New York State Equal Opportunity & Diversity Newsletter

Edition 18

Capt Ashley FitzGibbon

New York Army/Air National Guard
State Equal Employment Manager
(SEEM) & Diversity Coordinator

MSgt Donna Torres

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.
You can also visit our Website @ http://dmna.state.ny.us/eo/eo.php

This Issue Highlights:

2 "Sexual Assault Awareness Month"

3 "Holocaust Remembrance Day and Days of Remembrance"

4 "Asian American and Pacific Islander Heritage Month"

5 "LGBT Pride Month"

6 - 7 Monthly Equal Opportunity Training

8 - 9 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.

Special Observance Themes

Sexual Assault Awareness Month
"Eliminate Sexual Assault: Know Your Part. Do Your Part."

Holocaust Remembrance Day
Days of Remembrance
"Learning from the Holocaust: Acts of Courage"

Asian American and Pacific Islander Heritage Month
"Walk Together, Embrace Differences, Build Legacies."

LGBT Pride Month
"Celebration"

We welcome your letter to the editor. Please forward any input to Capt FitzGibbon 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

Ashley.n.fitzgibbon.mil@mail.mil
Donna.m.torres.mil@mail.mil

Special Observance

Sexual Assault Awareness Month

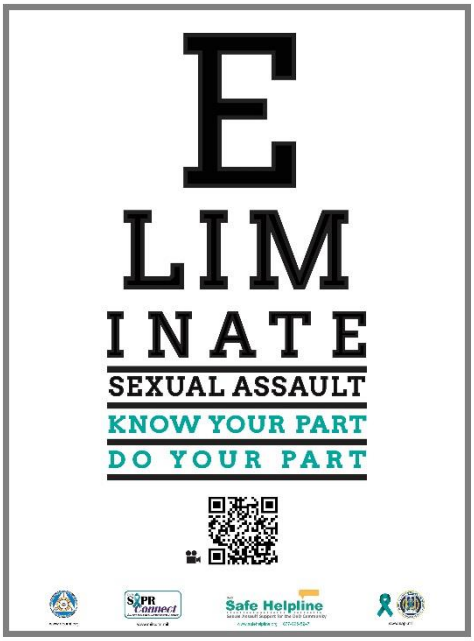
(1 – 30 April 2016)

"Eliminate Sexual Assault: Know Your Part. Do Your Part."

Sexual Assault Awareness Month (SAAM) 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.

The 2015 Sexual Assault Awareness and Prevention Month (SAAPM) theme provides recommendations on what we all can do:

- **Eliminate Sexual Assault**: Every Service member, at every level in our military, must know, understand, and adhere to Service values and standards of behaviour in order to eliminate sexual assault, and other inappropriate behaviour.
- **Know Your Part**: Each member of our DoD community has a unique role in preventing and responding to sexual assault. We must recognize our part in stopping this crime starting with building our own awareness and knowing when and where to intervene.
- **Do Your Part**: We have to act. If we see a crime or inappropriate behaviour unfolding, we need to step in to prevent it. We each need to add our voice to the call to end this crime.



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

Upcoming Event:

Walk a Mile in Her Shoes

When: Sat, April 30, noon
Where: Riverfront Park, Troy, NY
For details, link here: https://www.nehealth.com/register/walk_a_mile/Default.asp

References:

http://www.sapr.mil/
https://www.deomi.org/

Special Observance

Holocaust Remembrance Day

(5 May 2016)

&

Days of Remembrance

(1 – 8 May 2016)

"Learning from the Holocaust: Acts of Courage"

Each year, the United States Holocaust Memorial Museum leads the nation in commemorating Days of Remembrance. Days of Remembrance was established by the U.S. Congress to memorialize the six million Jews murdered in the Holocaust, as well as the millions of non-Jewish victims of Nazi persecution.

Parading the prisoners past townspeople, the SS yelled, *"Here are the Jews. Do to them what you will!"*

Millions of ordinary people witnessed the crimes of the Holocaust—in the countryside and city squares, in stores and schools, in homes and workplaces. Across Europe, the Nazis found countless helpers who willingly collaborated or were complicit in their crimes.

The victims had no control over, or choice in their fates.

The rescuers, on the other hand, made *choices*. They *chose* to risk their own and their families' lives, in an attempt to intervene and help rescue those being persecuted.

Emilie and Oskar Schindler

Emilie Schindler was essential to her husband Oskar's efforts to protect Jews during the Holocaust.

While Oskar was away, she encountered Nazis taking 250 starving Jews to a death camp. She convinced them that more Jews were needed at their factory, which already employed more than one thousand. She worked tirelessly to save them. As of 1994, there were over 6,000 descendants of the original 1,200 that the couple saved.

Reference: https://www.deomi.org/

Special Observance

Asian American and Pacific Islander Heritage Month

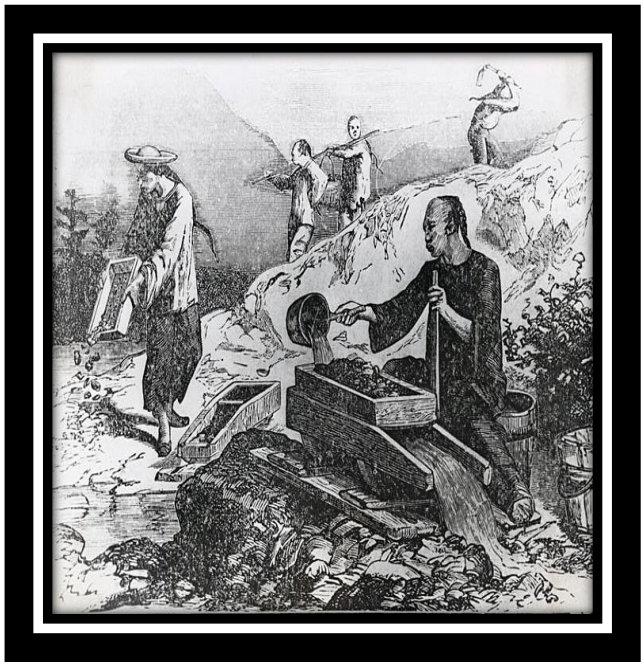
(1 – 31 May 2016)

"Walk Together, Embrace Differences, Build Legacies."

Asian American and Pacific Islander Heritage Month is designated 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.

Asian Americans:

Americans of Asian descent having origins in any of the Far East, Southeast Asia, or the Indian subcontinent, to include Chinese, Filipino, Indian, Vietnamese, Korean, and Japanese. According to the 2010 Census, Asian Americans comprise 5.6% (17,320,856) of the U.S. population and grew 46% faster than any other racial group between 2000 and 2010. Census projections expect the number to increase to more than 40 million by 2050.



Pacific Islander:

Americans who have ancestry in Polynesia (including Hawaii, American Samoa, New Zealand), Melanesia (including Fiji Island, New Guinea), and Micronesia (including Northern Mariana Islands, Guam, Marshall Islands, Palau). According to the 2010 Census, Pacific Islanders make up .40% (1,225,195) of the U.S. population and grew 40% faster than any other racial group between 2000 and 2010. Census projections expect the number to increase to more than 2.6 million by 2050.

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

References : http://www.cacf.org
http://www.asian-nation.org
http://www.apio.org/

Special Observance

LGBT Pride Month

(1 – 30 June 2016)

"Celebration"

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.

On **June 1, 2009**, President Obama issued Proclamation No. 8387 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.

Designed by San Francisco artist Gilbert Baker in 1978, the rainbow flag is a symbol of LGBT pride and LGBT social movements. The colors reflect the diversity of the LGBT community, and the flag is often used as a symbol of gay pride in both the LGBT community and LGBT rights marches.

Baker served in the U.S. Army from 1970 to 1972 and was stationed in San Francisco at the beginning of the gay rights movement. After his honorable discharge from the military, he taught himself to sew.

The most common variant consists of six stripes, with the colors red (life), orange (healing), yellow (sunlight), green (nature), blue (serenity), and violet (spirit). The flag is commonly flown horizontally, with the red stripe on top, as it would be in a natural rainbow.

Dr. Frank E. Kameny fought for gay rights more than a decade before the Stonewall riots. He served in World War II, and later as a civil service astronomer with the U.S. Army Map Service.

Reference: http://www.deomi.org

Monthly EEO Training

What is DEOCS?

DEOCS is Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS)

The DEOCS is a commander's management tool that allows them to proactively assess critical organizational climate dimensions that can impact the organization's mission. This voluntary survey is designed to assess the "shared perceptions" of respondents about formal or informal policies and practices. The survey assesses 23 climate factors by posing questions that survey takers respond to using a four-point scale.

The questionnaire focus on four primary areas:

1) Military Equal Opportunity (EO)

2) Civilian Equal Employment Opportunity (EEO)

3) Organizational Effectiveness (OE)

4) Perceptions of Discrimination/Sexual Harassment and Sexual Assault Prevention & Response (SAPR)

The DEOCS is using the online version only. The survey takes about 25 minutes to complete, and provides multiple opportunities for respondents to enter their personalized comments. In order to generate a DEOCS report, a minimum of 16 assigned personnel must complete the survey.

A total of 15 sub-breakouts are allowed for larger organizations. This allows for a deeper level of analysis that can help determine if an organization is above average, average, or below their Service average.

Respondents' anonymity is protected when completing the online survey by using a computer-generated, untraceable password. In addition, no personally identifying information (PII) is collected.

The survey will not display group data unless at least five members of that demographic completes the survey, further protecting the anonymity of survey participants.

Commanders can add up to 10 locally-developed questions (LDQs) and five-short answer questions (SAQs) to their survey, helping them target specific areas of concern.

To find out more information about DEOCS go to: http://www.deomi.org

Reference: http://www.deomi.org

Monthly EEO Training Continued

Congratulations!

Congratulate our newest Equal Opportunity Leaders (EOLs)
These Soldiers have successfully completed the 60 hour
Equal Opportunity Leader Course (EOL) at Camp Smith 21 – 26 Mar 16:

CPT Launa Dupigny, JFHQ	CW2 Meghan Polis, 42ID	SSG Maxime Cadet
CPT Kevin Vilardo, J3DO	SGM Michael Molgaard, 53TC	SSG Sean Milligan, J3DO
1LT Sybil Baker, 42ID	SFC Johnny Han, JFHQ	SSG Sean Millington, JFHQ
1LT Colin Boyle, RRBN	SFC James Haynes, J3DO	SSG Orlando Rivas, 42ID
1LT Brandon Gerring, 53TC	SFC Michelle Hoegel, 42ID	SSG Leaburt Anderson, 101ESB
1LT Ariel Prairie, 53TC	SFC John Privitera, Jr., 53TC	SGT Shaun Bradley, 53TC
1LT Stephen Tam, 42ID	SFC Dean Rosmarino, 24CST	SGT Jessenia Figueroa, JFHQ
1LT Malinda Vazquez, 304BN	SFC Mariecha Rowe-Watson, 42ID	SGT Kevin Molligan, 42ID
1 LT Joshua Williams, 42ID	SFC Steven Salter, 42ID	SGT Patricia Rios, JFHQ
2LT Catherine Blakelock, JFHQ	SFC Phil Vanrossum, 42ID	SGT Christopher Rodriguez, 42ID
2LT John Hewitt, JFHQ	SFC Xavier Vargas, JFHQ	SGT Jennifer Ruiz, 42ID
2LT Lisa Oyangen, 42ID	SSG Nicholas Archibald, 107th	SGT Seth Wieland, 42ID
2LT Deanna Sutphin, 53TC	SSG Jeremy Blackie, 53TC	
2LT Roberto Zavala, 42ID	SSG James Brennan, 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.

Did you Know?

Company level and above are required to have a minimum of one EOL appointed in the rank of E-5 or above. If deploying, organizations will have two EOLs appointed.

Joint Diversity Corner

Special Emphasis Program Council (SEPC)

This council is a joint Army and Air initiative of full-time support personnel appointed to Special Emphasis Program Manager (SEPM) positions. The SEPC represents a federally recognized minority group and promotes the interests and advancement of their respective constituents.

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:

Analyze, Advise, Liaison and Advocate

Goal:

SEPMs recognize the optimum readiness of the New York National Guard depends on the active inclusion of all groups supporting excellence in military and civilian performance.

SEPM Vacancies:

Federal Women's Program Manager (ARNG)
Asian & Pacific Islander Program Manager (ANG)
These are not full-time positions, they are additional duties.

Upcoming SEPC Meeting:

11 May 2016, 1000 Hours, JFHQ, 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:**
Capt Ashley FitzGibbon, (518) 786-4733 ashley.n.fitzgibbon.mil@mail.mil or
MSgt Donna Torres, (518)786-4621 donna.m.torres.mil@mail.mil

Joint Diversity Corner (cont.)

SPECIAL EMPHASIS PROGRAM COUNCIL

Program Director	Capt Ashley FitzGibbon, (518) 786-4733 JFHQ, Latham ashley.n.fitzgibbon.mil@mail.mil
African American Program Mgr. (ARNG)	SFC Lamont Pugh, (914) 945-7430 Camp Smith, Westchester County lamont.m.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. (ANG)	Capt Ashley FitzGibbon, (518) 786-4733 JFHQ, Latham ashley.n.fitzgibbon.mil@mail.mil
Persons with Disabilities Mgr. (Alternate)	Ms. Bonnie Lu Brehm, (518) 786-6083 JFHQ, Latham bonnielu.l.brehm.civ@mail.mil
Hispanic Program Mgr. (ANG)	SSgt Anibal Verdejo, III, (315) 334-6831 EADS, Rome anibal.verdejo.mil@mail.mil
Hispanic Program Mgr. (Alternate, ANG)	1Lt Jose Ortiz, (315) 334-6721 EADS, Rome jose.o.ortiz10.mil@mail.mil
Hispanic Program Mgr. (ARNG)	SGT Juan Portillo, (716) 601-4033 Det. 1 – 3/126th AVN, Rochester juan.a.portillo.mil@mail.mil
Native-American Indian Program Mgr. (ARNG)	CPT Jean Kratzer, (518) 786-4458 Watervleit Arsenal jean.kratzer.mil@mail.mil
Native American Indian Program Mgr. (ANG)	MSgt Venita Jackson, (716) 236-2518 107 AW, Niagara Falls VenitaJackson@ang.af.mil
Asian & Pacific Islander Program Mgr. (ARNG)	SFC Theresa Barone-Lopez, (518) 285-5848 101st 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

Motivational Quote

What is done cannot be undone, but one can prevent it happening again.

-Anne Frank