

Special Interest Articles by:

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

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DOJ Adopts Revisions to Title II & III Regs

On July 23, 2010, DOJ Attorney General Eric Holder signed the final governance revising the ADA Title II & III regulations including its ADA Standards for Accessible Design. The official text was published in the Federal Register on Sept. 15, 2010. These final rules will take effect on March 15, 2011, with the standards for accessible design not required until March 15, 2012. This will amend Title II regulation, 28

C.F.R. Part 35, and Title III regulation, 28 C.F.R. Part 36. DOJ's adoption of revisions will also include the previously published ADA/ABA Accessibility Guidelines. Office of Civil Rights Division Chief, Jack Andre, Public Civil Rights said the revisions are very much needed by the ADA practitioners. "It gets rid of some of the gray areas in the current regulation such as, what is a "service animal?" Jack says the new regulations define a dog as a service

animal. The rule stipulates that a dog has to have been individually trained to do work or perform tasks of an individual with a disability. Previously, we had snakes, cats, monkeys, etc., moreover, emotional support and or comfort is not considered a task, he added. The revision also clarifies that other powered mobility devices maybe

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Office of Civil Rights and FWS Take On An Open Burning Case

On the disability rights front, open burning policies especially leaf burning inside the boundaries of local governments, presents unique challenges under federal law. Open burning is a common practice in parts of the Midwest. For some people, open burning has agricultural, environmental, and conservation applications, but it also allows for residents of municipalities to burn leaves on their property. Recently, the

Department of Justice referred to the Office of Civil Rights (OCR) an open burning case. The complainant was a person with pulmonary and breathing difficulties, including asthma and related conditions. In their complaint, they alleged that open burning discriminates against them on the basis of disability because of its adverse effects on their breathing. The municipality commissioned an ADA self evaluation team,

including persons with disabilities. The team developed a reasonable modification plan, which included a major reduction in the number of days and hours that burning is allowed. OCR and FWS found these solutions to be sufficient. Under the ADA, the DOJ is also authorized to assign an ADA case to designated federal agencies, even if the respondent State or local government agency receives no federal funding from that federal agency.



OCR staffer Christine Louton and Kennedy School Students

ATC Recognized For Student Outreach/Partnership

On August 6, 2010, the Joseph P. Kennedy School in Washington, DC recognized the Department of the Interior, Office of Civil Rights, Accessible Technology Center (ATC), by presenting it with a certificate of appreciation for its efforts in helping youths with developmental and other disabilities. The ATC staff also supported them in achieving their educational and personal

goals during the recent 2010 Summer Youth Program. ATC Disability Program Manager Christine Louton and Disability Resource Analyst Jennifer L. Meltz were the recipients of this commendable honor. Christine said, "This outreach/partnership began five years ago when ATC was invited to attend the Kennedy School's Shadowing Week which is held every spring." She said the ATC

worked with the youths on areas such as, vocational and career counseling, job coaching, and transitional services. The Kennedy School students in return assisted the ATC Director with moving an office due to the modernization of the MIB building. She explained that over the years, student projects included organization of files, purging documents, and working on reports. She said the ATC had eight kids this summer, (Continued on page 3)

OCR Honors National Days of Remembrance



OCR staffer Sylvia Jones and German School students

The Office of Civil Rights (OCR) with co-sponsor DOI commemorated the 17th Annual Federal Inter-agency Holocaust Days of Remembrance Program at the Lincoln Theater on June 9, 2010. Congress established the Days of Remembrance as our nation's annual commemoration of the Holocaust Memorial. It also created this as a permanent living memorial to the victims. DOI's contribution to the Annual

Federal Inter-Agency Observance Program was to sponsor a bus for an eleventh grade class from the German School of Washington to experience the memorial. The group also made a brief visit to DOI for a photo opportunity on the steps to document this partnership. Principal Waldemar Gries expressed an interest in other opportunities for student involvement in DOI activities. Since 1961, the German School has

united European traditions and values with American dynamics to give the young people the ideal foundation for the future in a global world. Gries said, "hearing the stories told by survivors of the Nazi regime was a gripping experience." He said the morning was just as thrilling for the adults as it was for the students because they were able to embrace the Holocaust Remembrance Program.



EEO Officer for BIA Headed Off to Serve Our Country

Best wishes to Lieutenant Colonel Janeen L. Birkhead, Chemical Corps, Maryland Army National Guard, United States Army, assigned to the 29th Infantry Division, who is currently the Oversight, Compliance & Accountability Manager

for BIA. She has been called to duty and will be sent to Afghanistan to federal active service Nov 1, 2010. Janeen and 28 soldiers will initially spend several weeks at Camp Atterbury, Ind., conducting pre-mobilization training. Janeen said, "I am really going to miss the BIA

team and working with management and the EEO team. I have had really good support and we have turned this program around." The NATO led mission will be to resource, facilitate and assess training for the Afghan National Army and National Police. "I will be back," Janeen said.

ATC Recognized For Student Outreach/Partnership

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who also worked with the National Business Center (NBC), had responsibilities in creative communication, working in the mailroom, and human resources for NBC. She described how the outreach/partnership with Kennedy School consisted of a range of activities, which have the end goal of providing support to students so they can fully participate in neighborhood schools. Christine said, "Most teenagers care about themselves, but what the difference is with Kennedy

School students is that they care about everyone else." Each student knows the other students weak points which in my opinion makes them fundamentally different, she added. In an interview, the Disability Program Manager was asked how the Department of the Interior's ATC felt about receiving this year's certificate of appreciation. "It was profound. Interior was the only agency to receive such recognition." Ebony Bowers, Vocation Program Coordinator for the Kennedy School said she remembers meeting Christine during Disability Mentoring Day. "This partnership has been a wonderful experience and

everyone has been encouraging to our students," said Bowers. She explained how the students would meet four days a week in April and then six weeks during the summertime from June through August. Bowers said it was wonderful how the ATC staff were willing to take on the Kennedy School students and expose them to the different departments at Interior like the National Business Center and OCR. "I want to thank Christine so much for all of her support throughout the years. She is a true blessing to me and the Kennedy School team".



Accessible Technology Center

Diversity and EEO Training for Managers Deemed Successful

The Diversity and EEO counselors' training for managers and supervisors held during the week of July 18-23, 2010, at the Valley Forge National Historical Park, King of Prussia in Pennsylvania was deemed one of the most successful training sessions in quite some time. According to OCR Deputy Director Lola Hatcher-Capers, it was the NPS who instituted the need for EEO training of bureau staff. Hatcher-Capers said, "New EEO counselors cannot council until they get 32 hours of

training. The purpose is for them to do their hours so they can be certified counselors." The basic and advanced workshops entailed laws that they applied and administered for example Title VII and the Rehabilitation Act. Hatcher-Capers said the Diversity and EEO Training was also designed to put attendees into roles of what they're supposed to do which included interactive exercises, hypothetical situations, and self-critiques. The basic and advanced training included scenarios such

as crying, irate managers, and how to write a counselors report. "This was a really good workshop and a really diverse group. We had a lot of younger employees, counselors, and a mix of races and ages," she added. OCR Senior Policy Advisor Alvin Dillings agreed. He said he thought the students from the Diversity and EEO training for managers and supervisors were energetic and they applied themselves

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OCR Senior Policy Advisor, Alvin Dillings



OCR Deputy Director presents Gilles Jackatey with certificate of appreciation.

"I love working in OCR because I learned what to do and not what when it comes to ethics".

-Gilles Jackatey

OCR Welcomes Summer Youth Employment Interns

If you heard extra chatter and laughing throughout the 4300 east corridor this summer, then you probably met the 2010 Summer Youth Employment Program OCR Interns. The coordinated group of activities placed the students in OCR where they learned to develop

the skills, attitudes, and commitment necessary to succeed in the Federal government. Gilles Jackatey, 17, from IDEAL Academy Public Charter School in the district said, "I love working in OCR because I learned what to do and not what to do when it come to ethics". Gilles, who will be

attending West Virginia University this fall said his project this summer was finding discrimination cases over the last 10 years and summarizing them. He said what's interesting is that some people alleged that they have a case without actually having a case. Lorens Stevens, 18, who plans to go back to Spellman College
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DOJ Adopts Revisions to Title II & III Regs

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considered accessibility devices unless it is demonstrated their use would alter the fundamental nature of the program or be a direct threat. The adoption of the 2010 ADA Standards for Accessible Design will

become effective six months after publication in the Federal Register. Eighteen months after publication, compliance with the 2010 Standards will be required for new construction and alterations. In the period between the effective date and the compliance date,

covered entities may choose between the 1991 Standards and the 2010 Standards. Jack said, "DOJ's adoption of the revisions provide a lot more detail on many other issues which will aide us in providing better and clearer guidance and decisions."

LULAC Convention Renews, Respects, & Restores Faith Through Cultural Awareness

"This was a great turn out because often times it is usually just employees that are there." –Acquanetta Newsome

During the week of July 12-17, 2010, Acquanetta Newsome, EEO Specialist, in the Office for Equal Opportunity's Workforce Diversity Division represented DOI at the 81st League of United Latin American Citizens (LULAC) National Convention & Exposition held at the Albuquerque Convention Center in Albuquerque, New Mexico. LULAC's theme "New Strategies for Community Empowerment: New Leadership through

Action" was a meeting which is an OPM qualified training conference to promote professional development, cultural awareness, and continued education for all government employees. On July 12, 2010, DOI, OCR and BLM sponsored a Pre-Conference Forum in conjunction with LULAC titled "Renew, Respect, Restore". The event included an on-the-spot job hiring effort. DOI, BLM, NPS coordinated exhibit booths while BLM Human Resource Officers

lent their expertise in the staff/qualification areas. Nathaniel Hawley, Deputy Director, Office of Youth in Natural Resources, and Sandy Wells, Director, Office of Strategic Employee Development also attended to train, and observe the process/ procedures for the possibility of utilizing at future recruitment, outreach, and career fairs. Acquanetta said, "57 percent were managers and supervisors which we very seldom get. This was a great turn because often times it is usually employees that are there."

OCR Welcomes Summer Youth Employment Interns

(Continued from page 4)

Said this is her fourth year applying for the program. "We applied every summer in the hopes of getting into this program." Loren, who has a concentration in pre-law and psychology said, you are asked in a survey where do you want to work, and her response was, somewhere in the Federal government. "What I learned during my summer here at DOI was that Interior covers a lot of things in the world," Loren said. She explained how her myriad of duties as an administrative assistant had her learning something different in the

Office of Policy, Management, and Budget (PMB). Loren said, "I chose to attend Spellman because of its statistics program and how everyone is represented in the school like here in the Office of Civil Rights." I am so happy that I accepted the position, she added. Yofi Mesfin, 20, a returning OCR summer youth intern agreed. Yofi, who just completed his first year at Ohio State University said what made him decide to come back to Interior most importantly OCR was the personnel. "I love the staff here because everyone is friendly. I gained a lot of work experience and

discipline," Yofi said. He mentioned that this year was better because he made more friends (interns) which helped distribute the workload. Yofi has worked in the records room, scanned documents, filled in as an administrative assistant, and helped the IT Specialist. One good thing is that my mentor has grown from an OS intern to a Federal employee, he said. Summer Youth Employment Program Coordinator Carolyn Cunningham said, "The benefits for the students are rewarding because of the educational experience and being exposed to the work world."



OCR 2010 Summer Interns



Summer intern Loren Stevens reflects on accomplishments

Diversity and EEO Training for Managers Deemed Successful

(Continued from page 3) well. "I was impressed with their learning skills. This was one of the best classes since I have been here," said Dillings, as he reflected about the Diversity and EEO counselors training for managers and supervisors experience. The instructor mentioned that he saw a lot of potential in these groups who covered so much material in one week. He explained how many of them were from collateral duty employees who competed in one of the orchestrated activities

like the jeopardy game. This is where the new counselors played against the advanced counselors. Dillings said the new counselors annihilated the advanced counselors 8400 to 1200. The advanced EEO counselors training included topics such as the Federal complaint process, alternative dispute resolution (ADR) /CORE PLUS, and the EEO complaint process. The basic EEO counselors training covered effective communication skills, what an EEOC administrative judge looks for in EEO

counselor reports and effective settlement agreements. Instructors Mary Denery from the National Park Service, Hatcher-Capers and Dillings put the participants in every known conceivable situation. The finale culminated with both group receiving certificates of completion and a tour of the Valley Forge National Historic Park. Dillings said the park was half a mile from them. "To picture what was going on in George Washington's time and to see Valley Forge strategically, was excellent because you could vividly put that in your imagination," said Dillings.



"I was impressed with their learning skills. This was one of the best classes since I have been here."
-Alvin Dillings

Birthday's for June, July, and August

June

Alvin Dillings
June 14

July

Leanne Kowalski,
July 5

Carmen Santana
July 8

Jennifer Meltz
July 21

August

Tina Medlin
Ophelia Anderson
August 15

Jack Andre
August 21

We're on the Web!

See us at:

www.doi.gov/diversity

ATC Participates in the CAP Agency Inventory Program

In August, 2010, the Office of Civil Rights, Accessible Technology Center (ATC) participated in the Computer/Electronic Accommodations Program (CAP), which provides free assistive technology hardware, software, associated upgrades or related training to DOI employees. Jennifer L. Meltz, Disability Resource Analyst for ATC confirmed

that in order to qualify for computer assisted technology, employees should have a medical condition that can be accommodated by one or more of the technologies that CAP covers. "Lots of managers and supervisors are apprehensive about hiring individuals because of the supposed cost of the technology they might

need, Jennifer said." Moreover, with the CAP program, it takes away the worries a manager or supervisor might have since there is no cost to the program, she added. The program will allow the ATC to maintain an on hand inventory of dexterity related equipment and shorten the delivery time of the item. Ms. Meltz can be reached at (202) 208-5481.

National Council on Disability Summit

The National Council on Disability Summit was held during the week of July 25-28, 2010, at the Renaissance Hotel located in Washington, DC. The theme of this year's summit was "Living, Learning, and Earning,"

which was designed to launch a national dialogue on disability policies and programs in the 21st century. David Quirino, a delegate for DOI said, "The majority of people there had concerns about healthcare, assisted living, and public transportation

for individuals with disabilities." He also said that there were 475 participants from 46 states. Also, the 20th Anniversary of the Americans with Disabilities Act (ADA) was acknowledged and celebrated.

The Counselor's Column by Joyce Corley

Greetings from the Departmental EEO Counselor!

This quarter, I had the opportunity to attend the Department's Advance Equal Employment Opportunity Counselor's Training in Valley Forge,

PA, July 19-23, 2010. While at Valley Forge, I had the opportunity to receive a guided tour of the historic Valley Forge National Park. The guided tour was very insightful. It offered a very scenic view of the park and many views of the parks wildlife

such as deers. We also had the opportunity to tour George Washington's original headquarters' home on the grounds. If you are in the Valley Forge area during the winter months, I encourage you to take a scenic view of the park and the area surrounding. "It's just priceless," said Corley. See you next quarter!

SAVE THE DATE

*On October 12-14, 2010, the Office of Civil Rights is planning a Photography Contest for the 6th Annual DOI Diversity Days. Winners will be announced during the Diversity Days Kick-Off Program on October 12, 2010.

*OCR says farewell to Christine Louton at her Retirement Party on Wednesday September 8, 2010.

*Remember, October is National Disability Employment Awareness Month.

Spotlight



Carmen Santana is an Equal Employment Specialist in the Complaints Division, Office of Civil Rights, under the direction of Vanessa Green, Chief, Office of Civil Rights, Employee Complaints Processing and Adjudication. Carmen writes final agency decisions (FAD)'s, appeals and dismissals for the Office of the Secretary.

Q. What is your background?

"I started out as a social worker in NYC, then became a program analyst for the Dept. of Labor's Women's Bureau. I then went to the Small Business Administration as a women's coordinator before working here at Interior in 1978."

Q. What are you responsible for?

"I am responsible for all of the areas that exist in the EEO Office such as Affirmative Action and Title VII complaints."

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

"I like to do volunteer work at nursing homes on Saturdays."

Q. Do you have any particular hobbies? "I'm in the process of re-decorating my house, so when retirement comes the house is done. I also love gardening."

The Directors Corner

From the Director:

I always thought the first day of school should actually signal the true beginning of the year. We get new school outfits, plan the calendar from September to June and begin to think about tackling the "to do list".

There is even an energy in the air as we move from the hot lazy days of Summer to the cool crisp days of Fall. Nothing like the cold heaviness of January 1.

We have ahead of us Secretary Salazar's new Diversity Initiative; the Inclusive Workforce and creating a DOI that looks like the Face of America. It is going to take each Bureau developing and implementing a diversity plan that will transform DOI into "the Face of America".

The Equal Employment Opportunity (EEO) can be an essential element in this transformation. It's the fall, we have the energy and let's get started.

See you next newsletter!

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 U.S. Fish and Wildlife Service and the U.S. Geological Survey.

THE BUREAU'S QUARTER



FWS: Outreach Efforts to Communities Impacted by the Gulf Oil Spill.
 As we know, the oil spill in the Gulf Coast has been an unprecedented environmental disaster. We cannot look at the impacts on the environment and its habitat without also looking at the impacts on communities.
 Many key activities of the Gulf, such as fishing, shrimping, oyster harvesting etc., are commercial in nature, and are under the purview of the U.S. Department of Commerce. However, Interior and its bureaus/offices are linked to the Gulf activities and communities via Title VI of the Civil Rights Act of 1964. A Deepwater Integrated Services Team which includes the FWS Civil Rights Coordinator for Public Access is an inter-agency team that has been monitoring the human impacts of the oil spill to make sure the needs of the

FWS:
 Communities and community members are addressed in all oil spill mitigation efforts. The most salient issues identified by the multi-ethnic community groups thus far include: language access, physical and mental health services, and pollution concerns from the oil. For more information call (703)358-2558.

USGS: New realignment within the U.S. Geological Survey.
 The Director at the United States Geological Survey (USGS) and Deputy Director has made a decision that the Office of Equal Opportunity will now be reporting to the Director's Office at USGS, which will make them in compliance with the Equal Employment Opportunity Commission (EEOC).
 USGS has continually provided EEO training for managers and supervisors. In addition, USGS is also supporting the 2010 Hispanic Association of Colleges and Universities (HACU) Conference with the Bureau of Reclamation (BOR) taking the lead. Moreover, it is lending support to student sponsorship.