



# New York State Equal Opportunity & Diversity Newsletter



Edition 4, 1st Quarter

## CW2 Heather Langley

New York Army/Air National Guard  
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:

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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**

- ***Hispanic Heritage Month***  
(15 September – 15 October 2012)
- ***National Disability Employment Awareness Month***  
(1 – 31 October 2012)
- ***National American Indian Heritage Month***  
(1 – 30 November 2012)

**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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[Donna.m.torres@us.army.mil](mailto:Donna.m.torres@us.army.mil)

**Thank you for your service!**



**Special Observance**  
**SEPTEMBER**  
*Hispanic Heritage Month*  
*(15 Sep - 15 Oct 2012)*



**When and Why is Hispanic Heritage Month Celebrated?**

National Hispanic Heritage Month is celebrated in recognition of the historical and cultural contributions of Hispanic Americans. This national observance was first established by Public Law 90-498, approved September 17, 1968 by the 90th Congress. Public Law 90-468 authorized the president to proclaim National Hispanic Heritage Week each year. On August 17, 1988, the 100th Congress enacted Public Law 100-402, which extended the observance from a week to a month. The annual observance is now a 31-day period beginning on September 15 and ending on October 15.

The months of September and October cover a wide range of independence days for Latin American countries. Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua all celebrate their independence on September 15. Mexico celebrates its independence on September 16 and



Chile on September 18. El Día de la Raza (Columbus Day) is observed on October 12. For purposes of this celebration the term Hispanic includes persons with ancestry from the countries of Argentina, Bolivia, Chile, Colombia, Cuba, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Panama, Peru, Puerto Rico, Spain, Uruguay and Venezuela. The theme for Hispanic Heritage Month is selected by the National Council of Hispanic Program Managers with the help of a wide variety of contributions from all interested parties.

However, employee groups often include other Latin American countries during the celebration. This is, Caribbean and South American countries such as Brazil, Belize, the Virgin Islands, etc.

**Local Event:**

**An Evening with Flamenco Vivo II**

**When:** *Fri, Oct 5, 2012 | 7:00 PM to 9:00 PM*

**Where:** *National Museum of Dance*

**Cost:** *\$25 at the door, \$20 in advance, \$15 for museum members*

On Friday, October 5th, Flamenco Vivo II will present a lecture-demonstration at the National Museum of Dance. The evening will include a short talk about the company and dance genre with a following Q&A. The company includes five performers, two musicians and three dancers. October is Hispanic Heritage Month.

References: <http://www.diversitystore.com/>  
<http://www.saratoga.com/>



# Special Observance

## National Disability Employment Awareness Month (1 - 31 October 2012)



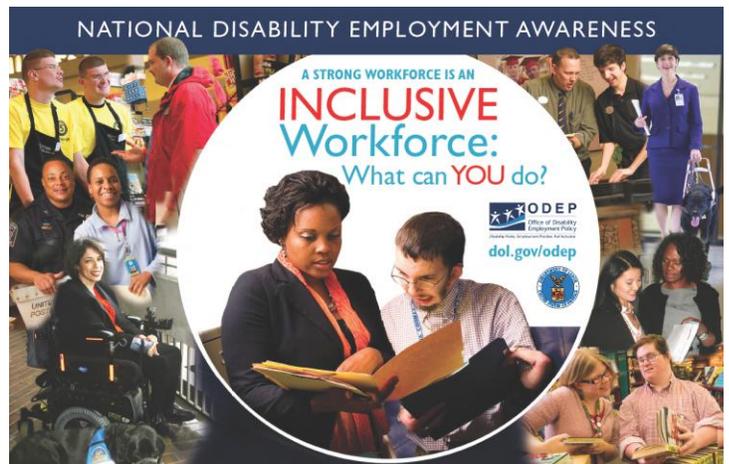
In October, Americans observe National Disability Employment Awareness Month by paying tribute to the accomplishments of the men and women with disabilities whose work helps keep the nation's economy strong and by reaffirming their commitment to ensure equal opportunity for all citizens.

This effort to educate the public about the issues related to disability and employment began in 1945, when Congress enacted Public Law 176, declaring the first week of October each year as National Employ the Physically Handicapped Week. In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. Some 25 years later, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month.

### **Local Resource:**

Center for Disability Services  
314 South Manning Boulevard  
Albany, NY 12208  
(518) 437-5700

**Service Area:** We provide innovative services and expert care at over 80 locations throughout 9 counties of Upstate New York, including: Albany, Columbia, Greene, Fulton, Montgomery, Rensselaer, Schenectady, Schoharie, and Southern Saratoga.



**Our History:** The Center for Disability Services was founded in 1942 by parents of children with Cerebral Palsy to secure medical consultation and therapy services. We have grown from a tiny nursery school into a leading provider of innovative services and expert care for individuals with disabilities. Over the years our name has changed—from United Cerebral Palsy Association of the Capital Region and the C.P. Center to the Center for the Disabled, and now Center for Disability Services—but our mission and commitment to the community have remained steadfast.

**Local Event:** Center for Disability Services  
10<sup>th</sup> Annual Multiple Sclerosis Symposium  
Oct 9, 2012 (8:30 am – 3:00 pm)  
Albany Marriott Hotel  
189 Wolf Rd, Albany NY  
(518) 458-8444

References: <http://www.loc.gov/disabilityawareness/about/>  
<http://www.dol.gov/odep/topics/ndeam/>  
<http://www.cfdsny.org>



## Special Observance

### National American Indian Heritage Month (1 - 30 November 2012)



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.

#### Local Events:

##### The Saratoga Native American Festival

**When:** Sat, Sep 29, 2012 until Sun, Sep 30, 2012

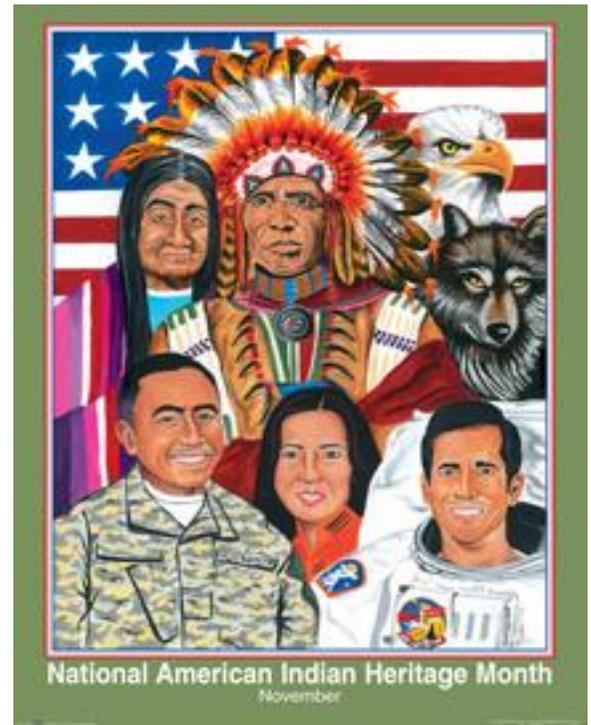
**Where:** Saratoga Performing Arts Center, 108 Avenue of the Pines, Saratoga Springs NY

**Cost:** \$12 Adults / \$10 Seniors / \$5 Children 6-12 / Children under 5 free

The **Saratoga Native American Festival** will take place September 29 & 30, 2012 on the [SPAC grounds](#). The festival will offer Native American crafters and vendors, dancers, drum groups, storytellers and more! This years festival will focus on the Nations of the Northeast.

**For More Information Call:** (518) 583-1440

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





**Special Observance Continued**  
**National American Indian Heritage Month**  
**(1 - 30 November 2012)**



**Local Events Continued:**

**Hiawatha Institute for Indigenous Knowledge**  
**Cohoes Falls Celebration**

**When:** Oct 6 – 7, 2012

**Where:** Cohoes Music Hall, 58 Remsen Street, Cohoes, NY 12047

**Agenda – Saturday, October 6, 2012**

10:00 am

Thanksgiving Address

By Ka'nahsohon, Kevin Deer, Kahnawake Mohawk

Welcome to Cohoes by Ed Tremblay, City of Cohoes

10:15 am

The Mohawks in Kahoni:ios/Cohoes

By Doug George Kanenttio

Akwesasne Mohawk

10:45 am

Public Information Session

Hilk

Brookfield Energy Corporation

Moderator – Karihwakeron Tim Thompson, Wahta Mohawk,

John Kim Bell, Kananawake Mohawk

Daniel Whyte, Brookfield Energy

Hilk Board of Directors

Blessing Song by Joanne Shenandoah

Oneida

Presentation to Dr. Mary Miller

Presentation to Hilk-Music Collection

Presentation to Brookfield Karihwakeron

Break

2:00 pm – 4:00 pm - Tour of Property and Closing Words

**Agenda - Sunday, October 6, 2012**

3:00 pm – 5:00 pm – Concert by Grammy Award Winner, Joanne Shenandoah

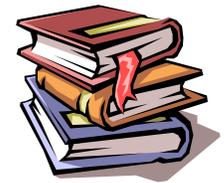
Tickets: \$15.00

[etremblay@ci.cohoes.ny.us](mailto:etremblay@ci.cohoes.ny.us) or (518) 233-2117

Reference: [www.cohoesldc.org](http://www.cohoesldc.org)



# 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.

### **Please welcome our newest SEPC member:**

SFC Barbara Tompkins, Alternate African American Program Manager

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





# Joint Diversity Corner Continued



## Members of the Special Emphasis Program Council

|  |  |
|--|--|
| <b>Program Director</b>                                    | CW2 Heather Langley, (518) 786-4733<br><a href="mailto:heather.langley@us.army.mil">heather.langley@us.army.mil</a>              |
| <b>African American Program Mgr. (Primary)</b>             | SFC Lamont Pugh, (914) 788-7430<br><a href="mailto:lamont.pugh@us.army.mil">lamont.pugh@us.army.mil</a>                          |
| <b>African American Program Mgr. (Alternate)</b>           | SFC Barbara Tompkins, (716) 888-5740<br><a href="mailto:barbara.tompkins@us.army.mil">barbara.tompkins@us.army.mil</a>           |
| <b>Federal Women's Program Mgr. (Primary)</b>              | Ms. Adina Taluto, (518) 786-4734<br><a href="mailto:adina.m.taluto@us.army.mil">adina.m.taluto@us.army.mil</a>                   |
| <b>Federal Women's Program Mgr. (Alternate)</b>            | <b>Vacant</b>  |
| <b>Persons with Disabilities Mgr. (Primary)</b>            | CW2 Heather Langley, (518) 786-4733<br><a href="mailto:Heather.langley@us.army.mil">Heather.langley@us.army.mil</a>              |
| <b>Persons with Disabilities Mgr. (Alternate)</b>          | Ms. Bonnie Lu LaManna, (518) 786-4426<br><a href="mailto:bonnielu.lamanna@us.army.mil">bonnielu.lamanna@us.army.mil</a>          |
| <b>Hispanic Program Mgr. (Primary)</b>                     | SMSgt Robert Orellano, (315) 334-6753<br><a href="mailto:bobby.orellano@ang.af.mil">bobby.orellano@ang.af.mil</a>                |
| <b>Hispanic Program Mgr. (Alternate)</b>                   | TSgt Jose Ortiz, (315) 334-6313<br><a href="mailto:jose.ortiz.2@ang.af.mil">jose.ortiz.2@ang.af.mil</a>                          |
| <b>Native-American Indian Program Mgr. (Primary)</b>       | Lt Jean Kratzer, (518) 786-4458<br><a href="mailto:jean.kratzer@us.army.mil">jean.kratzer@us.army.mil</a>                        |
| <b>Native-American Indian Program Mgr. (Alt.)</b>          | <b>Vacant</b>  |
| <b>Asian &amp; Pacific Islander Program Mgr. (Primary)</b> | SSG Theresa Barone-Lopez, (518) 285-5848<br><a href="mailto:theresa.baronelopez@us.army.mil">theresa.baronelopez@us.army.mil</a> |
| <b>Asian &amp; Pacific Islander Program Mgr. (Alt.)</b>    | <b>Vacant</b>  |

As of 25 Sep 12





# Joint Diversity Corner Continued



## Upcoming SEPM Training

**Course:** Special Emphasis Program Managers (SEPM) Course

**Date:** 4 – 6 December 2012  
(3 – 7 December 2012 are Travel days)

**Location:** Joint Forces Headquarters, Room 205  
330 Old Niskayuna Road  
Latham, NY 12110

**Instructor:** Ms. Phyllis Brantley  
Chief, Diversity and Special Emphasis Programs  
National Guard Bureau

**Point of Contact:** MSgt Donna M. Torres  
EEO Specialist  
(518) 786-4621, donna.m.torres@us.army.mil

**Program/Course Description:** This course develops a base of knowledge and skills that allow graduates to serve as effective collateral-duty and full-time Special Emphasis Program Managers (Federal Women's, Black Employment, Hispanic Employment, Native Hawaiian or Other Pacific Islander Employment, Asian Employment, American Indian/Alaskan Native Employment, and Program for People with Disabilities Program). It focuses on the inter/intrapersonal and organizational aspects of EEO and program management skills. Training introduces the causes and effects of discrimination, EEO programs for federal employees/applicants for employment, civilian personnel/human resource management and managing diversity issues. It concentrates on the roles and responsibilities of Special Emphasis Program Managers, analyzing EEO data (MD 715), planning, and managing effective Special Emphasis Programs.

