



New York State Equal Opportunity & Diversity Newsletter



Edition 8

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State Equal Employment Manager
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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>

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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 CW3 Ruter 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

- **National American Indian Heritage Month** (1 – 30 November 2013)
- **Veterans Day** (11 November 2013)
- **December Multifaith Observances** (December 2013)



Special Observance

National American Indian Heritage Month (1 - 30 November 2013)

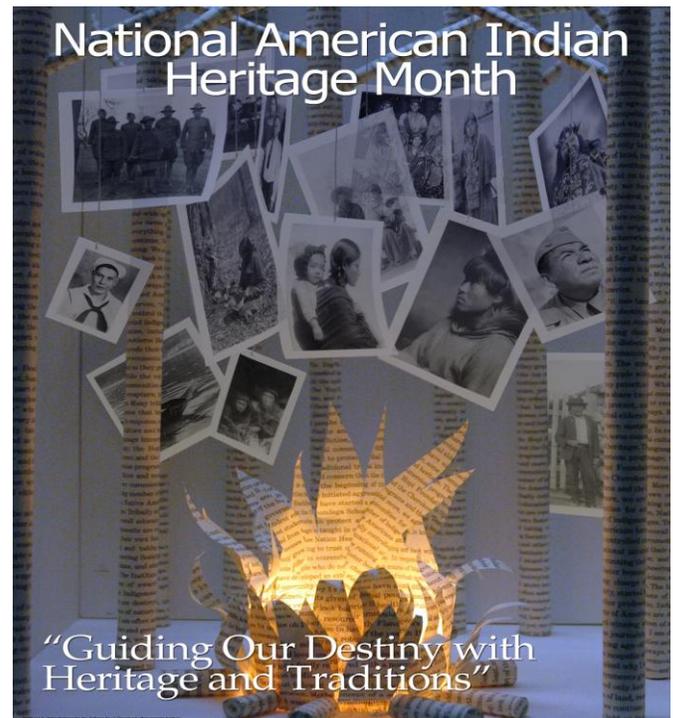


National American Indian Heritage Month celebrates and recognizes the accomplishments of the peoples who were the original inhabitants, explorers and settlers of the United States.

“National American Indian Heritage Month” had its origins in 1986 when Congress passed [Pub. L. 99-471](#) (PDF, 93KB) which authorized and requested the President to proclaim the week of November 23-30, 1986 as “American Indian Week.” As directed by Congress, President Reagan issued [Presidential Proclamation 5577 \(external link\)](#) in November 1986 proclaiming the first American Indian Week. Both law and proclamation recognized the American Indians as the first inhabitants of the lands that now constitute the United States as well as making mention of their contributions to American society:

Did you know?

- Many of the foods we eat and the medicines and remedies we use were introduced by Indians.
- Indians were the first to raise turkeys, llamas, guinea pigs, and honeybees for food.
- More than one highway follows an Indian trail.
- Indians make contributions in every area of endeavor and American life, and our literature and all our arts draw upon Indian themes and wisdom.
- Native American Tribes, familiarly called Indians, have lived in New York State since the beginning of the 15th century, almost 100 years before Columbus arrived in the New World. Some sources date the tribes from as far back as the 12th or 13th century. They are referred to as the Iroquois Confederacy.
- The Iroquois Confederacy initially consisted of Five Nations: Mohawks, Oneidas, Onandagas, Cayugas, and Senecas. They were joined in 1722 by the Tuscarora nation which came up from North Carolina. The Iroquois then became known as the Six Nations. Their Indian name is Haudenosaunee or People of the Longhouse.



References: <http://www.loc.gov/law/help/commemorative-observations/index.php>
<http://www.scholastic.com/teachers/article/native-american-contributions>



Special Observance Veterans Day (11 November 2013)



World War I – known at the time as “The Great War” - officially ended when the Treaty of Versailles was signed on June 28, 1919, in the Palace of Versailles outside the town of Versailles, France. However, fighting ceased seven months earlier when an armistice, or temporary cessation of hostilities, between the Allied nations and Germany went into effect on the eleventh hour of the eleventh day of the eleventh month. For that reason, November 11, 1918, is generally regarded as the end of “the war to end all wars.”

Soldiers of the 353rd Infantry near a church at Stenay, Meuse in France, wait for the end of hostilities. This photo was taken at 10:58 a.m., on November 11, 1918, two minutes before the armistice ending World War I went into effect. In November 1919, President Wilson proclaimed November 11 as the first commemoration of Armistice Day with the following words: "To us in America, the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country's service and with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her sympathy with peace and justice in the councils of the nations..."



The United States Congress officially recognized the end of World War I when it passed a concurrent resolution on June 4, 1926, with these words:

Whereas the 11th of November 1918, marked the cessation of the most destructive, sanguinary, and far reaching war in human annals and the resumption by the people of the United States of peaceful relations with other nations, which we hope may never again be severed, and

Whereas it is fitting that the recurring anniversary of this date should be commemorated with thanksgiving and prayer and exercises designed to perpetuate peace through good will and mutual understanding between nations; and

Whereas the legislatures of twenty-seven of our States have already declared November 11 to be a legal holiday: Therefore be it Resolved by the Senate (the House of Representatives concurring), that the President of the United States is requested to issue a proclamation calling upon the officials to display the flag of the United States on all Government buildings on November 11 and inviting the people of the United States to observe the day in schools and churches, or other suitable places, with appropriate ceremonies of friendly relations with all other peoples.

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Reference: <http://www.va.gov/>



Veterans Day Continued



Veterans Day Events

Albany's Annual Veteran's Day Parade

When: Mon, Nov 11, 2013, 11:00 AM

Where: Albany, New York

There are approximately 23.2 million military veterans in the United States. Honor them at **Albany's 56th annual Veterans Day Parade**.

The Parade kicks off at the corner of Central Avenue and Partridge Street at 11am and then proceeds east on Central, continues east on Washington Avenue to Hawk Street, located just east of the NYS Capitol. The reviewing stand is situated on the steps of the NYS Education Building.

The Albany Veterans Day Parade is presented by the City of Albany Joint Veterans Committee.

Veteran's Day Spaghetti Dinner

When: Mon, Nov 11, 2013, 5:00 PM to 7:00 PM

Where: SUNY Cobleskill

Cost: \$5 | Veterans Free

As a way to express appreciation to our veterans for their service to our country, SUNY Cobleskill is holding a buffet-style dinner including pasta, salad, garlic bread, beverage(s) and dessert. The event is being made possible through the efforts of the SUNY Cobleskill Culinary Program, Student Veterans Association and the Community Service Club. All proceeds will be donated to the organization Wounded Warrior. Cost: \$5, Veterans attend FREE of charge.

For More Information Call: 518-255-5631

Veterans Day Discounts, Sales, Deals, & Free Meals:

<http://militarybenefits.info/veterans-day-discounts-sales-deals-free-meals/>

Reference: <http://www.albany.com/>

Special Observance December Multifaith



Multifaith Calendar Highlights December 2013

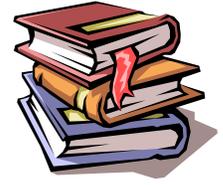


Holy Day	Description	Impact to Personnel
ADVENT [Christian] 27 Nov – 24 Dec	The season of the preparation for the coming of Christ, also the beginning of the Christian liturgical year.	Special worship services
ROHATSU, a.k.a., BODDHI DAY; BUDDHA'S ENLIGHTENMENT [Zen Buddhism] 1-8 Dec	Zen Buddhists honor Buddha's enlightenment with an arduous retreat typically lasting a week.	Work restrictions - Adherents may seek permission to be excused from non-mission essential functions on 8 Dec or the week following.
ASHURAH, a.k.a., ASHOORA [Islam] 5 Dec (Mon)	This two-day fast is linked with several Islamic observances.	Food restrictions (optional fast) - Muslims may request permission to reduce or be excused from physical training (including PT Assessments) or limit their time outdoors.
SAINT NICHOLAS [Orthodox Christian] 6 Dec (Tue)	This feast honors Saint Nicholas.	Special worship – Orthodox Christians may seek permission to participate in the celebration.
IMMACULATE CONCEPTION [Catholic Christian] 8 Dec (Thu)	Catholics are morally obliged to observe the solemnity of the Immaculate Conception.	Special service - Catholics may request time for participating in the celebration of the Eucharist and abstaining from unnecessary "servile" work.
HANUKKAH, a.k.a., FESTIVAL OF LIGHTS [Jewish] 20-28 Dec* *Dates change annually	Jews celebrate the rededication of the Temple by the Maccabees (167 B.C.E.) in their struggle against the Seleucids whose King Antiochus had attempted to suppress the religion of the Jews. Every evening another light is kindled in commemoration of the event.	Special celebration - Jews may seek permission to attend evening menorah lightings the eight nights and morning services.
YULE (Winter Solstice) [Wicca/Druid] 21 Dec (Wed)	It marks the beginning of many Pagan calendars. In many Pagan traditions, the concept of rebirth is expressed through the birth of a Divine Child.	Special celebration - Wiccans and Druids (any Neo Pagans) on evening work shifts may request time off for High Day observances.
CHRISTMAS EVE & DAY [Christian] 24/25 Dec (Sat-Sun)	It marks the birth of Jesus Christ and the beginning of the feast of Christmas which lasts for 12 days, from the eve of Christmas Day to the eve of Epiphany.	Special worship and work restriction - Christians may seek permission to participate in the celebration of the Eucharist on Christmas Day.

Reference: <http://www.chaplaincorps.af.mil/>



Monthly EEO Training



What is Race/Color Discrimination?

Race discrimination involves treating someone (an applicant or employee) unfavorably because he/she is of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). Color discrimination involves treating someone unfavorably because of skin complexion.

Race/color discrimination also can involve treating someone unfavorably because the person is married to (or associated with) a person of a certain race or color or because of a person's connection with a race-based organization or group, or an organization or group that is generally associated with people of a certain color.

Race/Color Discrimination & Work Situations

The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

Race/Color Discrimination & Harassment

It is unlawful to harass a person because of that person's race or color.

Harassment can include, for example, racial slurs, offensive or derogatory remarks about a person's race or color, or the display of racially-offensive symbols. Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

How do we stop discrimination?

This is a difficult question to answer. One way to stop discrimination is for everyone to live by the **Golden Rule**:

**"TREAT OTHERS HOW YOU WISH
TO BE TREATED."**





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.

SEPM Vacancies:

Federal Womans Program Manager (ARNG)
Hispanic Program Manager (ARNG)
Native American Indian Program Manager (ANG)
Asian & Pacific Islander Program Manager (ANG)

****To become a member of the SEPC please contact CW3 Heather Ruter, (518) 786-4733, heather.i.ruter.mil@mail.mil or MSgt Donna Torres, (518)786-4621, donna.m.torres.mil@mail.mil**





Joint Diversity Corner

Continued



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Federal Women's Program Mgr (ARNG)	VACANT
Federal Women's Program Mgr. (ANG)	MSgt Donna M. Torres, (518) 786-4621 JFHQ, Latham donna.m.torres.mil@mail.mil
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As of 1 November 2013