



New York State Equal Opportunity & Diversity Newsletter



Edition 7, 4th Quarter

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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>

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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

- **Pride Month** (1 – 30 June 2013)
- **Caribbean-American Heritage Month** (1 – 30 June 2013)
- **Independence Day** (4 July 2013)
- **Women's Equality Day** (26 August 2013)
- **Hispanic Heritage Month** (15 Sep – 15 Oct 13)

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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Thank you for your service!

Special Observance

Pride Month (1 - 30 June 2013)

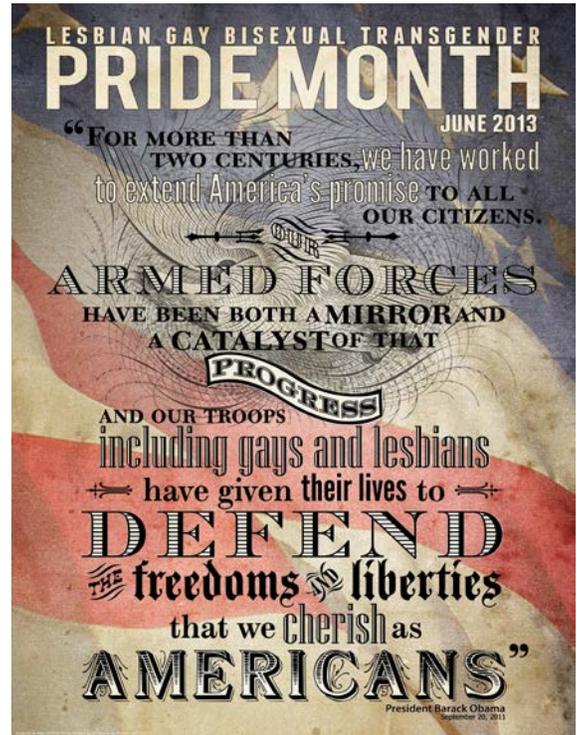
Lesbian, Gay, Bisexual and Transgender Pride Month commemorates the events of June 1969 and works to achieve equal justice and equal opportunity for LGBT Americans.

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."



References:

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



Special Observance



Caribbean-American Heritage Month: June 2013

In June 2005, the U.S. House of Representatives adopted a resolution recognizing the significance of Caribbean immigrants and their descendants in the history and culture of the United States. In February 2006, the resolution passed the Senate. Since that time, the White House has issued an annual proclamation recognizing June as National Caribbean-American Heritage Month. This month's commemoration marks the eighth Caribbean-American Heritage Month. In celebration of this observance, the Census Bureau presents a variety of data it publishes related to people of Caribbean heritage.

How Many of Caribbean Ancestry in the United States?

2.7 million

The estimated U.S. population of West Indian ancestry. Some of the largest West Indian ancestry groups in the United States include:

- Jamaican (1.0 million)
- Haitian (908,000)
- Trinidadian and Tobagonian (196,000)
- Barbadian (62,000)
- Bahamian (53,000)
- U.S. Virgin Islander (17,000)

Note: The estimates for Barbadian and Bahamian are not significantly different from each other.

In addition, there are Hispanic or Latino origin groups in the United States who can trace their heritage to this part of the world:

- Puerto Rican (4.9 million)
- Cuban (1.9 million)
- Dominican (1.6 million)

Note that these populations are not mutually exclusive, as people may be of more than one ancestry or ethnic group.

Source: 1-year 2011 American Community Survey, Tables [B04006](#) and [B03001](#)

Reference:

- <http://www.census.gov/>

Special Observance



Independence Day (4 July 2013)



Independence Day, commonly known as the **Fourth of July**, is a [federal holiday](#) in the [United States](#) commemorating the adoption of the [Declaration of Independence](#) on July 4, 1776, declaring independence from the [Kingdom of Great Britain](#). Independence Day is commonly associated with [fireworks](#), parades, [barbecues](#), carnivals, fairs, picnics, concerts, [baseball games](#), [family reunions](#), and political speeches and ceremonies, in addition to various other public and private events celebrating the history, government, and traditions of the United States. Independence Day is the [national day](#) of the United States.

Background

In 1775, people in New England began fighting the British for their independence. On July 2, 1776, the Congress secretly voted for independence from Great Britain. The Declaration of Independence was first published two days later on July 4, 1776. The first public reading of the Declaration of Independence was on July 8, 1776. Delegates began to sign the Declaration of Independence on August 2, 1776. In 1870, Independence Day was made an unpaid holiday for federal employees. In 1941, it became a paid holiday for them.

Local 4th of July Events:



Empire State Plaza Fireworks July 4th, 2012

<http://www.albany.com/event/fireworks-festival-35517/>



Fireworks in the Saratoga Springs Area Fire Works

<http://www.saratoga.com/news/fireworks.cfm>



July 4th Celebration at Clifton Park Commons

<http://www.cliftonpark.com/event/35940/>

Reference:

- <http://www.timeanddate.com/holidays/us/independence-day>



Special Observance



Women's Equality Day (26 August 2013)

Women's Equality Day is a day [proclaimed](#) each year by the United States President to commemorate the giving of the vote to women throughout the country on an equal basis to men.

Women in the United States were given the right to vote on August 26, 1920, when the [19th Amendment](#) to the [United States Constitution](#) was certified. The amendment was first introduced many years earlier in 1878. Every president has published a proclamation for Women's Equality Day since 1971 when legislation was first introduced in Congress by [Bella Abzug](#). This resolution was passed designating August 26 of each year as Women's Equality Day.

Joint Resolution of Congress, 1971 Designating August 26 of each year as Women's Equality Day

WHEREAS, the women of the United States have been treated as second-class citizens and have not been entitled the full rights and privileges, public or private, legal or institutional, which are available to male citizens of the United States; and

WHEREAS, the women of the United States have united to assure that these rights and privileges are available to all citizens equally regardless of sex;

WHEREAS, the women of the United States have designated **August 26**, the anniversary date of the passage of the Nineteenth Amendment, as symbol of the continued fight for equal rights: and

WHEREAS, the women of United States are to be commended and supported in their organizations and activities, NOW, THEREFORE, BE IT RESOLVED, the Senate and House of Representatives of the United States of America in Congress assembled, that August 26 of each year is designated as "Women's Equality Day," and the President is authorized and requested to issue a proclamation annually in commemoration of that day in 1920, on which the women of America were first given the right to vote, and that day in 1970, on which a nationwide demonstration for women's rights took place.



Reference:

- http://en.wikipedia.org/wiki/Women's_Equality_Day



Special Observance



Hispanic Heritage Month (15 Sep - 15 Oct 2013)

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.

Upcoming Event:

Hannaford Hispanic Heritage Celebration

When: Sat, Sep 14, 2013, 3:00 PM to 8:00 PM

Where: Convention Center, Empire State Plaza, Albany, NY

Cost: FREE ADMISSION

This exciting family-friendly, Latin festival, held in the [Empire State Plaza](#) will have performances by local dance troupes, musical entertainment, Latin arts and crafts and food vendors. Toño Rosario will be headlining this exciting event, so be sure to mark your calendars! You won't want to miss this event celebrating the many facets of Hispanic culture, food and entertainment.

References:

- <http://www.diversitystore.com/>
- <http://events.timesunion.com/>



Monthly EEO Training



What is Harassment?

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual on the basis of the person's:

- Race
- Color
- National Origin
- Citizenship
- Religion
- Gender
- Sexual Orientation
- Age
- Disability
- Or any other Characteristic protected by law.

Harassing conduct includes:

- Abusive words or phrases, slurs or negative stereotyping
- Threatening, intimidating or hostile acts
- Put-down jokes
- Written or graphic material that shows hostility or aversion to an individual or group.

Harassing behaviors are not always obvious. Often, these behaviors are hidden behind humor, insinuations, or subtle remarks or acts. Harassing behavior does not have to be obvious to be damaging.

The Costs:

Harassment in the workplace is the cause of many court cases and out-of-court settlements. The cost of these actions can be very high and has the potential to put companies in financial jeopardy. Apart from the great expense associated with lawsuits and other liability issues, there are hard-to-measure costs created by harassment.

These intangible costs include:

- Decreased productivity
- Lowered morale
- Increased employee turnover
- Loss of credibility in the community

References:

- <http://www.eeoc.gov/laws/practices/harassment.cfm>
- "It's About Respect and Recognizing Harassment in a Diverse Workplace"
www.coastal.com



Monthly EEO Training Continued



How Can We Eliminate Harassment in the Workplace?

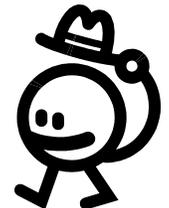
Prevention is the best tool to eliminate harassment in the workplace. Employers are encouraged to take appropriate steps to prevent and correct unlawful harassment. They should clearly communicate to employees that unwelcome harassing conduct will not be tolerated. They can do this by establishing an effective complaint or grievance process, providing anti-harassment training to their managers and employees, and taking immediate and appropriate action when an employee complains. Employers should strive to create an environment in which employees feel free to raise concerns and are confident that those concerns will be addressed.

Employees are encouraged to inform the harasser directly that the conduct is unwelcome and must stop. Employees should also report harassment to management at an early stage to prevent its escalation.

If you would like more information and training material such as brochures, videos, workbooks, please contact MSgt Donna Torres, (518) 786-4621, donna.m.torres@us.army.mil. To view a complete list of our training material, please go to our web site. <http://dmna.ny.gov/eo/eo.php?nav=training>



IT'S ABOUT RESPECT!!
THINK BEFORE YOU SPEAK!!
TREAT OTHERS HOW YOU WISH
TO BE TREATED!!
WOULD YOU SAY THAT IN FRONT OF YOUR
GRANDMOTHER?



References:

- <http://www.eeoc.gov/laws/practices/harassment.cfm>
- "It's About Respect and Recognizing Harassment in a Diverse Workplace"
www.coastal.com



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:

LTC Kelly Hilland, Federal Women's Program Manager (ARNG)
MAJ Henry Wong, Asian & Pacific Islander Program Manager (ARNG)

****To become a member of the SEPC please contact CW2 Heather Langley, (518) 786-4733, heather.langley@us.army.mil or MSgt Donna Torres, (518)786-4621, donna.m.torres@us.army.mil**





Joint Diversity Corner

Continued



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As of 4 Mar 13