



New York State Equal Opportunity & Diversity Newsletter



Edition 20

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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.

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 Observance Themes

National Disability Employment Awareness Month

1 – 31 October 2016
"InclusionWorks"

National American Indian Heritage Month

1 – 30 November 2016
"Serving Our Nations"

We welcome your letter to the editor.
Please forward any input to Capt FitzGibbon
or
MSgt Torres by the 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 “#InclusionWorks” 1- 31 October 2016

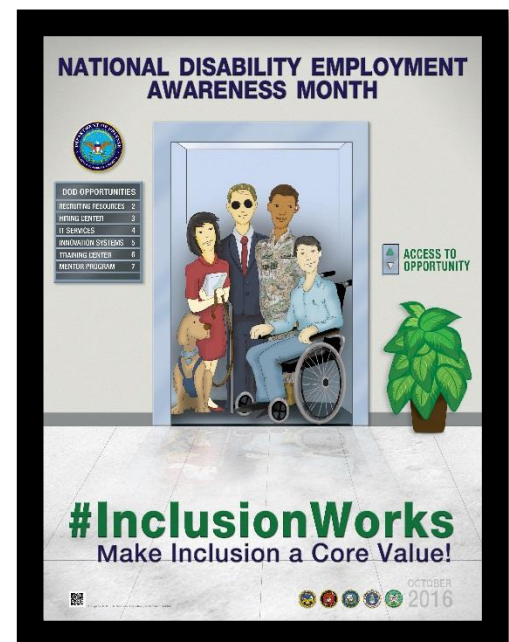


Held each October, National Disability Employment Awareness Month (NDEAM) is a national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities. “#InclusionWorks” has been chosen as the theme for 2016's National Disability Employment Awareness Month. The U.S. Department of Labor's Office of Disability Employment Policy announced that this year's theme seeks to inspire social media awareness of workers with disabilities.

In 2010, the U.S. Census Bureau found 1 in 5 Americans having a disability. Many of these individuals showed depression and anxiety due to the disability interfering with their ordinary activities. People with disabilities are our fellow citizens and family members. It goes without saying that if their disabilities become obstacles or hindering factors to personal success, then the impact would be weighty for their families and the whole nation. Workplaces welcoming of the talents of all people, including people with disabilities, are a critical part of our efforts to build an inclusive community and strong economy. In this spirit, National Guard observes National Disability Employment Awareness Month this October in order to raise awareness about disability employment issues and celebrates the many and varied contributions of people with disabilities. In this month activities in different federal and state agencies aim to reinforce the value and talent people with disabilities add to our workplaces and communities....

10 facts from the World Health Organization:

1. Over a billion people live with some form of disability.
2. Disability disproportionately affects vulnerable populations.
3. People with disabilities often do not receive needed health care.
4. Children with disabilities are less likely to attend school than non-disabled children.
5. People with disabilities are more likely to be unemployed than non-disabled people.
6. People with disabilities are vulnerable to poverty.
7. Rehabilitation helps to maximize functioning and support independence.
8. People with disabilities can live and participate in the community.
9. Disabling barriers can be overcome.
10. The Convention on the Rights of Persons with Disabilities promotes, protects and ensures the human rights for all the people with disabilities.



References: <http://www.dol.gov/odep/topics/indeam>
<https://www.census.gov/newsroom/releases/archives/miscellaneous/cb12-13.html>
<http://www.deomi.org>



Special Observance

National American Indian Heritage Month "Serving Our Nations" (1 – 30 November 2016)

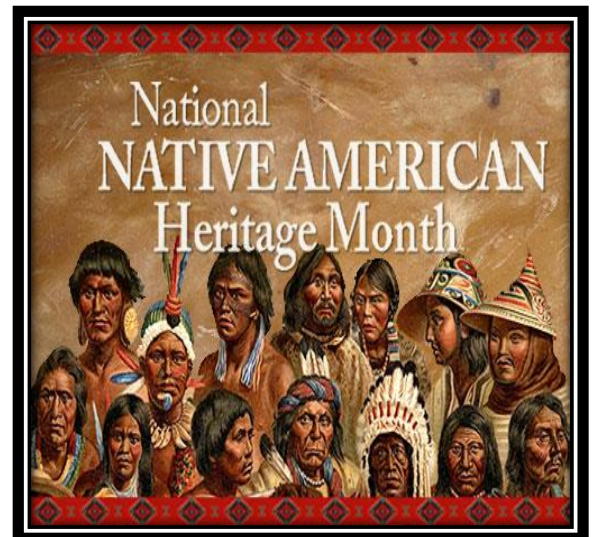


The first American Indian Day in a state was declared on the second Saturday in May 1916 by the governor of New York. Several states celebrate the fourth Friday in September. In Illinois, for example, legislators enacted such a day in 1919. Presently, several states have designated Columbus Day as Native American Day, but it continues to be a day we observe without any recognition as a national legal holiday.

In 1990, President George H. W. Bush approved a joint resolution designating November "National American Indian Heritage Month." Similar proclamations, under variants on the name (including "Native American Heritage Month" and "National American Indian and Alaska Native Heritage Month") have been issued each year since 1994.

Native Nations made treaties with one another long before Europeans came to the Western Hemisphere. The United States began making treaties with Native Peoples because they were independent nations. Some of these treaties still define mutual obligations between the United States and Indian Nations. The eight treaties featured in *Nation to Nation: Treaties Between the United States and American Indian Nations* are representative of the approximately 374 that were ratified between the United States and Native Nations.

Many Native Americans have volunteered to serve in conflicts from World War II to Iraq. Few encountered any overt prejudice while in uniform, though Navajo Code Talkers were sometimes mistaken by their own men for Japanese soldiers. But as one code talker recalled, Navajos had a chance to prove wrong the bigots back home; the military prized them for speaking their own language. For all American Indian veterans, the honor of defending their country overrode all other considerations. During November, National Guard and other federal agencies celebrate the contribution of Native Americans in our nation's identity, history, diversity and strength.



References:

- <http://www.nmai.si.edu/static/nationtonation/>
- <http://nativeamericanheritagemonth.gov>
- <http://www.loc.gov/vets/stories/ex-war-nativeamericans.html>



Special Observance



Veterans Day (11 November 2016)

Veterans Day is an official federal holiday that is observed annually on November 11th, honoring people who have served in the U.S. Armed Forces. It coincides with other holidays including Armistice Day and Remembrance Day, which are celebrated in other parts of the world and also mark the anniversary of the end of World War I (major hostilities of World War I were formally ended at the 11th hour of the 11th day of the 11th month of 1918, when the Armistice with Germany went into effect).

In November 1919, President Wilson proclaimed November 11th 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..."

An act approved on May 13th, 1938, made November 11th a legal holiday. The following wars, WWII and Korean War, persuaded veterans' organizations and others that the day of November 11th should honor the veterans' sacrifices of this nation. As a result, in 1954 the Act of 1938 was amended and on October 8th of that year, President Dwight D. Eisenhower issued the first Veterans Day Proclamation. The mentioned proclamation gives the best description of the purpose and designation of Veterans Day. Among other things, it states the following:



"NOW, THEREFORE. I, DWIGHT D. EISENHOWER, President of the United States of America, do hereby call upon all of our citizens to observe Thursday, November 11, 1954, as Veterans Day. On that day let us solemnly remember the sacrifices of all those who fought so valiantly, on the seas, in the air, and on foreign shores, to preserve our heritage of freedom, and let us reconsecrate ourselves to the task of promoting an enduring peace so that their efforts shall not have been in vain..."

References:

<http://www.va.gov/opa/vetsday/vetdayhistory.asp>

Special Observance

December Multi-faith

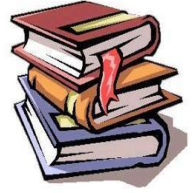


Multi-faith Calendar Highlights

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 24 Dec – Sunset 1 Jan* *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 the No FEAR Act?

The **Notification and Federal Employee Antidiscrimination and Retaliation Act** is a law that was signed on May 15, 2002, by President Bush with the intention of making federal agencies more accountable for violations of anti-discrimination and whistle-blower protection laws. **"No FEAR"** is the short title for the Act. The Act imposes additional duties upon Federal agency employers intended to reinvigorate their longstanding obligation to provide a work environment free of discrimination and retaliation.

Five duties that the No FEAR Act places on a **Federal** agency are:

- At least every **two years**, an agency must provide training to its employees, including managers, regarding the rights and remedies available under the employment discrimination and whistleblower protection laws.
- A federal agency must reimburse the Judgement Fund for payments made to employees, former employees, applicants for Federal employment because of actual or alleged violations of Federal employment discrimination laws, Federal whistleblower protection laws, and retaliation claims arising from the assertion of rights under those laws.
- An agency must provide annual notice to its employees, former employees, and applicants for Federal employment concerning the rights and remedies applicable to them under the employment discrimination and whistleblower protection laws.
- An agency must submit to Congress, EEOC, the Department of Justice, and OPM, an annual report setting forth information about the agency's efforts to improve compliance with the employment discrimination and whistleblower protection laws and detailing the status of complaints brought against the agency under these laws.
- An agency must post quarterly on its public Web site summary statistical data pertaining to EEO complaints filed with the agency.

For more information on the No FEAR Act visit: <http://www.eeoc.gov/> or <http://www.gsa.gov/>



Motivational Quote

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 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:

26 Oct 16, 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 (cont.)



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Asian & Pacific Islander Program Mgr. (ANG)	VACANT

