



# New York State Equal Opportunity Office



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



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**SrA Zachary Tobler**

## 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

What: EO/Diversity/SEPM workshop

When: 13 November

Where: DMNA, Latham, NY

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

**We welcome your letter to the editor. Please forward any input to LTC Hilland, SSG Miller, or SrA Tobler NLT the 20<sup>th</sup> of each month to**

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**Thank you for your service!**

## Special Observances

- **National Native American Indian Heritage Month** Nov. 1<sup>st</sup>-30<sup>th</sup>
- **Veterans Day** Nov 11<sup>th</sup>
- African-American/History Month Feb. 1<sup>st</sup>-28<sup>th</sup>
- Women's History Month Mar. 1<sup>st</sup>-31<sup>st</sup>
- Days of Remembrance for Victims of the Holocaust April/May Sunday to Sunday
- Asian Pacific Heritage Month May 1<sup>st</sup>-31<sup>st</sup>
- Jewish-American Heritage Month May 1<sup>st</sup>-31<sup>st</sup>
- Women's Equality Day Aug. 26<sup>th</sup>
- National Hispanic Heritage Month Sep 15<sup>th</sup>-Oct. 15<sup>th</sup>
- National Disability Employment Awareness Month Oct 1<sup>st</sup>-31<sup>st</sup>

# DIVERSITY CORNER

APRIL IS DIVERSITY MONTH!

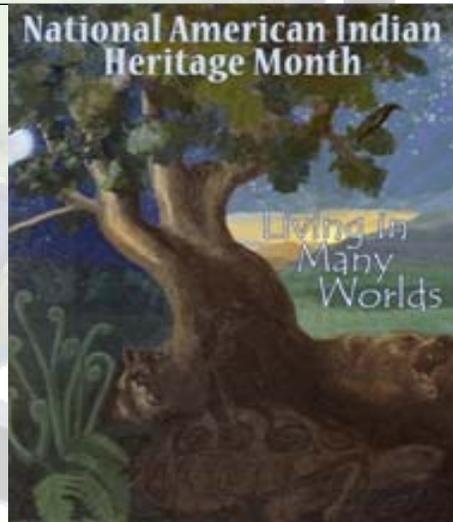


**27 - 30 April 2009 is Diversity Week**

The EEO office will be hosting a EO/EEO/Diversity workshop and Senior Leader conference. The 28<sup>th</sup> of April will be the main days for events. Then, starting on April the 29<sup>th</sup> 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

In 1916, New York would be the first state to declare “American Indian Day” as a day to recognize New York State’s Native American heritage. It would not be until 1995 that then President Bill Clinton would proclaim a month each year to be set aside to nationally celebrate and observe all the numerous achievements and contributions by Native Americans. President Clinton said it best on October 29<sup>th</sup>, 1996 that “throughout our history, American Indian and Alaska Native peoples have been an integral part of the American character”.

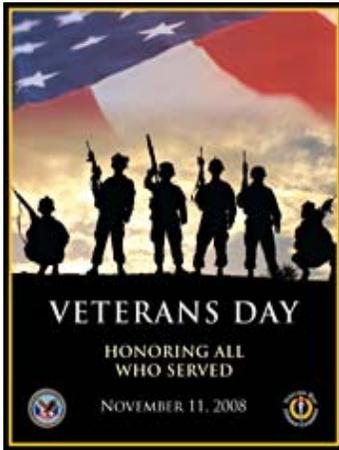


### Did you know?

The term, “Native American,” came into usage in the 1960’s to identify the groups and tribes served by the Bureau of Indian Affairs: American Indians and Alaska Natives (Indians, Eskimos and Aleuts of Alaska). Later the term would also include Native Hawaiians and Pacific Islanders in some federal programs

Also, there are more than 550 federally recognized tribes in the United States, including 223 village groups in Alaska. In New York State, there are seven federally recognized tribes. To be “Federally recognized” means these tribes and groups have a special, legal relationship with the U.S. government. This relationship is referred to as a government-to-government relationship.





On the 11<sup>th</sup> on November 1919 President Woodrow Wilson declared that day would be recognized as “Armistice Day” to mark the end of World War I. It would not be until 1938 that it would be made into a nationally legal holiday.

With the conclusion of both World War II and the Korean Conflict, there was a push for a day to recognize of the efforts and sacrifices that have been made by Veterans over the years. In May of 1954, President Dwight Eisenhower signed into law that Armistice Day be officially changed to Veterans Day as a way to honor all those who have served their country.

## 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.

- It's Up to You! Stopping Sexual Harassment – DVD & Training Manual
- Diversity In the Workplace - Training Manual
- Generations M.E.E.T. for Respect in the Workplace – VHS & Training Manual
- Joel Barker's: Wealth Innovation Diversity – DVD & Training Manual
- Promoting a Respectful and Ethical Workplace - DVD
- It's about Respect: Recognizing Harassment in the Workplace - VHS & Training Manual

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](mailto:zachary.tobler@us.army.mil)



# MONTHLY EEO TRAINING!



## The Civil Rights Act of 1964

When the landmark Civil Rights Act of 1964 was passed by President Lyndon Johnson, it outlawed racial segregation in schools, public places and work. It was originally conceived to help African-Americans, but it would be later amended to protect the rights of women.

Title VII of this Act “prohibits discrimination by covered employers on the basis of race, color, religion, sex or national origin.”

The Equal Employment Opportunity Commission was created out of the Civil Rights Act. The EEOC investigates discrimination complaints based on an individual's race, color, national origin, religion, sex, age, disability and also investigates allegations of retaliation.

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## MISC CORNER

### Lunchtime EEO Activities

Starting this November at DMNA, the EEO office will be showing films that have to deal with both diversity and cultural issues. These films will be shown during the lunch hour in one of the new classroom in the new wing of the Armory. Bring your lunch and enjoy a movie that will bring you better understanding on various topics each month. So, keep your eyes open for flyers posted around to let you know what movie we will be showing and when it will be.