New York State Equal Opportunity Office

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

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New York Army and Air National Guard HREO

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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 Events

EEO Lunch and a Movie!

Keep an eye out for EEO related movies and presentations at DMNA

We welcome your letter to the editor. Please forward any input to LTC Hilland, SFC Miller, or SrA Tobler NLT the 20th of each month to

kelly.hilland@us.army.mil , *tracey.c.miller@us.army.mil* , *zachary.tobler@us.army.mil*

Thank you for your service!

Special Observances

Hanukkah	***Dec 22nd -29th***
Kwanzaa	***Dec 23rd – Jan 1st***
Christmas	***Dec 25th***
Martin Luther King Jr. Day	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
Jewish-American Heritage Month	May 1st-31st
Women's Equality Day	Aug. 26th
National Hispanic Heritage Month	Sep 15th-Oct. 15th

DIVERSITY CORNER

APRIL IS DIVERSITY MONTH!

27 - 30 April 2009 is Diversity Week

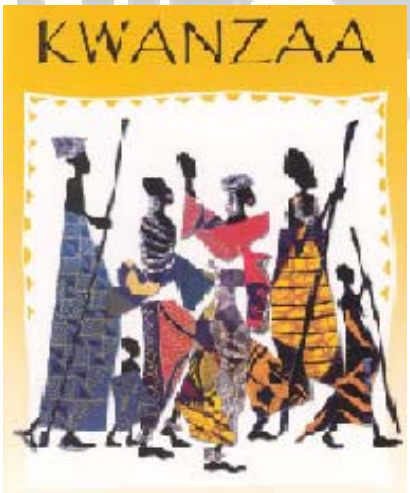
The EEO office will be hosting a EO/EEO/Diversity workshop and Senior Leader conference. The 28th of April will be the main days for events. Then, starting on April the 29th there will be 1-2 hour long events each day for members of the National Guard, State and Federal employees of DMNA. We will be featuring various workshops that will offer learning tools and best practices. There will be keynote speakers who have diverse backgrounds and will share their personal and professional stories of success. There will be more information posted as we get closer to the event.

SPECIAL EMPHASIS PROGRAMS

Kwanzaa – December 26th to January 1st

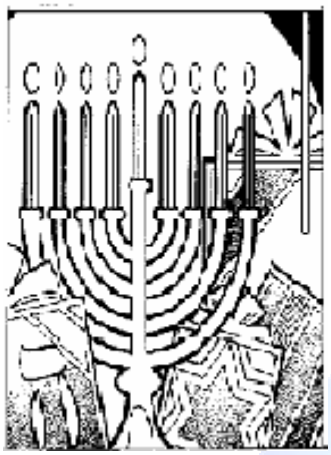
Kwanzaa is a week-long holiday celebrated throughout the world, honoring African heritage, marked by participants lighting a kinara (candle holder). It is observed from December 26 to January 1 each year. The name Kwanzaa derives from the Swahili phrase "*matunda ya kwanza*", meaning "first fruits".

The holiday consists of seven days of celebration, featuring activities such as candle-lighting and pouring of libations, and culminating in a feast and gift giving. It was created by African-American scholar and social activist Maulana Karenga and first celebrated from December 26, 1966, to January 1, 1967. Kwanzaa celebrates what its founder called "The Seven Principles of Kwanzaa", or *Nguzo Saba* (originally *Nguzu Saba* - "The Seven Principles of Blackness"), which Karenga said "is a communitarian African philosophy" consisting of what Karenga called "the best of African thought and practice in constant exchange with the world."



Hanukkah – December 21st – December 26th

Hanukkah also known as the **Festival of Lights**, is an eight-day Jewish holiday commemorating the rededication of the Second



Happy Holidays to everyone from the EEO Office!

EQUAL OPPORTUNITY SCENE (EOS)

Commanders, Leaders, Supervisors,
Soldier and Airmen did you know?

At the EEO Office at DMNA, we have a library
Full of EEO, Cultural, and Diversity training and
other information!

There are training modules, DVD's, Videos and CD's all available.

Here is a list of some of the instructional material that we have available **right now** for your use.

- Let's Get Honest: He Said, She Said on Sexual Harassment – DVD
- Race: The Power of Allusion – DVD
- Diversity Unplugged - VHS

If you see anything here you want to use or want to know more about what is available, please contact SrA Zachary Tobler at 518-786-4621 or zachary.tobler@us.army.mil

MONTHLY EEO TRAINING:

American with Disabilities Act

The **Americans with Disabilities Act of 1990** or ADA, was signed into law on July 26, 1990, by President George H. W. Bush, and later amended with changes effective January 1, 2009. The ADA is a wide-ranging civil rights law that prohibits, under certain circumstances, discrimination based on disability. It affords similar protections against discrimination to Americans with disabilities as the Civil Rights Act of 1964 which made discrimination based on race, religion, sex, national origin, and other characteristics illegal. Disability is defined as "a physical or mental impairment that substantially limits a major life activity." The determination of whether any particular condition is considered a disability is made on a case by case basis. Certain specific conditions are excluded as disabilities, such as current substance abuse and visual impairment which is correctable by prescription lenses.

EEO News Stories

Col. Stephanie Dawson is the first female officer in New York National Guard history to command a brigade level unit. Her last assignment was deputy commander of the 369th Sustainment Brigade. Prior to that she served as Commander of the 27th Rear Operations Center and deployed that unit to Iraq in 2003/2004. As the executive officer for the 369th Corps Support Battalion during the unit's 9-11 activation, she helped spearhead battalion relief, security, supply, transportation, and other logistics support missions for initial Ground Zero operations.

The 369th traces its heritage back to the 15th Infantry Regiment of the New York National Guard, an all African-American unit organized in 1916. In 1917 the regiment was sent to France and renumbered as the 369th Infantry, but because American Army officers maintained segregated combat formations, the Soldiers were initially used for supply duties. The French Army, though, was more than happy to have these Soldiers fight for them and in May 1918 the 369th went into the trenches.

In tough fighting in France the unit won a regimental Croix de Guerre from the French Army, and 200 individual Croix de Guerre were awarded. The unit also sustained 1,500 casualties and won itself the nickname "Harlem Hell fighters" and the respect of the German opponents and French allies. The 369th saw more frontline service than any other American unit in World War I.

Read more at http://readme.readmedia.com/news/show/Woman-Takes-Command-of-369th-Harlem-Hell-Fighters/305081

DMNA Media Advisory