

CIVIL RIGHTS ON DECK



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Knowledge + Choice = Strength!



Take Our Daughters and Sons to Work Day is April 23rd! The theme for 2015 is “#MPOWR: Knowledge + Choice = Strength”. This year’s event celebrates the opportunities that girls and boys will discover and create a more inclusive workplace. Coast Guard members are encouraged to bring their children to their local events. To learn more about Take Our Daughters and Sons to Work Day, please see daughtersandsonstowork.org and contact a [Civil Rights Service Provider](#) today!

CIVIL RIGHTS DIRECTORATE

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Commandant Recognizes Trail Blazer for Civil Rights!



The Commandant, Admiral Paul Zukunft, recently presented the 2014 Civil Rights Senior Leader Award to Captain Robert Hayes! The formal recognition took place at the Commandant’s weekly Senior Executive Leadership meeting. Admiral Zunkunft commended Captain Hayes, the Commanding Officer of the Coast Guard Intelligence Coordination Center (ICC), for his commitment to the principles of civil rights, diversity, equality, and his numerous contributions in support of the Coast Guard’s Equal Employment Opportunity/Equal Opportunity programs.

Captain Hayes set an inspiring example for an



inclusive work environment and positive command climate throughout the ICC. The Commandant’s formal recognition reinforced that an inclusive workforce is the best way to create and sustain a high performing organization. To learn more about the Civil Rights Senior Leader Award, please see [ALCOAST001/15](#) or contact Gwendolyn.E.White@uscg.mil.

Policy and Procedure Paramount for Selection Panels

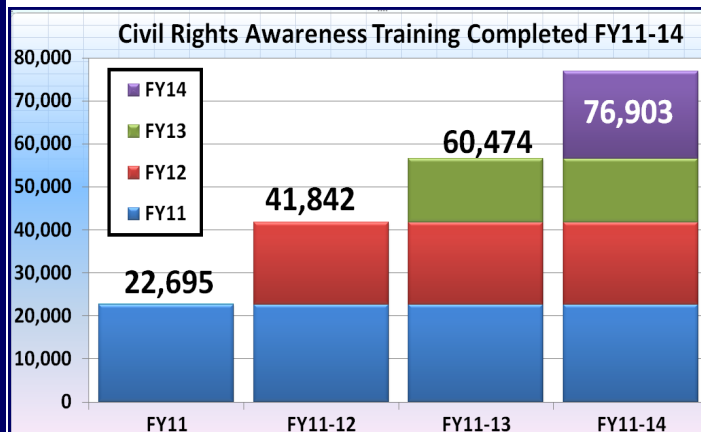
The Equal Employment Opportunity Commission (EEOC) recently ordered the U.S. Internal Revenue Service (IRS) to train all managers and supervisors on its policy and procedures regarding selection panels.

An applicant alleged discrimination based on age when she was not selected for a position at the IRS. Upon review, the EEOC decided that the agency did not discriminate against the applicant, but the agency did not follow its own recordkeeping policy and procedures when a panel member failed to provide the interview notes to Human Resources, as required by IRS policy, but instead destroyed the interview notes. The EEOC decided that the hiring panel’s notes were records that the agency had a responsibility to preserve. *Complainant v. Department of the Treasury*, EEOC Appeal No. 0720140033 (July 30, 2014). Submitted by Ms. Erika Selmon



Stay Compliant With Civil Rights Awareness Training

Over the last four years, Civil Rights Service Providers presented in-person Civil Rights Awareness (CRA) training to over 75,000 military and civilian Coast Guard members. CRA is mandatory training for Coast Guard members, taken once every three years, that equips the workforce with resources to proactively improve command climate. This schedule ensures that the workforce stays apprised of policy and procedural changes. The Coast Guard attributes its low complaint rate (well below the federal average) to the in-person training format that enables instructors to adapt examples to suit the audience, field on-the-spot questions and concerns, and test students before moving to the next module. Field responses indicate that CRA training effectively informs the workforce of their rights and responsibilities. Personal status for CRA compliance can be found in [Coast Guard Business Intelligence](#). For more information, or to register for an upcoming CRA training opportunity, please go to CRD’s [Training Suite](#), contact a [Civil Rights Service Provider](#), or register today at (888) 992-7387.



Mrs. DeNinno-Zukunft Champions PIE Initiatives for Literacy

Mrs. Frances DeNinno-Zukunft (**Pictured Right**) is the Coast Guard's co-Ombudsman-at-Large, serving with her husband, the Commandant, Admiral Paul Zukunft, to spearhead reading initiatives with Everybody Wins! DC's (EW!DC) and United Through Reading (UTR) to support CRD's Partnership in Education (PIE) Program. The PIE program is vital to reaching the future workforce in an scholastic setting.

Recently Mrs. DeNinno-Zukunft helped recruit Coast Guard reading mentors for Savoy Elementary School located in Washington DC's Ward 8. This partnership with Savoy Elementary marked a significant expansion of Coast Guards' PIE outreach in the nation's capital. The Coast Guard is pleased to support the



EW!DC's Power Lunch program that will serve nearly 1,000 low-income students in the national capital region during the 2014-15 school year. As part of Power Lunch events, Mrs. DeNinno-Zukunft and Coast Guard reading mentors read with Savoy Elementary students to build one-on-one mentoring relationships, create a love of reading, and foster a sense of self-esteem for students.

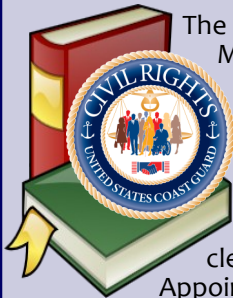
Mrs. DeNinno-Zukunft also reads with UTR to raise awareness for reading as a bonding experience for Coast Guard families during operational deployments. UTR offers Coast Guard members the opportunity to read to their children at home, even while away, to encourage literacy and connect families. To volunteer, or for more information, please go to everybodywinsdc.org, unitedthroughreading.org, or contact Gwendolyn.E.White@uscg.mil.



Left: Mrs. DeNinno-Zukunft reads into a United Trough Reading camera along with the Commandant, ADM Paul Zukunft. Ms. DeNinno-Zukunft joined the Commandant in reading Little Erroll, the story of the Coast Guard's first African American Flag Officer, to grandchildren. Pictures by PA2 Patrick Kelley

CRD Charters Team to Review Civil Rights Manual

The Civil Rights Directorate recently designated a Policy Review Team to assess the Coast Guard's Civil Rights Manual (COMDTINST M. 5350.4 series) for potential updates. From the Policy Review Team to CRD field units, participation in this process is very important. Drawing upon CRD's in-house complement of civil rights experts, recommendations from CRD staff will be addressed before the Policy Review Team engages in the external review and clearance processes.

Appointed to the Policy Review Team are Ms. Kimberly Ly, Ms. Gwendolyn White, Mr. Juan Torres, Ms. Dayra Harbison, Ms. Gwendolyn King, and Lieutenant Caleb James (**Pictured at Right**, from left to right). To learn more about the Civil Rights Manual update, or to offer recommendations for updates, please contact Ms. Harbison at Dayra.E.Harbison@uscg.mil. Submitted by Ms. Gwendolyn King



 **Is your unit's Partnership In Education (PIE) outreach registered on the official SharePoint site? Learn more about the Coast Guard's PIE program and how to register at [ALCOAST 393/14](http://ALCOAST.393/14).** 

Senior Enlisted Leadership Formalizes Role Within CRD!



Please join the CRD staff in celebrating the appointment of Senior Chief Petty Officer Mark Allen (**Pictured Left**) as CRD's Chief of the Mess. He currently serves as CRD's Liaison to the Defense Equal Opportunity Management Institute and as the Chief of the Mess he is expected to meet with, mentor, and pass information to all CRD enlisted members

In collaboration with the Deputy Master Chief Petty Officer of the Coast Guard, Master Chief Leilani Cale-Jones (**Pictured far Left**), Senior Chief Allen will circulate vital information among Office Chiefs, Regional Directors, and Chiefs assigned to CRD's 16 detached offices. From her station in the Commandant's Office, Master Chief Cale-Jones has unique access to decisions and processes that affect Active Duty personnel policy. This partnership provides Senior Chief Allen and CRD formal access to this information and encourages timely and effective communication relevant to enlisted leadership, as is customary at other Coast Guard units.

CRD's Chiefs are encouraged to look to Senior Chief Allen for mentorship in this role. However, in a organization with nationwide detachments, like CRD, most communications will be hosted in a virtual forum to maximize reach and sustainability. For more information, please contact Kirby.K.Sniffen@uscg.mil. Submitted by CDR Kirby Sniffen