

CIVIL RIGHTS ON DECK



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Volume 12, Issue 5

May 2017

A Platform Through Which Everyone Can be Heard!

In support of the Coast Guard's "Duty to People" focus, Vice Commandant, Admiral Charles Michel administered a special Defense Equal Organizational Climate Survey (DEOCS). This first time initiative sought to give every Coast Guard member with an opportunity to provide feedback on organizational effectiveness, equal opportunity, and sexual assault prevention and response (SAPR). *Normally, units with fewer than 25 personnel are excluded from administering a DEOCS, eliminating approximately 5000 members (9%) of the workforce.* In January of 2016, the special DEOCS was launched and an inter-departmental team was formed



at CG Headquarters, to execute this massive endeavor. The team's planned actions included: reviewing and analyzing responses (1056 distinct comments), redacting Personally Identifiable Information, establishing actions to address perceived problems and concerns (falling into 4 major themes), and a strategic communication plan. Specifically, respondents felt favorably about their leadership, the Coast Guard, and that their commands were supportive of SAPR efforts. Areas identified as requiring improvement were: communication, perceived lack of accountability, and lack of resources. A summary of findings was provided to CG senior executive leadership stimulating additional policy recommendations. A copy of the full and final report can be found at <http://www.uscg.mil/civilrights/>. By CDR Kimberly Chesteen, USCG HQ

Did You Know?

June is Lesbian, Gay, Bisexual, Transgender (LGBT) Pride Month. During this time of the year, we celebrate and recognize the many contributions of members of the LGBT community to our Nation. To learn more about LGBT Pride Month, visit www.loc.gov/lgbt, or contact your servicing civil rights service provider. We encourage Special Emphasis Program (SEP) coordinators and Leadership Diversity Advisory Council (LDAC) chairpersons to conduct and share their unit events and activities on the CG Portal SEP site at <https://cg.portal.uscg.mil/units/CGoo.HQ/ooH/2/CGSEP2017/default.aspx>, where you can find all that and more!

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CG Acts on Community Harassment and the External Social Climate



Not everyone subscribes to the Coast Guard's strong culture of inclusion. At times, our service members, and/or their families are subjected to harassing behavior within their local communities. These are called Social Climate Incidents. When this occurs, commands are responsible to look into these matters and attempt to defuse the situation. **Rest assured**, commands and military members are not alone in this process. A wide-spectrum of resources are available to them, from simple outreach with the police and local government officials to the Department of Justice intervention. *There is a Department of Justice Community Relations Service representative for each respective area; and, they are specially trained in a variety of techniques that can help commands address social climate incidents.* Outcomes to substantiated incidents of harassment have resulted in imposed sanctions against local businesses, and transferring members and their families to support their safety. Chapter 6 of the Commandant Instruction M5350.4 (series) describes the procedures for reporting and investigating social climate incidents. As always, local civil rights service providers are available to provide guidance to commands and individuals dealing with social climate incidents. It's our duty to our people to protect against harassing behaviors, on and off duty, and not just within the boundaries of our units. By CAPT Timothy Schang, USCG HQ

Nominations for the 2017 Blacks in Government (BIG) Meritorious Service Award are now open! (ALCOAST 135/17)

Need Disability Resources? Get Them Free

at DRC. **DID YOU KNOW**

that the Coast Guard has partnership with the Department of Transportation, Disability Resource Center (DRC)? This arrangement allows DRC to operate as a centralized resource center to provide assistance and devices for the Coast Guard workforce. *A reasonable accommodation is a change or adjustment to a work situation or environment that enables an employee to perform the essential functions of his or her job. You can also provide applicants for employment with accommodations to assist with the employment process.* The type of services frequently requested by CG from DRC are interpretation services and assistive technology products (screen readers, screen enlargement software, videophone equipment, etc.). The DRC also provides technical assistance, training and outreach for managers/supervisors, employees and job applicants. When a CG member requests an accommodation through DRC, a coordinator facilitates the entire process. For more information on all the products and services DRC provides, go to <https://www.transportation.gov/drc/>. A DRC coordinator can be reached at (202) 493-0625, or by email at drc@dot.gov. Additionally, you can always contact your local civil rights service provider to discuss the reasonable accommodation process. By Ms. Francine Williams, USCG Region 1



The More you Know: Tools and Services For You!

The Civil Rights Directorate (CRD) is more than a place that handles complaints of discrimination. The CRD offers so many services, programs, and tools. To learn more, check out its website at: <http://www.uscg.mil/civilrights/default.asp>. On this website you will find a host of policies and fact sheets on various topics.



Civil Rights Awareness Training—Cape May NJ

You can review the Coast Guard's EEO/EO complaint data pursuant to the Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR) undated quarterly. Want to know how the Coast Guard establishes and maintains an effective EEO program? Then, go to the annual EEO program status report, the Management Directive 715 (MD 715). Even more, you can find information about the Defense Equal Opportunity Climate Survey (DEOCS) and how the Coast Guard utilizes survey data to diagnose potential EEO/EO and other organizational issues. Learn about the assistive services CRD offers (scooters and wheelchairs). Additionally, the latest Civil Rights Awareness training schedule is posted along with contact information for your local civil rights service provider. You can even find the current and archived editions of this publication! With one click to the CRD website, you will find all of the above and more! By Mr. Thai Ton, USCG HQ

Educational and Community Outreach Programs Yield Results! Almost 190 units, Coast Guard-wide, have registered their Partnership in Education (PIE) programs. If you have not yet registered your program, please do so today on the CG Portal PIE site at <https://cg.portal.uscg.mil/units/CG00.HQ/ooH/2/CG-PIE>. This site also serves as a system to share PIE-related activities and pictures. PIE coordinators and volunteers are commended for their extraordinary volunteerism. Stay tuned for the announcement on the annual PIE awards in next month's edition of the Civil Rights On Deck newsletter.



An Opportunity to Recognize Your Servicing Civil Rights Service Providers.

The Civil Rights Service Provider (CRSP) of the Year Award recognizes a CRSP biennially (Equal Opportunity Advisor, EEO specialist, or EEO manager) whose outstanding contributions furthered the Coast Guard's Civil Rights mission. As you may know, these individuals provide a host of preventive as well as reactive services for the Coast Guard workforce. They assist with services such as EEO/EO counseling, resolving disputes between employee and management, assisting commands by conducting EO climate reviews, providing support with the Defense Equal Opportunity Climate Surveys, conducting mandatory civil rights awareness training, providing guidance on reasonable accommodations, the Anti-harassment and Hate Incident policy, and CG observances, etc. All Coast Guard leaders (Directors, Commanding Officers/Officers in Charge, managers and supervisors) are encouraged to nominate a CRSP within their areas, districts and units who have provided superior civil rights services. Please send nomination packages that include the command's cover letter to Ms. Gwendolyn White at gwendolyn.e.white@uscg.mil no later than 20 June 2017. The performance period is from 1 May 2015 to 1 May 2017. For further instruction on the nomination package, see ALCOAST 144/17. Pictured right, the 2015 recipient of the prestigious CRSP Award, Mr. Linwood Outlaw, Region 2. By Ms. Gwendolyn White, USCG HQ



"While serving as a CRSP, I was honored to be recognized as an active and essential component of the USCG readiness and mission."

USCG Transgender Brief: Per ALCOAST 101/17, all commands and staff elements shall provide a Coast Guard Transgender Brief to All Hands by 1 July 2017. Command briefing materials, and other resources to support service members going through the gender transition process, are available at <https://www.uscg.mil/transgender>.

'On Deck' Readers! If you would like to share a civil rights story in our publication, please contact Deborah.I.Gant@uscg.mil.