

ANIMAL AND PLANT HEALTH INSPECTION SERVICE

CIVIL RIGHTS UPDATE

July 2009

*CIVIL RIGHTS ENFORCEMENT AND COMPLIANCE – (CREC)
“Finding Common Ground through Prevention, Communication, and Information”*

CREC MISSION STATEMENT

To provide leadership, direction, coordination, evaluation, and support to the Civil Rights efforts of the Animal and Plant Health Inspection Service.

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THIS JUST IN!

On July 16, 2009, President Obama Nominated Jacqueline A. Berrien as Chair of the Equal Employment Opportunity Commission for a term expiring July 1, 2014.

President Obama said, "Jacqueline Berrien has spent her entire career fighting to give voice to underrepresented communities and protect our most basic rights. Each of us deserves a fair chance to succeed in our workplace and make a contribution to this nation, and I'm confident that Jacqueline's passion and leadership will ensure that the Equal Employment Opportunity Commission is living up to that mission. I look forward to undertaking this important work with Jacqueline in the months and years ahead."

Ms. Berrien has served as Associate Director-Counsel of the NAACP Legal Defense and Educational Fund (LDF) since September 2004. In that position, she assists with the direction and implementation of LDF's national legal advocacy and scholarship programs. Ms. Berrien served from 2001 to 2004 as a Program Officer in the Ford Foundation's Peace and Social Justice Program, where she administered more than \$13 million of grants to promote greater political participation by underrepresented groups and remove barriers to civic engagement. Prior to joining the Ford Foundation, Ms. Berrien was an Assistant Counsel with LDF and directed the Fund's voting rights and political participation work. For eight years before that, Ms. Berrien was a staff attorney with the Lawyers' Committee for Civil Rights and the American Civil Liberties Union. Berrien has also taught in trial advocacy programs at Fordham and Harvard law schools and served on the adjunct faculty of New York Law School. She began her legal career clerking for the Honorable U.W. Clemon, the first African-American appointed to the U.S. District Court in Birmingham, Alabama. Ms. Berrien is a graduate of Harvard Law School, where she served as a General Editor of the Harvard Civil Rights-Civil Liberties Law Review. She received her Bachelor of Arts degree with High Honors in Government from Oberlin College and also completed a major in English.

White House Press Release

Hispanic Association of Colleges and Universities (HACU) National Internship Program Next Deadline July 30, 2009

The HACU Intern Program provides college students paid summer and semester-long internships at Federal agencies and private corporations in Washington, DC and throughout the country.

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Did You Know?

You have 45 days from the date of an alleged Discriminatory or Prohibited Employment Act to contact APHIS ADR Center (1-800-342-7231) to request EEO counseling or ADR. See 29 CFR 1614.

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SPECIAL EMPHASIS PROGRAM UPDATE

Effective June 4, 2009, The Office of the Assistant Secretary for Civil Rights released a revised Departmental Regulation-4230-002, entitled “**Special Emphasis Programs**” which was signed by Secretary Vilsack.

The purpose of this regulation is to provide guidance and direction on the establishment and administration of Special Emphasis Programs and address the unique concerns of the programs. Listed below are the programs with a contact (National Special Emphasis Program Manager, SEPM) from the Civil Rights Enforcement and Compliance staff:

African American Program

Terry Henson
(301) 734-5555

Native American Program

Gwendolyn Smith
(301) 734-5584

Hispanic Employment Program

Janis Jarvis
(301) 734-8789

Federal Women’s Program

Tanika Greene
(301) 734-8153

Asian Pacific American Program Disability Employment Program

Beatrice Jacobs
(301) 734-5555

Sophia Kirby
(301) 734-5366

Gay, Lesbian, Bisexual and Transgender Program

Sophia Kirby
(301) 734-5366

If you would like a copy of the Departmental Regulation, please visit the attached links:

Here is a link to the PDF:

<http://www.ocio.usda.gov/directives/doc/DR4230-002.pdf>

Here is a link to the HTML:

<http://www.ocio.usda.gov/directives/doc/DR4230-002.htm>

If you have questions or need additional information on these programs, please contact the APHIS National SEPM listed above.

Hispanic Association of Colleges and Universities (HACU) National Internship Program

The HACU Intern Program provides college students paid summer and semester-long internships at Federal agencies and private corporations in Washington, DC and throughout the country. The ten and fifteen week internships are designed to give college students direct experience in diverse careers.

HACU interns have received excellent evaluations from APHIS managers in the past and are required to have at least a 3.0 GPA on a 4.0 scale. Plus, 320 hours of a HACU internship experience may be applied to the 640-hour Student Career Employment Program (SCEP) requirement for conversion. So, if you and the student decide that it has been a good match, then you can bring them into the SCEP which would allow you to convert their position to a permanent one with relative ease.

HACU is now accepting requests from agencies interested in hosting a HACU intern for the upcoming Fall semester. The deadline to post the request is Thursday, **July 30th** using their online system. The 15-week fall program begins on August 31, 2009 and ends on December 11, 2009. The cost for the fall program is \$12,975.

For additional information, please go to the website: [HACU--Hispanic Association of Colleges and Universities](http://www.hacu-hispanic.org) Sophia Kirby on (301) 734-5366 or Gwendolyn Smith on (301) 734-5584.

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CALENDAR OF EVENTS 2009

AUGUST

DAY

26 Women's Equality Day

SEPTEMBER

DAY

14-18 Civil Rights Information Academy (CRIA) Webinar Registration
15 Beginning of Hispanic Heritage Month

OCTOBER

DAY

1 Disability Employment Month

15 End of Hispanic Heritage Month

TBD CRIA Webinars:

**Topic A: The Federal Equal Employment Opportunity (EEO)
Discrimination Complaint Process
Module 15 - Mixed Cases**

**Topic F: Program Delivery and Outreach
Module 13 - Federally Conducted and Federally Assisted Programs
Module 14 - Outreach Customers/Beneficiaries**

Do you have a question or comment? Look us up in your Lotus Notes data base, post a "topic" or "response" and we will get back to you promptly. Click on this link to be transported to the Civil Rights Conversations database immediately: - <Notes:///852573390063E973>

Or, you can call us:

(800) 342-7231 APHIS Alternative Dispute Center (ADR) (301) 734-6317

If you believe you have been discriminated against, contact the APHIS ADR Center for assistance.

APHIS Manager's EEO Helpline 1-800-372-7428

The EEO Help Line is an opportunity for managers to obtain EEO and Civil Rights assistance quickly and efficiently. Through the Helpline, managers request assistance in resolving EEO and program discrimination complaints and answers to general EEO issues and concerns.

