



New York State Equal Opportunity & Diversity Newsletter



Edition 2, 2nd Quarter

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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 Special Observances "Holocaust Remembrance Day & Days of Remembrance"
- 3 Special Observances "Asian Pacific American Heritage Month"
- 4-5 Monthly Equal Opportunity Training
- 6-7 Diversity Corner

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.

We welcome your letter to the editor. Please forward any input to CW2 Langley 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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Thank you for your service!

Special Observances

- **Holocaust Remembrance Day**
(19 April 2012) & **Days of Remembrance**
(15 – 22 April 2012)
- **Asian Pacific American Heritage Month**
(1 – 31 May 2012)
- June – No Special Observance

<http://dmna.state.ny.us/eo/eo.php>

Special Observances

APRIL

Holocaust Remembrance Day (19 April) & Days of Remembrance (15 - 22 April)

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 15 – 22 April 2012. 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.

Why is Days of Remembrance observed in the United States?

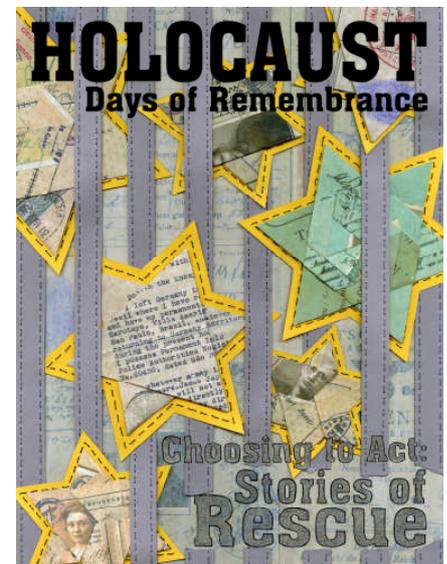
In 1980, Congress unanimously passed legislation to establish the United States Holocaust Memorial Council, which oversees the Museum. The Council, which succeeded the President's Commission on the Holocaust, was charged with carrying out the following recommendations:

- That a living memorial be established to honor the victims and survivors of the Holocaust and to ensure that the lessons of the Holocaust will be taught in perpetuity
- That an educational foundation be established to stimulate and support research in the teaching of the Holocaust
- That a Committee on Conscience be established that would collect information on and alert the national conscience regarding reports of actual or potential outbreaks of genocide throughout the world
- That a national day of remembrance of victims of the Holocaust be established in perpetuity and be held Annually

References:

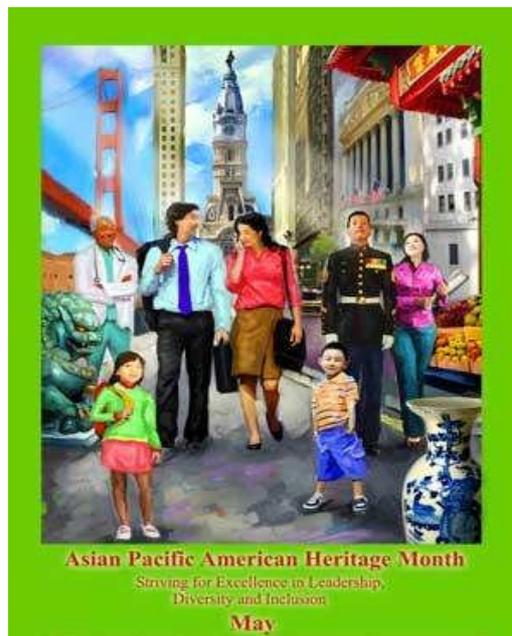
- http://www.ushmm.org/museum/exhibit/focus/ihrdcomment_post.php
- <http://www.holocaustsurvivors.org/>

<http://dmna.state.ny.us/eo/eo.php>



Special Observances
MAY
Asian Pacific American Heritage Month
(May 1 - 31)

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.



References:

- www.deomi.org
- <http://asianpacificheritage.gov/>

<http://dmna.state.ny.us/eo/eo.php>



Monthly EEO Training!



Do you know the difference between **Sexual Harassment** and **Sexual Assault**?

SEXUAL HARASSMENT:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or
- Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Sexual harassment includes many things...

- Unwanted pressure for sexual favors.
- Unwanted deliberate touching, leaning over, cornering, or pinching.
- Unwanted sexual looks or gestures.
- Unwanted letters, telephone calls, or materials of a sexual nature.
- Unwanted pressure for dates.
- Unwanted sexual teasing, jokes, remarks, or questions.
- Use of pet names, baby, sweetie, honey, or cat calls.
- Whistling at someone.
- Sexual comments.
- Turning work discussions to sexual topics.
- Quid pro quo - latin for "that for that", example: You'll get the promotion if you go out with me.

References:

- http://www.eeoc.gov/laws/types/sexual_harassment.cfm
- *Source: Preventing Sexual Harassment (BNA Communications, Inc.) SDC IP .73 1992 manual*



Monthly EEO Training Continued!



SEXUAL ASSAULT:

Sexual assault involves nonconsensual criminal acts ranging from sexual touching to rape.

Consent IS....

- Freely given words or overt acts indicating agreement to sexual activity.

Consent IS NOT

- Submission due to force or fear.
- Implied due to dress or previous sexual relationship.
- Possible if someone is substantially impaired due to drugs, alcohol, or unconsciousness.

Sexual assault is a crime that is incompatible with service in the U.S. Armed Forces. It undermines core values, degrades military readiness, subverts goodwill, and forever changes the lives of victims and their families. Unfortunately, sexual assault is also a crime that is significantly underreported, both within and outside of the Military Services.

- Most sexual assaults are committed by someone known to the victim.
- 2,143 women and 1,355 men were sexually assaulted in 2010.
- 1 in 5 women will be sexually assaulted in their lifetime.
- It is the most under-reported crime in America.
- Over 10% of all victims of sexual assault, sexual abuse, and rape are male.

“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

References:

- Department of Defense Annual Report on Sexual Assault in the Military (FY 2010)
- “Sexual Assault Prevention & Response” Air Force Wing Commanders’ Guide
- U.S. Department of Justice. (2005). National Crime Victimization Survey.
- Steiger, D.M., Chattopadhyay, M., Roa, M., Green, E., Nemeckay, K., & Yen, E. (2010). Findings from the 2010 Prevalence/Incidence Survey of Sexual Assault in the Air Force. Gallup Government.



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 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.

****To become a member of the SEPC please contact CW2 Heather Langley, (518) 786-4733, heather.langley@us.army.mil**

Members of the SEPC:

Program Director	CW2 Heather Langley, (518) 786-4733, heather.langley@us.army.mil
African American Program Manager (NYARNG)	Vacant
African American Program Manager (NYANG)	Vacant
Federal Women's Program Manager (Air & Army)	Ms. Adina Taluto, (518) 786-4734, adina.m.taluto@us.army.mil
Persons with Disabilities Manager (Air & Army)	Vacant
Hispanic Program Manager (NYANG)	TSgt Jose Ortiz, (315) 334-6313, jose.ortiz.2@ang.af.mil
Hispanic Program Manager (NYANG)	SMSGT Robert Orellano, (315) 334-6753, bobby.orellano.af.mil
Native-American Indian Program Manager	Vacant
Asian & Pacific Islander Program Manager	SSG Theresa Barone-Lopez, (518) 285-5848, theresa.baroneloop@us.army.mil



Joint Diversity Corner Continued



Upcoming SEPM Training:

10 Sep - 14 Sep (Resident)	Patrick AFB FL DEOMI Campus Comm: (321)494-4418/3619 DSN: 854-4418/3619
21 May - 25 May (Non-Resident)	New Orleans LA US Army Corps of Engineers Comm: (504) 862-1265
11 Jun - 15 Jun (Non-Resident)	Washington DC U.S. Department of Agriculture Comm: (202) 720-5766
9 Jul - 13 Jul (Non-Resident)	Aberdeen Proving Grounds MD Communications-Electronic Command (CECOM) Comm: (433) 861-4366
24 Sep - 28 Sep (Non-Resident)	Millington TN Bureau of Naval Personnel (BUPERS) Office of EEO Diversity Management Comm: (901) 874-3023
15 Oct - 19 Oct (Non-Resident)	Milwaukee WI U.S. Dept of Agriculture Forest Service Eastern Region Comm: (414) 297-3150



Reference:

- <http://www.deomi.org/>

<http://dmna.state.ny.us/eo/eo.php>