

CIVIL RIGHTS ON DECK



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Dr. Alexander Reflects on African American History



In honor of National African American History Month, Executive Champion for the occasion, Mr. Michael Berkow, led a discussion on law enforcement in the African American community that featured Dr. Cecil Alexander, the Deputy Chief Operating Officer for DeKalb County Office of Public Safety and the President of the National Organization of Black Law Enforcement Executives (NOBLE). For more information on this and other special observances, please contact a [Civil Rights Service Provider](#).

CIVIL RIGHTS DIRECTORATE

- Ms. Terri Dickerson, Director
- Ms. Francine Blyther, Office of Civil Rights Operations
- CAPT Joel Rebholz, Office 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
- LT Caleb James, Acting Communications Officer

Commandant Highlights Workforce Investment at FAPAC



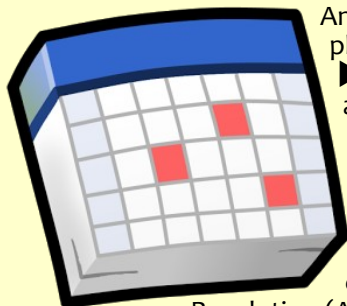
The Commandant, Admiral Paul Zukunft, delivered the keynote address at the 2015 Federal Asian Pacific American Council (FAPAC) Training Conference, where he reiterated the importance of FAPAC to the Coast Guard's future as an adaptable, specialized and diverse workforce in a complex operating environment.

Admiral Zukunft, along with FAPAC President Ms. Grace Spence, presented Lieutenant Commander Dominique Samonte with a special achievement award (Pictured left) before enjoying cultural presentation featuring different Asian cultures.

In addition to the Commandant's participation at FAPAC opening ceremonies, Lieutenant Daniel

Han and Lieutenant Junior Grade Luke D'Lima were recognized as [2015 FAPAC Military Meritorious Service Award](#) recipients! For more information on the FAPAC Training Conference and award, please contact Gwendolyn.E.White@uscg.mil Picture by PA2 Patrick Kelley

Timeline Essential for EEO/EO Complaint Process



An essential Component in the Equal Employment Opportunity complaint process is the timeline:

- ▶ An individual who believes that he/she has been discriminated against must contact an EEO counselor within 45 days of the alleged discriminatory event. (Military members must first attempt resolution directly with the Command. The Command has 15 days to attempt resolution and if unsuccessful, the member may proceed to the pre-complaint process).

- ▶ The Counselor has 30 days to attempt resolution (which can be extended to a total of 90 days) or 90 days if Alternative Dispute

Resolution (ADR), usually mediation, is elected. If parties do not reach resolution,

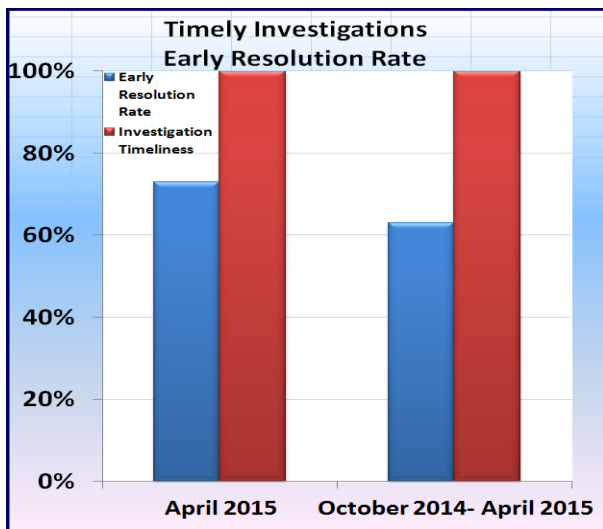
the counselor will issue a letter, titled Notice of Right to File a formal complaint. The complainant then has 15 calendar days to file the formal complaint.

- ▶ Once an individual files a formal complaint, the Coast Guard has 180 days to investigate the accepted claims and issue the report of investigation (ROI).

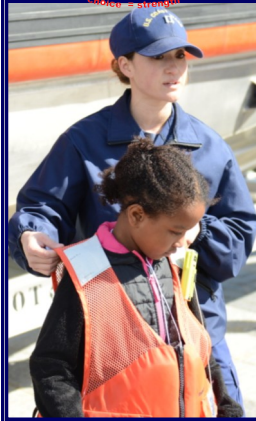
- ▶ Upon receipt of the ROI, civilians have 30 days to elect between a hearing, a final agency decision (FAD) or to withdraw the complaint. Conversely, military members can choose between a FAD or to withdraw the complaint. ADR is available throughout the complaint process and there are avenues for appeal after a FAD or hearing. Additional information can be found at COMDINST M5350.4C or by contacting a [Civil Rights Service Provider](#) locally. Submitted by Ms. Erika Selmon

USCG's Civil Rights Outcomes:

U.S. Coast Guard (USCG) continues to trend towards a model EEO Program! As of April 30th, the Coast Guard achieved a 73% early resolution rate for the month and maintained an overall 63% early resolution rate for Fiscal Year 2015 thus far. In addition, the USCG continues to process pre-complaints and investigate EEO/EO complaints with 100% timeliness. The continued high rate of timely processing, as well as increased early resolution is in furtherance of the USCG Civil Rights Directorate's mission and objectives to efficiently enforce employment non-discrimination laws. These achievements would not be possible without the support and cooperation of CG members and Commanding Officers and Officers in Charge. Submitted by Ms. Erika Selmon



Future Force, Now: Take Our Daughters and Sons to Work Day!



Executive Champion Rear Admiral (Upper Half) Bruce Baffler hosted nearly 300 children in Washington DC for Take Our Daughters and Sons to Work Day. The theme for this year was “#MPOWR: knowledge + choice = strength”! Presentations by the Ceremonial Honor Guard and Station Washington were featured outside while the National Command Center and the Commandant’s Situation Room were highlights of a unique kid-centric tour of the Coast Guard Headquarters building.

One of the most dynamic presentations of Take Our Daughters and Sons to Work Day was made by the crew of Station Washington which displayed a 25-foot response boat. Commanding Officer of Station Washington, [Lieutenant Celina Ladyga](#) (Pictured Left) set the tone for the interactive encounter where visiting children were encouraged to get hands on with Coast Guard life-saving equipment and ask questions. The Station Washington crew facilitated the young visitors as they hopped in and out of flotation devices, walked the deck of the response boat, and rescued “Oscar”, a mannequin, by throwing him a life ring and bringing him to safety. For more information, please contact a [Civil Rights Service Provider](#) or visit [takeourdaughterstowork.org](#).



New CRD Facility Dedicated at CG Yard in Baltimore



In partnership with the [Coast Guard Yard](#) and Surface Forces Logistics Center (SFLC) in Baltimore, Maryland, CRD cut a ribbon to dedicate a new facility which hosts the Zone 3 civil rights office (DE, MD, PA). Over the past year, CRD and Yard staff collaborated to provide the right resources to consolidate previously separated offices into one centrally-located base of operations. In addition to the increased efficiency for Civil Rights Service Providers in Zone 3, the new state-of-the-art space is easily accessible to more than 3,000 Coast Guard employees in the area. Civil Rights Director, Ms. Terri Dickerson, was happy to cut the ribbon, stating “We are one Coast Guard family and it is important that the Equal Employment Opportunity (EEO) process is accessible to the workforce. We are happy that the new office suite supports accessibility for employees.” (Pictured From L to R: CAPT George Leshner, C/O, USCG Yard; Mr. Albert Curry, Deputy Director, CG-4; Ms. Terri Dickerson, Ms. Gloria Townes, EEO Manager; CAPT Douglas Schofield, Commander, SFLC; and Ms. Anitra Green, EEO Specialist.)



 **The Coast Guard is seeking nominees for the Blacks in Government (BIG) Meritorious Service Awards!**  The nomination period will close on 2 June 2015. Please see [ALCOAST 196/15](#) for more information.

Welcome Aboard, Shipmates!



CRD is pleased to introduce its newest members! (From left to right) Mr. Albert Armstrong (Pictured far left) recently joined the Region 2 office in Norfolk, Virginia. He has 28 years of government service with Equal Employment Opportunity (EEO) experience at the Department of Veterans Affairs and the Army’s Training and Doctrine Command.

Pictured from left to right: Mr. Albert Armstrong of CRD’s Region 2 Office in Virginia, Ms. Brenda Mack of Zone 9 office in Texas, and Ms. Melissa Purdy of Zone 12 office in Alaska.



▲ Zone 12 (AK) welcomes a new EEO Manager, Ms. Melissa Purdy! Prior to joining CRD she led the Social Security Administration’s Seattle area EEO office. She has a background in psychology and cultural studies.
 ◀ Zone 9 (TX) also has a new EEO Manager in Ms. Brenda Mack! Her resume includes Army Contracting Command, Army Materiel Command and the Corpus Christi Army Depot - with over 20 years of EEO experience. Welcome aboard!