



New York State Equal Opportunity & Diversity Newsletter



Edition 3, 4th 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>

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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.langley@us.army.mil
Donna.m.torres@us.army.mil

Thank you for your service!

Special Observances

- **Independence Day**
(4 July 2012)
- **Women's Equality Day**
(26 August 2012)
- **Hispanic Heritage Month**
(15 Sep – 15 Oct 12)



Special Observance

JULY

Independence Day (10 July 2012)



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 4ths 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 AUGUST



Women's Equality Day (26 August 2012)

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



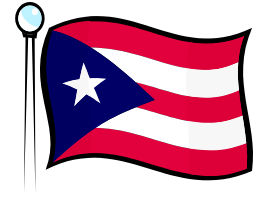
WHEREAS, the women of United States are to be commended and supported in their organizations and activities, NOW, THEREFORE, BE IT RESOLVED, the Senate and House of Representatives of the United States of America in Congress assembled, that August 26 of each year is designated as "Women's Equality Day," 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
SEPTEMBER
Hispanic Heritage Month
(15 Sep - 15 Oct 2012)



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.

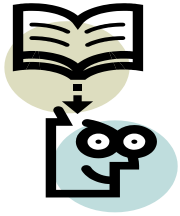
However, employee groups often include other Latin American countries during the celebration. This is, Caribbean and South American countries such as Brazil, Belize, the Virgin Islands, etc.

Upcoming Event: Hannaford Hispanic Heritage Celebration

Saturday, Sep 22 3:00p to 8:00p
 at [Empire State Plaza](#), Albany, NY
 Featuring La Exelencia Salsa Band with Amarfis y la Banda de Atakke
 Location: Empire State Plaza
 Phone: (518) 393-1000
Age Suitability: None Specified

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!!



WOULD YOU SAY OR DO 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 SEPC members:

Ms. Bonnie LeManna, Person's with Disability Manager
Lt Jean Kratzer, Native-American Indian Program Manager

****To become a member of the SEPC please contact CW2 Heather Langley,
(518) 786-4733, heather.langley@us.army.mil**





Joint Diversity Corner Continued



Members of the SEPC:

Program Director	CW2 Heather Langley, (518) 786-4733, heather.langley@us.army.mil
African American Program Manager (NYARNG)	Vacant
African American Program Manager (NYANG)	Vacant
Federal Women’s Program Manager (Air & Army)	Ms. Adina Taluto, (518) 786-4734, adina.m.taluto@us.army.mil
Persons with Disabilities Manager (Air & Army)	Ms. Bonnie LeManna, (518) 786-4426, bonnielu.lemanna@us.army.mil
Hispanic Program Manager (NYANG)	TSgt Jose Ortiz, (315) 334-6313 jose.ortiz.2@ang.af.mil
Hispanic Program Manager (NYANG)	SMSgt Robert Orellano, (315) 334-6753 bobby.orellano.ang.af.mil
Native-American Indian Program Manager	Lt Jean Kratzer, (518) 786-4458, Jean.kratzer@us.army.mil
Asian & Pacific Islander Program Manager	SSG Theresa Barone-Lopez, (518) 285-5848, theresa.baronelopez@us.army.mil

Upcoming SEPM Training:

10 Sep - 14 Sep (Resident)	Patrick AFB FL DEOMI Campus Comm: (321)494-4418/3619 DSN: 854-4418/3619
9 Jul - 13 Jul (Non-Resident)	Aberdeen Proving Grounds MD Communications-Electronic Command (CECOM) Comm: (433) 861-4366
24 Sep - 28 Sep (Non-Resident)	Millington TN Bureau of Naval Personnel (BUPERS) Office of EEO Diversity Management Comm: (901) 874-3023
15 Oct - 19 Oct (Non-Resident)	Milwaukee WI U.S. Dept of Agriculture Forest Service Eastern Region Comm: (414) 297-3150

Reference:

- <http://www.deomi.org/>