



# New York State Equal Opportunity & Diversity Newsletter



Edition 14

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



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State Equal Employment Specialist

This newsletter is intended to update, inform, and remind management staff about important EO/employment issues, as well as federal and state legal developments. It serves as a training tool and may be shared with employees (posted in break rooms, etc.) at management's discretion. Questions or comments about this newsletter or other EO matters may be directed to: (518) 786-4733 or (518) 786-4621 e-mail: SEEM@us.army.mil. You can also visit our Website @ <http://dmna.state.ny.us/eo/eo.php>

### This Issue Highlights:

- 2 "Sexual Assault Awareness Month"
- 3 "Holocaust Remembrance Day and Days of Remembrance"
- 4 "Asian American and Pacific Islander Heritage Month"
- 5 "LGBT Pride Month"
- 6 Monthly Equal Opportunity Training
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### EQUAL OPPORTUNITY MISSION

*To improve and support mission readiness of the NYNG by promoting an environment free from personal, social, or institutional barriers that prevent members from rising to their highest level of responsibility based on individual merit, fitness, and capability.*

### Special Observance Themes

**Sexual Assault Awareness Month** 1 – 30 April  
*"Eliminate Sexual Assault: Know Your Part. Do Your Part"*

**Holocaust Remembrance Day and Days of Remembrance** 16 April and 12 – 19 April  
*"Learning from the Holocaust: Choosing to Act"*

**Asian American and Pacific Islander Heritage Month** 1 – 31 May  
*"Many Cultures, One Voice: Promote Equality and Inclusion"*

**LGBT Pride Month** (1 – 30 June)

**We welcome your letter to the editor.**

**Please forward any input to Capt FitzGibbon or MSgt Torres by the due dates listed below.**

| Quarters:          | Due by: |
|--------------------|---------|
| 1) Oct – Nov – Dec | 15 Sep  |
| 2) Jan – Feb – Mar | 15 Dec  |
| 3) Apr – May – Jun | 15 Mar  |
| 4) Jul – Aug – Sep | 15 Jun  |

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## Sexual Assault Awareness Month

(1 - 30 April 2015)

*"Eliminate Sexual Assault: Know Your Part.  
Do Your Part."*



Sexual Assault Awareness Month (SAAM) is committed to raising awareness and promoting the prevention of sexual violence. SAAM provides organizations an annual opportunity to highlight Department of Defense (DoD) and Service policies addressing sexual assault prevention and response.

The 2015 Sexual Assault Awareness and Prevention Month (SAAPM) theme provides recommendations on what we all can do:

- **Eliminate Sexual Assault:** Every Service member, at every level in our military, must know, understand, and adhere to Service values and standards of behavior in order to eliminate sexual assault, and other inappropriate behavior.
- **Know Your Part:** Each member of our DoD community has a unique role in preventing and responding to sexual assault. We must recognize our part in stopping this crime starting with our own awareness and knowing when and where to intervene.
- **Do Your Part:** We have to act. If we see a crime or inappropriate behavior unfolding, we need to step in to prevent it. We each need to add our voice to the call to end this crime.

Sexual Assault is defined as intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority, or when the victim does not or cannot consent.

Sexual assault includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, or attempts to commit these offenses. It can occur without regard to the gender, spousal relationship, or age of the victim.

### **Support Services:**

DoD Safe Helpline, provides confidential, live, one-on-one expert advice as part of victim care. Available 24/7, users can click, call, or text to access Safe Helpline services anonymously.

**Click:** Logging on to [www.SafeHelpline.org](http://www.SafeHelpline.org) allows users to receive live, one-on-one, confidential help with a trained professional through a secure instant-messaging format. The website also provides vital information about recovering from and reporting sexual assault.

**Call:** **877-995-5247** allows users to speak with trained Safe Helpline staff for personalized advice and support.

### **Upcoming Local Events:**

#### **Walk a Mile in Her Shoes**

When: Sat, April 25, 11am – 2pm

Where: Riverfront Park - River Street - Troy, NY 1218

For details, link here: <https://www.eventbrite.com/e/troy-ny-usa-walk-a-mile-in-her-shoes-event-tickets-15869990569>

#### **Sage/RPI Take Back the Night**

When: Wed, April 23, 2014, 6:05 PM - 8:05 PM

Where: RPI (Freshman Hill), Troy, NY

Description: Once again, RPI and Russell Sage take back the night, a march against any kind of violence. The march will begin at the Greene Building and a route will be designed. More details to come.

<http://morningmail.rpi.edu/node/33652>

**Reference:** <http://www.sapr.mil/>  
<http://www.deomi.org/>



Holocaust Remembrance Day  
(16 April 2015)  
&  
Days of Remembrance  
(12 - 19 April 2015)



*"Learning from the Holocaust: Choosing to Act."*

### **What is Days of Remembrance?**

The U.S. Congress established Days of Remembrance as the nation's annual commemoration of the Holocaust and created the United States Holocaust Memorial Museum as a permanent living memorial to the victims. This year, Holocaust Remembrance week is 12 – 19 April 2015. In accordance with its congressional mandate, the Museum is responsible for leading the nation in commemorating Days of Remembrance and for encouraging appropriate observances throughout the United States.

### **What is the Holocaust? Who are we remembering?**

The Holocaust was the state-sponsored, systematic persecution and annihilation of European Jews by Nazi Germany and its collaborators between 1933 and 1945. Jews were the primary victims—six million were murdered; Roma (Gypsies), people with disabilities, and Poles were also targeted for destruction or decimation for racial, ethnic, or national reasons. Millions more, including homosexuals, Jehovah's Witnesses, Soviet prisoners of war, and political dissidents, also suffered grievous oppression and death under Nazi Germany.

### **What have we learned from the Holocaust?**

#### ***"THE CRIME OF GENOCIDE "***

In 1944, a Polish-Jewish lawyer named Raphael Lemkin (1900–1959) sought to describe Nazi policies of systematic murder, including the destruction of European Jews. He formed the word genocide by combining *geno-*, from the Greek word for race or tribe, with *-cide*, from the Latin word for killing. In proposing this new word, Lemkin had in mind "a coordinated plan of different actions aiming at the destruction of essential foundations of the life of national groups, with the aim of annihilating the groups themselves." The next year, the International Military Tribunal held at Nuremberg, Germany, charged top Nazi officials with "crimes against humanity." The word genocide was included in the indictment, but as a descriptive, not legal, term.

On December 9, 1948, in the shadow of the Holocaust and in no small part due to the tireless efforts of Rap Lemkin, the United Nations approved the Convention on the Prevention and Punishment of the Crime of Genocide. This convention establishes genocide as an international crime, which signatory nations "undertake to prevent and punish." It defines genocide as:

[A]ny of the following acts committed with intent to destroy, in whole or in part, a national, ethnical, racial or religious group, as such:

1. Killing members of the group;
2. Causing serious bodily or mental harm to members of the group;
3. Deliberately inflicting on the group conditions of life calculated to bring about its physical destruction in whole or in part;
4. Imposing measures intended to prevent births within the group;
5. Forcibly transferring children of the group to another group.

The specific "intent to destroy" particular groups is unique to genocide. A closely related category of international law, crimes against humanity, is defined as widespread or systematic attacks against civilians. **Preventing genocide, remains a challenge that nations and individuals continue to face!**

Reference: [www.ushmm.org/](http://www.ushmm.org/)



**Asian American and Pacific Islander**  
**Heritage Month**  
**(May 1 - 31)**



**“Many Cultures, One Voice: Promote Equality and Inclusion”**

The month of May is Asian Pacific American Heritage Month, a time to commemorate and celebrate the many accomplishments and contributions of immigrant, refugee, and American born Asian-Americans and Pacific Islanders who through sacrifice, perseverance, education, government, and leadership have helped transform this country into the greatest and most benevolent nation in history. Early Asian Pacific-Americans worked long hours for little pay and were discriminated against just for being different. Today, Asian Pacific-Americans earn more, own more, and are better educated than all other American minorities (U.S. Census, 2007). It is through vision, sacrifice, and perseverance that Asian Pacific-Americans have accomplished so much since they first arrived in this land of opportunity in 1843. Let us take time this month of May to celebrate the many achievements and contributions Asian Pacific-Americans have made to the United States.

Asian Americans are Americans of Asian descent having origins in any of the Far East, Southeast Asia, or the Indian subcontinent, including Chinese, Filipino, Indian, Vietnamese, Korean, and Japanese. According to the 2010 Census, Asian Americans comprise 5.6% (17,320,856) of the U.S. population and grew 46% faster than any other racial group between 2000 and 2010. Census projections expect the number to increase to more than 40 million by 2050.

Pacific Islander are Americans who have ancestry in Polynesia (including Hawaii, American Samoa, New Zealand), Melanesia (including Fiji Island, New Guinea), and Micronesia (including Northern Mariana Islands, Guam, Marshall Islands, Palau). According to the 2010 Census, Pacific Islanders make up .40% (1,225,195) of the U.S. population and grew 40% faster than any other racial group between 2000 and 2010. Census projections expect the number to increase to more than 2.6 million by 2050.

**Did you know?**

|             |   |
|-------------|---|
| <b>1763</b> | First recorded settlement of Asians in the United States: Filipinos in Louisiana  |
| <b>1848</b> | California Gold Rush leads to first large-scale Chinese immigration   |
| <b>1858</b> | California bars Chinese immigrants  |
| <b>1865</b> | Central Pacific Railroad Company hires first of 12,000 Chinese workers  |
| <b>1869</b> | First Japanese settlers arrive on the U.S. mainland, in California  |
| <b>1870</b> | Naturalization Act of 1870 restricts naturalized citizenship to whites and Blacks   |
| <b>1878</b> | California Circuit Court rules that “Mongolians” are not eligible for naturalization  |
| <b>1879</b> | California’s Second Constitution prohibits the employment of Chinese  |
| <b>1886</b> | In <i>Yick Wo v. Hopkins</i> , Supreme Court rules that law with unequal impact on different groups is discriminatory                 |
| <b>1898</b> | U.S. assumes control of the Philippines and Hawaii after winning Spanish-American War   |
| <b>1898</b> | In <i>United States v. Wong Kim Ark</i> , Supreme Court upholds 14 <sup>th</sup> Amendment, that all people born in U.S. are citizens |
| <b>1923</b> | In <i>United States v. Bhagat Singh Thind</i> , Supreme Court rules that Asian Indians cannot be naturalized                          |
| <b>1924</b> | Immigration Act of 1924 effectively prohibits immigration of all Asians   |
| <b>1942</b> | Executive Order 9066 results in 120,000 Japanese-Americans being sent to internment camps   |
| <b>1943</b> | Congress repeals Chinese Exclusion Act and grants naturalization rights   |

References : <http://www.cacf.org>  
<http://www.apio.org/>



## LGBT Pride Month

(1 - 30 June 2015)



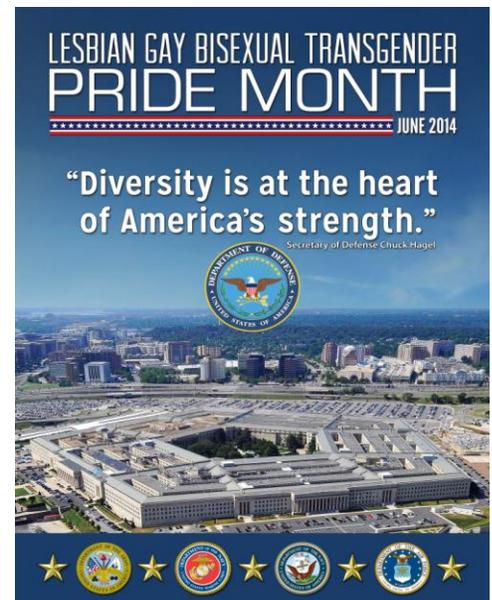
Lesbian, Gay, Bisexual and Transgender Pride Month commemorates the events of June 1969 and works to achieve equal justice and equal opportunity for LGBT Americans.

In June of 1969, patrons and supporters of the Stonewall Inn in New York City staged an uprising to resist the police harassment and persecution to which LGBT Americans were commonly subjected. This uprising marks the beginning of a movement to outlaw discriminatory laws and practices against LGBT Americans.

In 1998, President Clinton issued [Executive Order 13087](#) (PDF) expanding equal opportunity employment in the Federal government by prohibiting discrimination based on sexual orientation. On June 2, 2000, President Clinton issued [Proclamation No. 7316](#) (PDF) for Gay and Lesbian Pride Month:

This June, recognizing the joys and sorrows that the gay and lesbian movement has witnessed and the work that remains to be done, we observe Gay and Lesbian Pride Month and celebrate the progress we have made in creating a society more inclusive and accepting of gays and lesbians.

On June 1, 2009, President Obama issued [Proclamation No. 8387](#) (PDF) for Lesbian, Gay, Bisexual and Transgender Pride Month. In this proclamation the President pointed to the contributions made by LGBT Americans both in promoting equal rights to all regardless of sexual orientation or gender identity and in broader initiatives such as the response to the global HIV pandemic. The President ended the proclamation by calling upon the people of the United States to "turn back discrimination and prejudice everywhere it exists." The first Gay Pride parades were held the weekend of June 27 and 28, 1970 in Chicago, New York, Los Angeles and San Francisco. They were organized to commemorate the first anniversary of the Stonewall Riots.



### **Local Organizations:**

Albany Gay Men's Chorus [www.albanygmc.org](http://www.albanygmc.org)

Pride Center of the Capital Region <http://www.capitalpridecenter.org/>

**References:** <http://www.capitalpridecenter.org/>  
<http://www.loc.gov>  
<http://www.deomi.org>



# Monthly Equal Opportunity Training



## What is Sexual Harassment and Sexual Assault?

### Sexual Harassment:

- Unwanted attention (verbal or physical) with sexual overtones.
- Such attention may create an inhospitable environment that severely impacts job performance.
- Sexual conduct may impact whether a person benefits from a decision-making process.
- A form of discrimination prohibited by state and federal laws.

### Examples of Sexual Harassment:

- Unwelcome sexual advances by co-workers, supervisors, managers or professors and requests for sexual favors.
- Derogatory comments, discussions, or sexually suggestive emails, pictures or gestures.
- Unwanted touching, groping, leaning over, cornering, or pinching.
- Unwanted sexual looks or gestures, letters, telephone calls, or materials of a sexual nature.
- Use of pet names, baby, sweetie, honey, or cat calls.
- Unwanted pressure for dates.
- Quid Pro Quo, or power-player, occurs when the harasser who is in a position of power asks for sexual favors in exchange for job benefits and privileges.

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### Sexual Assault:

- A crime!
- Unwanted verbal, nonverbal or physical sexual contact, and is characterized by use of force, physical threat or abuse of authority, or when the victim does not or cannot consent.
- Sexual assault includes inappropriate touching, rape, nonconsensual sodomy (oral or anal sex), or attempts to commit these acts.

### Examples of Sexual Assault:

- Voyeurism (watching private sexual acts).
- Exhibitionism (exposing oneself in public).
- Incest (sexual contact between family members).

**“THE DEPARTMENT OF DEFENSE HAS A NO-TOLERANCE POLICY TOWARD SEXUAL ASSAULT. THIS TYPE OF ACT NOT ONLY DOES UNCONSCIONABLE HARM TO THE VICTIM; IT DESTABILIZES THE WORKPLACE AND THREATENS NATIONAL SECURITY.”**

**Secretary of Defense Robert M. Gates**

### Motivational Quote

**Do right! Do your best! Treat others as you want to be treated!!**  
Lou Holtz



## Joint Diversity Corner



### **Special Emphasis Program Council (SEPC)**

This council is a joint initiative of the full-time support personnel appointed in Special Emphasis Program Manager positions that promote the participation and advancement of the members of the group within the Department of Military and Naval Affairs (DMNA) that they represent.

#### **Mission:**

To improve the status of minorities and protective classes. The ultimate responsibility for the SEPC belongs to management and leadership. However, Special Emphasis Program Managers (SEPMs) are responsible for assisting management in actions that will enhance the employment status of these groups.

#### **Vision:**

Analysis, Advise, Liason and Advocate

#### **Goal:**

SEPMs recognize the optimum readiness of the New York Air and Army Guard depends on the active inclusion of all groups supporting excellence in military and civilian performance.

#### **Welcome Our New Program Director:**

Capt Ashley FitzGibbon, State Equal Employment Manager

#### **Welcome Our Newest SEPM'S:**

MSgt Venita Jackson, Native-American Indian Program Manager (ANG)  
SSgt Anibal Verdejo, III, Hispanic Program Manager (ANG)

#### **SEPM Vacancies:**

Federal Women's Program Manager (ARNG)  
Persons with Disabilities Manager (ARNG)  
Asian & Pacific Islander Program Manager (ANG)

\*\*These are not full-time positions, they are additional duties.\*\*

#### **Upcoming SEPC Meeting:**

8 April 2015, 1000 Hours, JFHQ, HRO, Room 405

If you would like to join us and can't make it to Latham, you can call in for the teleconference. Call or email the below individuals to be added to the teleconference or meeting.

\*\*To become a member of the SEPC please contact:

Capt Ashley FitzGibbon  
(518) 786-4733 [ashley.n.fitzgibbon.mil@mail.mil](mailto:ashley.n.fitzgibbon.mil@mail.mil)

or

MSgt Donna Torres  
(518)786-4621 [donna.m.torres.mil@mail.mil](mailto:donna.m.torres.mil@mail.mil)



## Joint Diversity Corner (cont.)



### SPECIAL EMPHASIS PROGRAM COUNCIL

|  |  |
|--|--|
| <b>Program Director</b>  | Capt Ashley FitzGibbon, (518) 786-4733<br>JFHQ, Latham<br><a href="mailto:ashley.n.fitzgibbon.mil@mail.mil">ashley.n.fitzgibbon.mil@mail.mil</a>                           |
| <b>African American Program Mgr. (ARNG)</b>                        | SFC Lamont Pugh, (914) 788-7430<br>Camp Smith, Westchester County<br><a href="mailto:lamont.pugh.mil@mail.mil">lamont.pugh.mil@mail.mil</a>                                |
| <b>Federal Women's Program Mgr (ARNG)</b>                          | VACANT   |
| <b>Federal Women's Program Mgr. (ANG)</b>                          | MSgt Donna Torres, (518) 786-4621<br>JFHQ, Latham<br><a href="mailto:donna.m.torres.mil@mail.mil">donna.m.torres.mil@mail.mil</a>  |
| <b>Persons with Disabilities Mgr. (ANG)</b>                        | Capt Ashley FitzGibbon, (518) 786-4733<br>JFHQ, Latham<br><a href="mailto:ashley.n.fitzgibbon.mil@mail.mil">ashley.n.fitzgibbon.mil@mail.mil</a>                           |
| <b>Persons with Disabilities Mgr. (Alternate)</b>                  | Ms. Bonnie Lu Brehm, (518) 786-4426<br>JFHQ, Latham<br><a href="mailto:bonnielu.l.brehm.civ@mail.mil">bonnielu.l.brehm.civ@mail.mil</a>                                    |
| <b>Hispanic Program Mgr. (ANG)</b>                                 | SSgt Anabal Verdejo, III, (315) 351-6849<br>EADS, Rome<br><a href="mailto:anibal.verdejo@us.af.mil">anibal.verdejo@us.af.mil</a>   |
| <b>Hispanic Program Mgr. (Alternate, ANG)</b>                      | 2Lt Jose Ortiz, (315) 334-6313<br>EADS, Rome<br><a href="mailto:jose.ortiz.2.mil@mail.mil">jose.ortiz.2.mil@mail.mil</a>   |
| <b>Hispanic Program Mgr (ARNG)</b>                                 | SGT Juan Portillo, (716) 601-4033<br>Det 1 – 3/126 <sup>th</sup> AVN, Rochester<br><a href="mailto:juan.a.portillo.mil@mail.mil">juan.a.portillo.mil@mail.mil</a>          |
| <b>Native-American Indian Program Mgr. (ARNG)</b>                  | Lt Jean Kratzer, (518) 786-4458<br>Watervleit Arsenal<br><a href="mailto:jean.kratzer.mil@mail.mil">jean.kratzer.mil@mail.mil</a>  |
| <b>Native American Indian Program Mgr (ANG)</b>                    | MSgt Venita Jackson, (716) 236-2518<br>107 AW, Niagara Falls<br><a href="mailto:VenitaJackson@ang.af.mil">VenitaJackson@ang.af.mil</a>                                     |
| <b>Asian &amp; Pacific Islander Program Mgr. (ARNG)</b>            | SSG Theresa Barone-Lopez, (518) 285-5848<br>101 <sup>st</sup> Signal BN, Yonkers<br><a href="mailto:theresa.baronelopez.mil@mail.mil">theresa.baronelopez.mil@mail.mil</a> |
| <b>Asian &amp; Pacific Islander Program Mgr. (Alternate, ARNG)</b> | MAJ Henry Wong, (917) 562-9106<br>369 Sustain. Brig, Harlem<br><a href="mailto:henry.wong@us.army.mil">henry.wong@us.army.mil</a>  |
| <b>Asian &amp; Pacific Islander Program Mgr. (ANG)</b>             | VACANT   |

As of 12 Mar 15