

# ADR & EEO NEWS

## YOU'RE WHY WE'RE HERE

Human Resources Service  
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Equal Employment  
Opportunity, and  
Alternative Dispute  
Resolution publication for  
Naval activities.

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YOUR CORNER

### APPRECIATE DIVERSITY MONTH

August 15 – September 15

### HISPANIC HERITAGE MONTH

September 15 – October 15

### Code 10 – HRSC, NW

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## From The Staff

### A Note from Dave Dixon

I am excited to get this long-planned newsletter going. We plan to issue it monthly. It will contain the latest news and brief items of interest in the ADR and EEO fields. As most of you know, ADR stands for Alternative Dispute Resolution, mediation being the most common type of ADR.

We welcome suggestions and questions from you. Also send us success stories and best practices related to ADR and EEO. We'll be happy to share Q & A's and successes in future newsletters. Just contact us at the global NMCI addresses listed.

Past issues of the newsletter will be linked to our 2<sup>nd</sup> web page, the *Latest ADR & EEO Newsletter* at: [www.donhr.navy.mil/nw/eoo/eeohomepage.asp](http://www.donhr.navy.mil/nw/eoo/eeohomepage.asp).



“We each have the power to create a better world by reaching out across differences one person at a time.”

We are currently in *Appreciate Diversity Month*, which is celebrated from 15 August to 15 September. Click this link for more information on this newly celebrated month.

<http://www.workindex.com/editorial/hre/hre0408-pers01.asp>

**The Women's Movement** did not begin in 1920 with the passage of women's right to vote. The roots go back 80 years earlier with the journey of two brave women willing to rise up for the abolition of slavery in 1840 at an Anti-Slavery Convention in London, England, where they were refused participation. To read more click this link:

<http://www.nwhp.org/events/equality-day/history-of-equality-day.html>

### The Numbers Game

If you're in the program to become a Navy certified mediator and wonder why you don't receive more calls, see the [ADR Events Chart](#) and [Mediation Chart](#). These charts show the number of employees in the program and the number of mediations arranged by our office in the last 3 years.

What does this show?

## Numbers Game-continued

*Mediation works!* Mediation is 80% successful overall in the Navy in resolving workplace problems. Please recommend it's use to your customers. The only thing parties give up is one day of work time while the benefits in cost savings, improved relationships, and time are priceless.



### Why Mediation?

“Mediation works. It is an effective means of dispute resolution for any dispute not requiring a judicial or third party determination.” [Click here](#) to learn more.



### Mediation Process

The steps that are required to arrange mediation by HRSC, NW are shown [here](#).

### MD 715 & eVersity

As most of you are aware, the recently issued Management Directive (MD) 715 from EEOC sets new standards for establishing and maintaining model affirmative EEO programs that comply with the Rehabilitation Act and Title VII of the Civil Rights Act. Judy Scott of OCHR is Navy's Manager of Affirmative Employment Programs. Her email of 07/28/04 (MD 715 Implementation Update) sets a 03 November date for annual activity status/self-evaluation reports to be submitted to Commands. (These reports will be based on third quarter FY 04 (i.e., 30 June 2004) statistics. Ms. Scott also issued another email on 28 July (EEOC MD 715 Self Assessment Checklist) which activities should be working on now. Navy has contracted to establish a new web-based system called eVersity that will assist activities in completing Section II of MD 715, Barrier Identification and Elimination. Activities will be able to go directly into eVersity and pull statistical reports in the formats required by MD 715. In this respect, eVersity replaces the defunct DMS. Train-the-trainer training on eVersity is scheduled for Command Deputy EEO Officers and HRSC trainers during the week of 13 September in Herndon, VA. Following this training, executive briefing and one-day hands- will be scheduled **as soon as possible**.

### ADR Training

Navy has an Omnibus contract with Peninsula Mediation & ADR to provide mentor mediators for Navy mediations. The contract also provides for Peninsula to conduct ADR training classes for Navy employees who are in the process of becoming certified Navy mediators themselves. We have just received our new allocations for the next year and will be establishing dates for classes shortly.

In the Northwest Region, the next class will be *ADA/Rehabilitation Act Mediation* on **19 - 20 October at Jackson Park**. In the Capital Region, the first class will be *Convenor/ADR Tracker* training in October or November (date TBD).

### Navy Facilitator Extension

Recently, Navy issued a call for employees interested in becoming facilitators. Selectees will provide facilitation services in large and small meetings covering a wide range of topics involving Navy Civilian employees (e.g., NSPS implementation). The deadline for submission of applications to Mary Ryan of OCHR was 30 July. This has been extended to **30 September**.

### YOUR CORNER

