of an EEO Council Charter, the establishment of an awards program for individuals across the Department who support EEO and Diversity initiatives, and much more. At left, DHS EEO/Civil Rights Directors collaborate. Submitted by Ms. Francine Blyther.

The EO/EEO complaint process is different from the Anti-Harassment and Hate Incident (AHHI) procedure.



Honoring  
Life,  
Honoring  
Elders,  
Honoring  
Heritage

## National Native American Heritage Month

The month of November is Native American Heritage Month. During this time, a host of programs take place commemorating the many contributions Native American have made to our nation, as woven into this year's theme, "Serving Our Nations." The Coast Guard encourages commands to promote activities and events that educate the workforce about Native Americans, their culture and rich history. Please share your event on CG's Special Emphasis Program SharePoint Site at <http://hqs-spweb10-001:10104/00H/2/CGSEP/default.aspx>.

## 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  
Erika Selmon,  
Division Chief  
Mr. Kyle Malloy,  
Communications Specialist

## Coast Guard Proud



At the 2016 Latina Style awards ceremony, pictured (from Left to right): Ms. Lushens McNamara from Finance Center (FINCEN) and LT Katrian Hernandez from Sector Lower Mississippi were proud recipients of the Latina Style Meritorious Service Award; and Cadet First Class Ruth T. Salvatori from the Coast Guard Academy was the proud recipient of the LULAC Military Academy Award.



**Congratulations!**  
Ms. Deborah Gant, a member of Civil Rights Directorate, was recognized for 30 years of service, pictured left with Ms. Terri A. Dickerson, CRD Director.

## Coast Guard Takes Home Three of Nine Awards

DHS, Civil Rights and Civil Liberties (CRCL) hosted its first component-wide EEO and Diversity Training Conference in D.C., September 13th and 14th. It ended with, first of its kind, an awards ceremony. It was extremely competitive and open to all DHS personnel.



Pictured above (from left to right) Ms. Kimberly Day-Lewis, Ms. Terri A. Dickerson, Ms. Nichole Milline, and Mr. Ben Vasquez were presented the Conciliator Award by Ms. Veronica Venture, DHS Deputy Officer, CRCL.

Pictured right (from left to right) Ms. Terri A. Dickerson and RADM Joseph Vojvodich present LT. Chris Miller with the Volunteerism Award.



Pictured left (from left to right) Ms. Terri A. Dickerson and RADM Joseph Vojvodich present LCDR Hoon Park with the Officer's Award.

Nominations for Coast Guard Civil Rights Senior Leader Awards is now open until November 15, 2016. To learn more, see [ALCOAST 337/16](#)

## Your Civil Rights Directorate Working For You

Members of Civil Rights Directorate (CRD), CG-wide, were CG Headquarters for the DHS Component-wide training conference. They made time to come together to brainstorm, share best practices and perfect processes and procedures. During their session, they were pleased when the Vice Commandant, Admiral Charles Michel stopped by to welcome and recognize them for the service they provide to CG.



September 2016 marked the 40th Anniversary of the first class of women admitted into the Coast Guard Academy.