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# CIVIL RIGHTS ON DECK

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## Hispanic Heritage Speaker to Coast Guard: Strive for Equality

Coast Guard Headquarters, in recognition of National Hispanic Heritage Month, was pleased to host Lieutenant Colonel (LTC) Marisol Chalas, Legislative Assistant to the United States Army Vice Chief of Staff, who shared a message of exemplary preparation and goal attainment with the workforce. In keeping with the theme, "Hispanic Americans: A History of Serving our Nation," LTC Chalas shared her story of arrival in the United States from the Dominican Republic as a child and her path to serving in the U.S. Army. She began her military career as an enlisted soldier in 1990, and received her commission as Second Lieutenant in 2001. LTC Chalas holds the distinction of being the first Latina National Guard Black Hawk helicopter pilot. LTC Chalas encouraged those assembled to embrace diversity and celebrate all nationalities. "Together we must strive for equality and treat everyone with dignity and respect no matter where they come from, what they look like, or how they practice their faith," she said. CG Vice Commandant, Admiral Charles Ray, Mount Eagle (CG Partnership in Education school) Elementary students, and workforce members enjoyed traditional music and dance performed by the Trio Caliente Band. Guests also savored food samplings of Hispanic cuisine. By Ms. Deborah Gant, CRD, USCG HQ

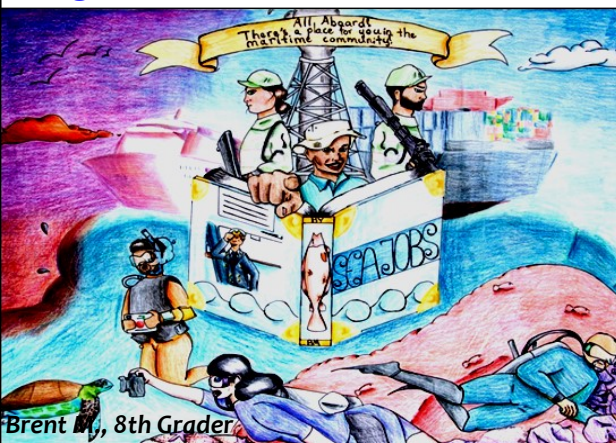


Above: RDML Douglas Schofield, USCG Executive Champion is pictured with LTC Chalas.

## Is Non-Selection for a Position a Form of Discrimination?

In a recent case, *Darius C., Complainant, v. Department of Treasury (US Mint), EEOC Appeal No. 0120181094 (June 25, 2019)*, the Equal Employment Opportunity Commission (EEOC) found that the US Mint did not discriminate against an employee based on disability and age. The Complainant alleged that since a temporary promotion was not advertised, he was not given the opportunity to apply. He also claimed that the US Mint did not refer him for other positions for which he was qualified and met requirements. The EEOC decided that the US Mint was not required to announce the temporary promotion since it would not exceed 120 days. Furthermore, the agency articulated legitimate, non-discriminatory reasons for not considering the Complainant for the other positions. The EEOC found the Complainant failed to prove his claims of discrimination. By Ms. Elizabeth Mercado, CRD, USCG HQ

## Congratulations Annual Maritime K-12 Art Contest Winners and Finalists!



winning artwork will be featured in a commemorative bilingual 2020 Calendar. To see additional artwork visit <https://namepa.net/education/art%20contest/>. By Mr. Juan Torres, CRD, USCG HQ

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Communication Specialist



## CRD Welcomes New Shipmate



The Civil Rights Directorate (CRD) welcomes Ms. Damaris Figueroa to the Solutions and Complaints Division, Coast Guard Headquarters as an Equal Employment Opportunity Assistant. She previously served as a Department of Defense Human Resource (HR) Assistant at the Adelphi Laboratory Center in Silver Spring, MD. She has more than 15 years of HR experience and is eager to learn her new roles and responsibilities as EEO Assistant. Ms. Figueroa is married and has two sons. She has proudly supported her husband who is a 22 year Army Veteran and continues to support her son who is serving in the U.S. Army. She resides in Maryland and loves to travel with her family and dog, Chewy. By Ms. Elizabeth Mercado, CRD, USCG HQ

## 2019 Blacks in Government: Coast Guard's Best Honored

CDR Richard Howell, Fifth Coast Guard (CG) District, Portsmouth, VA was the CG recipient of the 2019 Blacks In Government (BIG) Meritorious Service Award. CDR Howell was cited for superior performance while serving as Chief, Force Readiness Branch, Fifth Coast Guard District. With his steadfast support for equal opportunity for all, he



championed a wide variety of diversity and gender inclusion initiatives that significantly impacted the CG. These activities included mentoring dozens of CG members and challenging them to assume new leadership roles. Pictured (left to right): Dr. Lynwood Townsend, Co-Chair, BIG National Board of Directors; CDR Richard Howell; and the Honorable, Dr. Doris P. Sartor, BIG National President. By Mr. Juan Torres, CRD, USCG HQ

## 2019 CRSP of the Year: CRD Member Recognized for Leadership



Chief Petty Officer Daniel Burgoyne, Coast Guard (CG) Civil Rights Directorate Region 2, Equal Opportunity Advisor (EOA) received the 2019 Civil Rights Service Provider of the Year Award. CPO Burgoyne was recognized for his commitment and professionalism when he filled the gap caused by an extended absence of the CG liaison to the Defense Equal Opportunity Management Institute (DEOMI), providing counsel and guidance during the 11-week EOA course. Additionally, as an instructor for the three-week Service Specific Training course, he displayed superior knowledge of Equal Employment Opportunity laws, regulations, and policies, and shared his experiences as an EOA, offering both pitfalls and keys to success. Finally, he was responsible for the budgeting, planning, and instruction for the workforce mandated training in Sexual Harassment Prevention and Civil Rights Awareness to over 2,000 Coast Guard personnel serving in Florida, Puerto Rico, the Caribbean, Europe, and South-west Asia. CPO Burgoyne exemplifies the Core Values of Honor, Respect, and Devotion to Duty, and is commended for his contributions to Coast Guard Civil Rights. CPO Burgoyne is pictured above with Dr. Terri Dickerson, Director Civil Rights Directorate. By Mr. Juan Torres, CRD, USCG HQ

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## New Members Join the CRD Team

CAPT Jose Jimenez is the Civil Rights Directorate (CRD), Assistant Director and Chief Office of Civil Rights Policy, Planning and Resources. Prior to reporting to CRD, CAPT Jimenez was an instructor at the Eisenhower School for National Security and Resource Strategy, National Defense University campus in Washington, DC. As a member of the faculty, he taught Economics, Business Economics, Industry Analysis, and was part of the Biotechnology Industry Study course. He also served as the Service Chair for the Coast Guard (CG). His command assignments include cutters MELLON (WHEC 717), Seattle, WA; STEADFAST (WMEC 626), Astoria, OR; and NUNIVAK (WPB 1306), San Juan, PR. A native of San Juan, Puerto Rico (PR), he holds a Bachelor's degree in Business Administration from the University of PR and a Master's Degree in Business Administration from the University of Michigan, Ann Arbor.



CDR Forgue and Captain Jimenez

CDR Charlene Forgue joined CRD as the Executive Assistant to the Director. She is a proud Cutterman with over eight years of sea service aboard four cutters. Prior to reporting to CRD, she was assigned to U.S. Indo-Pacific Command at Camp Smith, HI, where she coordinated security cooperation for 33 Indo-Pacific partner nations. She also previously served as the CG Liaison to U.S. Navy Third Fleet in San Diego, CA. Additionally, she served as an instructor in the CG Academy's Science Department where she taught Meteorology and Marine Science. She resides in Washington, D.C. with her husband, CAPT Sherman Lacey, and their one year old son, Silas. By Ms. Deborah Gant, CRD, USCG HQ