

**NEW YORK NATIONAL GUARD
EQUAL EMPLOYMENT OPPORTUNITY AND DIVERSITY
NEWSLETTER**

Edition 1, October 2008



New York Army/Air
National Guard State
Equal Employment
Manager (SEEM)
& Diversity Coordinator

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New York Army/Air
National Guard State
Equal Employment
Specialist (EES)
& Diversity Coordinator



SSG Tracey C. Miller

Welcome to the first addition of the Equal Opportunity Office, newsletter. I hope you find it helpful and informative. We welcome your ideas, feedback, comments, suggestions, etc. This newsletter will be published monthly, please feel free to forward any input to LTC Hilland or SSG Miller. The next edition will be published November 08. You can also visit our Website @ <http://dmna.state.ny.us/eo/eo.php>

**EQUAL OPPORTUNITY
MISSION**

To improve and sustain the readiness of the NYNG by ensuring all members have equal access to opportunity

DIVERSITY MISSION

To foster positive change by increasing awareness of EO/EEO/DIVERSITY and by improving the well-being of all NYNG Soldiers, Civilians, and their Families.

Upcoming Training

(EOARCP)phase 1 Training

REQUIRED: Newly appointed EOAs
OPTIONAL: All leaders
LOCATION: Online
DATES: Open until the end of NOV 08

PH II attendance is based on COMPLETION DATE OF PH I and there are limited quotas, so do not procrastinate!

If you are interested follow the link to DEOMI's EOARCP,
[http://www.deomi.org/StudentServices/EOARCP/CP/SS_EOARCP_Phase1.cfm](http://www.deomi.org/StudentServices/EOARCP/SS_EOARCP_Phase1.cfm)

Upcoming Events

What: EO/Diversity/SEPM meeting

When: 1 Nov 08

Where: DMNA, Latham, NY

Who: MEO's EOA's, EOL's, EEOC's, and SEPM

Special Ethnic Observances

- Martin Luther King Jr's Birthday Jan. 21st
- African-American/History Month Feb. 1st-28th
- Women's History Month Mar. 1st-31st
- Days of Remembrance for Victims of the Holocaust April/May Sunday to Sunday
- Asian Pacific Heritage Month May 1st-31st
- Women's Equality Day Aug. 26th
- **National Hispanic Heritage Month Sept 15th – Oct. 15th**
- National Native American Indian Heritage Month Nov. 1st-30th

We welcome your letter to the editor. Please forward any input to LTC Hilland or SSG Miller NLT the 20th of each month to tracey.c.miller@us.army.mil or Kelly.hilland@us.army.mil

Thank you for your service!

DIVERSITY CORNER

**Senior Leaders
supporting diversity to
make us stronger**

Next Diversity Week 21-25 April 09



From left to right
CSM Van Pelt, MG Taluto, LTC Hilland
BG Murphy, Mr. Friess, COL Lettko
CPT Calypso, LtCol Mason, SGT Reynolds
SSG Miller, Mrs. Sullivan
SGT Leavitt, SGT Grier, SGT, MSgt Arroyo

The first DMNA diversity day was a great success and brought a lot of enthusiasm. Today we have more leaders recognizing and supporting diversity. We hope this fever resonates throughout this organization. April will be the month New York celebrates the difference cultures, this festivity will last a week, we look forward to you joining us as we appreciate our cultural differences while bridging those difference together in April 09.

On 8 April 2008, New York National Guard Headquarters celebrated their first diversity day with an event that included speakers, displays and Albany area dance group **Too Deep**. Brig. Gen. (Retired) Julia Cleckley, currently a member of the Department of Veterans Affairs Advisory Committee and recipient of the Army's Distinguished Service Medal and the NAACP Roy Wilkins Award, spoke on diversity issues. MG Rosetta Burke was also in attendance. Nationally recognized sales speaker Dorothy Leeds, who has appeared on the Today Show and Good Morning America, and who has written for the New York Times and Forbes spoke on "Good Lessons from Bad Women".

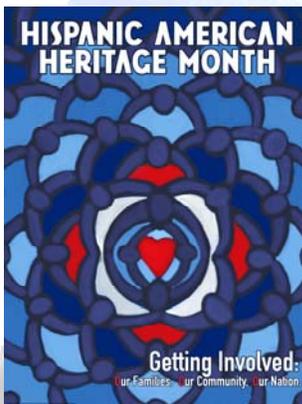


From left to right
BG Cleckley, MG Taluto, Ms. Leeds, MG Burke and MG Knauff

SPECIAL EMPHASIS PROGRAM

Special Emphasis Program Purpose

This program is designed to help achieve parity in our work force of the “culturally diverse” populations we recruit from. Special emphasis program managers (SEPMs) are appointed in support of the New York National Guard’s Multi-Year Affirmative Employment Plan



The EO office would like to recognize the New York National Guard Hispanic Special Emphasis Program Managers:

Air Force: MSgt Bobby Orellano
Email: Bobby Orellano@neads.ang.af.mil

Army: SSG Jose Ortiz
Email: Jose Ortiz@neads.ang.af.mil

Thank you for volunteering; thank you for your support

Hispanic American Heritage Month 15Sep-15Oct 08

This year’s theme: **Getting Involved: Our Families; Our Community; Our Nation**

Each year, from September 15 to October 15, the United States celebrates Hispanic Heritage Month to recognize the economic, cultural, and social contributions of the more than 41.3 million Latinos residing in the U.S. Hispanic Heritage Month begins on September 15, the anniversary of independence for five Latin American countries—Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico declared its independence on September 16 and Chile on September 18.

EOL’s should work with command and service members to take time to embrace the Hispanic culture, diversity and recognize its many contributions to our units, military service and our nation. Conducting special observances is a step in facilitating education and understanding.

Letters to the editor

Please feel free to write to us and send picture to be published in our quarterly newsletter. We are interested in knowing what your units are doing to promote diversity awareness.

Congratulations

Congratulations to MAJ Isabel Smith for her selection as Battalion Commander of the 369th STB!

If you are a person dedicated to right and committed to demonstrating high standards of personal integrity, truthfulness, honesty, and fortitude. If you are willing to support, implement, and promote merit employment and affirmative action programs to assure equal employment opportunity, eliminating all forms of illegal discrimination than please join this team and become an EOA/MEO, EOL or SEPM. If you are interested inform your unit or contact this office tracey.c.miller@us.army.mil or Kelly.hilland@us.army.mil



Commanders/Leaders did you know?

Reference NGB-ZC-EO memorandum, 13 Sept 2007, subject: Request Temporary Positions for Equal Opportunity Advisors (EOA).

- Effective immediately, the temporary M-DAY positions outlined below are reinstated.
- For the procedures to request the following positions contact the EO office.
- This process will remain in effect until 30 September 2009
- All divisions or **07** commands are authorized two EOAs. 1 Lieutenant Colonel, 1 Master Sergeant and 2 Sergeants First Class.
- All **06** commands are authorized one EOA. 1 MAJ or 1 SFC

Leaders/Supervisors, did you know?

All 05 commands and below should have Equal Opportunity Leaders (EOLs) in every unit providing awareness and prevention training

There are Equal Employment Opportunity Counselors (EEOC) throughout the state to help technicians who file discrimination complaints

Soldiers and Airman, did you know?

If you are a National Guard military member, AGR (Title 32 USC), or an applicant for membership and you feel you have been discriminated against due to race, color, religion, gender (including sexual harassment), national origin, or retaliation (based on EO activity) you must file within 180 days of the discrimination act.

Do you know the Equal Opportunity Complaint Process?

1. Contact your supervisor, chain of command, or EOA/MEO staff
 - They will provide advice and try an informal resolution of the complaint.
2. if not resolved you can file a formal complaint
 - File a formal written complaint with the unit commander, EOA/MEO staff or a higher level chain of command
3. There is much more to this process and for assistance, you can contact the EOA/MEO staffed in your higher headquarters.

Did you know that LTG Blum, Chief, National Guard Bureau said



“SEXUAL HARASSMENT”?

It's unacceptable behavior!
It's illegal!
It adversely impacts unit Readiness!

It's wrong!
It degrades Soldiers, Airman, and Civilians
It is a “zero tolerance” issue!

Did you know that Major General Taluto, Adjutant General affirms with the above statement and added that this organization will not tolerate sexual harassment or discrimination by any employee?

- Leaders at all levels are accountable and responsible for the work environment under their control.
- Any individual who uses or condones any form of sexual behavior to control, influence or affect the career, pay or job of a military member or civilian employee is engaging in sexual harassment and immediate disciplinary action will be taken.
- Individuals have the right to excel in their employment without the threat of sexual harassment or discrimination.

If you believe that you are a victim of harassment or discrimination, or have any knowledge of that kind of behavior, I urge you to report such conduct immediately.

MISC CORNER



AWARDS

We would like to know if good things are happening in the field. It is important that Airman, Soldiers and Civilians in this organization are recognized for their good deeds there are awards for selfless Service. If you know anyone that is deserving of the following awards please submit their name to this office:

Type of award and deadline for application to be submitted

African American History Month Recognition (participant in GWOT)	17 JAN 09
Woman STEM Recognition (Science, Technology, Engineer & Math)	22 FEB 09
IMAGE, Merit Service Award (Incorporated Mexican American Government Employees)	22 FEB 09
FAPAC Award (Federal Asian Pacific American Council)	21 MAR 09
Society of American Indian Government Employee's	25 APR 09
LULAC (League of United Latin American Citizens)	26 MAY 09
NAACP (National Association of Advancement of Colored People)	26 MAY 09
BIG (Blacks in Government)	20 JUN 09
National Organization of Mexican American Rights	25 JUL 09