



New York State Equal Opportunity Office



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New York
Army/Air
National Guard
State Equal
Employment
Manager (SEEM)
& Diversity
Coordinator



SFC Tracey C. Miller

New York
Army and
Air National
Guard HR/EO



LTC Kelly F. Hilland

New York
Army/Air National
Guard State
Equal
Employment
Office Assistant



SSgt Zachary Tobler

EQUAL OPPORTUNITY MISSION

To improve and sustain the readiness of the NYNG
by ensuring all members have equal access to
opportunity

DIVERSITY MISSION

To foster positive change by increasing awareness
of EO/EEO/DIVERSITY and by improving the well-
being of all NYNG Soldiers, Civilians, and their
Families.

Upcoming Events

Diversity Week 2009!
April 27th - 29th

Keep and eye out for the next
Lunch and a Movie!

**We welcome your letter to the
editor. Please forward any
input to LTC Hilland, SFC
Miller, or SSgt Tobler NLT the
20th of each month to**

kelly.hilland@us.army.mil ,
tracey.c.miller@us.army.mil ,
zachary.tobler@us.army.mil

Thank you for your service!

Special Observances

Black History Month	Feb. 1st-28th
Women's History Month	Mar. 1 st -31 st
Irish-American Heritage	Mar. 1 st -31 st
International Women's Day	Mar 8 th
Sexual Assault Awareness Month	Apr. 1 st -30 th
Thai Heritage Month	Apr. 1 st -30 th
Jewish American Heritage Month	May 1 st -31 st
Asian Pacific American Heritage Month	May 1 st -31 st
Caribbean American Heritage Month	June 1 st -30 th



DIVERSITY CORNER

APRIL IS DIVERSITY MONTH!

27 - 29 April 2009 is Diversity Week

The EEO office will be hosting a EO/EEO/Diversity workshop and Senior Leader conference. The 27th and 28th of April will be the main days for cultural events. Then, starting April the 29th there will be 1-2 hour seminars for members of the National Guard and State, Federal employees of DMNA.

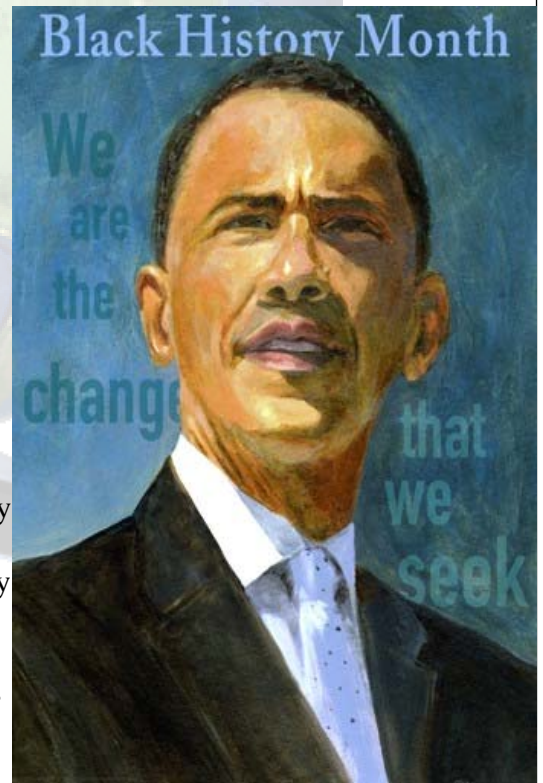
So far we will be featuring such speakers as Major General Deborah Wheeling. Also, we will be featuring a Native American Group Keepers of the Circle, Too Deep Dance and much, much more!

SPECIAL OBSERVANCES

Black History Month 1-28 February

Black History Month, is a remembrance of important people and events in the history of the African Diaspora. It is celebrated annually in the United States and Canada in the month of February, while in the UK it is held in the month of October. The remembrance was originated in 1926 by historian Carter G. Woodson as "Negro History Week". Woodson chose the second week of February because it marked the birthdays of two Americans who greatly influenced the lives and social condition of African Americans: former President Abraham Lincoln and abolitionist Frederick Douglass.

When the tradition of Black History month began in the US, many discovered and explored African history in the United States. At that point, most representation of blacks in history books was only reference to the low social position they held as slaves and their descendants, with infrequent exceptions such as that of George Washington Carver. Black History Month is also be referred to as African-American History Month, or African Heritage Month.



EQUAL OPPORTUNITY SCENE (EOS)

Commanders, Leaders, Supervisors, Soldiers and Airmen did you know?



The EEO Office at DMNA has a library full of EEO, Cultural, and Diversity training and other information!



Items Include Training Modules, DVD's, Videos and CD's all available.

Here is a list of some of the instructional material that we have available **right now** for your use.

RACE: The power of an Allusion: DVD
Dealing with Diversity: DVD
Let's get honest – He said, She said: DVD

If you see anything here you want to use or want to know more about, please contact SSgt Zachary Tobler at 518-786-4621 or zachary.tobler@us.army.mil



MONTHLY EEO TRAINING!

THE THIRTEENTH AMENDMENT



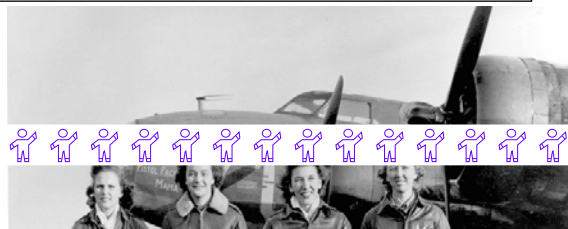
The **Thirteenth Amendment** to the United States Constitution officially abolished and continues to prohibit slavery and involuntary servitude, except as punishment for a crime. It was adopted on December 6, 1865, and was then declared in a proclamation of Secretary of State William H. Seward on December 18.

At the time of its ratification, slavery remained legal only in Delaware, Kentucky and Missouri. In New Jersey, former slaves born before 1804 could still legally be held as "apprentices," a condition essentially equivalent to slavery; former border slave state Maryland had banned slavery in the constitution it had passed the previous year. Everywhere else in the United States slaves had been freed by state action or Abraham Lincoln's Emancipation Proclamation.

Lincoln and others were concerned that the Emancipation Proclamation would be seen as a temporary war measure, and so, besides freeing slaves in those states where slavery was still legal, they supported the Amendment as a means to guarantee the permanent abolition of slavery.

The Thirteenth Amendment is the first of the Reconstruction Amendments following the Civil War.

Article Submitted by MSgt Rita Scheirer





WASP served for love of flight by Staff Sgt. Matthew Bates

Defense Media Activity-San Antonio

SWEETWATER, Texas (AFRNS) -- When Betty Jo Reed was introduced to flying, it was love at first sight. She was 6 years old and her father paid \$1 for her to take a ride in a Ford tri-motor airplane at a local fair in 1929. Once airborne, Ms. Reed was hooked.

"I remember feeling free and happy, and loving the whole experience," she said. "From that point on, I knew that I wanted to fly."

It was a good time to be infatuated with flying. Flight was still new and romantic. Airplanes were starting to roll off production floors at a steady rate and pilots were stretching the limits of flight and teasing the imaginations of children and adults on a regular basis. Some of these pilots even made an impression on a young Betty Jo.

"Charles Lindbergh was trying to make the first trans-Atlantic flight, and every time I heard an airplane flying over our house I would run outside, waving and yelling, 'Hi Lindbergh,'" Ms. Reed said.

She doesn't do much running these days. And, at 85, her flying days are also behind her. But while time may have taken her ability to move fast or sit in the cockpit, one thing it left untouched is her love affair with flight -- a love affair that drove her to become one of the first women to fly a military aircraft.

Betty Jo, whose last name then was Streff, was a member of the Women Airforce Service Pilots, a unique corps of women pilots who were trained by the Army Air Forces to fly military aircraft during World War II. The training took place at a small airfield called Avenger Field in Sweetwater. "I was part of the seventh class of 1944," Ms. Reed said. "We were a tight-knit group of girls, too."

"I was assigned to a unit in Mississippi," she said. "Right from the start, the boys there made it pretty clear we weren't wanted."

This didn't bother Ms. Reed too much, though. As far as she was concerned, every day she was able to climb into the cockpit and take off was a good one.

"Flying was freedom and I loved flying," she said. "I loved my job and I wouldn't have wanted to do anything else."

She spent her time in Mississippi performing maintenance flights. Once an airplane was repaired, she would take it up and make sure the plane worked the way it should. It was a great time and she was happy.

Then, just as fast as the program was started, the program was deactivated and the WASPs were told to go home in December 1944. "That was so disappointing," Ms. Reed said. "Some of the men were returning from the war and the Army decided it didn't need us anymore."

But the service couldn't deny the fact that these women had performed tremendously. During the war, WASP pilots flew more than 60 million miles of operational flights from aircraft factories to ports of embarkation and military bases, towing targets for live anti-aircraft artillery practice, simulating strafing missions and transporting cargo. Between September 1942 and December 1944, more than 50 percent of the ferrying of high-speed pursuit aircraft in the continental United States was carried out by WASP pilots. The women also flew all 77 aircraft in the Army Air Force arsenal, either in training or while in service.

Few people know these statistics; fewer still realize how important the WASPs were to the military at that time. Still, war or no war. And in a career in which the door was typically slammed shut on women, a crack had suddenly appeared. The WASP program had opened the eyes and hearts of people across the country, and women everywhere began idolizing WASP pilots and looking to them as heroes.

Ms. Reed doesn't see it that way, though.

"Oh, they call us pioneers and heroes, but I don't feel like either," she said. "We were just doing what we loved to do and jumped at the opportunity to do it. We weren't thinking how we would impact the world, just that we'd be flying some real fun aircraft. We didn't feel like heroes at all."

History disagrees with her though. History books tell the tale of Ms. Reed and her WASP sisters, painting them as pioneers, even legends. Air Force officials, too, recognize their contributions to the service and even include a section about them in the Professional Development Guide, a book used by enlisted Airmen to prepare them for promotion.

But aside from a few words scattered across the pages of history books and the personal accounts of these women, there was little recognition. No shrine to honor them, no place where the WASP pilots were immortalized, no building that housed their memory so reverently sought to keep their legacy alive.

Then, in 2005, that all changed.

Nancy Parrish, daughter of WASP Deanie Parrish, set out to create a museum dedicated to her mother and all the other WASPs. With the help of local residents and city government officials, the National WASP World War II Museum was officially opened in May 2005. Fittingly, the museum was housed where it all began - at Avenger Field.

Located in a 1929-style hangar, the museum is full of WASP memorabilia. Old uniforms, model aircraft, a recreation of the women's living quarters and training equipment used by the women are all on display, surrounded by hundreds of photos and memories so real they almost seem to come alive. This is fine, though. Keeping memories alive is the main reason the museum exists.

"The museum seeks to educate and inspire every generation with the history of the WASP, the first women in history to fly American's military aircraft, and who forever changed the role of women in aviation," said Marianne Wood, the museum's director.

So now Ms. Reed and her fellow WASPs have a shrine, a place to honor them and to keep their spirit, their dedication and their accomplishments alive forever. Ms. Reed can't run these days, but if she could, she would run through the museum, from photo to photo, and reminisce about "the good ol' days."

Time may have taken her legs, but it has not touched her heart -- and her heart belongs to flight.

(Courtesy of Air Force News Service)

Some facts about WASP during World War II

- The WASP was a unique corps of women pilots, each already possessing a pilot's license and dedicated to helping her country. They were trained to fly "the Army way" by the U.S. Army Air Forces at Avenger Field in Sweetwater, Texas. More than 25,000 women applied for WASP service, and less than 1,900 were accepted. After completing months of military flight training, 1,078 of them earned their wings and became the first women in history to fly American military aircraft.
- Thirty-eight WASP fliers lost their lives while serving their country during the war. Because they were not considered to be actually in the military under the existing guidelines, a fallen WASP was sent home at the expense of her family without any traditional military honors or note of their heroism.
- The WASP was considered civil service employees and did not receive military benefits, unlike their male counterparts. On June 21, 1944, a bill in the United States House of Representatives to give the WASP military status was narrowly defeated after civilian male pilots lobbied against the idea.