



New York State Equal Opportunity & Diversity Newsletter



Edition 16

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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:

- 2-3 *"National Disability Employment Awareness Month"*
- 4 *"National American Indian Heritage Month"*
- 5 *"Veterans Day"*
- 6 *"December Multi-faith"*
- 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

National Disability Employment Awareness Month

1 – 31 October 2015

"My Disability is One Part of Who I am."

National American Indian Heritage Month

1 – 30 November 2015

"Growing Native Leaders: Enhancing Seven Generations."

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

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Special Observance



National Disability Employment Awareness Month “My Disability is One Part of Who I Am.” 1- 31 October 2015

Held each October, National Disability Employment Awareness Month (NDEAM) is a national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities. The theme for 2015 is "My Disability is One Part of Who I Am."

“Link Between Bi-polar Disorder and Creativity/Artistic Ability?”

In her book *Touched with Fire* John's Hopkins Clinical Psychologist Kay Redfield Jamison (1996) argues that there is a link between manic periods in individuals and extreme levels of creativity and energy. She cites a number of classic literary figures as probably being Bi-polar. For example poets like Lord Byron, novelists like Ernest Hemingway and musical composers like Rachmaninoff or Tchaikovsky.



Famous People with Disabilities:

General George S. Patton – Dyslexia

General Patton the famous general who led the Third Army in the Allied invasion of Europe during World War II suffered from Dyslexia. He did not learn to read until the age of eleven. Through his struggle learning to read he was able to develop a photographic memory and the ability to memorize and recite long passages of text.

Daryl Hannah – Autism

Daryl Hannah the famous Hollywood actress who has appeared in popular movies like *Splash*, *Blade Runner* and *Kill Bill Vol. 1* announced in 2013 to the Daily Mail that she was diagnosed with Autism as a child and has struggled with it her entire life. She states that she does not do promotional or talk show interviews and would try to hide her Autism from movie producers.

Kim Peek – Mega Savant /FG Syndrome

Kim Peek was the basis for Dustin Hoffman's character in *Rain Man*. For most of his life he was thought to suffer from some form of Autism but in 2008 it became known he had FG Syndrome a genetic disorder. "FG" represents the surname initials of the first family diagnosed with the disorder. Kim Peek was able to read two books at once, one with each eye and had excellent analytical and memory abilities. If you told him your birth date he was able to tell you the day of the week you were born as well as the front page news from many major newspapers on that date. At one point he managed the payroll of 160 people in a few hours without a calculator. When he was replaced it required a computer and 2 accountants to complete the task.

John Nash – Schizophrenia

John Nash was a Mathematician who worked at Princeton and MIT. He won the Nobel Prize for Economics in 1994. The Hollywood movie *A Beautiful Mind* was based on his life and struggle with Schizophrenia, he was played by Russell Crowe. As noted in the movie he was able to consciously disregard delusions caused by his Schizophrenia.



Special Observance



National Disability Employment Awareness Month (Continued)

Famous People with Disabilities (Continued):

Tim Howard – Tourette’s Syndrome / Obsessive Compulsive Disorder (OCD)

Tim Howard was the goalie for the American soccer team during the 2014 World Cup rising to national attention due to his extraordinary performance having 15 saves in a game vs. Belgium setting a new World Cup Record. He has been diagnosed with Tourette’s Syndrome and OCD since middle school. He believes that the enhanced perception and ability to hyper focus he has due to these disorders has been integral to his success.

Stephen Fry – Cyclothymia

Stephen Fry is a British Actor best known in America for movies such as *V for Vendetta*, The second and third *Hobbit* films as well as British TV series *Blackadder* and *QI*. In 2006 he created an Emmy award winning documentary examining his personal struggles with Cyclothymia a disorder similar to Bi-polar disorder but with less severe mood swings but which tends to last longer (requiring 2 years of active symptoms with no break in symptoms longer than 2 months; while bi-polar disorder only requires 6 months of symptoms).

Kurt Cobain – Bi-polar Disorder / Attention Deficit Disorder (ADD) / Substance Addiction

Kurt Cobain was the lead singer and co-founder of the Grunge band Nirvana bringing the Alternative rock movement to the forefront in the early 1990’s; tragically he committed suicide in 1994. His cousin a youth suicide prevention nurse claims that he was diagnosed with ADD as a child and Bi-polar Disorder as an adult. Cobain also was addicted to Heroin.

Winston Churchill – Depression

Winston Churchill was the prime minister of the United Kingdom during the majority of World War II. He was known to suffer from depression which he would refer to as his “Black Dog”. Some attribute his depression for his realistic assessment of Adolf Hitler and Germany’s plan’s during the war and the futility of conciliation. He shifted the British war strategy from appeasement to active resistance. If not for this shift World War II could have turned out very differently. Churchill’s “Black Dog” has inspired a picture book which has received praise concerning it’s demystification of depression.

Samuel L. Jackson – Speech Impediment (Stuttering)

Hollywood superstar Samuel L. Jackson who has appeared in such films as *Pulp Fiction*, The Star Wars prequels and playing Nick Fury in the Marvel Cinematic Universe has been a stutterer for most of his life. He attributes his attempts to cope with stuttering with helping him learn to act. He also noted that he use of a specific expletive as a method to stop himself from stuttering.

Quote:

Continuous effort - not strength or intelligence - is the key to unlocking our potential

-Winston Churchill

References:

<https://www.deomi.org/>
<https://en.wikipedia.org/>
<https://generalpatton.org/>



Special Observance



National American Indian Heritage Month *Growing Native Leaders: Enhancing Seven Generations* 1 – 30 November 2015

National American Indian and Alaska Native Heritage Month is celebrated to recognize native cultures and educate the public about the heritage, history, art, and traditions of American Indians and Alaska Natives. The theme for 2015 is “Growing Native Leaders: Enhancing Seven Generations.”

Each year, The Society of American Indian Government Employees or SAIGE - the first national non-profit organization representing American Indian and Alaska Native Federal, Tribal, State, and local government employees – brings together young tribal members to teach them leadership and offers seminars to encourage them to reach out and bring their strengths to their communities.

This year’s [Annual SAIGE Conference](#), took place June 15-18 2015 in Welch, Minnesota themed: “**Growing Native Leaders: Enhancing Our Seven Generations**” is geared specifically for youth, veterans and any other American Indian employees that will be navigating the waters of federal trust responsibility.

Native Leaders:



John Bennet Herrington, PHD

Famous for being the first Native American to have flown in space. He was born September 14, 1958, in Wetumka, Oklahoma, into the Chickasaw Nation.



Diane Joyce Humetewa

Born on December 5th of 1964, in Phoenix, Arizona, Humetewa is the first Native American woman and enrolled tribal member to serve as a federal judge.



Jacoby McCabe Ellsbury

Born September 11, 1983, Ellsbury is an American professional baseball center fielder for the New York Yankees of Major League Baseball (MLB). He played in MLB for the Boston Red Sox from 2007 through 2013, and joined the Yankees before the 2014 season. He is a member of Native American tribes, descendant of Navajo nation.

References:

<https://www.deomi.org/>

<https://en.wikipedia.org/>

<http://indiancountrytodaymedianetwork.com/2015/06/15/next-generation-young-tribal-leaders-saige-training-program-160687/>

Special Observance

**Veterans Day
11 November 2015**



Veterans Day is our national holiday to the service of all veterans of the U.S. military was originally called Armistice day and was specifically for veterans of World War I.

In November 1919, President Wilson proclaimed November 11 as the first commemoration of Armistice Day with the following words: "To us in America, the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country's service and with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her sympathy with peace and justice in the councils of the nations..."

Many individuals wore Red Poppy flowers to commemorate the dead from World War I. This is based on the poem "In Flanders Field" by the Canadian military physician Colonel John McCrae, which is below in its entirety.



In Flanders fields the poppies blow
Between the crosses, row on row,
That mark our place; and in the sky
The larks, still bravely singing, fly
Scarce heard amid the guns below.

We are the Dead. Short days ago
We lived, felt dawn, saw sunset
glow, Loved and were loved, and
now we lie In Flanders fields.

Take up our quarrel with the foe:
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us who die
We shall not sleep, though poppies
grow In Flanders fields.

Did you know?

The New York Army National Guard's 369th infantry regiment was the first African American unit to fight in World War I. They gained the nickname the "Harlem Hellfighters" from the German's due to their toughness, not losing any ground to the German's and never losing a soldier due to capture.

Two members of the unit Corporal Henry Johnson and Private Needham Roberts were the first United States soldiers to receive the Croix de guerre award from France (the highest French award for bravery in World War I). By the end of the war 171 members of the unit as well as the unit as a whole had received the medal.



The Harlem Hellfighters Returning from World War I

References: https://en.wikipedia.org/wiki/In_Flanders_Fields/
http://www.theroot.com/articles/culture/2013/11/who_were_the_harlem_hellfighters.html/
<http://www.archives.gov/education/lessons/369th-infantry/>

Special Observance

December Multi-faith

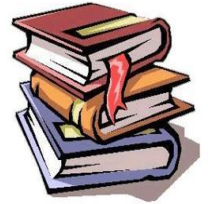


Multi-faith Calendar Highlights

Holy Day	Description	Impact to Personnel
ADVENT [Christian] 27 Nov – 24 Dec	The season of preparation for the coming of Christ, also the beginning of the Christian liturgical year.	Special worship services
ROHATSU, a.k.a., BODDHI DAY; BUDDHA'S ENLIGHTENMENT [Zen Buddhism] 1-8 Dec	Zen Buddhists honor Buddha's enlightenment with an arduous retreat typically lasting a week.	Work restrictions – Adherents may seek to be excused from non-mission essential functions on 8 Dec or the week following.
ASHURAH, a.k.a., ASHOORA [Islam] 5 Dec (Mon)	This two-day fast is linked with several Islamic observances.	Food restrictions (optional fast) – Muslims may request permission to reduce or be excused from physical training (including PT Assessments) or limit their time outdoors.
SAINT NICHOLAS [Orthodox Christian] 6 Dec (Tue)	The feast honors Saint Nicholas.	Special worship – Orthodox Christians may seek permission to participate in the celebration.
IMMACULATE CONCEPTION [Catholic Christian] 8 Dec (Thu)	Catholics are morally obliged to observe the solemnity of the Immaculate Conception.	Special Service – Catholics may request time for participating in the celebration of the Eucharist and abstaining from unnecessary "servile" work.
HANNUKKAH, a.k.a. FESTIVAL OF LIGHTS [Jewish] *Sunset 27 Nov – Sunset 5 Dec* *Dates change annually	Jews celebrate the rededication of the Temple by the Maccabees (167 B.C.E.) in their struggle against the Seleucids whose King Antiochus had attempted to suppress the religion of the Jews. Every evening another light is kindled in commemoration of the event.	Special celebration – Jews may seek permission to attend evening menorah lightings the eight nights and morning services.
YULE (Winter Solstice) [Wicca/Druid] 21 Dec (Wed)	It marks the beginning of many Pagan calendars. In many Pagan traditions, the concept of rebirth is expressed through the birth of a Divine Child.	Special celebration – Wiccans and Druids (any Neo Pagans) on evening work shifts may request time off for High Day observances.
CHRISTMAS EVE & DAY [Christian] 24/25 Dec (Sat-Sun)	It marks the birth of Jesus Christ and the beginning of the feast of Christmas which lasts for 12 days, from the eve of Christmas Day to the eve of the Epiphany.	Special worship and work restriction – Christians may seek permission to participate in the celebration of the Eucharist on Christmas Day.



Monthly Equal Opportunity Training



What is Harassment?

Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), and the Americans with Disabilities Act of 1990, (ADA).

Harassment is unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of illegality. To be unlawful, the conduct must create a work environment that would be intimidating, hostile, or offensive to reasonable people.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Harassment can occur in a variety of circumstances, including, but not limited to, the following:

- The harasser can be the victim's supervisor, a supervisor in another area, an agent of the employer, a co-worker, or a non-employee.
- The victim does not have to be the person harassed, but can be anyone affected by the offensive conduct.
- Unlawful harassment may occur without economic injury to, or discharge of, the victim.

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.

Employer Liability for Harassment

The employer is automatically liable for harassment by a supervisor that results in a negative employment action such as termination, failure to promote or hire, and loss of wages. If the supervisor's harassment results in a hostile work environment, the employer can avoid liability only if it can prove that: 1) it reasonably tried to prevent and promptly correct the harassing behavior; and 2) the employee unreasonably failed to take advantage of any preventive or corrective opportunities provided by the employer.

The employer will be liable for harassment by non-supervisory employees or non-employees over whom it has control (e.g., independent contractors or customers on the premises), if it knew, or should have known about the harassment and failed to take prompt and appropriate corrective action.

<http://www.eeoc.gov/laws/types/harassment.cfm/>



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, Liaison 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.

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:

21 Oct 15, 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:**

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Joint Diversity Corner (Continued)



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As of 12 Mar 15