

Special Interest Articles by:

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

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Civil Rights is Looking to Go Hi-Tech

Theoretically, with many Departments trying to find other means to make ends meet while covering expenses, the Office of Civil Rights has found an alternative solution in the field of technology.

Director Sharon D. Eller and a video conference committee spearheaded by Senior Policy Advisor Alvin Dillings have shown interest in on screen webinars. A webinar is a new word to describe a specific type of web

conference. It is typically one-way, from the speaker to the audience with limited audience interaction, such as in a webcast. "You can do things like training from a studio where people can see you on their computers," said Eller. She said we can pull participants to ask questions with a web camera, which will identify the audience, and the great thing is, it can be placed in various locations

for example, the director's office or a training center. One of the emphasis is to provide technical training for the EEO Specialists and EEO Officers. Eller noted that she and members of the Civil Rights community have discussed the various challenges to training on a National basis. "With webinar, we can show three trainings at the same time throughout the country," she added.

Accessibility Impacting Public Lands Captivates Audience

Public Civil Rights Division Chief Jack Andre was the guest speaker at the Association of Federal External Civil Rights Specialists and Officers meeting at the U.S. Department of Agriculture on Tuesday, April 20, 2010. Jack educated about 30 members on how accessibility impacts public lands and recreation programs that are affiliated with Interior. Jack said the agency has hundreds of facilities consisting of both indoor

and outdoor programs that deal with accessibility. "The average yearly caseload at Interior is about 150 complaints," said Jack. "Ninety five percent of the complaints are disability related" he added. The focus of the complaint system and overall compliance is on visitors to DOI facilities or visitors to facilities of DOI recipients of Federal financial assistance. Jack also noted that several of the complaints that Interior receives on accessibility comes from DOJ. The

group was made aware that DOJ has the authority to refer these Americans with Disabilities Act (ADA) cases related to parks, recreation, museums, sanitation and other related issues to Interior because they are a "designated agency" to receive them. He told the members that recent examples impacting public lands include toxic chemicals in a park, the need for accommodations for persons with hearing disabilities, and an accessible route at Yosemite National Park.



OCR staff and
Kennedy Institute Students

OCR Partners with Kennedy Institute Students

Students from Joseph P. Kennedy Institute Catholic Charities were treated to cookies and sodas, part of an appreciation for their efforts in helping OCR staff members with various job assignments during the week of April 26-29. Disability Program Manager Christine Louton said Kennedy Institute has been partnering with OCR for several years. First year teacher Genevieve

Chaffer agreed. She said the 9th Annual School-to-Careers Week is designed to develop partnerships and to try to find if jobs are available throughout the community for the youths. According to Special Education Teacher Raye Newson, the students selected were part of a special education program that helps them with their special needs emotionally, socially and in physical

services. "It is a good program for what they do because they will get lost in programs at a regular school", she said. Kennedy Institute provides special education to school- aged children with developmental and other disabilities such as students diagnosed with intellectual disabilities, significant learning disabilities, autism and

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FAPAC 2010 Conference Promotes Diversity



*National Harbor Gaylord
Resort & Conference Center*

The Federal Asian Pacific American Council (FAPAC) representing Asian American and Pacific Islander (AAPI) employees in the Federal government held its 2010 National Leadership Conference May 3-7, at the Gaylord Resort & Conference Center at the National Harbor in Maryland. This year's theme, "Diverse Leadership for a Diverse

Workforce" included workshops in communications, career development, leadership, management and retirement. FAPAC, a non-profit, non-partisan organization with a heritage that spans the Asian and Pacific continent, is the forefront on issues relating to diversity in America. The Department's commemoration of Asian

American and Pacific Islander Heritage Month in May showcased an exhibit of artifacts sponsored by the U.S. Geological Survey. Disability and Veterans Program Manager Julia Bumbaca, a presenter from the FWS shared veteran policies such as Executive Order 13518-Employment of Veterans in the Federal Government, and volunteer programs for Veterans with Disabilities.

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OCR Staffer is DOI's Delegate at Summit

David Quirino is DOI's Delegate at the National Summit on Disability Policy for 2010, hosted by the National Council on Disability. The NCD is an independent Federal agency composed of 15 members appointed by the President with the

consent of Congress. The purpose of the NCD is to promote policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities, and help them achieve economic self-sufficiency, independent

living, inclusion and integration into all aspects of society. DOI and OCR will provide \$5,000 to the NCD to pay for Braille programs, assistive listening devices, & other items that contribute to the accessibility of the summit.

OCR Partners with Kennedy Institute Students

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other related disabilities. Kennedy Institute uses the Success for All reading program to help these students develop strong literacy skills, Key Math to enhance their math skills, and the Phillip Roy Program to enhance many of the students' independent living skills.

The teachers and para-educators also receive support from clinical services, counseling, behavioral support, speech/language services, nursing, psychological services and occupational

therapies. Kennedy Institute helps students age 16 and older to engage in transition planning and career preparation. According to staff, learning workplace skills is a viable option while visiting a variety of places of employment like The Department of the Interior.

Ophelia Anderson, Chief of Diversity and Program Compliance said she believes the students visit to the agency went well, and it gave them the opportunity to spend some time in the workplace and

see skills that they could utilize. "For those already in the workplace, it helped us realize that these students bring value to the workplace," she said. Teacher Genevieve Chaffer acknowledged that partnering with the Office of Civil Rights has been remarkable as she watched the youths receive certificates of achievement from OCR staff. The Kennedy teacher said she believes that one of the highlights for these kids is the exposure they received from OCR staff members for the 9th Annual School-to-Careers Week.



OCR Deputy Director with Kennedy's Teachers

Final Muzzleloader Case Approved

The Board of Wildlife Commissioners adopted a regulation on April 9 relating to hunting. This regulation authorizes the Department of Wildlife to issue a scope permit to a person with a visual disability under certain conditions on April 19, 2010. The Legislative Commission Subcommittee who reviews these regulations resolved the final Muzzleloader case which includes Utah, Colorado, Alaska, Calif., GA, Idaho, Minn., Neb., North

Dakota, Oregon, South Dakota, Washington and the State of Nevada. The initial case was filed by the North American Muzzleloader Hunting Association back in 2006. The complaint alleged disability and age discrimination, due to the refusal of recipients of Federal financial assistance from DOI, to allow telescopic sights on the muzzleloader rifle during muzzleloader hunting season. The 14 States named in the complaint did not allow the telescopic sights because

they wanted to preserve the traditional muzzleloader hunting experience with no telescopic sights. This did not allow hunters with visual disabilities the option of using telescopic sights on non-muzzleloader rifles because muzzleloader hunting season is kept separate from regular rifle hunting season. However, consistent with the requirements of the Americans with Disabilities Act and Section 504 of the Rehabilitation Act, these State agencies were required to develop *(continued on page 5).*



Muzzleloader Rifle



icomplaints Server Room

“icomplaints is needed to track and monitor discrimination complaints”.

icomplaints Workshop Deemed Successful

Alvin Dillings, Senior Policy Advisor, Leanne Kowalski, IT Specialist, and Judy Banks, Records Management Specialist demonstrated a live Web-Ex training session during their icomplaints Technical Workshop on April 29. The presenters were able to demonstrate to EEO Officers and remote

bureau users how to upload documents into the icomplaints system, maneuver different tabs in the case processing areas and fields in the icomplaints screen. Users were also shown how to enter data correctly in order to have an accurate annual 462 report of the icomplaints system for the

Federal Equal Employment Opportunity Commission (EEOC). The 462 is an annual report of the Federal Workforce that includes data on Federal equal employment opportunity complaints and ADR activities. Leanne said “icomplaints is needed to track and monitor
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FAPAC 2010 Conference Promotes Diversity

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She said as of April 30, 2010, DOI had 9,153 veterans in the total workforce. The conference which is approved by the Office of Personnel Management (OPM) is appropriate for training Federal

employees. Plenary sessions that were held related to the AAPI and the renewal of the White House Initiatives for Asian Americans and Pacific Islanders (AAPI). In an interview, Bumbaca said, “I thought the event had excellent presenters and that they provided

valuable information for managers and supervisors for recruitment, interviewing and more.” However, she said one recommendation in the future would be to increase marketing of these events to encourage more managers to attend.

Secretary Gives Keynote Address at HACU Luncheon

“The Department’s partnership with HACU is one example of the efforts moving forward but we know we can do more.” –Secy Salazar

Secretary Ken Salazar gave the keynote speech at the Hispanic Association of Colleges and Universities (HACU), National Capitol Forum. The luncheon was held at the Madison Hotel’s prestigious Dolly Madison Ballroom in Washington, D.C., on April, 19, 2010. The 150 higher education stakeholders and college presidents who attended the 15th Annual National Capitol Forum heard the Secretary discuss the need to prepare students for careers in the

Clean Energy Economy. “Through all the changes my family has witnessed, some things have been constant: the waters that irrigate our crops; the snows in the Sangre de Cristo Mountains; and the birds that migrate through the San Luis Valley” said Salazar, as he educated the group pertaining to his early experiences with the Great Outdoors in Colorado. Interior has had

unsolicited volunteers wanting to serve as diversity champions, he added. With 165,000 facilities at 2,400 locations across every state, island, and territory, Interior is perhaps the best suited agency to provide career opportunities to youth with real life green job training “The Department’s partnership with HACU is one example of the efforts moving forward but we know we can do more.”

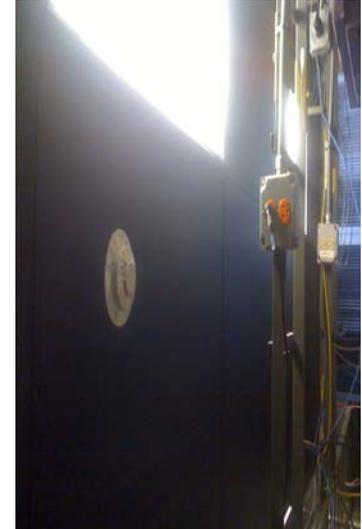
icomplaints Workshop Deemed Successful

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discrimination complaints, as well as identify trends in discrimination complaints throughout the department, and permit OCR to implement preventive measures to eliminate workplace discrimination.” She said the great thing about the workshop was that all the bureau users were able to view all of the Power Point presentation session live from their remote desktops, she added. Icomplaints is needed to prepare the annual Federal Statistical Report of Discrimination Complaints required by

the EEOC, and the reports required by the NO FEAR Act mandated by Congress. Prior to icomplaints, OCR had no tracking system in place until the onset of the icomplaints system hosted by Micropact, Inc., located in Herndon, VA., in 2006. After looking at several Commercial-Off-The-Shelf technology products, Micropact offered the best solution for the Title VII Civil Rights complaints program in the department’s Civil Rights Office. During the workshop, Alvin and Judy provided several best practice measures for

bureau users to apply during their data entry into the icomplaints system. This will ultimately help facilitate all of our bureau offices and the department to present an accurate annual 462 report to the EEOC. Alvin said, “This workshop was designed to improve the skills of the employees. Hopefully, we will realize improvements in the accuracy of DOIs Form 462 report to the EEOC.”



Server room for icomplaints system.

Final Muzzleloader Case Approved

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reasonable modifications to assure that hunters with visual disabilities have equal access to the muzzleloader hunting programs. As a practical solution, most State agencies allowed some adaptation to the sight requirements as a reasonable modification as part of a special permit program. In Georgia, one of the cases was resolved immediately, as they took actions to accommodate the hunters with visual disabilities. Other States

did not implement their reasonable modifications until one to two years later, which was either due to resistance, or the long process to finalize regulation changes. Dana Perez, Chief, Division of Diversity and Civil Rights said, “He and EEO Assistant Angela Butsch worked very closely with Nevada and the complainant to find a mutually acceptable resolution to the Civil Rights complaint.” With regard to the disability discrimination allegation, DOI regulations at 43 CFR

Part 17, Subpart B, Section 17.203 require a recipient of Federal financial assistance to provide equal access for a person with a disability to any service, program or activity. Persons with visual disabilities may need, in limited cases, a modification in the muzzleloader hunting activity. If persons with visual disabilities were denied opportunities for reasonable modifications in the special muzzleloader season, they would not only be placed at a competitive disadvantaged, but would be screened out of the main muzzleloader activity.

“Muzzleloaders now allow more hunters to have access to hunting.”

**Birthday's for March,
April and May**

March

Acquanetta Newson,
March, 8

Lola Hatcher-Capers
March, 29

May

Christine Louton,
May 9

Sharon D. Eller
May, 11

Melba Vaughn
May, 16

We're on the Web!

See us at:

www.doi.gov/diversity

ATC Making Computers Easier to Use for Everyone

The Accessible Technology Center (ATC) has four workstations available for hands-on demonstrations and evaluations of assistive technologies. Each of the workstations is geared to the demonstration of products that provide accommodations for a particular category of disability. There is a

station for vision, hearing, cognitive, and mobility/dexterity impairments. There are a variety of ergonomics keyboards, seating, monitors, and "point and click" devices such as alternative mice and trackballs at each workstation. The ATC is located in Room 2070 of

the Main Interior Building. Employees are able to test equipment before having the Computer/Electronic Accommodation Program (CAP) purchase it. The program may provide free assistive technology, hardware, software, associated upgrades and related training to Department of the Interior employees.

LULAC Signed Amended MOU

On May 11, 2010, the League of United Latin American Citizens (LULAC), the largest and oldest Hispanic Organization in the U.S., the Department and BLM signed the amended Memorandum of

Understanding that the agency has with LULAC. With 115,000 members throughout the U.S. and Puerto Rico, LULAC advances the economic condition, educational attainment, political influence, health and civil

rights of Hispanic Americans through community based programs. They are operating at more than 700 LULAC councils nationwide, serving all Hispanic nationality groups.

The Counselor's Column by Joyce Corley

Greetings from the Departmental EEO Counselor! It's been an exciting 120 days on the job! The backlog is clear and all cases are current. I have processed conflict of

interest cases for the Department of Health and Human Services and the Department of Agriculture/Farm Service Agency. I will continue to

meet and greet Interior employees and upper management. See you next quarter!

SAVE THE DATE

*On Wednesday, June 9, 2010, the Federal Inter-Agency Holocaust Memorial Remembrance Program will be held at The Lincoln Theater in Washington, D.C.

*The National Disability Policy Summit 2010, will take place July 25-27 in Washington, D.C.

*The Department of the Interior's annual "Diversity Days" celebration will be held October 26-28, 2010.

Spotlight



Tina Medlin is the Administrative Assistant to Sharon D. Eller, Director, Office of Civil Rights who provides courteous and professional service in response to customer inquiries and Bureau request for assistance.

Q. What is your background?
 “Well, I started working in the public sector from high school in the Applicant Violators Systems Office in 1991, and then went to the SOL Office around 1995, while attending college before ending up with the OCR her next eight years.”

Q. What are you responsible for?
 “I am responsible for maintaining and managing all internal and external correspondence.”

Q. What do you like to do for extracurricular activities?
 “I enjoy anything outdoors away from the Main Interior Building.”

Q. Do you have any particular hobbies?
 “I love music especially Rhythm and Blues (R & B), and I love to travel.” Tina said that she’s trying to plan an all girls trip this summer to Jamaica.

The Directors Corner

From the Director:

As I sit working on this column, I have much to consider; the announced reorganization of MMS and the impact on MMS employees; the Secretary’s Youth initiative and the summer hiring; our support for the Executive Orders for Minority Serving Institutions; a more efficient complaints processing program; John Berry’s call to support veterans and including those with disabilities; an improved Public Civil Rights program in every

bureau; many more responsibilities that we in the Office of Civil Rights step up to every day. I hold an image in my mind of what we can do and the doors of possibility. We are in a time of challenge and have to recognize the circumstances that allow us to succeed. We are part of a great team that supports each other; we have an incredible and important mission plus the skills to do what needs to be accomplished every day. The best efforts often come through a shared effort towards a common goal.

Our common goal is: to provide the best Office of Civil Rights possible. What does that goal look like to you? More on this goal next newsletter.

SHARON D. ELLER

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Melba Vaughn
 Office of the Secretary
 Complaints Manager

Vanessa Green
 Employee Complaints Processing and Adjudication

THE BUREAU'S QUARTER

**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 Bureau of Indian Affairs and the National Park Service.



BIA: The Society of American Indian Government Employees (SAIGE) will hold its seventh annual training conference from June 14-18, 1010.

The theme for the 2010 training workshop is "Walking in Two Worlds: Bridging the Gap between Native American and Government," will be held at the Mohegan Sun Hotel in Uncasville, Connecticut. The SAIGE annual training conference qualifies as training in compliance with 5 U.S.C. Chapter 41 and is an OPM qualified training conference.

The training is open to all Federal employees and will provide training and workshops in such areas as Personal and Professional Development, Qualifying for the Senior Executive Service, and Health and Wellness.

For more information visit <http://www.saige.org>.

BIA: On April 25, 2010, Michael S. Black, an enrolled member of the Oglala Sioux Tribe in South Dakota, was appointed Director of the Bureau of Indian Affairs in the Department of the Interior.

VALARIOUS DREW

Who joined BIA EEO on Oct 10, 1996 from the Federal Emergency Mgmt Agency has retired after 32 years of service.

NPS: Diversity and EEO Training for Managers and Supervisors (June-Sept).

These sessions provide each participant a greater understanding of their own early life lessons and how those views impact their behavior at work. It will include a review of EEO basics and principles and an introduction to diversity management skills that can be applied to day-to-day issues.

These courses are creditable in meeting the required 4 hours of DIVERSITY and 4 hours of EEO TRAINING in one session. For more information email Katrina_Roberts@nps.gov or Darnise_Johnson@nps.gov.