

Special Interest Articles by:

- Diversity and Program Compliance Division.
- Public Civil Rights Division.
- Complaints and Compliance Division.
- Policy Division.

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Director, Sharon D. Eller

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OCR co-sponsors GLOBE Training at SIB

On Tuesday June 7, 2011, the Office of Civil Rights (OCR), Department of the Interior's Gay, Lesbian or Bisexual Employees (GLOBE), and the Bureau of Land Management (BLM), co-sponsored a training session at the South Interior Building (SIB) in observance of the Lesbian, Gay, Bisexual, and Transgender (LGBT) Pride Month. Program Analyst Michael "Ike" Kelley, Office of Policy, Planning & Performance Management and President of DOI GLOBE, who welcomed attendees said today's discussion

will include training, terminology, context and the nature of LGBT in general. He said, "Diversity in the 21st century is about welcoming a diverse workplace. This will enable an employee to bring all of their skills to the office without their colleagues' reactions towards them." Moreover, a transgender Federal employee can go through the Equal Employment Opportunity Commission (EEOC) if discriminated against under Title VII. This is where a person or every Federal employee is

protected if there is gender stereotyping, he added. Chai Feldblum, a Commissioner of the EEOC, gave the Keynote address beginning with a story in 2008 on religion, about a young Muslim woman who wanted to be a salesperson at Abercrombie & Fitch Department store. She said the woman wore a standard head scarf known as a hijab. This is worn by women in many Muslim countries in public as a sign of modesty. Feldblum said the company (Continued on page 3)

Webinar Clarifies New EEOC Regulations on ADA Act

This spring, the Equal Employment Opportunity Commission (EEOC) issued new regulations on March 25, 2011, on the Americans with Disabilities Act (ADA) Amendments Act of 2008. The Office of Civil Rights introduced a webinar presented by Senior Attorney Advisor Sharon Rennert, EEOC Office of Legal Counsel on May 10, 2011, at the Main Interior Building. Rennert said the regulations were published in the Federal register March 25, 2011,

with the effective date of May 24, 2011. She explained to a listening audience how these new regulations closely tracked the statute [29 C.F.R. Part 1630] and the impact of these significant changes, ensuring compliance with the ADA and the Rehabilitation Act. She explained and re-defined the definition of a disability with respect to an individual for example, a physical

or mental impairment that substantially limits one or more of the major life activities of such individual; a record of such an impairment; or being regarded as having such an impairment. Rennert said, "Congress wanted to be very clear on people's coverage of a disability." Other major changes included (Continued on page 2)

Webinar Clarifies New EEOC Regulations on ADA Act



Other types of impairments found to be substantially limiting also discussed at the Webinar
—Chris Kuczynski

“Congress wanted to be very clear on people’s coverage of a disability.”
— EEOC Senior Attorney Advisor Sharon Rennert

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a new list of major life activities, that focused on an individual’s major bodily functions to help ensure coverage for people who have struggled to show coverage before. This is a huge impact, she added. Rennert also discussed a lower threshold for finding substantial limitation, ignoring the positive effects of mitigating measures, and greater coverage for individuals

with episodic conditions. Also, EEOC Assistant Legal Counsel Chris Kuczynski explained other types of impairments that will virtually always be found to be substantially limiting at the webinar. This included deafness, blindness, autism, diabetes, epilepsy, HIV infection, and mobility requirements

requiring the use of a wheelchair. Multiple sclerosis, muscular dystrophy, and various other impairments were also discussed. Kuczynski said “People will still need to do individualized assessments which will result in the determination of a reasonable accommodation.”

All Hands on Deck Meeting Provides Variety of Topic for Discussion



Office of Civil Rights Director Sharon D. Eller led her staff in an ‘All Hands on Deck’ meeting on April 28, 2011, to discuss an array of topics starting with tornado safety. “This is the worst season ever for tornadoes,” said Eller, sitting at the head of the table in the Main Interior Building’s 7000A Conference Room. She informed her 20 staffers on what they need to do for shelter such as; get away from the windows,

go into the hallway until a storm passes, and be a level above the basement area, she explained. Eller then went on to discuss the current travel and training budget with the staff. Up next for discussion was the planning of Jack Andre’s retirement party along with Professional Administrative Assistant’s Week. The meeting’s agenda switched gears as Eller identified the Office of Policy, Management &

Budget’s (PMBs) six goals which included, delivery on the Secretary’s highest priorities, making DOI the most inclusive workplace in government, performance management, ensuring the safety of employees, using technology to improve efficiency, and allocate and manage resources effectively. Eller said the biggest strategic goal in Human Capital & Diversity is for DOI to build a workforce
(Continued on page 4)

Days of Remembrance of the Holocaust 2011



Historic Lincoln Theater

On Wednesday May 4, 2011, the Office of Civil Rights (OCR) & DOI as a member of the Federal Inter-Agency Holocaust Remembrance Committee co-sponsored the 17th Annual Federal Inter-Agency Holocaust Remembrance program at the Historic Lincoln Theater located in Northwest Washington,

DC. The United States Congress established the Days of Remembrance as our nation’s annual commemoration of the Holocaust. DOI joined the nation in observing the Days of Remembrance from May 1-8, 2011. This year’s national theme ‘*Justice and Accountability in the Face of Genocide: What Have We Learned?*’ focused on fortifying

restraint and protecting against future indifferences, while providing many opportunities to participate in commemorations and activities around the region. For example, the U.S. Geological Survey sponsored a DOI exhibit which was located on the fourth floor of the Main Interior Building near the 4300 Corridor April 11 through May 8.

OCR co-sponsors GLOBE Training at SIB

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had a no policy regarding headscarf's which means the uniform look excluded her. Feldman, who was instrumental in the drafting and negotiating of the Americans with Disabilities Act (ADA) of 2009 said, "Equality means treating people as equals with equal dignity and respect." She gave an example of an interpreter regarding accommodations for someone who is deaf. This is the overall concept of civil rights, she added. "For gay people, they want to play by the same rules," said Feldblum, who has worked to advance lesbian, gay, bisexual, and transgender rights. As a

first openly lesbian Commissioner of the EEOC, Feldblum explained how the law can do two things; First, provide protection and second; the passage of this law can change the sense of the culture, she said. Arthur E. Gary, Deputy Solicitor for General Law and Operations mentioned that Interior has constantly promoted inclusiveness in the workplace. Gary told the audience that this is backed up by Secretary Salazar's *Zero Tolerance Policy* here at Interior. According to the U.S. Office of Personnel Management's guidance regarding the employment of transgender individuals

in the Federal workplace, it is the policy of the Federal government to provide a workplace that is free from discrimination whether that discrimination is based on race, color, religion, sex (including gender identity or pregnancy), national origin, disability, etc. William Scaggs, senior training coordinator for the U.S. Department of Agriculture provided an educational session on 'Sexual Orientation and Gender Identity in the 21st Century Workplace.' He said that diversity does not simply involve legal requirements. "Diversity is based on understanding and appreciating everything that makes us different and unique," said Scaggs.



EEOC Commissioner
Chai Feldblum

"Diversity is based on understanding and appreciating everything that makes us different and unique."
-USDA training coordinator
William Scaggs

Federal External Civil Rights Specialists/Officers Welcomes NAACP

The Association of Federal External Civil Rights Specialists/Officers had a full agenda at their meeting on May 17, 2011. This included a presentation from the National Association for the Advancement of Colored People (NAACP), information on Limited English Proficiency (LEP), a representative for the National Puerto Rican Coalition, and the Implementation of Executive Order (EO) 12250. This established the coordination of the enforcement of the Civil Rights laws. The meeting featured representatives from the Department of

Justice (DOJ). Hilary Shelton, Director, NAACP Washington Bureau opened up with a brief history of the organization. His presentation covered civil rights issues, which specifically directed towards Congress for sufficient funding, resources, and for the independence of Federal civil rights offices. He explained the Issue Briefs (describing civil rights challenges in the U.S.) and issue updates such as, reports on recent Congressional actions. Shelton said, "The NAACP works closely with DOJ and other Federal agencies, along with

traditionally being an advocate for new immigrants and supports full language access for everyone." Moreover, Federal agencies should abide by the threshold of 1000 Limited English Proficient (LEP) clients (actual or potential) or five percent, to determine written translations of vital agency documents he added. For example, African Americans, Asian Vietnamese, Alaska Natives and American Indians, and Haitian Americans could be LEP, he added. Mr. Shelton explained when visiting the (Continued on page 5)

'The Association of Federal External Civil Rights Specialists and Officers focuses on Environmental Justice & other related initiatives.'



All Hands on Deck Meeting Provides a Variety of Topics for Discussion

“We have to retain current employees and provide them with excellent customer service.”

—Sharon D. Eller

(Continue from Page 2) that reflects the face of America. She said this is accomplished thru hiring reform, workforce planning, and intern programs. “We have to retain current employees and provide them with excellent customer service,” said Eller. DOI has put emphasis on leadership and employee development, she added. Division Chief Ophelia Anderson from Diversity &

Program Compliance asked “With the new administration and the hiring of new people, what’s happening for the individuals already on board?” Making sure the Department is proficient, adaptable and flexible, a staffer mentioned. This led to Eller’s next topic for discussion, which transitioned into teleworking. She reiterated that everyone must fill out all necessary

parts of their telework agreement. She also informed staff to please complete the Office of Personnel Management’s (OPMs) 30 minute survey. This survey is used to measure how Federal agencies were doing, she said. The division chief’s contributed to the meeting with issues like the EEO review process, 2011 PCR Forum, and the former MMS Bureau dividing into three new

Disability Resource Analyst Educates about the ATC

The Office of Civil Rights Accessible Technology Center’s (ATC) Disability Resource Analyst Jennifer Meltz has been training FWS managers and supervisors since April, 2011.” This has been a great experience and exposure for those who do not know about ATC,” said Meltz. Her presentations

provided information about the ATC and the Computer/Electronic Accommodations Program (CAP). CAP provides free assistive technology hardware, software, associated upgrades or related training to DOI employees. “They have spent over one million dollars on employees to

receive equipment,” said Meltz. She brings several pieces of technology to the trainings such as, portable magnifiers, amplification systems, a phone for the blind, as well as other equipment. “This equipment is passed around and gives employees a hands on approach to learning.”



Portable Screen Magnifier for low vision

“Service, Honor, Respect: Strengthening Our Cultures and Communities” –SAIGE, 8th Annual Conference 2011 theme

2011 SAIGE 8th Annual Conference designed to meet Training Needs

On June 13, 2011, the Office of Civil Rights, U.S. Geological Survey EEO Office, and the Bureau of Indian Affairs (BIA) co-sponsored a DOI Pre-Conference Training Forum at the 2011 Society of American Indian Government Employees (SAIGE) 8th Annual National Conference held in Tulsa, Oklahoma. Many Pre-Conference activities included, a Federal Indian Law Immersion Course, forums that involved the Department of Defense (DOD), DOI, and the National

Guard. Office of Personnel Management (OPM) Director John Berry, gave a brief presentation. Throughout the week, the training conference comprised of multiple sessions such as, culture and diversity, professional development, EEO & Human Resources (The Rights and Obligations for Religious Accommodation in the Workplace), and Fitness Walk/Run events. This year’s theme “Service, Honor, Respect: Strengthening Our Cultures and Communities” involved affinity groups such as, Blacks in Government

(BIG), Federally Employed Women (FEW), Federal Asian Pacific American Council (FAPAC), SAIGE, and National Image Inc., Image is an all volunteer community based organization committed to improving conditions and opportunities for Hispanic Americans civil rights. The opening ceremonies included the presentation of Colors by the Osage Color Guard, remarks from BIA Assistant Secretary Larry EchoHawk, (Continue on page 5)

2011 SAIGE 8th Annual Conference designed to meet Training Needs

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and, concurrent breakout sessions including the White House Tribal College Initiative: What Your Agency Can Do; a Career Fair; Making your Resume Stand Out; and an Inclusive Workplace Strategy were highlights of this year's 2011 SAIGE 8th Annual Training Conference. Other sponsored presentations from the SAIGE student youth agenda incorporated speakers representing many Federal agencies for example, Navy, National Oceanic and Atmospheric Administration (NOAA), and the Environmental Protection Agency (EPA).

An informative segment pertaining to recruiting and hiring students in the Federal government titled 'How Students can Find and Apply for Jobs' was presented by a representative from OPM. The dress for success and recruitment session was hosted by Central Intelligence Agency (CIA) and Secret Service representatives. SAIGE, provides a forum for issues that advocates Federal agencies about the Federal Indian trust responsibility, and aids government agencies in honoring the Federal-Tribal relationship. According to its website, there was no national organization for American

Indians and Alaska Natives until SAIGE's development in 2001. At the conference, Veronica Vasquez, Office of Employment Opportunity (OEO) also discussed leadership in MD-715, which is the EEO reporting requirement for Federal agencies that measures progress towards becoming a model EEO Office and Section 501 of the Rehabilitation Act (Part B). This directive provides policy guidance and standards for establishing and maintaining effective affirmative programs of equal employment opportunities. In addition, Becky Lewis, EEO, from the Internal Revenue Service (IRS) touched upon disability etiquette.



2011 SAIGE 8th Annual Conference

Federal External Civil Rights Specialists/Officers Welcomes NAACP

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Gulf Coast after the Deepwater Horizon oil spill, there were many people living in that area including Hispanics that had difficulty understanding their rights with barriers to language access, and inaccurate translations in some cases under the relief efforts. In addition, DOJ Representatives Betsy Keenan and Wonder-Moore-Davis gave a presentation on the Executive Order 12250 Implementation Plan Reports required by Federal agencies. They

explained that DOJ has an obligation to get the necessary information and analyze them and make an assessment. These reports include: Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, as amended, of Federally assisted and Federally conducted programs and Title II of the Americans with Disabilities Act (ADA). Doug Gentile (FWS), Association Secretary revealed a new Association Civil Rights Recognition Initiative, where Association

members gave verbal tributes to outstanding supporters of external civil rights in their agencies. Sharon D. Eller, Director, Office of Civil Rights (OCR), was acknowledged for tripling the size of the Public Civil Rights staff, keeping public civil rights as a separate division from Equal Employment Opportunity (EEO), and signing Directives to strengthen external/public civil rights. Kim Montoya (BOR) was mentioned for facilitating DOI civil rights teams and a surprise retirement commemoration for DOI's Public Civil Rights Division Chief, Jack Andre for OCR.



*-The NAACP works closely with DOJ and other Federal agencies along with traditionally being an advocate for new immigrants and supports full language access for everyone.
—NAACP Director
Washington Bureau
Hilary O. Shelton*

Birthdays for May, June, and July.

May

Sharon Eller
May, 11

Barbara Evans
May, 12

June

Alvin Dillings
June, 14

July

Leanne Kowalski
July, 5

Carmen Santana
July, 8

Jennifer Meltz
July, 21

We're on the Web!

See us at:
www.doi.gov/eeo

Special Emphasis Division Embraces BLM Program Manager's Diversity

For approximately 35 years, BLM Program Manager Steve Shafran has been a valuable asset to Interior. Currently, he is on detail in OCR with the Special Emphasis Division (SEP), working on special projects such as, implementing the new DOI-American Indian Higher Education Consortium. Steve planned, developed, and hosted two Gay, Lesbian, Bisexual and Transgender (GLBT)-June Pride Month training sessions, assisted the DOI Veterans, and disabilities program manager, evaluated existing MOUs, and has provided guidance to the director on establishing new partnerships. In addition, Steve assisted with the preparation of the annual DOI Tribal Colleges and Universities Accomplishment Report to the White House, and has given support to the special emphasis manager with special emphasis observances planned throughout the year. When asked why he chose the Federal government as his employer of choice, Steve

said, "It provided me with the opportunity to work with Native Americans on the Navajo Reservation." Prior to working in the Office of Civil Rights, his diverse background has helped him utilize his skills as an EEO Specialist/Special Programs/Diversity Manager, an Environmental Scientist with U.S. Geological Survey, a Soil Conservationist and an education instructor with the Bureau of Indian Affairs. Steve said he spent the first five years exploring different vocational opportunities until he was selected to fill a teaching position with BIA on the Navajo Reservation after College, "With my foot in the door, I was exposed to many new and exciting opportunities to use my education," he said. With his diverse background, he was offered many different collateral positions including acting safety manager.

Steve participated in an Intergovernmental Personnel Act transfer to Florida A & M University to serve as an Adjunct Professor, involved with the new Department's Diversity Change Agent Program, while participating in many diverse opportunities. Steve guided students and others to careers within the Department. "I have been blessed with many, many, outstanding opportunities to help make a difference," said Steve.

On a more personal note, Steve's hobbies and interest include photography, gardening, traveling especially via cruises, supporting the troops in Iraq and Afghanistan and being a great parent to two daughters.



SAVE THE DATE

*Women in the United States were given the right to vote when the the 19th Amendment to the Constitution was signed. Please remember to acknowledge **Women's Equality Day** on Friday, August 26, 2011.

****The 2011 DOI Multi-cultural Day** program will be held on September 8, 2011.

Spotlight



Kim Oliver is the Program Associate in the Office of the Secretary Management Development Program known as (OSMDP), rotating within the Office of Civil Rights (OCR), under the direction of Deputy Director Lola Hatcher-Capers. Her duties entail drafting Final Agency Decisions (FADs) while working on various projects. Also, Kim has been on a detailed assignment at NPS/EEO.

Q. What is your background?

“I have years of experience as a Management Services Analyst with a former Fortune 500 company with a Bachelor of Science Degree in Business Mgmt. I have also held the position of Program Facilitator in Social Services.”

Q. What are you responsible for?

“Drafting several memorandums, Congressional correspondences, and assisting with the Special Emphasis & Diversity Division.”

Q. What do you like to do for extracurricular activities?

“Attending Zumba classes, hanging out with my friends and family and of course I love exploring the DC Metro area.”

Q. Do you have any particular hobbies? “I love arts ‘n crafts. My five year old and I like going to Michaels Arts & Crafts to buy supplies to create homemade cards & gifts. I paint pottery, said Kim.”

The Directors Corner

From the Director:

Our mission is to enhance accessibility, assure inclusion, support diversity, and provide a complaints process that is efficient.

Doing the right thing is not always easy. This sometimes means telling people things they don't want to hear, such as spending money from already stressed budgets for accommodations.

Sometimes it is easy doing the right thing, as you help an employee and manager find a workable compromise.

We are working together to find partnerships in training, to find efficiencies in accomplishing our work and helping our community

to be technically sound. A tough order in today's flat budgets.

So, we look at new technology support in ways to streamline the routine. We are using webinars as a way to provide new training to reduce travel. We are also considering video streaming and sharing CD's of current training to provide lower cost training.

Please keep sending your ideas and suggestions for ways to simplify, standardize, and improve our business process.

We must continue to have a strong committed and productive workforce. Thanks for all you do every day! SHARON D. ELLER

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News from the Bureaus:

Each newsletter will highlight a report of events or information considered as a subject of choice from two bureaus. **The featured Bureaus for this quarter's newsletter are US Geological Survey and the U.S. Fish and Wildlife Service.**



THE BUREAU'S QUARTER



Bureau of Ocean Energy Management, Regulation and Enforcement

US Geological Survey (USGS)

On June 23, 2011, **Diversity Conversations** and Ground Productions presented the intriguing documentary "**Play Again**," at the USGS Dallas L. Peck Memorial Auditorium, which focused on today's children and their unfamiliarity with the outdoors. The film also posed the questions: What are the consequences of a childhood removed from nature? How does diversity in the workforce impact our science?

Much of the USGS work is field oriented and their research demands considerable knowledge of the natural world. **Diversity Conversations** is a series of timely topics that brings to light compelling and encouraging topics to encourage conversation and spirited discussions.

Also, it is meant to take diversity out of the box and apply it to a person's daily life, allowing those who view it an exalting effect and an "aha" moment. This movie was sponsored by the Headquarters (HQ) Diversity Sub-Council & Core Science Systems, and was viewed in closed captioned with interpreting services provided. The HQ Diversity Council also developed this series as a vehicle to communicate and challenge the USGS culture with many of its managers earning up to 2.5 hours of diversity training.

FWS: What happened with Service this past quarter?

DAILY NEWS

EXTRA! EXTRA!

*The FWS Office of Diversity and Inclusion Workforce Management conducts Diversity and EEO Training for Managers and Supervisors to help them complete their annual 8 hours of training requirements.

*A series of seven (one hour) webcasts sponsored by Diversity and Civil Rights Office in Region 1 and 8 located in Portland, Oregon is designed to help managers and supervisors better understand the regulations and policy requirements of the reasonable accommodation process. Click the words "Webcasts and Training" from the **Webcast Link:** <https://inside.fws.gov/go/post/R1-Diversity-and-Civil-Rights>

Bill Farr** is the newly added member for Region 9's Diversity Employment Specialist and liaison with the Services' Regional Recruiters. Bill has over 20 years experience as a retired US Marine Corps Recruitment Specialist.Trace Jenkins** from Washington State is another newly added member as the Administrative Officer. He spent 20 years with the Marines and was deployed twice during Operation Iraqi Freedom.