

CIVIL RIGHTS ON DECK



Share on Facebook

Share on Twitter

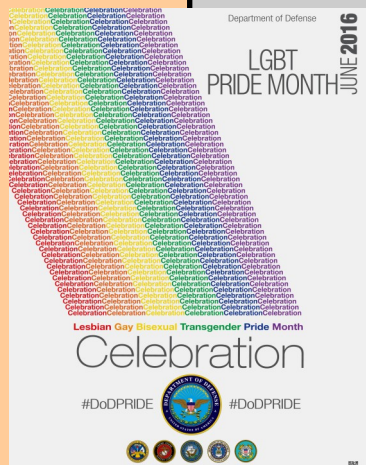
Volume 11, Issue 5

May 2016

Face of America Ride Highlights Mobility Issues



The Face of America bicycle ride is an annual event honoring the men and women who were wounded or disabled while serving their nation. This year's event attracted more than 600 riders, including 135 disabled veterans. The organization arranges multiple rides every year to help bring awareness to mobility issues facing the veteran and disabled community. The Commandant of the Coast Guard ADM Paul Zukunft (Pictured far right) led this year's Coast Guard team that included members of the Civil Rights Directorate (LT Caleb James Pictured far left) and Mr. Juan Torres (not pictured). The ride started in Washington DC and finished in Gettysburg, Pennsylvania, comprising 110 miles from city to city. For more information regarding the Face of America Ride or other Coast Guard cycling events please contact HQS-DG-1st-USCG-Cycling@uscg.mil. Submitted by LT Caleb James



June Pride

June is Lesbian, Gay, Bisexual, and Transgender (LGBT) Pride month and this year's theme is "Celebration." In his 2015 proclamation, President Barack Obama said, "We celebrate the proud legacy LGBT individuals have woven into the fabric of our nation and we continue our work to build a society where every child grows up knowing that their country supports them, is proud of them, and has a place for them exactly as they are." To download LGBT observance posters and presentations, please visit <https://deomi.org/SpecialObservance/Pride.cfm>

EO Review Underway Mission

Team members from Civil Rights Directorate (CRD) Region 3 accommodated a command as they carried out their duties by conducting an equal opportunity (EO) climate review onboard USCGC Stratton while underway March 9 - 11. An EO review is an on-site visit by CRD members who help the command to proactively address workplace EO concerns, or identify best practices at a unit. Typically, these reviews do not occur while a command is at sea, but when the commanding officer (CO), CAPT Nathan Moore, requested an accommodation, and reasoned, "Operational tempo makes in-port time very valuable for the crew, and [underway] we would have a captive audience..." the regional director, Mr. Ahmad Razavi, gave the green light and planning began. Additionally, the team was pleased to observe the crew's small boat and helicopter operations, and thanks CAPT Moore for this invaluable experience. Submitted by Mr. Stephen Snyder



Sexual Harassment Prevention Alliance



The Sexual Assault Prevention and Response (SAPR) Program team is preparing a series of training videos for its upcoming 2016 SAPR Summit and solicited Frank Gonzalez, a member of the Civil Rights Directorate (CRD), to present as a sexual harassment prevention and response subject matter expert. In his segment, Mr. Gonzalez discusses the EEO laws and requirements related to the prevention of sexual harassment, a form of sex discrimination under Title VII of the Civil Rights Act of 1964. Both SAPR and CRD have responsibility for activities towards the prevention of sexual harassment and assault at the Coast Guard. The SAPR team is planning to make the video series available on Coast Guard Portal following the summit. To view the training series, log onto a Coast Guard workstation and visit: <http://cglink.uscg.mil/4e9a6c75>. Submitted by CDR Kimberly Chesteen

Coast Guard. The SAPR team is planning to make the video series available on Coast Guard Portal following the summit. To view the training series, log onto a Coast Guard workstation and visit: <http://cglink.uscg.mil/4e9a6c75>. Submitted by CDR Kimberly Chesteen

CIVIL RIGHTS DIRECTORATE

- Ms. Terri Dickerson,
Director
- Ms. Francine Blyther,
Assistant Director
- CAPT Joel Rebholz,
Assistant Director
- Mr. James Ellison,
Senior Advisor
- Ms. Dayra Harbison,
Division Chief
- Ms. Barbara Stewart
Division Chief
- CDR Kim Chesteen,
Division Chief
- CDR Albert Antaran,
Executive Assistant
- Mr. Kyle Malloy,
Communications Specialist

Come help celebrate DHS Pride at USCIS on June 6th!

Future Workforce Reports to Coast Guard Headquarters



On April 28, 2016, Coast Guard Headquarters hosted its annual "Take Our Daughters and Sons to Work Day." This event, which began as "Take our Daughters to Work Day," brings family members into the workplace and provides an opportunity to learn about the various Coast Guard careers while encouraging the youth to consider these roles for their future. As such, this annual tradition aids in the promotion of diversity. The day included a host of activities, such as hands-on demonstrations of official Coast Guard equipment, tours of a Coast Guard response boat, physical fitness exercises, gardening, etc. Mr. Thai Ton, a member of the Civil Rights Directorate (Pictured left), taught martial arts moves and tactics to the excited youth. The class was both interactive and informative. Special thanks to the Executive Champion, RADM Bruce Baffer, who was responsible for spearheading the event. Submitted by Ms. Gwendolyn White



DEOMI Commandant Recognizes Members of CRD



The Defense Equal Opportunity Management Institute (DEOMI) Acting Commandant Dr. Jose Bolton recently presented members of the Civil Rights Directorate (CRD) with Certificates of Appreciation for their stellar contribution to DEOMI's curriculum instructional standards. Pictured (from left to right) CDR Kimberly Chesteen, CRD Director Ms. Terri Dickerson, Ms. Jeanell Thomas, and Mr. Jim Ellison. Submitted by Mr. Kyle Malloy

Avoid Conflict Resolution Mistakes

Unresolved conflicts between employees can result in tension, lack of productivity and could harm morale. A strategic approach always needs to be applied when using an Alternative Dispute Resolution (ADR). In order to be effective, avoid these common conflict resolution mistakes:

1. Don't make assumptions about the situation or another person's perceptions, motivations or reactions.
2. Don't look for blame. Try to see the cause.
3. Don't attack anyone's character as it proves to be counter-productive.
4. Don't bring up conflicts in public. All discussions should be held in private.
5. Don't engage in conversation when you are feeling angry, stressed or ill; be calm. Submitted by Ms. Nichole Milline

REMINDER: Partnership in Education (PIE) program coordinators update your contact information from a Coast Guard workstation on the new PIE Sharepoint website:

<https://cg.portal.uscg.mil/units/CGoo.HQ/ooH/2/CGPIE/SitePages/Home.aspx>



Sector Lake Michigan hosted its annual Women's Leadership Symposium in downtown Milwaukee, Wisconsin. Keynote speakers included Ninth Coast Guard District Commander, RDML June Ryan and retired Master Chief Boatswains Mate Diane Bucci. The symposium's theme was "Diversity of Thought, Equality in Service." Submitted by MKC Jesse Green

Do you know what Alternative Dispute Resolution (ADR) is and how it can help you? Learn more [here](#).