



New York State Equal Opportunity Office



Edition 7, April 2009

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



SFC Tracey C. Miller

New York
Army and
Air National
Guard HR/EO



LTC Kelly F. Hilland

New York
Army/Air National
Guard State
Equal
Employment
Office Assistant



SSgt 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

Diversity Day 2009!
April 28th 1000-1300

Diversity Awareness Training
April 29th 0900-1200

Special Observances

Sexual Assault Awareness Month	Apr 1st-30th
Thai Heritage Month	Apr 1st-30th
Tartan Heritage Day	Apr 6th
Days of Remembrance	Apr 19th-26th
Jewish American Heritage Month	May 1st-31st
Asian Pacific American Heritage Month	May 1st-31st
Caribbean American Heritage Month	June 1st-30th
Hispanic American Heritage Month	Sep 15th – Oct 15th
Italian-American Heritage Month	Oct 1st – 31st
National German Heritage Month	Oct 1st – 31st

We welcome your letter to the editor. Please forward any input to LTC Hilland, SFC Miller, or SSgt 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!

**Sexual Assault POC:
WO1 Heather Langley
518-786-4733**



DIVERSITY CORNER

APRIL IS DIVERSITY MONTH!

YOU ARE INVITED TO ATTEND THE 2ND ANNUAL DMNA DIVERSITY DAY ON TUESDAY 28 APRIL 2009

The EEO office will be hosting a EO/EEO/Diversity/Cultural celebration 28 April from 1000 to 1300, at The Division of Military and Naval Affairs in Latham. Guest speakers include Major General Deborah Wheeling and BG Renwick Payne. We will also feature the Native American group Keepers of the Circle, Too Deep Dance, Iaido Sword Demonstration and much, much more!

Wednesday 29 April from 0900 to 1200, there will be Diversity Awareness Training featuring the State HRA CMSgt Fernandez and CMSgt Nall. The headline speaker will be the NGB Director of the Office of Cultural Leadership and Development, Col Ondra Berry.



SPECIAL OBSERVANCES

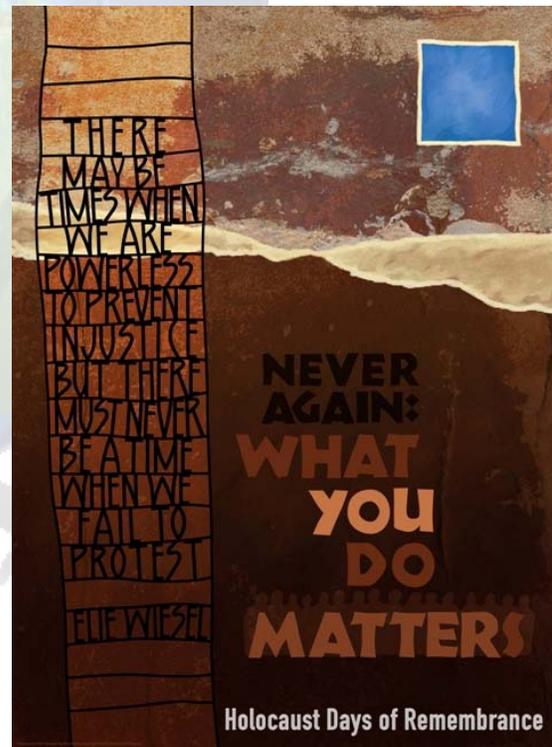
Days of Remembrance - April 19th-26th

The United States Congress established the Days of Remembrance as our nation's annual commemoration of the victims of the Holocaust and created the United States Holocaust Memorial Museum as a permanent living memorial to those victims. In accordance with its Congressional mandate, the Museum is responsible for leading the nation in commemorating the Days of Remembrance, and for encouraging and sponsoring appropriate observances throughout the United States.

Observances and remembrance activities can occur during the week of Remembrance that runs from Sunday before Holocaust Remembrance Day (Yom Hashoah) through the following Sunday. Days of Remembrance are observed by state and local governments.

Since 1982, the Museum has organized and led the national Days of Remembrance ceremony in the U.S. Capitol Rotunda, with Holocaust survivors, liberators. Members of Congress, White House officials, the diplomatic corps, and community leaders in attendance

From the United States Holocaust Memorial Museum



Tartan Heritage Day – 6th April

- In 1998 the US Senate designated 6 April each year as Tartan Day "in recognition of the monumental achievements and invaluable contributions made by Scottish Americans."
- Presently there is a push to create a entire month devoted to Tartan Heritage
- There are over twenty-seven million Americans who can claim Scottish, Scots-Irish ancestry in the United States today
- Of the original thirteen American colonies, nine were Scottish/Scot-Irish.
- Of the fifty-six signers of the United States Declaration of Independence almost half were of Scottish/Scots-Irish descent.
- Virtually all of our early industrial industry was founded by Scottish/Scots-Irish. For example Andrew Carnegie, born in 1835 in Dunfermline, Scotland, would later immigrate to the United States as a young man. Later he would found Carnegie Steel Company (US Steel) and would become the second richest man in the world, only behind John Rockefeller.

EQUAL OPPORTUNITY SCENE (EOS)

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

The EEO Office at DMNA has a library full of EEO, Cultural, and Diversity training and other information!



Items Include 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.

A Class Divided: DVD
Drop by Drop: DVD
Sexual Harassment; New Perspectives: DVD
Mixing Four Generations in the Workplace: DVD

If you see anything here you want to use or want to know more about, please contact SSgt Zachary Tobler at 518-786-4731 or zachary.tobler@us.army.mil

MONTHLY EEO TRAINING!



Civil Rights Act of 1968

On April 11, 1968, President Lyndon Johnson signed the Civil Rights Act of 1968 (also known as CRA '68), which was meant as a follow-up to the Civil Rights Act of 1964. While the Civil Rights Act of 1866 prohibited discrimination in housing, there were no federal enforcement provisions. The 1968 act expanded on previous acts and prohibited discrimination concerning the sale, rental, and financing of housing based on race, religion, national origin, and as of 1974, sex; as of 1988, the act protects the handicapped and families with children. It also provided protection for civil rights workers. The Act is commonly known as the Fair Housing Act (of 1968).

Victims of discrimination may use both the 1968 act and the 1866 act (via section 1982) to seek redress. The 1968 act provides for federal solutions while the 1866 act provides for private solutions (i.e., civil suits).

Miscellaneous

Submitted by MSgt Rita Scheirer

Military women continue to break down barriers

By Army Staff Sgt. Jon Soucy
National Guard Bureau

ARLINGTON, Va. (3/19/09) – While there are fewer barriers that need to be overcome by women, each woman serving in the military has broken barriers of her own, said Army Maj. Tammy Duckworth, an Iraq war veteran and former helicopter pilot with the Illinois Army National Guard.

“Those of us females who have been in the military for a few years have our own stories of being the first this or the first that,” said Duckworth, who was recently nominated by President Barack Obama to the post of assistant secretary of public and intergovernmental affairs for the Department of Veteran Affairs. “In some ways we each had to break through in our own way proving we were just as good as the men.”

Duckworth was the keynote speaker at the National Guard Bureau’s women’s history month program this week, “Women Taking the Lead,” which highlighted the accomplishments of women in the military. It was hosted by Air Force Gen. Craig R. McKinley, chief of the National Guard Bureau.

View entire story at <http://www.ngb.army.mil/news/archives/2009/03/031909-Barriers.aspx>
<<http://www.ngb.army.mil/news/archives/2009/03/031909-Barriers.aspx>>

Submitted by SMSgt Charles Fernandez – The NYANG Human Resource Advisor



MENTORING SUCCESS THROUGH THE AIR FORCE PORTAL

SMSGT Charles Fernandez
JFHQ/ State Human Resource Advisor

The Air National Guard's Mentoring Program is now available through the Air Force Portal. All Active, Guard and Reserve members are authorized to login to the AF Portal at <https://www.my.af.mil/>. It is there you will find, with ease, the Enlisted Development Plan (EDP) under the "Featured Links" and then "Top Viewed: Careers" column under the message from our leaders. It only takes a few minutes to register; access is available from both the base and home. I encourage all enlisted personnel at JFHQ to become members. It is important to note Airmen cannot request guidance from potential mentors, unless supervisors and those willing to be mentors have created their own EDP account.

The focus of the EDP is to maximize performance of our Airmen through positive mentoring relationships. It is broken down into 3 separate modules; Education & Training, Leadership, and Job Experience. Although we recognize mentoring happens both formally and informally in every organization, the EDP allows Airmen to develop professional goals, draft a plan to achieve those goals, and track their progress in their personal journal with an embedded calendar to keep them on task. It also breaks down what you have accomplished to this point. Mentors will be able to view a protégé's progress and add comments for guidance. Data is linked to the Virtual MPF, however, other members authorized to view your plan will not have access to any Privacy Act information such as home address, SSAN, etc. I like to think of the EDP as one stop shopping. It's a road map with a lot of beneficial stops (links) along the way.

The EDP has direct links to appropriate AFI's, Air Force Doctrine, and other information required for career development. For instance, you can locate the minimum requirements for promotion to the next rank and outline the appropriate steps to prepare for promotion. As mentioned above, in order to effectively develop goals and a career plan for your Airmen, supervisors and mentors must register an EDP on the Air Force Portal. There you can work towards achieving personal goals and career objectives for the ANG as well as your civilian occupation.

Other features of the EDP allow Airmen to participate in online forums open to all Air Force enlisted members and maintain a personal library. Once enrolled, supervisors and mentors can participate in all phases of an Airman's development. Although some, not many sections of the EDP are geared primarily towards active duty members, NGB is actively working on creating more suitable options for ANG members. They are also working to develop a similar plan for the officer corps in the future.

Questions regarding the EDP, ANG Mentoring, and other relative programs can be directed to the office of the Human Resources Advisor through the contact information provided below. I challenge each enlisted member to register into the EDP and utilize the mentorship feature. Make yourself available to be a Mentor or Protegee. Develop a plan for your success or the success of an airmen looking to be mentored .Its the right thing to do. Officers can be active in the mentoring process by signing into the EDP as guests.