New York State Equal Opportunity Office

Edition 4. January 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 HREO

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 Week 2009!
April 27th - 29th

Keep and eye out for the next Lunch and a Movie!

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!

Special Observances

New Year's Day	Jan. 1st
New Year: Eastern Orthodox Christian	Jan 14th
Martin Luther King Jr. Day	Jan 19th
Dominican Heritage Month	Jan 26th – Feb 25th
African-American/History Month	Feb. 1st-28th
Women's History Month	Mar. 1st-31st
Irish-American Heritage	Mar. 1st – 31st
Sexual Assault Awareness Month	Apr. 1st – 30th
Thai Heritage Month	Apr. 1st – 30th
Jewish American Heritage Month	May 1st – 31st
Asian Pacific American Heritage Month	May 1st – 31st

DIVERSITY CORNER

APRIL IS DIVERSITY MONTH!

27 - 29 April 2009 is Diversity Week

The EEO office will be hosting a EO/EEO/Diversity workshop and Senior Leader conference. The 27th and 28th of April will be the main days for events. Then, starting April the 29th there will be 1-2 hour long events that day for members of the National Guard, State and Federal employees of DMNA.

So far we will be featuring such speakers as Vernice Armour, the first African American female combat pilot and Major General Deborah Wheeling. Also, we will have various cultural demonstrations with music and food.

SPECIAL OBSERVANCES

Dr Martin Luther King Day – January 19th

A Baptist minister, Dr. Martin Luther King became a civil rights activist early in his career. He led the 1955 Montgomery Bus boycott and helped found the Southern Christian Leadership Conference in 1957, serving as its first president.

King's efforts led to the 1963 March on Washington, where King delivered his "I Have a Dream" speech. There, he raised public consciousness of the civil rights movement and established himself as one of the greatest orators in U.S. history.

In 1964, King became the youngest person to receive the Nobel Peace Prize for his work to end racial segregation and racial discrimination through civil disobedience and other non-violent means.

By the time of his death in 1968, he had refocused his efforts on ending poverty and opposing the Vietnam War, both from a religious perspective. King was assassinated on April 4, 1968, in Memphis, Tennessee. He was posthumously awarded the Presidential Medal of Freedom in 1977 and Congressional Gold Medal in 2004; Martin Luther King, Jr. Day was established as a U.S. national holiday in 1986.

At the White House Rose Garden on November 2, 1983, President Ronald Reagan signed a bill creating a federal holiday to honor King. Observed for the first time on January 20, 1986, it is called Martin Luther King, Jr. Day. Following President George H. W. Bush's 1992 proclamation, the holiday is observed on the third Monday of January each year, near the time of King's birthday.

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.

RACE: The power of an Allusion: DVD
Dealing with Diversity: DVD
Let's get honest – He said, She said: DVD

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

MONTHLY EEO TRAINING!

Rehabilitation Act of 1973

The U.S. **Rehabilitation Act of 1973** prohibits discrimination on the basis of disability in programs conducted by Federal agencies in programs receiving Federal financial assistance, in Federal employment, and in the employment practices of Federal contractors. The standards for determining employment discrimination under the Rehabilitation Act are the same as those used in Title I of the Americans with Disabilities Act.

Special Emphasis Program Managers (SEPM's)

SEPM's focus on inter/intrapersonal and organizational aspects of EEO, and program management skills. Training introduces the causes and effects of discrimination, EEO programs for federal employees/applicants for employment, civilian personnel/human resource management and valuing diversity. The programs that SEPM's work on are Federal Women's, Black Employment, Hispanic Employment, Asian-Pacific Islander Employment, American Indian/Alaskan Native Employment, and Programs for People with Disabilities Program. If you would like further information on SEPM's or any other EEO related course, check out the DEOMI website at www.deomi.org under Education and Training Programs or contact the EEO office.

Here are some of your SEPM's

MSgt Alex Arroyo – People with Disabilities Program (Air)
MSgt. Rita Scheirer – Women's and American Indian/Alaskan Native Program (Air)
SSgt. Jose Ortiz – Hispanic Employment Program (Air)
Mrs. Frances Baccari – Women's Program (Army)