New York State Equal Opportunity & Diversity Newsletter

Edition 9

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State Equal Employment Manager
(SEEM) & Diversity Coordinator

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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 "Martin Luther King's Birthday"

3 Special Observances "African American/Black History Month"

4 Special Observances "Woman's History Month"

5 Monthly Equal Opportunity Training

6-8 Diversity Corner

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!

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

- **Martin Luther King's Birthday**
  20 January 2014
- **African American/Black History Month**
  1-28 February 2014
- **Woman's History Month**
  1-31 March 2014

JANUARY OBSERVANCE

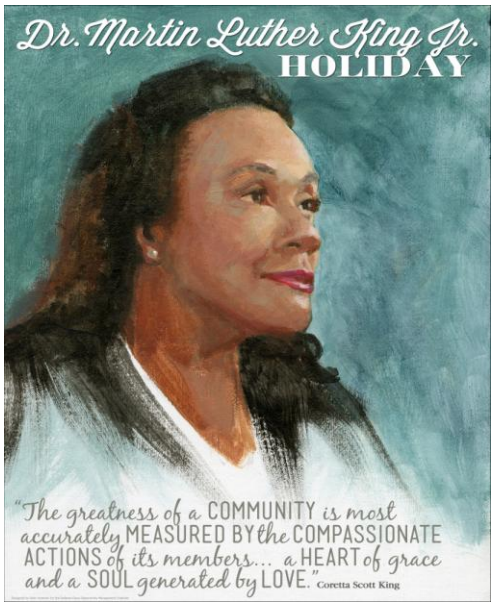
Martin Luther King's Birthday (January 20th)

"A Day On, Not A Day Off!"

Dr. Martin Luther King Jr. Once said, "Life's most persistent and urgent question is: "What are you doing for others?"

Each year, Americans across the country answer that question by coming together on the King Holiday to serve their neighbors and communities.

Martin Luther King was an important civil rights activist. He was a leader in the movement to end racial segregation in the United States. His most famous address was the "I Have A Dream" speech. He was an advocate of non-violent protest and became the youngest man to be awarded the Nobel Peace Prize. He was assassinated in 1968.



In 1968, shortly after Martin Luther King died, a campaign was started for his birthday to become a holiday to honor him. After the first bill was introduced, trade unions lead the campaign for the federal holiday. It was endorsed in 1976. Following support from the musician Stevie Wonder with his single "Happy Birthday" and a petition with six million signatures, the bill became law in 1983. Martin Luther King Day was first observed in 1986, although it was not observed in all states until the year 2000.

June 26, 1968

Coretta Scott King established the Martin Luther King Jr. Center for Nonviolent Social Change in the basement of the couple's home.

Her mission was to create a living memorial to preserve her husband's papers and promote his teachings.

Additionally, she began planning for the first annual observance of Dr. King's birthday.

Local Event:

Dr. Martin Luther King, Jr.
Holiday Memorial Observance
Monday, January 20, 2014
10:00 AM - 11:30 AM

Doors Open at 9:00 AM
Convention Center, Empire State Plaza
Free and Open to the Public

References:

- http://www.nyking.org/
- http://www.timeanddate.com/holidays/us/martin-luther-king-day
- www.deomi.org

FEBRUARY OBSERVANCE

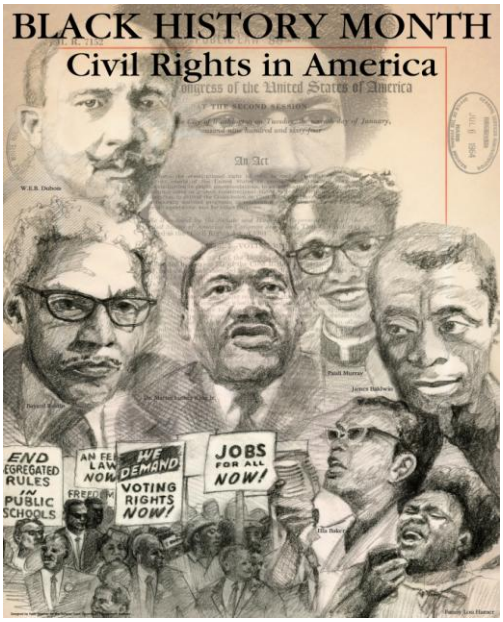
African American/Black History Month

(1 – 28 February)

"Civil Rights in America"

Black History Month is an annual celebration of achievements by black Americans and a time for recognizing the central role of the African Americans in U.S. history. The event grew out of "Negro History Week," the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating black history.

Local Events:



Performances at the Palace Theatre, 19 Clinton Ave, Albany, NY
http://www.palacealbany.com//

2/12/2014
I Have a Dream - SCHOOL TIME SHOW
The phenomenal impact of Dr. Martin Luther King, Jr. is chronicled in this compelling dramatization of the life and times of one of the most influential and charismatic leaders of the "American Century." Inspired by the arrest of Rosa Parks, Dr. King becomes the prime mover behind the Montgomery, Alabama bus boycott, putting his philosophy of non-violent protest to work. Your students will be inspired by the story of this great leader's struggle and his dream of lifting "our nation from the quicksand of racial injustice to the solid rock of brotherhood

2/16/2014
Black History Month STEP SHOW

The Palace Theatre is Proud to welcome the 2014 Price Chopper Black History Celebration Step Show!

The Annual Step Show has proven to be a valuable centerpiece to a month long celebration of African American Culture in the Capital Region. It brings the community together for one night to show support for their friends, family and neighbors while enjoying an evening filled with high energy step performances. The 2014 Step Show will feature teams from SUNY Albany, Siena and St. Rose as well as other Upstate New York schools and some of the best Step Teams from outside the area!

References:

- http://www.history.com/topics/black-history-month
- http://undergroundrailroadhistory.org/
- http://www.palacealbany.com//

MARCH OBSERVANCE

Women's History Month
(1 – 31 March)

"Celebrating Women of Character, Courage, and Commitment"

Chipeta (1843 – 1924)
Indian Rights Advocate and Diplomat
Chipeta was a Ute Indian leader, diplomat, and peacemaker who used her influence with Chief Ouray (her husband) to avert a war between the Ute tribe and the White settlers. In 1880 she was included in a Ute delegation to negotiate a reservation resettlement treaty in Washington DC.

Anna Julia Cooper (1858 –1964)
African American Educator and Author
Anna J. Cooper was an author, educator, speaker, and among the leading intellectuals of her time. Born into enslavement, she wrote ***A Voice from the South*** (published in 1892), widely considered one of the first articulations of Black feminism.

Agatha Tiegel Hanson, (1873–1959)
Educator, Author, and Advocate for Deaf Community
Agatha Tiegel Hanson was a teacher, poet, and advocate for the deaf community. In 1893 she became the first woman to graduate from Gallaudet University. Her valedictorian speech argued for the recognition of the intellect of women, a cause she advocated throughout her career.

Katharine Ryan Gibbs (1863 – 1934)
Women's Employment Pioneer
Katharine Ryan Gibbs founded the Gibbs Schools (1911), providing women with high-level secretarial training and the opportunity to earn their own incomes. Her schools quickly expanded, opening branches near many ivy-league universities, and effectively establishing secretarial work as a desirable occupation.

Frances Oldham Kelsey (1914 – Present)
Pharmacologist and Public Health Activist
Frances Oldham Kelsey is a pharmacologist who, while working at the FDA, refused to authorize thalidomide for market (a drug that later proved to cause severe birth defects). She went on to help establish the rules for clinical trials and directed the surveillance of drug testing at the FDA.

Roxcy O'Neal Bolton (1926 – Present)
20th Century Women's Rights Pioneer
Roxcy Bolton is a lifetime advocate and activist for women's rights. She founded Florida's first battered women's shelter (1972) and the nation's first hospital-based Rape Treatment Center (1974). Her extensive work includes lobbying for passage of the Equal Rights Amendment and convincing NOAA to name hurricanes after both women and men.

For more information on women of character, courage, and commitment visit the National Women's History Project go to the below link.

Reference: http://www.nwhp.org/

Monthly EEO Training

Did you know?

Mediation is a form of **Alternative Dispute Resolution (ADR)** that is offered by the U.S. Equal Employment Opportunity Commission (EEOC) as an alternative to the traditional investigative or litigation process. Mediation is an informal process in which a neutral third party assists the opposing parties to reach a voluntary, negotiated resolution of a charge of discrimination. Mediation gives the parties the opportunity to discuss the issues raised in the charge, clear up misunderstandings, determine the underlying interests or concerns, find areas of agreement and, ultimately, to incorporate those areas of agreements into solutions. A mediator does not impose a decision on the parties. Instead, the mediator helps the parties to agree on a mutually acceptable resolution.

http://www.eeoc.gov/eeoc/mediation/facts.cfm

Upcoming Training

Course: Equal Opportunity Leaders Course (EOLC)
Date: 24 – 29 Mar 2014
Location: Camp Smith Training Site, Cortland Manor

Point of Contacts:

- CW3 Heather Ruter, State Equal Employment Manager, (518)786-4733, or email at heather.l.ruter.mil@mail.mil
- LTC David Powell, State Training Officer, (518) 786-4664, david.f.powell1.mil@mail.mil

Motivational Quote

Your life is a learning process - you can only become wiser from learning. Sometimes you might have to attract making a painful mistake to learn something important, but after the mistake you have far greater wisdom. Wisdom cannot be bought with money - it can only be acquired through living life. With wisdom comes strength, courage, knowing, and an ever-increasing peace.

By Rhonda Byrne, Author of "The Secret"

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.

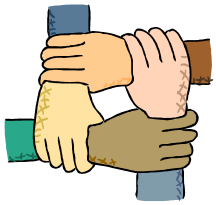
Welcome Our Newest SEPM:
SGT Juan Portillo (ARNG)

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.

Award Nomination:
ARNG Diversity Outreach Awards Nominations
Due NLT: 10 Feb 14
(Information On Page 7)

Upcoming SEPC Meeting:
5 March 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

ARNG Diversity Outreach Awards:

Outreach Award & Affinity Group Website	**Eligible Personnel**
Federal Asian Pacific American Council (FAPAC) Military Meritorious Service Award www.fapac.org	Military
Society of American Indian Government Employees (SAIGE) Meritorious Service Award http://saige.org	Civilians Military
League of United Latin American Citizens (LULAC) Award http://lulac.org	Civilians Military

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 **NLT: 10 Feb 14**

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
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Native American Indian Program Mgr (ANG)	VACANT
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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 4 Dec 13