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# The Headlamp

## people, places and things >>>

### UCR News

#### Births

Laura and Mike Megel

welcomed a girl - Autumn in February

Kerry and Jeremy Spetter

welcomed a boy - Sawyer in April

#### Welcome new employees

Ali Richards – EZ FMO

Rita Clipperton – Rifle Helitack Asst. Foreman

Nick Grooms – CZ Engine 2622 Engineer

Brian Anderson – Unawep Lead Firefighter

Drew Benage – Unawep Senior Member

Tim Spurr – WZ Engine 2613 Engineer

Dusty Calfee – EZ Engine 607 Engineer

Molly Seim – WZ Engine 2411 Engineer

Ross Oxford – GJD Aircraft Dispatcher

Alex Voschell – Rifle Helitack Senior FF

Dan Sebern – Rifle Helitack Squad Boss

All 2018 seasons!

#### On the Move

Laura Megel – Montrose Asst. Dispatch Mgr.

Mark Frickel - State of Nebraska

Kerry Webster – Boulder FD

Mary Flynn – WRNF Recreation

Emily Barker – Engine Capt. Twin Falls BLM

Todd Ayres – Wage Leader Road Crew WRNF

Aaron Roggenkamp – Washington DNR

## UCR Diversity and Inclusion (DIG) Group Who We Are

The UCR diversity and inclusion group is a group of passionate, committed individuals proactively working towards creative solutions to our complex human nature in support of the UCR mission. Members come from all corners of the UCR and each brings a unique perspective to the group.

In 2017 the DIG accomplished many things with chair member Sarah Culhane leading the group.

#### 2017 Accomplishments:

- Gained 12 members from all zones and each job area within the fire program
- Diversity presentation at the spring meeting
- Examined unconscious bias with hiring panels
- Outreach activities that included career fairs, recruitment events, and application assistance events
- Partnerships with internal and external partners including our district and forest public information officers, the USFS National Talent Acquisition Network Team, the Colorado Alliance for Environmental Education, and local high schools and colleges
- An approved pamphlet from the USFS and BLM promoting local fire positions

Our mission is to

strive towards promoting a positive work environment and providing opportunity to work towards culture change and retention in an open and honest, respectful work place.

#### 2018 Goals:

- Retention and promotion of internal employees
- Unconscious bias training
- Provide materials and support for local outreach opportunities including career fairs and recruitment events
- Promote culture change locally
- Bystander training



Strength lies in differences, not in similarities – Stephen R. Covey

## employee highlight >>>

# Dusty Calfee



Dusty is the Senior Firefighter working on Engine 607 based out of the Dillon RD. Dusty has been working for the UCR as crew member on engines in Minturn and Dillon for the last several years.

Dusty's previous experience includes working with cooperators and the East Zone timber program, this experience helped prepare Dusty to join the UCR in 2015. He holds a Research Track degree in Environmental Science from the University of Colorado but admits that he's probably a better Zamboni driver. If you have questions about ice rink operations, how mattresses are built, energy markets, or the best way to nap on a motorcycle – he is happy to help.

## On this day

May 5, 1961 - Alan Shepard became the first American in space. He piloted the spacecraft Freedom 7 during a 15-minute 28-second suborbital flight that reached an altitude of 116 miles (186 kilometers) above the earth. Shepard's success occurred 23 days after the Russians had launched the first-ever human in space, cosmonaut Yuri Gagarin, during an era of intense technological competition between the Russians and Americans called the Space Race.

## talking points >>>

### Stress Control and Resilience

<https://gacc.nifc.gov/cism>

### FS Harassment Reporting Center

Available to all employees, supervisors, contractors, and anyone who does business with the Forest Service.

Available 7 days a week, 7 am to 11 pm Eastern

Toll free number: (844) 815-8943

### BLM Contact Info

BLM employees may contact local, regional or Bureau EEO officer or an EEO counselor.

BLM EEO Officer, Alexie Rogers, 202-912-7484

<https://www.doi.gov/pmb/eo/EEO-COUNSELORS>

OR

BLM Ombuds, Mary Chavez Rudolph

202-494-3371

### UCR Diversity and Inclusion Team Members

Kelly Boyd, Unawee WFM Lead

Rita Clipperton, Rifle Asst. Helitack Foreman

Justin Conrad, EZ Asst. FMO

Sarah Culhane, Unit Aviation Manager

Mary Flynn, WRNF Recreation – Special Uses

Jeff Frimel, Admin Specialist

Sarah Hankens, WRNF Rifle District Ranger

Linde Jacks, GIS Specialist

Chad Johnson, Rifle Helitack Foreman

Patrick Kieran, WZ Fire Ops Specialist

Jake Lloyd, Asst. Tanker Base Manager

Courtney Murray, Admin Specialist

We say goodbye to Todd Ayres and Laura Megel ☹️

## Brainteaser

Once upon a time a farmer went to the market and purchased a fox, a goose, and a bag of beans. On his way home the farmer came to the bank of a river and a rented boat. But crossing the river by boat, the farmer could carry only himself and single one of his purchases: the fox, the goose, or the bag of beans. If left unattended together, the fox would eat the goose, or the goose would eat the beans. The farmer's challenge was to carry himself and his purchases to the far bank of the river, leaving each purchase intact. How did he do it?

## personal growth >>>

# Employee Assistance Program

Everyone has trouble from time to time. DOI's and USDA's Employee Assistance Program (EAP) offers professional, confidential, counseling and consultation that can help you resolve these issues. Services are available at no cost to you or members of your family.

DOI has contracted with Espyr, Inc. to provide you with comprehensive EAP services. Espyr offers assessment, short-term counseling, and referral services for a wide range of personal problems, as well as a variety of work/life issues. Espyr has office conveniently located near almost all DOI locations.

For BLM employees:

Espyr contacts: 800-869-0276 ( a live counselor is available 24 hours a day, 7 days a week)

Website: <https://espyr.com>

For USFS employees:

(800)-222-0364

TTY: (888) 262-7848

FOH4You.com

## final thoughts...

Do you have an idea for our newsletter (ex: topic, photos, employee to highlight, etc.)?

Feel free to contact any DIG member or you can email us at [ucr.dig@gmail.com](mailto:ucr.dig@gmail.com)

If you want to join the DIG please contact any member.