



# CIVIL RIGHTS ON DECK

## NATIONAL HISPANIC HERITAGE MONTH

### EMPOWERING CHANGE: INSIGHTS FROM THE 2023 DHS EEO AND DIVERSITY TRAINING CONFERENCE

By Patrick Ferraris, Communications Specialist, CRD, USCG HQ

In federal service, the commitment to fair employment practices has endured for 75 years, stemming from President Truman's issuance of Executive Orders 9980 and 9981. This commitment found its epicenter at the Department of Homeland Security's (DHS) Equal Employment Opportunity (EEO) and Diversity Training Conference, held at the Transportation Security Administration Headquarters in Springfield, Virginia, September 12-14. For the Coast Guard's Civil Rights Directorate, it was an opportunity for Civil Rights Service Providers from across the nation to gather and build camaraderie and enhance their civil rights proficiency. With the theme "Governing Fair Employment Practices: Honoring 75 years in Federal Service," the training conference aimed to reshape how EEO and diversity

professionals approach their roles and ignite a fire to make a lasting impact. EEO professionals from across DHS components, other federal agencies, and the private sector convened for the conference. This convergence of diverse perspectives and expertise allowed for a rich exchange of ideas and strategies and was a great way to build bridges and network across components. The Honorable Alejandro Mayorkas, Secretary, DHS, provided remarks to the attendees and reinforced the idea of empowering change among EEO practitioners. The training also offered various dynamic learning opportunities, including plenary sessions, approximately 40 general workshops, and specialized courses. The event served as a testament to the importance of fair employment practices in the federal government and helped reinvigorate the Coast Guard's commitment to shaping an equitable future for all in the Service.

*Pictured: Coast Guard Civil Rights Service Providers and CRD staff gather at CGHQ for team building and information sessions during the DHS EEO and Diversity Training Conference (USCG Courtesy Photo).*



*Personal Assistance Services (PAS) are essential to an employee's success and access to them can help reduce barriers for people with disabilities.*

essential functions of their role effectively. For more information on the more severe or targeted disabilities that may require PAS, visit the [Job Accommodation Network](#) or contact your local [Civil Rights Service Provider](#).

### COAST GUARD COMMITTED TO EMPLOYEE WELLBEING

By CSC Steven Dupree, Equal Opportunity Advisor, CRD, Region 2, Zone 5

The Coast Guard's Persons with Disabilities Program (PWDP) fosters the employment, placement, and career advancement of individuals with disabilities. The program is designed to ensure that these individuals are hired and placed within a wide range of grade levels and job roles that align with their qualifications. Part of the PWDP's mandate is to fulfill the agency's obligations under the Rehabilitation Act to provide Personal Assistance Services (PAS) for employees with more severe limitations that may require assistance with daily living tasks. PAS encompasses aid with everyday activities that individuals would typically perform without assistance if they did not have disabilities. These activities may include dressing, moving around, eating, or using the restroom. PAS is distinct from any reasonable accommodations intended to assist employees in performing job-related tasks. Personal assistance allows employees with severe impairments to meet their basic daily needs and, along with any necessary accommodations, enables them to carry out the



## INCLUSION ADVOCATE RECOGNIZED FOR EXCELLENCE

Lt. Avierre “Ace” Conner, Marine Inspector, USCG Sector New Orleans, is the Coast Guard recipient of the 2023 Blacks in Government (BIG) Military Meritorious Service Award. BIG recognized Conner for advancing inclusion through recruiting, retaining, and developing members of underrepresented communities within the Coast Guard. BIG honored Conner and the other military branch recipients at the 44th Annual National Training Institute in National Harbor, Maryland. During the award period, Conner served as President of the National Naval Officer Association (NNOA) - Bayou Chapter, where he took over voluntarily with an aim to cultivate and optimize a diverse officer corps. His reach and work extended beyond the chapter. Conner engaged with the local maritime industry, Coast Guard recruiting offices, and Minority Serving Institutions to meet the Commandant’s strategic objective to transform the total workforce.

Conner also spearheaded numerous recruiting events and career expos that offered current and prospective college students’ valuable insights into potential career opportunities with the Coast Guard. With that dedication to helping the future of the Coast Guard, he also served as a member of the Genesis Council Junior Officer Forum Session, where he mentored over 30 cadets. He helped them navigate first-tour expectations, overcome challenges, explore career paths, and more to ensure a successful transition into the Coast Guard Academy. You can read more about Conner’s accomplishments in [ALCOAST 338/23](#). Pictured: Lt. Avierre Conner holds the BIG Military Meritorious Service Award alongside Ms. LaShonda Jones, President, Coast Guard Chapter of BIG.



## Rehabilitation Act 50

This month marks the 50th anniversary of the Rehabilitation Act of 1973 - the first federal legislation to address access and equity for individuals with disabilities. Learn more about the Act and discover ways to celebrate at the [Department of Labor’s website](#).

## COAST GUARD’S PARTNERSHIP IN EDUCATION PROGRAM BRINGS FUN AND LEARNING BACK TO SCHOOL

By Edward Stoker, Partnership in Education & Special Emphasis Program Manager, CRD, USCG HQ

Schools across the nation welcomed back eager students, excited to embark on a new year. For the Coast Guard community, this return to school was an opportunity for the Partnership in Education (PIE) program to inject a dose of enthusiasm and fun. At MSU Lake Charles (pictured left), the PIE team embarked on a mission to St. John Elementary, to educate on the national ensign. They taught the students about the history and significance of the U.S. flag and demonstrated how to conduct colors properly. In doing so, they instilled a sense of patriotism and respect for the nation’s symbols, leaving a lasting impact on the students. Education is also about equipping students with the tools they need to succeed, and recognizing this, the Seventh Coast Guard District (pictured center) organized a “Back to School” supply drive where Coast Guard members and their families donated school supplies to benefit the students of Shenandoah Elementary School. This gesture showcased the Coast Guard’s commitment to their communities and the well-being of young learners. Base Miami Beach (pictured right) went to I Preparatory Academy where they engaged students in a discussion about Hurricane Preparedness. The Coast Guard members discussed the USCG’s critical roles during hurricanes and wove in lessons about leadership, trust in leadership, and more. Authorized under the National and Community Service Act of 1990, PIE enhances educational opportunities and raises awareness about the Service. All members of the Coast Guard family are encouraged to participate in the PIE program to become role models and mentors to students. To get started, contact Edward Stoker at [Edward.A.Stoker@uscg.mil](mailto:Edward.A.Stoker@uscg.mil). You can also join the [PIE community on Coast Guard Teams](#) and connect with active volunteers in your area.







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**REGION 3 WELCOMES NEWEST  
EQUAL OPPORTUNITY ADVISORS**



Chief Petty Officer Ali Maicher (*pictured right*) joins the Civil Rights Directorate as the Equal Opportunity Advisor for Region 3, Zone 13 office in Seattle, Washington. Chief Maicher has 15 years of service in the Coast Guard with assignments in Alaska, California, Texas, and Washington. Valuing community involvement, she partners with a local resource center

whose mission is to empower LGBTQ+ youth by developing leadership and life skills. Chief Maicher holds a B.S. in Organizational Leadership from Colorado State University and is currently learning American Sign Language. She enjoys fashion history, Hemingway novels, Peloton rides, and spending time with her husband and their Airedale Terrier. Senior Chief Petty Officer Peter Ingeman (*pictured left*) joins the Civil Rights Directorate as the Equal Opportunity Advisor for Region 3, Zone 14 office in Honolulu, Hawaii. Enlisting in the Coast Guard in 2007 out of Fairfax, Virginia, his duty stations have included the USCGC DEPENDABLE, Small Boat Station Charleston, South Carolina, and intelligence assignments in Denver, Colorado; Springfield, Virginia; and San Angelo, Texas. Senior Chief Ingeman is married to his wife Catherine and has a two-year-old daughter, Charlotte, who occupies all his free time. When he finds a spare moment, he enjoys woodworking, cooking, rock climbing, and adding to his record collection. Welcome to the Civil Rights team, Chief Maicher and Senior Chief Ingeman! *By Arcady Darter, Deputy Regional Director, Region 3.*

**Civil Rights Command Checklists are due on October 31st! The checklist helps Commanding Officers, Officers in Charge, Supervisors, and Managers ensure that their workplace complies with Equal Employment Opportunity/Equal Opportunity (EEO/EO) regulations, policies, and procedures. Commands of units with 50 or more positions are required to complete the Command Checklist each year. Read [ALCOAST 310/23](#) for more information, or contact your local [Civil Rights Service Provider](#).**

**ACCESS AND EQUITY: DISABILITY EMPLOYMENT FOCUS**

Every October, the United States observes National Disability Employment Awareness Month (NDEAM) to celebrate the contributions of workers with disabilities and promote inclusive workplaces. NDEAM recognizes the vital role individuals with disabilities play in our workforce and emphasizes the importance of equal employment opportunities. The U.S. Department of Labor announced “Advancing Access & Equity,” as this year’s theme which highlights the significance of providing equitable access to employment opportunities for individuals with disabilities and promotes inclusive policies and practices. NDEAM reminds us that a disability inclusive workforce is a strong workforce.

