



# New York State Equal Opportunity & Diversity Newsletter



Edition 5, 2nd Quarter

## CW2 Heather Langley

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 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 "Martin Luther King's Birthday"
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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 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)

[Heather.l.langley.mil@mail.mil](mailto:Heather.l.langley.mil@mail.mil)  
[Donna.m.torres.mil@mail.mil](mailto:Donna.m.torres.mil@mail.mil)

**Thank you for your service!**

### **Special Observances**

- ***Martin Luther King's Birthday***  
(21 January 2013)
- ***African American/Black History Month***  
(1 – 29 February 2013)
- ***Women's History Month***  
(1 – 31 March 2013)



## Special Observance

# Martin Luther King's Birthday (21 January 2013)



***“Remember! Celebrate! Act!”***  
***“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.

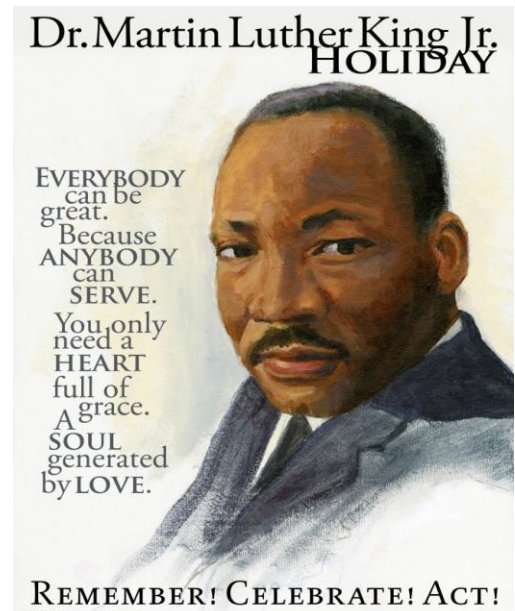
## Memorial Observance

**Monday, January 21, 2013**

10:00 AM - 11:30 AM  
Doors open at 9:00 AM

Empire State Plaza  
Convention Center  
Albany, NY

References: <http://www.history.com/topics/black-history-month>  
<http://www.nyking.org/>





## Special Observance

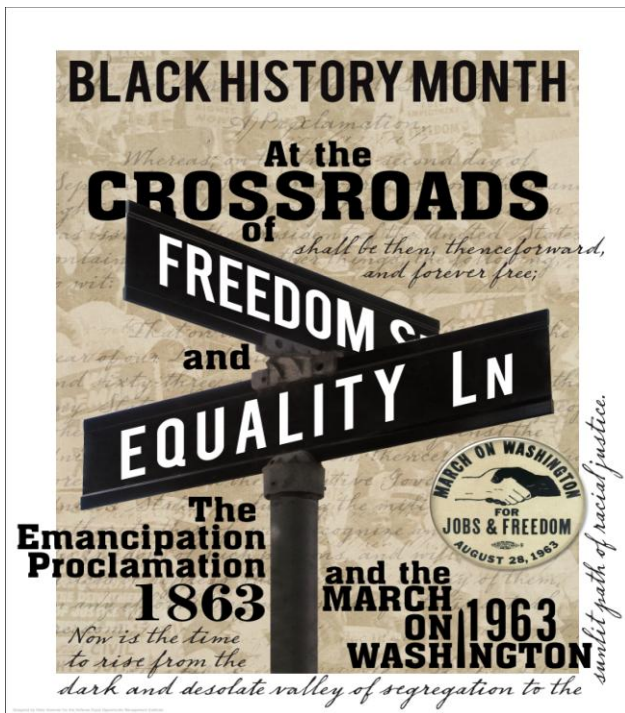
# African American/Black History Month

(1 - 29 February 2013)



### *“At the Crossroad of Freedom and Equality: The Emancipation Proclamation and the March on Washington”*

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.



### **Core Ensemble in “Of Ebony Embers: Vignettes of the Harlem Renaissance”**

**Thursday, Jan 31, 2013 7:30 pm**

University at Albany: UAlbany Performing Arts Center, Albany, NY

Price \$15 general public / \$12 faculty-staff & seniors / \$10 students

Age Suitability None Specified

References: <http://www.history.com/topics/black-history-month>  
<http://www.nyking.org/>  
<http://events.timesunion.com/>



*The New York Army National Guard  
Black History Month Dinner Committee*

*Cordially invites you to  
attend our*

*Black History Month Annual Dinner  
at  
Eastwood Manor  
3371 Eastchester Road  
Bronx, New York*

*Guest Speaker  
MG Patrick A. Murphy  
The Adjutant General, State of New York*

*Saturday Evening - 2 February 2013*

*Military Uniform: Dress/Mess Blues or Service Equivalent  
Civilian: Semi-Formal*

*Time: 1800-2300 Cost: \$80.00 per person*

*Contact Committee Members for RSVP by 23 January 2013*

<i>MG (ret) Nathaniel James</i>	<i>917-6994178</i>	<i>CPT JC Bravo</i>	<i>718-619-3737</i>
<i>LTC Daniel E. Harris</i>	<i>914-262-0715</i>	<i>CPT James E. Greene</i>	<i>585-415-0470</i>
<i>MAJ Everett Roberts</i>	<i>917-507-8774</i>	<i>CW4. Carl Williams</i>	<i>718-538-8643</i>
<i>CW2 Michele DiGesio</i>	<i>917-507-8765</i>	<i>SFC M. Rowe-Watson</i>	<i>212-368-4052</i>

*Make checks or money orders payable to:*

*Black Militia Dinner Committee  
P.O. Box 1206, New York, NY 10037  
Mail payment(s) to:  
P.O. Box 1206, New York, NY 10037-1206*





## Special Observance

# Women's History Month

(1 - 31 March 2013)



*“Women Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering and Mathematics”*

### Sally Ride - The First American Woman in Space

Ride rode into space on the space shuttle Challenger in 1983 when she was 32. After her flight, more than 42 other American women flew in space, NASA said.

"Sally was a national hero and a powerful role model. She inspired generations of young girls to reach for the stars," President Barack Obama said in a statement.

Ride was a physicist, writer of five science books for children and president of her own company. She had also been a professor of physics at the University of California in San Diego.

She was selected as an astronaut candidate in 1978, the same year she earned her doctorate in physics from Stanford University. She beat out five women to be the first American female in space. Her first flight came two decades after the Soviets sent a woman into space.

**PERSONAL DATA:** Born May 26, 1951, in Los Angeles, California. Died on July 23, 2012 of pancreatic cancer. She is survived by Tam O'Shaughnessy, her partner of 27 years; her mother, Joyce Ride; her sister, Bear; her niece, Caitlin and her nephew, Whitney. Her father, Dale B. Ride, is deceased. She enjoyed tennis (having been an instructor and having achieved national ranking as a junior), running, volleyball, softball and stamp collecting.



**EDUCATION:** Graduated from Westlake High School, Los Angeles, California, in 1968; received from Stanford University a Bachelor of Science in Physics and a Bachelor of Arts in English in 1973 and a Master of Science and Doctorate in Physics in 1975 and 1978, respectively.

References: <http://www.jsc.nasa.gov/Bios/htmlbios/ride-sk.html>  
[http://womenshistory.about.com/od/wed/Womens\\_Equality\\_Day\\_August\\_26.htm](http://womenshistory.about.com/od/wed/Womens_Equality_Day_August_26.htm)  
<http://www.foxnews.com/>



# Monthly EEO Training



## Did you know?

The **US Equal Employment Opportunity Commission (EEOC)** enforces the federal laws prohibiting job discrimination in both the private and federal sectors--Title VII of the Civil Rights Act, as amended, the Age Discrimination in Employment Act, the Equal Pay Act, Title I and Title V of the Americans with Disabilities Act, Section 501 and 505 of the Rehabilitation Act, and the Civil Rights Act of 1991. EEOC also provides oversight and coordination of all federal equal employment opportunity regulations, practices and policies. To find out more visit <http://www.eeoc.gov/>.



## Miscellaneous



### Attitude

There's one key factor that will make this New Year the best one ever. That important factor is your attitude.

The way you most consistently decide to see life will play a major role in the way your life actually unfolds. Right now, as the year begins, make the choice to make your life, and your whole world, the best it can be.

Create a new, improved year by going through it with a new, improved outlook on life. Make this a great year by choosing an attitude that reflects your own unique greatness.

In the year ahead you'll encounter many obstacles, and yet there's one powerful obstacle you don't ever have to deal with again. That obstacle, the one you can get rid of for good, is your own negative attitude.

Just because things can often get difficult, doesn't mean you have to be difficult. No matter what the situation, a positive, empowering attitude is always your best choice.

Stride confidently forward with the highest and best expectations you've ever had. Your life this year is what you make it, so embrace an attitude that will make it positive, fulfilling and great.

- R. Marston



# 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:**

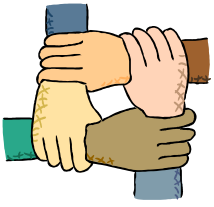
SEPMs recognize the optimum readiness of the New York Air and Army Guard depends on the active inclusion of all groups supporting excellence in military and civilian performance.

### **Please Welcome Our Newest Members:**

MSgt Donna Torres, Federal Women's Program Manager (Primary)  
Ms. Paula Martinez, Federal Women's Program Manager (Alternate)

**\*\*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) or MSgt Donna Torres, (518)786-4621, [donna.m.torres@us.army.mil](mailto:donna.m.torres@us.army.mil)**





# Joint Diversity Corner

## Continued



### Did you Know?

The **Special Emphasis Programs (SEP)** were established as integral parts of the overall Equal Employment Opportunity (EEO) Program and Diversity Program to enhance the employment, training, and advancement of a particular minority group, women, or disabled persons that foster multicultural diversity in the workforce.

SEP is mandated by the Presidential Executive Orders (EO), Department of Defense (DOD) Directives and established by the Office of Personnel Management (OPM). SEPs are designed to eliminate demographic group imbalances in targeted occupations, and to achieve workforce diversity in the National Guard.

It is the State Equal Employment Manager (SEEM) along with the Special Emphasis Program Manager's (SEPM) responsibility to administer the following six (6) prescribed national programs:

- Asian American and Pacific Islanders Program
- Black Employment Program
- Federal Women's Program
- Hispanic Employment Program
- Native American Program
- People with Disabilities Program

**Our Special Emphasis Program Council members** received training 4 - 6 December 2012. Ms. Phyllis Brantley, Chief, Diversity and Special Emphasis Programs, National Guard Bureau came to New York Joint Forces Headquarters from Washington D.C. to train our members. Our first Special Emphasis Program Council meeting will be held on **20 Feb 13**, at **1000 hours, Joint Forces Headquarters, Library.**







# Joint Diversity Corner Continued



## Members of the Special Emphasis Program Council

<b>Program Director</b>	CW2 Heather Langley, (518) 786-4733 <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 <a href="mailto:lamont.pugh.mil@mail.mil">lamont.pugh.mil@mail.mil</a>
<b>African American Program Mgr. (Alternate)</b>	SFC Barbara Tompkins, (716) 888-5740 <a href="mailto:barbara.tompkins.mil@mail.mil">barbara.tompkins.mil@mail.mil</a>
<b>Federal Women's Program Mgr. (Primary)</b>	MSgt Donna M. Torres, (518) 786-4621 <a href="mailto:donna.m.torres@us.army.mil">donna.m.torres@us.army.mil</a>
<b>Federal Women's Program Mgr. (Alternate)</b>	Ms. Paula Martinez, (518) 226-4833 <a href="mailto:paula.a.martinez.civ@mail.mil">paula.a.martinez.civ@mail.mil</a>
<b>Persons with Disabilities Mgr. (Primary)</b>	CW2 Heather Langley, (518) 786-4733 <a href="mailto:heather.langley.mil@mail.mil">heather.langley.mil@mail.mil</a>
<b>Persons with Disabilities Mgr. (Alternate)</b>	Ms. Bonnie Lu LaManna, (518) 786-4426 <a href="mailto:bonnielu.lamanna.mil@mail.mil">bonnielu.lamanna.mil@mail.mil</a>
<b>Hispanic Program Mgr. (Primary)</b>	SMSgt Robert Orellano, (315) 334-6753 <a href="mailto:bobby.orellano.mil@mail.mil">bobby.orellano.mil@mail.mil</a>
<b>Hispanic Program Mgr. (Alternate)</b>	TSgt Jose Ortiz, (315) 334-6313 <a href="mailto:jose.ortiz.2.mil@mail.mil">jose.ortiz.2.mil@mail.mil</a>
<b>Native-American Indian Program Mgr. (Primary)</b>	Lt Jean Kratzer, (518) 786-4458 <a href="mailto:jean.kratzer.mil@mail.mil">jean.kratzer.mil@mail.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 <a href="mailto:theresa.baronelopez.mil@mail.mil">theresa.baronelopez.mil@mail.mil</a>
<b>Asian &amp; Pacific Islander Program Mgr. (Alt.)</b>	<b>Vacant</b>

As of 15 Jan 13

