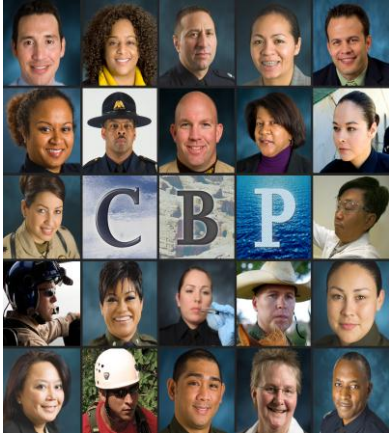


# DCR News

Office of Diversity and Civil Rights (DCR) Quarterly e-Newsletter

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## The Plan to Increase U.S. Customs and Border Protection's Employment of Individuals with Disabilities

U.S. Customs and Border Protection (CBP) *Plan to Increase U.S. Customs and Border Protection's Employment of Individuals with Disabilities (the Plan)*, was signed by Acting Commissioner David Aguilar on June 5, 2012. *The Plan* outlines the strategies that CBP will leverage to hire, retain employees with disabilities, and return employees injured on the job back to work. This Plan sets a goal for CBP to increase the number of individuals with disabilities in its workforce (currently 2.72% of the workforce) to more than 3.00% by the end of 2016.

The Plan was developed pursuant to Executive Order 13548, which was signed by President Barack Obama on July 26, 2010. The Executive Order instructed all Federal agencies to develop and implement a plan to increase the number of individuals with disabilities in the federal government. President Obama stated that, “[a]s the Nation's largest employer, the Federal Government must become a model for the employment of individuals with disabilities. . .”

CBP is already implementing many of the policies and practices outlined in the *Plan*: we are vigorously promoting the use of Schedule A authority, the Workforce Recruitment Program, and the OPM List of People with Disabilities

and have developed a mandatory web-based training program for hiring managers and human resources professionals on the use of these resources; we have also hired two Selective Placement Coordinators and a Disability Program Manager who will provide job placement assistance to individuals with disabilities. Another element of the Plan requires CBP's Workers' Compensation Program Office to improve our Retention and Return to Work Strategies and CBP formed an Alliance with the Department of Labor's Office of Disability Program Policy to advance the implementation of the Plan.



Left to right are: Sharon Snellings, Deputy Assistant Commissioner, HRM; Kevin McAleenan, Acting Assistant Commissioner, OFO; Thomas Winkowski, Acting Deputy Commissioner, CBP; Kathleen Martinez, Assistant Secretary, Office of Disability Employment Policy, DOL; David Aguilar, Acting Commissioner, CBP; Michael Kostelnik, Assistant Commissioner, OAM; and Maria Louisa O'Connell, Senior Advisor, OTR

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## HQ Bring Your Child to Work Day 2012



U.S. Customs and Border Protection (CBP), Headquarters Offices celebrated the 20<sup>th</sup> year Anniversary for Bring Your Child to Work Day on Thursday, April 27, 2012. Over 150

children participated in the event. The day was filled with excitement as children ranging in ages from 7 – 18 years filled the hallways of the Ronald Reagan

Building and hurried themselves to the various activities. The children participated in briefing demonstrations from CBP's operational offices— Office of Field Operations, Office of Air and Marine and the Office of Border Patrol. There was also a briefing from the Office of Human Resources Management to the teenagers regarding the student internship programs and CBP's initiative to hire more persons with disabilities. The students also had an opportunity to witness firsthand their parent/guardian's contribution to CBP by visiting their parent/guardian in their office and learning how each CBP employee plays a vital role in securing our nation. Many of the children participated in a video presentation with the Office of Public Affairs.

## DHS Employee Engagement Initiative 2012

On April 26, 2012, Secretary Janet Napolitano sent a message to the DHS workforce detailing the importance of the results of the 2011 Federal Employee Viewpoint Survey, which provided the best places to work ranking and delivered a clear message that employees of the Department of Homeland Security (DHS) are committed to the critical mission of protecting the homeland. The survey also highlighted ways DHS could continue to improve.

Secretary Napolitano stated she was committed to making DHS one of the best places to work in the federal government and efforts are taking place across the Department — based on the input provided in the survey — to achieve this goal. The survey not only highlighted employee accomplishments, but also in the survey — to achieve this goal. The survey not only highlighted employee accomplishments, but also provided essential information to strengthening leadership development opportunities at every level of the DHS workforce, and is focused on providing the workforce with opportunities to develop and grow as a DHS employee.

Secretary Napolitano reminded DHS “that many of the best ideas come from our employees — on the frontlines, at the program level, and even around the lunch table — who take a critical look at our operations and management and suggest how we can make improvements. In fact, many of the initiatives we are implementing across the Department to streamline operations, increase collaboration and make the most of limited resources are based directly on your feedback.” Therefore, Customs and Border Protection (CBP) leadership was very interested in hearing what employees had to say and as a result, CBP embarked on an aggressive campaign to encourage employees to take the 2012 Federal Viewpoint Survey (FEVS). Many messages were launched from CBP's leadership encouraging employees to take the survey to include a personal voicemail message from Acting Commissioner, David V. Aguilar and a video presentation from Acting Deputy Commissioner, Thomas Winkowski. Also, CBP hosted more than 57 Town Hall Meetings with more than 2002 persons participating, where leadership answered questions from previous surveys and also encouraged employees to take the 2012 Federal Employment Viewpoint Survey. The Federal Viewpoint Survey closed on June 20, 2012 and CBP's leadership is very excited to hear what employees had to say!

## **CBP Celebrates National Black History Month and National Women's History Month**

February 2012, U.S. Customs and Border Protection (CBP) celebrated National Black History Month and its theme "Black Women in American History and Culture," with more than 39 programs across the nation that honored this historic month. Activities and events were held all over the country commemorating the contributions of African American women and their success that have helped contribute to the rich American history and culture

like First Lady Michelle Obama, and business mogul Oprah Winfrey.

Following National Black History was National Women's History Month which was celebrated in March, its theme "Women's Education and Women's Empowerment," helped CBP contribute to having more than 42 nation wide programs, that educated CBP employees on the history of the Women's Rights Movement, and the women who gave a voice for equal rights, like Sojourner Truth, and Elizabeth Cady Stanton. Luncheons, forums, and panel discussions were very much present throughout the month of March for National Women's History Month.

## **CBP Participation in the 2012 FAPAC Conference and SAIGE Training Program 2012**

On Tuesday, May 1, 2012, Melvira Marshall, Diversity and Civil Rights Officer, Field Operations Atlanta, facilitated a 90-minute presentation at the Federal Asian Pacific American Council's 27th National Leadership Training Conference held at the Grand Hyatt Atlanta Buckhead, Atlanta, GA. Melvira spoke on the topic, "More than Tolerance: Embracing Diversity Now." She captured the 60 attendees' attention by stressing that the topic of diversity dates back more than 50 years as evidenced in a quote by former President John F. Kennedy, wherein he stated that, "If we cannot end now our differences, at least we can help make the world safe for diversity." The highlights of Melvira's discussion were the definition and dimensions of diversity, the importance of diversity, diversity and inclusion vs. affirmative action and mission enablers for achieving a successful diversity and inclusion program. She also spoke on cultural fluency, specifically, its role in addressing and defeating biases and how to practice it in the workplace. When asked what the attendees' view on the workshop was, Melvira responded by saying, "All the comments I received were very positive! The attendees could really relate to the content of the presentation. The presentation was very well received as evidenced by the fact that so many people requested a copy of the presentation." In closing, Melvira reminded the group that in the matter of tolerance, "Laws alone cannot secure freedom of expression; in order that every man presents his views without penalty there must be a spirit of tolerance in the entire population." (Albert Einstein)

Ahmad Zadah conducted a very interactive training workshop titled, "Implementing a Successful Diversity and Inclusion Program" on Tuesday, June 5, 2012 at the Society of American Indian Government Employees 10th Anniversary National Training Program held at the Omni Interlocken Hotel in Broomfield, Colorado. Ahmad also reached out to the various SAIGE Native American students by conducting one-on-one meetings during lunches and breaks to inform them of possible employment opportunities as requested by the SAIGE coordinators. Marketing CBP was very important to Ahmad and he established a great relationship with various student attendees! Mr. Zadah was invited by Veronica Vasquez, President of the National Image Incorporation to present on a topic at their Training Program this upcoming September. IMAGE is a nonprofit, advocacy organization established in 1971 and its mission is to empower Hispanics through leadership development by advocating for employment, education and Civil Rights.

**CBP's Affinity Group Conference Participation 2012**

**Society of American Indian Government Employees (SAIGE):** June 3<sup>rd</sup> – 8<sup>th</sup>: Denver, Colorado  
– DCR Presenter: Ahmad Zadah

**Federally Employed Women (FEW):** July 16<sup>th</sup> – 20<sup>th</sup>: Detroit, Michigan – DCR Presenter: Tisha Hammond

**National Organization of Black Law Enforcement (NOBLE):** July 21<sup>st</sup> – 25<sup>th</sup>: Little Rock, Arkansas – DCR Presenter: Geraldine Hickman

**National Organization of Black Women in Law Enforcement (NOBWLE):** August 8<sup>th</sup> – 11<sup>th</sup>: Philadelphia, Pennsylvania – DCR Presenter: Andrea Brown

**Blacks in Government (BIG):** August 13<sup>th</sup> – 16<sup>th</sup>: Detroit, Michigan – DCR Presenter: Tisha Hammond

## **Diversity Calendar**

### **August 2012**

Family Heritage Month (*“People – Our Most Valuable Resources”*)

### **August 26, 2012**

Women's Equality Day (*“Celebrating Women's Right to Vote”*)

### **September 15 – October 15, 2012**

National Hispanic Heritage Month

(*“Diversity United, Building America's Future Today”*)

For suggestions, ideas and questions about the e-Newsletter please send a message to [EEOSuggestionBox@cbp.dhs.gov](mailto:EEOSuggestionBox@cbp.dhs.gov).