



New York State Equal Opportunity & Diversity Newsletter



Edition 17

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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>

This Issue Highlights:

- 2 "Martin Luther King Jr.'s Birthday"
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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

Martin Luther King Jr.'s Birthday

18 January 2016

"Remember! Celebrate! Act! A Day On, Not a Day Off!"

African American/Black History Month

1 – 29 February 2016

"Hallowed Grounds: Sites of African American Memory"

Women's History Month

1 – 31 March 2016

"Working to Form a More Perfect Union: Honoring Women in Public Service and Government"

We welcome your letter to the editor.

Please forward any input to Capt FitzGibbon or MSgt Torres by the due dates listed below.

Quarters:

- 1) Oct – Nov – Dec
- 2) Jan – Feb – Mar
- 3) Apr – May – Jun
- 4) Jul – Aug – Sep

Due by:

- 15 Sep
- 15 Dec
- 15 Mar
- 15 Jun

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Special Observance

Martin Luther King Jr.'s Birthday

(18 January 2016)

"Remember! Celebrate! Act!"
"A Day On, Not a Day Off!"

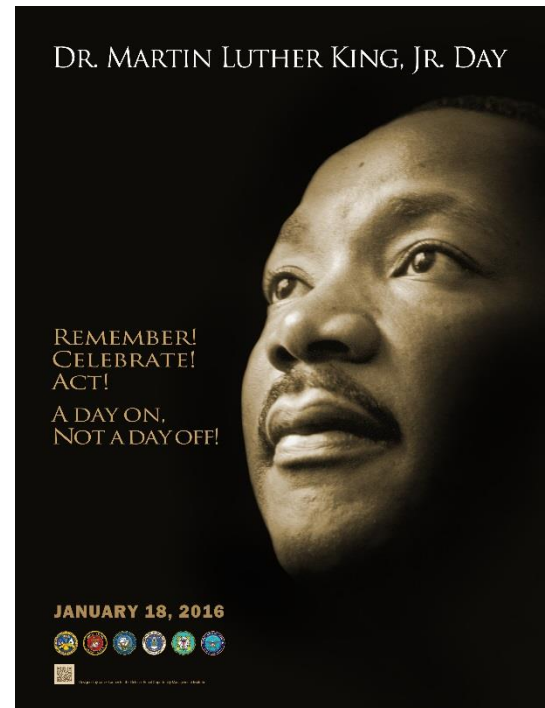


Dr. Martin Luther King Jr. Once said, "We may have all come on different ships, but we're in the same boat now".

Each year, Americans across the country come together on the King Holiday to celebrate their diversities along with American history and identity.

Martin Luther King was an important civil rights activist. He was a leader in the movement to end racial segregation in the United States. His most famous address was the "I Have A Dream" speech. He was an advocate of non-violent protest and became the youngest man to be awarded the Nobel Peace Prize. He was assassinated in 1968.

In 1968, shortly after Martin Luther King died, a campaign was started for his birthday to become a holiday to honor him. After the first bill was introduced, trade unions led the campaign for the federal holiday. It was endorsed in 1976. Following support from the musician Stevie Wonder with his single "Happy Birthday" and a petition with six million signatures, the bill became law in 1983. Martin Luther King Day was first observed in 1986, although it was not observed in all states until the year 2000.



Did you know?

The Dr. Martin Luther King Jr. Memorial is located in the North Concourse near Key Bank in Albany, NY. Dedicated in 2000, this glass sculpture entitled "Seeds of Enlightenment" was commissioned by Corning Incorporated as a gift to the people of NYS. The sculpture, designed by Eric Hilton, consists of four abstract glass columns, joined by a triangular prism. Glass "seeds" appear on the prism and the base, and the sculpture sits on a base of granite. This sculpture honors King's commitment to human rights, nonviolence and service to the community.

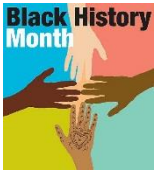
For more information on the Empire State Plaza Memorials, please contact the OGS Plaza Visitor Office at (518) 474-2418.

References:

<http://www.nyking.org/>

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

<http://www.albany.com/business/dr-martin-luther-king-jr-memorial-16521/>



Special Observance African American/Black History Month

(1 - 29 February 2016)

"Hallowed Grounds: Sites of African American Memory"

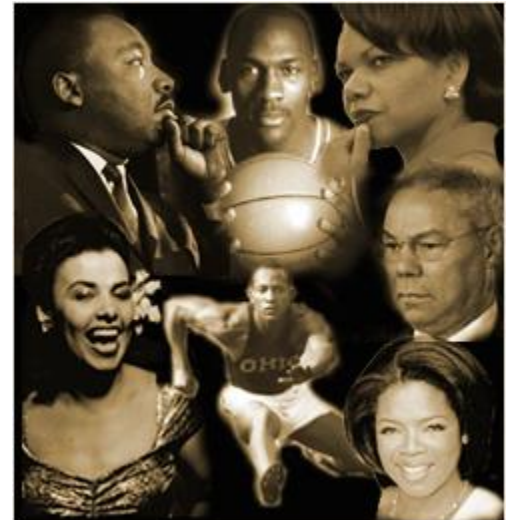


Since 1976, every U.S. President has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating black history. Black History Month, or National African American History Month, is an annual celebration of achievements by African Americans and a time for recognizing the central role they have played in U.S. history.

The story of Black History Month begins in 1915, half a century after the Thirteenth Amendment abolished slavery in the United States. Few could have imagined African Americans' future contributions to music, art, and literature that would be recognized by the global community.

Did You Know?

- The NAACP was founded on February 12, **1909**, the centennial anniversary of the birth of Abraham Lincoln.
- In September **1915**, the Harvard-trained historian Carter G. Woodson and the prominent minister Jesse E. Moorland founded the Association for the Study of Negro Life and History (ASNLH), an organization dedicated to researching and promoting achievements by black Americans and other peoples of African descent.
- Organized by the National Association for the Advancement of Colored People, thousands of African Americans march down New York City's Fifth Avenue in **1920** to protest racial violence and discrimination.
- In **1930** Track and field athlete Jesse Owens won four gold medals in the Berlin Olympics, thwarting Adolf Hitler's plan to use the games to demonstrate "Aryan supremacy."
- **1930** - Joe Louis, the iconic "Brown Bomber," becomes the heavyweight boxing champion of the world by defeating James J. Braddock. He will hold the belt for nearly 12 years, a boxing record.
- **1940** - Benjamin O. Davis Sr. becomes the Army's first African-American general. His son, Benjamin O. Davis Jr., commander of the Tuskegee Airmen, later becomes the Air Force's first African-American general.
- Shirley Chisholm was the first African American woman elected to the House of Representatives. She was elected in **1968** and represented the state of New York. She broke ground again four years later in 1972 when she was the first major party African-American candidate and the first female candidate for president of the United States.



Reference:

<http://www.history.com/topics/black-history-month>



Special Observance Women's History Month

(1 - 31 March 2016)

*"Working to Form a More Perfect Union:
Honoring Women in Public Service and Government"*



The National Women's History Month theme for 2016 honors women who have shaped America's history and its future through their public service and government leadership. Although historically often overlooked and undervalued, collectively they have dramatically influenced our public policy and the building of viable institutions and organizations. From championing basic human rights to ensuring access and equal opportunity for all Americans, women have greatly contributed to establishing a stronger and more democratic country.

Each of these public leaders succeeded against great odds. The diversity of their experiences demonstrates both the challenges and the opportunities women in public service have faced. Their ability to use the art of collaboration to create inclusive solutions and non-partisan policies, as well as their skill and determination, serve to inspire future generations. The tenacity of each Honoree underlines the fact that women from all cultural backgrounds in all levels of public service and government are essential in the continuing work of forming a more perfect union.

2016 National Women's History Month Honorees:

- Sister Mary Madonna Ashton, CSJ** (1923-Present) Public Health Leader and Minnesota Commissioner of Health
- Daisy Bates** (1912-1999) Civil Rights Organizer, Leader of the Little Rock School Integration
- Isabel Gonzalez** (1882-1971) Champion of Puerto Ricans securing American Citizenship
- Ella Grasso** (1919-1981) Governor of Connecticut, First Woman Governor of any US State Elected in Her Own Right
- Suzan Shown Harjo** (1945 – Present) Native American Public Policy Advocate and Journalist
- Judy Hart** (1941- Present) National Park Founding Superintendent of Rosie the Riveter World War II Home Front National Historical Park and Women's Rights National Historical Park
- Oveta Culp Hobby** (1905-1995) WWII Director of the Women's Army Auxiliary Corps and first Secretary of the US Department of Health, Education, and Welfare
- Barbara Mikulski** (1936 – Present) Longest Serving Woman in the United States Congress
- Inez Milholland** (1886-1916) Woman Suffrage Leader and Martyr
- Karen Narasaki** (1958 – Present) Civil and Human Rights Leader
- Sonia Pressman Fuentes** (1928 – Present) National Organization for Women (NOW) co-founder, First woman attorney in the Office of the General Counsel at the EEOC
- Nancy Grace Roman** (1925 – Present) Chief of Astronomy at NASA
- Bernice Sandler** (1928 – Present) Women's Rights Activist, "Godmother of Title IX"
- Nadine Smith** (1965 – Present) LGBT Civil Rights Activist and Executive Director of Equality Florida
- Dorothy C Stratton** (1899-2006) WWII Director of the SPARS (Coast Guard Women's Reserve) and Executive Director of the Girl Scouts of the USA
- Betty Mae Tiger Jumper** (1923-2001) First Woman Chairman of the Seminole Tribe and Presidential Advisor

References:

<http://www.nwhp.org/womens-history-month/theme/>



Monthly Equal Opportunity Training



Did you know?

Equal Opportunity Leaders (EOLs) Duties and Responsibilities are:

- Assisting commanders in the recognition of detractors from a healthy unit EO climate.
- Assisting commanders in conducting unit climate assessments.
- Preparing and assisting the commander in the conduct of EO training.
- Establishing and maintaining liaison with the other EOLs, and with the Equal Opportunity Advisor (EOA) at higher headquarters.
- Assisting commanders and assigned project officers in preparing and conducting ethnic observances and special commemorations.

Company level and above are required to have a minimum of one EOL appointed in the rank of E-5 or above. If deploying, organizations will have two EOLs appointed.

Upcoming Training

Course: Equal Opportunity Leaders Course (EOLC)
Date: 21 – 26 March 2016
Location: Camp Smith Training Site, Cortlandt Manor
Suspense: 15 January 2016

Points of Contact:

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MSG Richard Cumberbatch, Human Resource Equal Opportunity Advisor,
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Motivational Quote

Love is the only force capable of transforming an enemy into friend.
-Martin Luther King, Jr.



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 SEPM 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:

20 Jan 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:**

Capt Ashley FitzGibbon, (518) 786-4733 ashley.n.fitzgibbon.mil@mail.mil or

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Joint Diversity Corner (cont.)

SPECIAL EMPHASIS PROGRAM COUNCIL

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Federal Women's Program Mgr (ARNG)	VACANT
Federal Women's Program Mgr. (ANG)	MSgt Donna Torres, (518) 786-4621 JFHQ, Latham donna.m.torres.mil@mail.mil
Persons with Disabilities Mgr. (ANG)	Capt Ashley FitzGibbon, (518) 786-4733 JFHQ, Latham ashley.n.fitzgibbon.mil@mail.mil
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As of 29 Dec 15