



# The HCR Perspective

Winter/Spring 2009

## ***This Is Our Time***

*Honoring the work of NEA Human and Civil Rights Committee  
Written on the request of Mercuria Chase-Williams*

**By Tamara Smiley Hamilton**  
[www.soulquake.com](http://www.soulquake.com)

*This is our time--  
Our time to set the pace,  
To take the lead,  
To prepare our nation for social justice.  
Guided by the promise of  
A great public school for every student,  
Let us prepare a peaceful place for our children  
In these complex times.*

*We are the monitors,  
The standard bearers,  
The heart force,  
The soul force:  
The engine to drive the agenda  
Of human and civil rights,  
Harnessing the energy of the legacy before us.*

*This is our time:  
The right time,  
The time blessed by history;  
The time to move with  
Elegant grace and creative thought  
To steady the ship rocking  
On turbulent seas.*

*This is our time to come together,  
To roll up our sleeves--  
Working shoulder to shoulder,  
With our hearts and minds  
Focused on powerful possibilities...  
Anchored in the spirit of the  
Ancestors smiling on our work  
And saying: "Yes! We can!"*

March 12, 2009  
Washington, DC



## **Congratulations 2009 RA/Delegates**

Congratulations on your selection to be a delegate to the FEA Annual Meeting and the NEA Representative Assembly, to be held in San Diego, California this summer July 1 through 6. This year's theme for the Association's 147 Annual Meeting and 88<sup>th</sup> Representative Assembly is: **Hope Starts Here.**

The FEA delegation will be staying at the Marriott Mission Valley Hotel. Please check the FEA website frequently and follow the link to the RA for further information.

You have been given the privilege of representing your fellow educators at the highest decision-making body of the NEA. Your responsibility is to attend all of the meetings, engage in the discussions and hopefully, report back to your colleagues about your experience.

The National Education Association Representative Assembly (RA) is NEA's highest decision-making body. With over 9,000 delegates, it is also the world's largest democratic, deliberative body. The RA is convened every July during the Annual Meeting. The first two days are devoted to discussions, conferences, and exhibits—but the highlight is the Representative Assembly itself. During this important event, delegates debate issues that impact American public education, elect top officers, and set policy for the 3.2 million-member Association.

## INSIDE THIS ISSUE

Pg. 1 & 2	Our Time Has Come – Tamara Hamilton; RA/Delegates; Kudos to the HCRS Coordinators & Local HCRS!
Pg. 3 & 4	Department of Defense EEO Resources
Pgs. 5 & 6	Indoor Air Quality Symposium Award; Regional End-of-the-Year Reports
Pg. 7 & 8	Regional End-of-the-Year Reports (cont.)
Pg. 9 & 10	Regional End-of-the-Year Reports (cont.); FEA Member On the Move

**Kudos to the  
HCRS Coordinators & Local HCRS!!!**

**Europe**

*Linda Callender*

**Baveria District**

*Alina Rozanski*

**Isles District Continental Europe**

*David Cox*

**Isles District U/K**

*Wanda Gardner*

**Heidelberg District**

*Valerie San Juan*

**Kaiserslautern District**

*Linda Ware-Brown*

**Stateside**

*Jeanette Martinez*

*Lee Strickland-Fort Benning*

*Muriel Brooks-Fort Bragg*

*Bonnie Lynch-Fort Campbell*

*Gwen Martin-Fort Campbell*

*Regina Hanson-Fort Jackson*

*Nicole Walker-Fort Knox*

*Pamela Ridion-Fort Knox*

*Fonda Brooks-Fort Rucker*

*Frances Garza-Fort Rucker*

*Johnnie Sledge-Fort Stewart*

*Alvin Settles-Laurel Bay*

*Janet Delgado-Camp Lejeune*

*Harold Clemons-Camp Lejeune*

*Judith Ward-Quantico*

*Alletia Morgan-Robbins AFB*

*Nydia Santiago-West Point*

**Pacific**

*Wanda Canton Robinson, Japan*

*Michael Tate, Okinawa*

*Kardice Brown*

*Veronica Finney*

*Melinda Fogarthy*

*Mary Anne Harris*

*Kelley Sermons*

*David Jones*

*Nettie Perry Adams*

*Tony Ruffin*

*Joanna Wyche*

*Wilma Holland, Korea*

**Roles of an HCR**

**Coordinator's Role**

- Increase ethnic minority participation in FEA.
- Each year coordinate one training or activity in your area for members to develop leadership skills.
- Assist with newsletter articles, surveys and other communications related to ethnic minority goals.
- Develop and increase a network of ethnic minority members in your district.
- Encourage active minority participation in NEA/ FEA sponsored conferences, HCR workshops and the NEA RA
- Identify local HCRS or school contact by October 1<sup>st</sup> and submit names to the FEA HCR/ Washington Office
- Attend FEA meetings when possible and communicate with FEA HCR

**Local HCRS Role**

- Assist the HCR Coordinator in identifying minority members.
- Encourage ethnic minority members to become actively involved in the local association and run for office.
- Make special efforts to inform members of trainings and elections.
- Recommend and promote multicultural programs and materials in your schools.
- Encourage allocations of funds toward increasing ethnic minority involvement in local association activities.
- Attend meetings and communicate with your district coordinator.

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**What is an Effective Leader?**

An effective leader...

- is an organizer
- communicates
- is a network and coalition builder
- speaks truth to power
- is a consensus builder
- knows where the Association stands on critical issues
- is a critical thinker who knows the difference between a slogan and a solution

Are *You* a Leader?

Reg Weaver  
Past President of NEA



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## Indoor Air Quality Symposium Award



*Yvonne H. Brown, Literacy Support, Kadena ES  
Jemie Young, NEA Senior Project Coordinator,  
Sandra Leipheimer, School Nurse, Shirley Lanham ES*

In recognition of the Far East Air Head's (IAQ Team) indoor air quality (IAQ) efforts since attending the 2007 NEA Pre-Symposium and EPA IAQ Tools for Schools Symposium, the team received an award called "Symposium Progress Recognition Award". A team member was invited to attend the 9<sup>th</sup> Annual NEA/EPA IAQ National Symposium in Washington, DC (December 3-6). Yvonne Brown and Sandra Leipheimer represented DoDDS' Pacific at the symposium. Additionally, they were asked to present at the NEA HIN Pre-Symposium training on December 3. Those in attendance enjoyed learning how DoDDS operates and

works their indoor air quality issues. We are very unique when compared with our stateside partners. The entire symposium was very informative giving information on health and safety issues. They learned that Unions don't need permission to form a health and safety committee.

The president of the union can appoint a committee which should include a broad base. We need to educate our members, and or survey our members about the problems they are having within their buildings. Physical inspections such as walk-throughs are important and a way to report problems. Document the problems and go for the little things first. Involve administration and keep the lines of communication open. Give a report on what has been fixed. Attend the Representative Assembly (RA) and make resolutions advocating green healthy school buildings.

Yvonne Brown was chosen to participate in a focus group at the Pre-Symposium training. The purpose of the focus group was to gather feedback on the National Asthma Education Association's (NAEPP) Asthma in Schools slide-set which will serve as the basis for course content for a new online professional development course being created by the NEA Health Information Network. The online course will provide teachers and education support professionals (ESP's) with information about asthma and the best way to help students manage it within the school environment. Yvonne learned a great deal about asthma when she took the pre-test and post-test. She now knows the symptoms of asthma, how asthma that is not well controlled impacts student learning, what happens during an episode of asthma, conditions that can make asthma worse, and how asthma is controlled.

Sandra and Yvonne learned valuable information about "Indoor Air Quality" and they plan to put the information to good use in their schools. They are also willing to share what they learned with others to include teachers, parents, the PTO and SAC.

## Regional End-of-Year Reports

# Human & Civil Rights Europe Newsletter The Year in Review 20082009

By Linda Callender, FEA Europe Human and Civil Rights Coordinator



FEA Human and Civil Rights Coordinators  
(picture by Terese Sarno)

This year the European HCR program has been very active organizing a variety of events to provide FEA members with information useful in and out of the workplace. We have the good fortune to have dedicated and committed District HCRs and school contacts in all of our buildings. Our District HCRs, Linda Ware-Brown, Kaiserslautern; Valerie San Juan, Heidelberg; David Cox, IslesContinent; Alina Rozanski, Bavaria—have all been excellent resources for our members. Their collaboration has been invaluable and I am looking forward to working with everyone again next year. Unfortunately, because of other commitments, David Cox will not be continuing in his HCR position next year. Beth Woodward will serve as the Isles/Continent HCR until elections take place. Thank you David for your dedicated service to the HCR program and welcome Beth!! Our School Contacts in each building in all of our districts have assisted the District HCRs and me in disseminating information and bringing concerns to us. I hope that they will continue to serve next year. Thank you all!

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Daniel Hand, Director for NEA's Affiliate Learning and Effectiveness Department



Linda Callender



Dr. Patricia Wright, Senior Analyst in NEA's Human and Civil Rights Department

### April HCR / NEA Workshop

*Improving Educational Strategies Leadership, Diversity, Social Justice, and Negotiation*

Our most recent success was our workshop in collaboration with Wanda Beatty, FEA Human and Civil Rights Coordinator and NEA that took place in Kaiserslautern and Ramstein. We had a great three day turn out. Dr. Patricia Wright, Senior Policy Analyst in the Human and Civil Rights Department of NEA, presented a workshop on Diversity and Social Justice. Mr. Daniel Hand, Director for NEA's Affiliate Learning and Effectiveness Department, presented on Negotiation Skills. The sessions began on Friday evening and ended Sunday afternoon. Participants came from the Kaiserslautern, Mannheim, and Heidelberg Districts and had the possibility to earn one graduate credit. The response to this weekend workshop was overwhelmingly positive. Participants stated that they had learned many new concepts about diversity and had been able to put situations in their own lives into perspective. The activities such as "insider/outsider" created an atmosphere that allowed for introspection and reflection on our lives.

# Human Civil Rights Update May 2009 AEAO



Pictured from left to right:  
Michael Tate, Pamela Garrett,  
Liwav Dadvivas & Rawnee Swammi

Greetings! And the last one of this school year from me to you! I know many of you have celebrated National Asian Pacific Heritage Month in your own ways at your various sites. Asian American Heritage Month was enacted on October 28, 1992. The purpose of the law was to honor the achievements of Asian Pacific Americans and to recognize their contributions to the United States. Asian Americans continue to make a difference through their hard work, dedication, and commitment to the U.S.A. Quote from Dr. Nancy Bresell, "Living and working in the Pacific provides us with the opportunity to interact with our Asian friends and colleagues. I encourage each of you to take advantage of this month to learn more about history and the extraordinary contributions of Asian Pacific Americans".

## Awards Dinner

We had an HCR Awards Dinner Recognition on May 6<sup>th</sup>. Lots of food! It was served by the staff of the Globe and Anchor! The local talent of FRS Don Kinghorn sang songs that eventually had the audience slowly lip synching! There were a few possible Susan Boyer's and Kris's out there! We had Melissa Beall speak on behalf of Asian Americans. She had given us insight into being raised in Taiwan. Hats off to the special honorees! I thank them so much for the support of this program. A total of twenty-five awards were given. A special dedication was given to the late Tony Ruffin.

## HCR Workshop in Germany

On April 24-26, I had the opportunity to fly to Germany and be part of their training. It was done by NEA/FEA. It was called: NEA Training in Social Justice and Diversity. Two great NEA speakers came and addressed the issues of social justice and the art of negotiations. It was time well spent. I commend my principal for being active with the union in providing release time. I hope to initiate this training next spring in the Pacific.

## School Reports

- **Ryukyu Middle School-** The Japanese/ Chinese Clubs visited local cultural sights with their students. Mrs. Beall and Mrs. Prosser put together several outings this month. A huge performance at the end of this month will culminate with the local community performing and our own middle school students showcasing their talents.
- **Kadena Elementary School-** HCR Yvonne Brown reports of a showcase on our current President Obama.
- **Kinser Elementary School-** HCR Dr. Kardice Brown reports that Mrs. Arnot and committee used military volunteers to showcase "Events in History". Miss Dickenson and Mrs. Ready brought celebration to the entire school along with the third grade team! The Mexican Dance Troupe Performers entertained for 30 minutes! Food was added Mexican style. Mr. Gonzalez shared Mexico and America to 4<sup>th</sup> and 5<sup>th</sup> graders. He shared how intertwined these neighbors are. Fifth graders wrote a Japanese play in Dr. Brown's class. They cooked Japanese food after the play. Parents and other students had attended this play. Dr. Brown has shown so much dedication and love to the students and the community at Kinser Marine Base.

\* I have not heard from the other schools. Sometimes you may be doing things that do not get reported. We will work on this next year!

## Retirement Dinner:

I was presented a gift along with the other AEAO Executive Board members on May 13<sup>th</sup>. It always feels good to be honored by colleagues. Also, I was elected and honored again for the SY2009-10 Executive Board. The dinner was a hit! It was put on and choreographed by Melanie Horton. Hawaiian dancers and a Spanish flamenco guitarist were the entertainment.

## Duties performed:

Attempting to complete Ethnicity Minority Report  
Attended Ramstein, Germany HCR Workshop  
Completed End of Year HCR Report for the Pacific to be used at PAL Meeting  
Directed the HCR Awards Dinner  
Sharing of Diversity and Multiculturalism via monthly reports  
Attended Exec. Bd. And Rep. Council Meetings  
Communication between the other two HCR coordinators in Pacific

In closing, I hope you all have a restful summer. I have one person, Carla Shank, who vivaciously nominated herself to be the HCR at her school. Please help me in our endeavor to procure an HCR for each school site. We are a nice group of people! Speak up when you hear or see injustice. Think beyond America when it comes to helping others with poverty, tolerance, civil rights, and freedom.

Respectfully, Mike Tate/ HCRC/Okinawa



Wanda Canton Robinson, HCR/Japan  
Princess Moss, NEA Executive Board Member



Wanda Canton Robinson  
Dr. Al-Tony Gilmore, NEA

## ***NEATA HCRC Year Wrap-up Report*** ***Wanda Robinson-Caton, HCRC***

### **Japan District**

May 16, 2009

In attending the 2009 MLT conference held in Charlotte, NC. I again experienced FEA/NEA TEAM in action. The Cadres were presenting information to help increase the strength of the union by reaching out to our minority members to become active leaders.

A two part conference the sessions began on Wednesday, January 21-23<sup>rd</sup> the Mid-Atlantic Minority Leadership Conference. The open session and dinner “A Chat with NEA President Dennis Van Roekel” gave members a chance to go to the mic and ask our Presidents questions that were important to them personally or they spoke for the group. Some of the sessions I attended were: **Understanding the Association; Role of Leaders in Membership Recruitment; Minority Reporting 101; Reacting to Differences/ Understanding Diversity; NEA EMAC Hearings and the Caucus meetings.** January 23-25<sup>th</sup> was the Mid Atlantic Regional Conference where the guest speaker was North Carolinas LT. Governor Walter Dalton. The sessions I attended were; ***Financial Mistakes You can't Afford to Make; Getting the Most Out of the Leadership Conference; State Affiliates Delegation meetings; National Board Certified; Spicing up Your Web Presence; Using NCATE to Enhance Your Classroom; and the NEA Legislative Hearings***

The sessions were informative and paced to keep you interested. The trip was worth the information gained.



## DDESS Wrap-up...

By Jeanette Martinez, Stateside HCR

Pictures submitted by Regina Hanson, HCR/Fort Jackson



Native-American Celebration



Hispanic Celebration

Please contact Dawn Pedraza from Camp LeJeune to view her webquest entitled "Winter Holidays Around the World." Her email address is [dawn.pedraza@am.dodea.edu](mailto:dawn.pedraza@am.dodea.edu)

An FEA Member on the Move...

**Congratulations  
To**

**Dorothy Goulet**

2009 Kaiserslautern District  
Teacher of the Year

and

2009 DoDEA  
Teacher of the Year!

**Please make sure you view the Teacher  
to Teacher eNewsletter at this website:**

**<http://www.dodea.edu/teachers/index.cfm>**