



New York State Equal Opportunity & Diversity Newsletter



Edition 19

Capt Ashley FitzGibbon

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.

You can also visit our Website @ <http://dmna.state.ny.us/eo/eo.php>

This Issue Highlights:

- 2 "Independence Day"
- 3 "Women's Equality Day"
- 4 "Hispanic Heritage Month"
- 5-6 Monthly Equal Opportunity Training
- 7-8 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

Women's Equality Day

26 August 2016

"Celebrating Women's Right to Vote."

Hispanic Heritage Month

15 September – 15 October 2016

"Hispanic Americans: Energizing Our Nation's Diversity."

We welcome your letter to the editor.
Please forward any input to Capt FitzGibbon

or

MSgt Torres by the 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

Ashley.n.fitzgibbon.mil@mail.mil

Donna.m.torres.mil@mail.mil



Independence Day

(4 July 2016)



Fun Facts

On the 240th anniversary of our independence from Great Britain, here are some fun facts about the Fourth of July to share with your friends and family:

First Independence Day

The first Independence Day celebration took place in Philadelphia on July 8, 1776. This was also the day that the Declaration of Independence was first read in public, after people were summoned by the ringing of the Liberty Bell.

Yankee Doodle

The song Yankee Doodle was originally sung by the British, mocking the American troops. 'Macaroni' was a name used by narcissistic young rich men in Europe. The intent of the song was to imply the American soldiers were feminine and simpletons. The rebels then took the song and changed the lyrics into a song of defiance. There were many revisions back and forth between the two sides, but the Americans took the song to heart. It is now the official state anthem of Connecticut.

Bald Eagle

Benjamin Franklin proposed the turkey as the national bird but was overruled by John Adams and Thomas Jefferson, who recommended the bald eagle.



Declaration of Independence

Thomas Jefferson changed the wording of the Declaration of Independence from "the pursuit of property" to "the pursuit of happiness".

American Flag

The stars on the original American flag were in a circle so all the Colonies would appear equal.



Local 4th of July Events:

Empire State Plaza Fireworks

<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

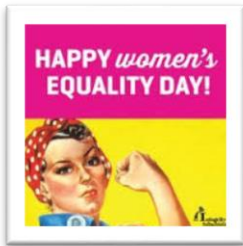
<http://www.cliftonpark.com/event/35940/>



References:

<https://list25.com/25-fun-facts-about-4th-of-july-that-will-make-you-want-to-celebrate/>

<https://academicexchange.wordpress.com/2013/07/03/20-fun-facts-about-the-4th-of-julyindependence-day/>



Women's Equality Day

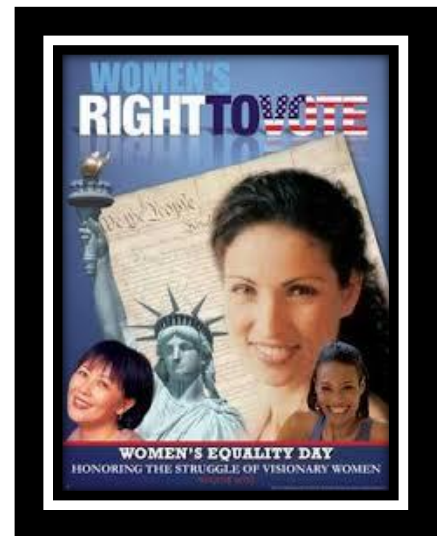
"Celebrating Women's Rights to Vote"
(26 August 2016)



Women's Equality Day commemorates American women achieving full voting rights under the U.S. Constitution by passage of the 19th Amendment in 1920. This historic event was the culmination of a massive civil rights movement by women that had its formal beginnings in 1848.

Did you know?

- The observance of Women's Equality Day marks women's continuing efforts toward full equality.
- The 19th Amendment granting women the right to vote was introduced to Congress on January 10, 1878. Forty-one years later, it was passed by both houses of Congress on June 4, 1919, and was sent to the states for ratification.
- Several generations of woman suffrage supporters lectured, wrote, marched, lobbied, and practiced civil disobedience to achieve what many Americans considered a radical change to the Constitution.
- A number of states unwaveringly opposed the amendment.
- It appeared the amendment might fail by one vote in the Tennessee house, but 24-year-old Harry Burns surprised observers by casting the deciding vote for ratification. At the time of his vote, Burns had a letter he received from his mother urging him, "don't forget to be a good boy" and "vote for suffrage."
- Tennessee became the 36th state to ratify the amendment, achieving the two-thirds majority needed to become law.
- On August 26, 1920, Secretary of State Bainbridge Colby certified the amendment, forever changing the American electorate and the place of women in American society.
- The **Women In Military Service For America Memorial** is an unique, living memorial honoring over 2.5 million military women who have served in the U.S. Armed Forces in our nation's defense during all eras, across all services.
- Over two million women are military Veterans. In 2008, 11 percent of Veterans from the Afghanistan and Iraq military operations were women. These numbers are expected to keep rising. In fact, women are the fastest growing group of Veterans.
- Women comprise 46.8 percent of the total U.S. labor force and are projected to account for 46.9 percent of the labor force in 2018.
- According to the Department of Labor's 2009 statistics and data, the median weekly earnings of women who were full-time wage and salary workers was \$657.00, or 80 percent of men's \$819.00.



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



Hispanic Heritage Month

"Hispanic Americans: Energizing Our Nation's Diversity."
(15 September - 15 October 2016)



Each year, Americans observe National Hispanic Heritage Month from September 15th to October 15th, celebrating the histories, cultures, and contributions of American citizens with ancestors from Spain, Mexico, the Caribbean, and Central and South America.

Did You Know?

- The observance started in September 1968 as Hispanic Heritage Week under President Lyndon B. Johnson.
- In 1988, President Ronald Reagan expanded the length of the observance, establishing Hispanic Heritage Month. The Hispanic population was 19.4 million, roughly 7.9 percent of the nation's population.
- According to the U.S. Census Bureau, the Hispanic population as of July 2, 2013 was 54.1 million. Constituting 17.1 percent of the nation's total population, Hispanics are now the nation's largest ethnic minority group.
- Famous writers and journalists with Hispanic heritage include Isabel Allende, Julia Alvarez, Rudolfo Anaya, Sandra Cisneros, Oscar Hijuelos, Maria Hinojosa, Geraldo Rivera, Louis Santeiro, and Gary Soto.
- Famous actors and actresses with Hispanic heritage include Desi Arnaz, Lynda Carter, Sammy Davis Jr., Cameron Diaz, Emilio Estevez, America Ferrera, Andy Garcia, Salma Hayek, Rita Hayworth, Raul Julia, Jennifer Lopez, Anthony Quinn and Charlie Sheen.
- Famous singers with Hispanic heritage include Linda Ronstadt, Jennifer Lopez, Sammy Davis Jr., Christina Aguilera, Gloria Estefan, Trini Lopez, Ricky Martin, Carlos Santana, Selena, and Rita Moreno.
- Famous athletes with Hispanic heritage include Roberto Alomar, Jose Canseco, Oscar De La Hoya, Scott Gomez, Pedro Martinez, Sammy Sosa, Alex Rodriguez and Nancy Lopez.
- Leaders and Activists with Hispanic heritage include Joan Baez, Cesar Chavez, David Barkley, Linda Chavez-Thompson, and Ernesto Galarza.
- Famous scientists with Hispanic heritage include Severo Ochoa, Luis Walter Alvarez, and Mario Molina (Nobel Prize winners), and Ellen Ochoa, Franklin Chang-Diaz, and Carlos Noriega (astronauts).



References: <https://www.deomi.org/>
<http://www.hispanicheritagemonth.org/History.html>



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

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





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:

28 Sep 2016, 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

MSgt Donna Torres, (518)786-4621 donna.m.torres.mil@mail.mil





Joint Diversity Corner (cont.)



SPECIAL EMPHASIS PROGRAM COUNCIL

Program Director	Capt Ashley FitzGibbon, (518) 786-4733 JFHQ, Latham ashley.n.fitzgibbon.mil@mail.mil
African American Program Mgr. (ARNG)	SFC Lamont Pugh, (914) 945-7430 42 CAB, Albany lamont.m.pugh.mil@mail.mil
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
Persons with Disabilities Mgr. (Alternate)	Ms. Bonnie Lu Brehm, (518) 786-6083 JFHQ, Latham bonnielu.l.brehm.civ@mail.mil
Hispanic Program Mgr. (ANG)	SSgt Anibal Verdejo, III, (315) 334-6831 EADS, Rome anibal.verdejo.mil@mail.mil
Hispanic Program Mgr. (Alternate, ANG)	1Lt Jose Ortiz, (315) 334-6721 EADS, Rome jose.o.ortiz10.mil@mail.mil
Hispanic Program Mgr. (ARNG)	SGT Juan Portillo, (716) 601-4033 Det. 1 – 3/126th AVN, Rochester juan.a.portillo.mil@mail.mil
Native-American Indian Program Mgr. (ARNG)	CPT Jean Kratzer, (518) 786-4458 Watervliet Arsenal jean.kratzer.mil@mail.mil
Native American Indian Program Mgr. (ANG)	MSgt Venita Jackson, (716) 236-2518 107 AW, Niagara Falls VenitaJackson@ang.af.mil
Asian & Pacific Islander Program Mgr. (ARNG)	SFC Theresa Barone-Lopez, (518) 285-5848 101 st Signal BN, Yonkers theresa.baronelopez.mil@mail.mil
Asian & Pacific Islander Program Mgr. (Alternate, ARNG)	MAJ Henry Wong, (917) 562-9106 369 Sustain. Brig, Harlem henry.wong@us.army.mil
Asian & Pacific Islander Program Mgr. (ANG)	VACANT

