

CIVIL RIGHTS ON DECK



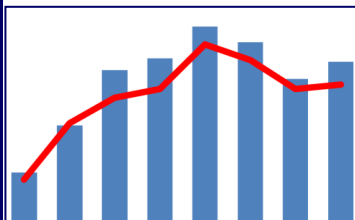
Share on Facebook

Share on Twitter

Volume 10, Issue 12

December 2015

DEOCS: An Essential Command Tool



The Defense Equal Opportunity Climate Survey (DEOCS) is one of many tools available for checking the pulse of a unit. The survey measures equal opportunity perceptions, organizational effectiveness concerns, and sexual assault prevention/response measures. The DEOCS survey is required within 6 months of assuming command and then annually. In FY15, the CG generated 295 DEOCS survey reports from the responses of over 19,000 members, a slight increase from the previous year. Assessing the unit climate is an ongoing process, not a single event. While surveys are useful tools for obtaining feedback over large workforces, other activities are just as beneficial. Members also have the following resources available to offer input or seek assistance, without fear of retaliation: the chain of command, the Chaplain, Coast Guard Investigative Services (CGIS), civil rights staff, ombudsmen, Command Master Chiefs, Command Drug and Alcohol Representatives, human resources staff, the union, Sexual Assault Response Coordinators, and Employee Assistance Program Coordinators. For further information on the survey, see **ALCOASTs 196/14** and **245/15**.

Submitted by Mr. James M. Ellison

Speaker Highlights Native Americans' Seafaring History



RDML Michael Haycock (right), Executive Champion, spearheaded Coast Guard's National Native American Heritage Month observance with a host of educational events including videos and messages to the USCG workforce. Pictured left of RDML Haycock is Dr. Jason Mancini who served as the keynote speaker at an event where he spoke about Native American contributions throughout history, highlighting the influence they had on the maritime industry.

Submitted by Mr. Sean Dixon

Celebrating The King

On January 18th we recognize the leadership, contributions and historical influence Martin Luther King Jr. (MLK) has had on the civil rights movement in the United States. This year's MLK Observance theme is *Remember! Celebrate! Act! A Day On, Not A Day Off!* On this day we reflect on the adversity MLK overcame to forever change the country. To learn more or to see if your command is facilitating an observance, contact your **Civil Rights Service Provider**.

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

Coast Guard Achieves Sustained Excellence



The results are in. For FY 15, the Coast Guard continued its stellar performance for timely complaints processing and improved upon FY14's early resolution rate. During FY 15 there were 137 pre-complaints initiated (military and civilian); of which, 57 advanced to formal complaints. The pre-complaints that did not advance to the formal stage, resulted in a 59% resolution rate, a 2% increase from the prior fiscal year and above the federal average. The most frequently alleged issues and bases for civilian and military members remained unchanged from the previous fiscal year, namely: bases for military members were reprisal, sex and disability; and the issues were harassment, disciplinary actions and evaluation/appraisal. Bases for civilians were reprisal, race and sex; and the issues were harassment, disciplinary action and termination. CG's sustained rates for 100% timely processing and early resolution furthers the CG's civil rights mission effectiveness by leading programs and facilitating practices which foster a discrimination free workplace.

Submitted by Erika Selmon

Solicitation for the 2016 Federal Asian Pacific American Council (FAPAC) Military Meritorious Service Award is now open! For more information, see **ALCOAST 471/15**.



Conflict Coaching Leads to Conflict Prevention

Coaching, counseling, and directing focus to an organization's overall mission are foundational skills for supervisors when providing constructive, continuous feedback to their people. How do we encourage conflict resolution and manage

low levels of hostility? Conflict coaching is one strategy some federal agencies are using to help support management and facilitate better communication. The conflict coach works with the supervisor to increase awareness of one's impact on others, improve communication skills, and generate strategies for modifying the supervisor's approach to the situation. Many Alternative Dispute Resolution practitioners are already well-versed in conflict coaching skills from conducting caucus sessions during mediation. Support for supervisors as they facilitate constructive dialogue in order to better manage their work environments is the advantage of conflict coaching. Conflict coaching can be an effective complaint prevention tool to re-direct attention and resources to the Coast Guard's mission.

Submitted by Ms. Kimberly Day-Lewis

Civil Rights Plays Central Role in Commandant's 'Duty to People'

The Civil Rights Directorate (CRD) staff supported a Commandant sponsored "Duty to People" symposium held at Coast Guard Headquarters. The symposium served as a platform to educate the workforce and generate important conversations regarding sexual harassment and sexual assault. In a joint effort, various Coast Guard directorates combined their experience and expertise to tackle the challenging subject matter and clarify many common misconceptions. A CRD team member, Mr. Frank Gonzalez (pictured), helped facilitate panel discussions and answer questions regarding sexual harassment. He provided guidance on the roles and responsibilities of individuals and supervisors when addressing claims of sexual harassment. The event was part of the Coast Guard's Sexual Assault Prevention and Response Military Campaign Office mission and aligned with Adm. Zukunfft's "Duty to People" initiative.



Submitted by CDR Kimberly Chesteen



A Service-wide Defense Equal Opportunity Climate Survey (DEOCS) is coming in January! Vice Commandant Michel will provide an opportunity for the entire workforce to be heard, be on the look out.



Miami Observes Disability Employment Awareness Month

Air Station Miami hosted Ms. Sherri Scyphers-Hungate (◀left), Vice President of Business Development for Goodwill of South Florida, as the guest speaker for a Disability Employment Awareness observance. The non-profit organization's main purpose is to help people overcome barriers to employment and support their transition to independence. Ms. Scyphers-Hungate spoke about Goodwill's mission of providing rehabilitation, training, employment and job placement for people with disabilities. At the conclusion of the program, Ms. Scyphers-Hungate took questions from the audience.

Submitted by Mr. Miguel Flores

PIE Performers Praised!

Each year, Partnership in Education awards are given in recognition of highly successful Coast Guard unit collaborations with local school systems, community-based organizations, and businesses. These relationships help to develop and create a diverse future workforce. 2015 Coast Guard honors recipients:

Lt Matthew Romano, Sector San Juan, *PIE Coordinator of the Year*; Marine Safety Unit Duluth, *Best Unit Partnership*; Patrol Forces Southwest Asia, *Best Unit Partnership (100 + personnel)*; Civil Engineering Unit Providence, *Best Collaborative Partnership*; Coast Guard Yard, *Best Collaborative Partnership (100 + personnel)*; Coast Guard Cutter FIR (▼Pictured), *Sustained Excellence in PIE*. Learn more about these award winners in [ALCOAST 310/15](#). Pictured below is the crew of Coast Guard Cutter FIR.

Submitted by Ms. Gwendolyn White

