



New York State Equal Opportunity & Diversity Newsletter



Edition 10

CW3 Heather Ruter

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State Equal Employment Manager
(SEEM) & Diversity Coordinator



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New York Army/Air National Guard State
Equal Employment Specialist

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 Observance: "Sexual Assault Awareness Month"
- 3 Special Observances: "Holocaust Remembrance Day and Days of Remembrance"
- 4 Special Observance: "Asian American and Pacific Islander Heritage Month"
- 5 Special Observance: "Pride Month"
- 6 Monthly Equal Opportunity Training
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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.

Special Observances

- **Sexual Assault Awareness Month**
(1 – 30 April)
- **Holocaust Remembrance and Days of Remembrance** (28 April/27 Apr – 4 May)
- **Asian American and Pacific Islander Heritage Month** (1 – 31 May)
- **Pride Month** (1 – 30 June)

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!

Sexual Assault Awareness Month

(1 - 30 April)

“Live Our Values: Step Up to Stop Sexual Assault”

Sexual Assault Awareness Month (SAAM) occurs in April and is committed to raising awareness and promoting the prevention of sexual violence. SAAM provides organizations an annual opportunity to highlight Department of Defense (DoD) and Service policies addressing sexual assault prevention and response.

Sexual Assault is defined as:

Intentional sexual contact characterized by the use of force, threats, intimidation, or abuse of authority, or when the victim does not or cannot consent.

Sexual assault includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy, or attempts to commit these offenses. It can occur without regard to the gender, spousal relationship, or age of the victim.

Support Services:

DoD Safe Helpline, provides confidential, live, one-on-one expert advice as part of victim care. Available 24/7, users can click, call, or text to access Safe Helpline services anonymously.

Click: Logging on to www.SafeHelpline.org allows users to receive live, one-on-one, confidential help with a trained professional through a secure instant-messaging format. The website also provides vital information about recovering from and reporting sexual assault.

Call: Calling **877-995-5247** allows users to speak with trained Safe Helpline staff for personalized advice and support.

Text: Texting a location or zip code to **55-247** in the U.S. and **202-470-5546** outside the U.S. allows users to receive contact information for the Sexual Assault Response Coordinator, as well as medical, legal, spiritual, and military police personnel.

Safe Helpline staff can transfer callers directly to:

- Installation-based Sexual Assault Response Coordinators (SARCs)
- On-call SAPR Victim Advocates
- Civilian rape crisis centers
- Military OneSource
- National Suicide Prevention Lifeline

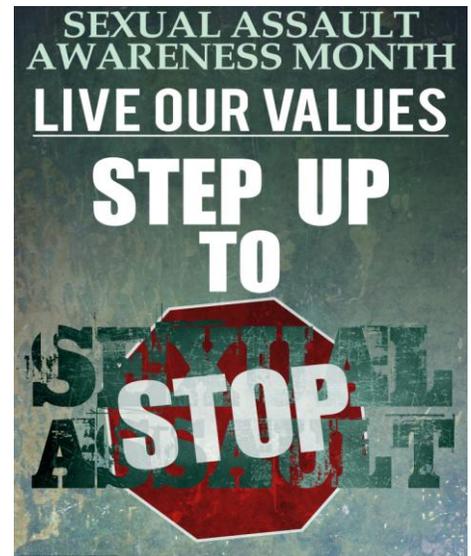
Sexual Assault Reporting: Research indicates that when sexual assault victims receive care, system confidence builds, which increases the likelihood victims will report to law enforcement. There are two types of reporting options: Restricted and Unrestricted.

Restricted: Victims may report to a law enforcement agency, SARC, Victim Advocate or medical professional. Victims do not need to report to their commander. Restricted Reports are kept confidential.

- Law enforcement is not notified
- The command is notified an assault has occurred, but no personal identifying information is released

Unrestricted: In situations where a victim wants to participate in the military justice process, a victim makes an Unrestricted Report of sexual assault and both command and law enforcement are notified of the sexual assault.

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



Holocaust Remembrance Day

(28 April 2014)

&

Days of Remembrance

(27 April - 4 May 2014)

“Confronting the Holocaust: American Responses”

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 27 April – 4 May 2014. 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 do the Days of Remembrance dates change from year to year?

The Israeli Parliament (Knesset) established Holocaust Remembrance Day (Yom Hashoah), to be observed on the 27th day of Nisan of the Hebrew calendar. The Hebrew calendar is a lunar calendar so the date changes each year in the United States. Observances and remembrance activities occur throughout the week of Remembrance, which runs from the Sunday before Holocaust Remembrance Day (Yom Hashoah) through the following Sunday. Please view the Museum's Remembrance Day calendar for future dates, www.ushmm.org/remembrance/dor/calendar.

LOCAL EVENT:

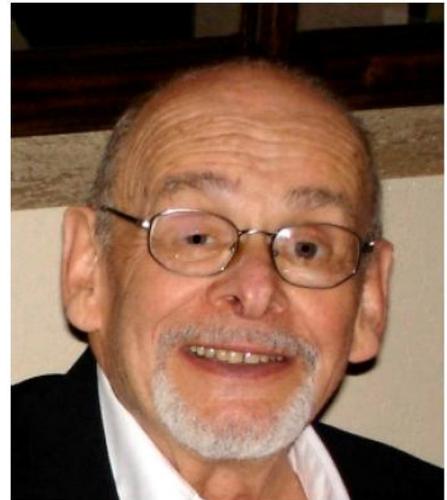
Martin Becker, Holocaust Survivor

DATE: 30 April 2013

TIME: 1130 – 1200 hours

PLACE: JFHQ Auditorium

Martin Becker was born in Nuremberg, Germany in 1926 where he grew up and attended school. He was able to escape from Germany to France in February of 1939 and remained there until after the outbreak of World War II. He arrived in the United States in April of 1940. During World War II he was a member of the United States Army Air Corps stationed in the Pacific Theater of War. After returning from Japan in 1946 he attended Union College and the State University at Albany.



Reference: www.ushmm.org/remembrance/dor/calendar

Asian Pacific Heritage Month (May 1 - 31)

“Diverse Leadership & Expanding Opportunity: An Imperative for America”

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.

Did you know?

Yin and yang is the symbol for balance. In Traditional Chinese Medicine, good health is believed to be achieved by a balance between yin and yang. Yin and yang are actually complementary, not opposing, forces, interacting to form a whole greater than either separate part; in effect, a dynamic system. Everything has both yin and yang aspects, (for instance shadow cannot exist without light).



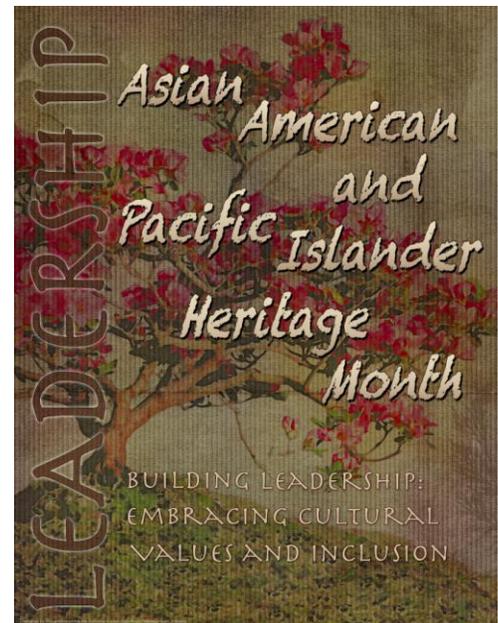
Yang is the white side with the black dot on it, and yin is the black side with the white dot on it. The relationship between yin and yang is often described in terms of sunlight playing over a mountain and a valley. Yin (literally the 'shady place' or 'north slope') is the dark area occluded by the mountain's bulk, while yang (literally the 'sunny place' or 'south slope') is the brightly lit portion. As the sun moves across the sky, yin and yang gradually trade places with each other, revealing what was obscured and obscuring what was revealed.

Local Organization:

The Coalition for Asian American Children and Families (CACF), the nation's only pan-Asian children's advocacy organization, aims to improve the health and well-being of Asian Pacific American children and families in New York City.

CACF believes that children of all backgrounds should have an equal opportunity to grow up healthy and safe and should live in a society free from discrimination and prejudice. CACF challenges stereotypes of Asian Pacific Americans as a "model minority" and advocates on behalf of underserved families in our community, especially immigrants struggling with poverty and limited English skills. CACF promotes better policies, funding, and services for East Asian, South Asian, Southeast Asian, and Pacific Islander children, youth, and families. Click on this link for more information about CACF: <http://www.cacf.org>

Reference: <http://www.cacf.org>



Special Observance

Pride Month (1 - 30 June)

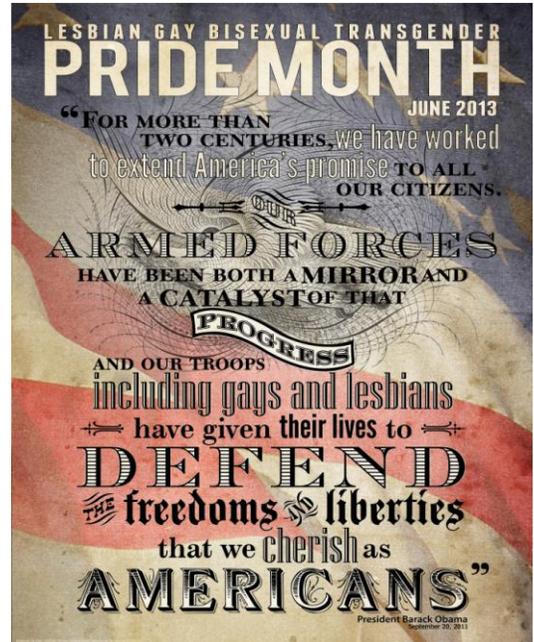
Lesbian, Gay, Bisexual and Transgender Pride Month commemorates the events of June 1969 and works to achieve equal justice and equal opportunity for LGBT Americans.

In June of 1969, patrons and supporters of the Stonewall Inn in New York City staged an uprising to resist the police harassment and persecution to which LGBT Americans were commonly subjected. This uprising marks the beginning of a movement to outlaw discriminatory laws and practices against LGBT Americans.

In 1998, President Clinton issued [Executive Order 13087](#) (PDF) expanding equal opportunity employment in the Federal government by prohibiting discrimination based on sexual orientation. On June 2, 2000, President Clinton issued [Proclamation No. 7316](#) (PDF) for Gay and Lesbian Pride Month:

This June, recognizing the joys and sorrows that the gay and lesbian movement has witnessed and the work that remains to be done, we observe Gay and Lesbian Pride Month and celebrate the progress we have made in creating a society more inclusive and accepting of gays and lesbians.

On June 1, 2009, President Obama issued [Proclamation No. 8387](#) (PDF) for Lesbian, Gay, Bisexual and Transgender Pride Month. In this proclamation the President pointed to the contributions made by LGBT Americans both in promoting equal rights to all regardless of sexual orientation or gender identity and in broader initiatives such as the response to the global HIV pandemic. The President ended the proclamation by calling upon the people of the United States to "turn back discrimination and prejudice everywhere it exists."



Local Organizations:

Albany Gay Mens Chorus www.albanygmc.org

Pride Center of the Capital Region <http://www.capitalpridecenter.org/>

References: <http://www.capitalpridecenter.org/>
<http://www.loc.gov>
<http://www.deomi.org>



Monthly EEO Training



Congratulations!

**Congratulate our newest Equal Opportunity Leaders (EOLs)
These Soldiers have successfully completed the 60 hour
Equal Opportunity Leader Course (EOL) at Camp Smith 23 - 29 Mar 14:**

CPT Julie Bradley, JFHQ	SSG Alexander Gomez, 53TC
CPT Glenford Rose, 53TC	SSG Dennis Hamrick, 42ID
SFC Kevin Black, 42ID	SSG Michael Hutchins, JFHQ
1LT Phyonne Reynolds, 53TC	SSG Robert Jayne, 53TC
2LT Ethia Vitalis, JFHQ	SSG David Taylor, 53TC
2LT Candace Whitney, 53TC	SSG Juan Vega, 53TC
SFC Carona Brown, 53TC	SSG Jean Walton, 53TC
SFC Kurt Kronsberg, JFHQ	SGT Fernando Febus, 42ID
SFC Damon Lockett, JFHQ	SGT Meena Fahim, 53TC
SFC Mose Perry, JFHQ	SGT Michael Fantuzzo, 42ID
SFC Lamont Pugh, JFHQ	SGT Daniel Messina, C169
SFC Armando Torres, 42ID	SGT James Searfoss, 53TC
SSG Jose Bautista, 53TC	SGT Brinindune Taylor, 42ID
SSG Amanda Chard, JFHQ	SGT Gerard Clark, 42ID
SSG Elizabeth Cordero, JFHQ	SGT Branden Cole, 53TC

Duties and Responsibilities of EOL'S:

1. Assist commanders in recognition of detractors from a healthy unity EO climate
2. Assist commanders in the conduct of unit climate assessments.
3. Prepare and assist the commander in the conduct of EO training.
4. Establish and maintain liaison with their EOLs and with the EOA at higher headquarters.
5. Assist commanders and assigned project officers in preparing and conducting ethnic observances and special commemorations.
6. Refer complainant to appropriate agency for assistance.
7. Serve as a resource person for EO matters in the unit.

Motivational Quote

When one door of happiness closes, another opens, but often we look so long at the closed door that we do not see the one that has been opened for us.

-Helen Keller



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 Department of Military and Naval Affairs (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 Womens Program Manager (ARNG)
Native American Indian Program Manager (ANG)
Asian & Pacific Islander Program Manager (ANG)

**These are not full-time positions, they are additional duties. **

Promotion:

TSgt Jose Ortiz (2Lt)

Award Nomination:

ARNG Diversity Outreach Awards Nominations

Due NLT: 10 Feb 14

(Information On Page 7)

Upcoming SEPC Meeting:

7 May 2014, 1000 Hours, HRO, Room 405

If you would like to join us and can't make it to Latham, you can call in for the teleconference. Call or email the below individuals to be added to the teleconference or meeting.

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



Joint Diversity Corner

Continued



Award Nominations

Outreach Award & Affinity Group Website	Eligible Personnel	Nomination Packet Due To ARNG-EO
Federally Employed Women(FEW) Military Recognition Award http://few.org	Military	1 MAY 14
National Association for the Advancement of Colored People (NAACP) Roy Wilkins Renown Service Award www.naacp.org	Civilians Military	1 MAY 14
Outstanding Department of Defense Employees or Service Members with a Disability Award Civilians Military	Civilians Military	1 JUN 14
Blacks in Government (BIG) Meritorious Service Award www.bignet.org	Civilians Military	1 JUN 14
National Organization for Mexican American Rights (NOMAR) http://www.nomarinc.org/	Civilians Military	1 JUN 14
National IMAGE Meritorious Service Award www.national-image.org	Civilians Military	1 JUL 14

General Evaluation Criteria for all Awards:

1. The nominee distinguished himself or herself by promoting the tenets of civil/human rights, equal opportunity, human relations, and/or public service.
2. The nominee displayed exceptional character that distinguishes an individual as an outstanding leader, role model or mentor by promoting the development or advancement of all DoD personnel including women and minorities.
3. The nominee contributed to the equal opportunity for selection, promotion or retention of women and minorities in senior grade level positions and under-represented occupations.
4. The nominee believed in and practiced the tenets of a democratic society, including the U.S. Constitution – the belief that all people are created equal, and that freedom is a right that must be protected at all times.
5. The nominee assisted in overcoming discrimination and eliminating barriers that hinder equal opportunity for all members of the armed forces and civilians including women and minorities in the Armed Forces.
6. The nominee supported the full integration and promotion of all DoD personnel to include minorities and women within the Armed Forces and civilian workforce.
7. The nominee created opportunities that support and contribute to the mentorship, development, advancement or retention of all personnel including women and minorities in government service consistent with merit principles.
8. The nominee created job or training opportunities that will support and contribute to advancement of all Service members including women and minorities in the Armed Forces or civilian workforce.

Award Submissions Are Due to the EEO Office **2 weeks prior to NGB-EO due dates above.**

POC: MSgt Donna Torres, (518) 786-4621, donna.m.torres.mil@mail.mil

The award guidance and template will be sent to you upon your request.



Joint Diversity Corner



Continued

SPECIAL EMPHASIS PROGRAM COUNCIL

Program Director	CW3 Heather Ruter, (518) 786-4733 JFHQ, Latham heather.l.ruter.mil@mail.mil
African American Program Mgr. (ARNG)	SFC Lamont Pugh, (914) 788-7430 Camp Smith, Westchester County lamont.pugh.mil@mail.mil
Federal Women's Program Mgr (ARNG)	VACANT
Federal Women's Program Mgr. (ANG)	MSgt Donna Torres, (518) 786-4621 JFHQ, Latham donna.m.torres.mil@mail.mil
Persons with Disabilities Mgr. (ARNG)	CW3 Heather Ruter, (518) 786-4733 JFHQ, Latham heather.l.ruter.mil@mail.mil
Persons with Disabilities Mgr. (Alternate)	Ms. Bonnie Lu Brehm, (518) 786-4426 JFHQ, Latham bonnielu.l.brehm.civ@mail.mil
Hispanic Program Mgr. (ANG)	SMSgt Robert Orellano, (315) 334-6753 EADS, Rome bobby.orellano.mil@mail.mil
Hispanic Program Mgr. (Alternate, ANG)	2Lt Jose Ortiz, (315) 334-6313 EADS, Rome jose.ortiz.2.mil@mail.mil
Hispanic Program Mgr (ARNG)	SGT Juan Portillo, (716) 601-4033 Det 1 – 3/126 th AVN, Rochester juan.a.portillo.mil@mail.mil
Native-American Indian Program Mgr. (ARNG)	Lt Jean Kratzer, (518) 786-4458 Watervleit Arsenal jean.kratzer.mil@mail.mil
Native American Indian Program Mgr (ANG)	VACANT
Asian & Pacific Islander Program Mgr. (ARNG)	SSG Theresa Barone-Lopez, (518) 285-5848 101 st Signal BN, Yonkers theresa.baronelopez.mil@mail.mil
Asian & Pacific Islander Program Mgr. (Alternate, ARNG)	MAJ Henry Wong, (917) 562-9106 369 Sustain. Brig, Harlem henry.wong@us.army.mil
Asian & Pacific Islander Program Mgr. (ANG)	VACANT

As of 11 Mar 14