



New York State Equal Opportunity & Diversity Newsletter



Edition 23

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
"Celebrating Women's Right to Vote."

Hispanic Heritage Month
"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:	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

Ashley.n.fitzgibbon.mil@mail.mil
Donna.m.torres.mil@mail.mil



Independence Day

(4 July 2017)



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>

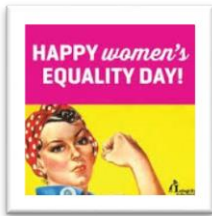
July 4th Celebration at Clifton Park Commons

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



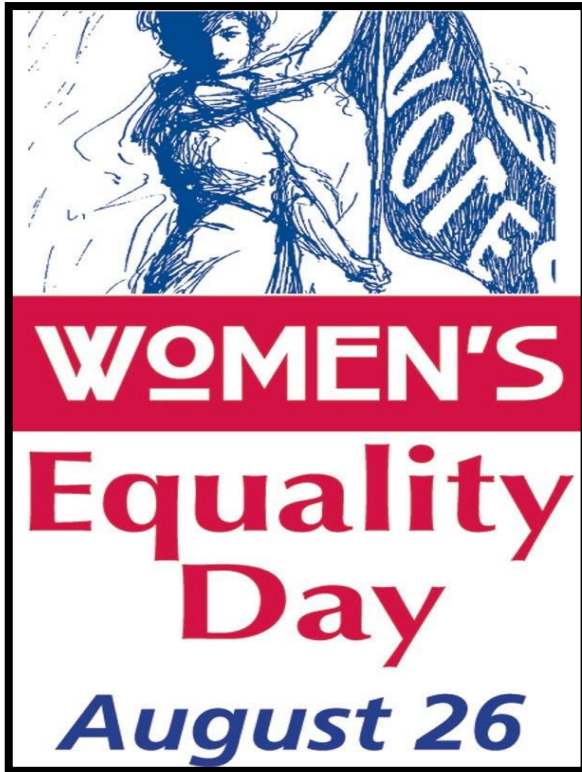
References:

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



Women's Equality Day

"Celebrating Women's Right to Vote"
(26 August 2017)



What is Women's Equality Day?

At the behest of Rep. Bella Abzug (D-NY), in 1971 the U.S. Congress designated August 26 as "Women's Equality Day."

The date was selected to commemorate the 1920 passage of the 19th Amendment to the constitution, granting women the right to vote. This was the culmination of a massive, peaceful civil rights movement by women that had its formal beginnings in 1848 at the world's first women's rights convention, in Seneca Falls, New York.

The observance of Women's Equality Day not only commemorates the passage of the 19th Amendment, but also calls attention to women's continuing efforts toward full equality. Workplaces, libraries, organizations, and public facilities now participate with Women's Equality Day programs, displays, video showings, or other activities.

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; and

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 26th 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://www.nwhp.org/>



Hispanic Heritage Month

(15 September - 15 October 2017)



Hispanic Heritage Month begins on September 15, the anniversary of independence for five Latin American countries—Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico declared its independence on September 16, and Chile on September 18. The term Hispanic or Latino, as defined by the U.S. Census Bureau, refers to Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. On the 2010 Census form, people of Spanish/Hispanic/Latino origin could identify themselves as Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or "another Hispanic, Latino, or Spanish origin." According to the 2015 Census, 55 million people or 17% of the population are of Hispanic or Latino origin. This represents a significant increase from the 2000 Census, which registered the Hispanic population at 35.3 million or 13% of the total U.S. population.

Spanish Place Names and Hispanic Heritage from Coast to Coast:

Alamo: meaning "cottonwood." This tall softwood tree gave its name to a number of U.S. places, including the memorable chapel-fort in Texas and the town of Los Alamos in New Mexico, where atomic bombs were produced.

Alcatraz Island (California): from "álcátraces," meaning pelican. A sizable pelican population once lived on this rocky island in the San Francisco Bay.

Boca Raton (Florida): from "boca de ratones," a Spanish term applied to nearby inlets. It translates as "mouth of the mouse" (not "rat," which is "rata") and may refer to the jagged rocks at these inlets. It has also been suggested that "ratones" was a term used for the pirates who might hide in such a place.

California: The state was named for a mythical land described in a popular Spanish novel from around 1500, *Las sergas de Esplandián* (The exploits of Esplandián) by Garcia Ordóñez de Montalvo.

Cape Canaveral (Florida): from "cañaveral," meaning canebrake. The promontory NASA made famous takes its name from the thickets of cane that grow in sandy areas.

Colorado: "reddish." The state is named for the reddish color of mud found in the Colorado River.

El Paso (Texas): "passage." The border city of El Paso lies at a small gap between the Rockies and the Juarez Mountains of Mexico. This narrow passage has made the city a hub for both north-south and east-west travel.

Florida: "Flowery." Some say that Spanish explorer Ponce de León named the land for the Spanish term for Easter, Pascua de Florida (Flowery Feast), because he first saw the land during the Easter season. Others believe he named it for the area's lush flowers.

Las Cruces (New Mexico): "crosses." The city is named for the burial ground of some 40 travelers who were killed by Apaches in 1830.



References: <https://www.census.gov/>
<https://en.wikipedia.org/>



Monthly EEO Training



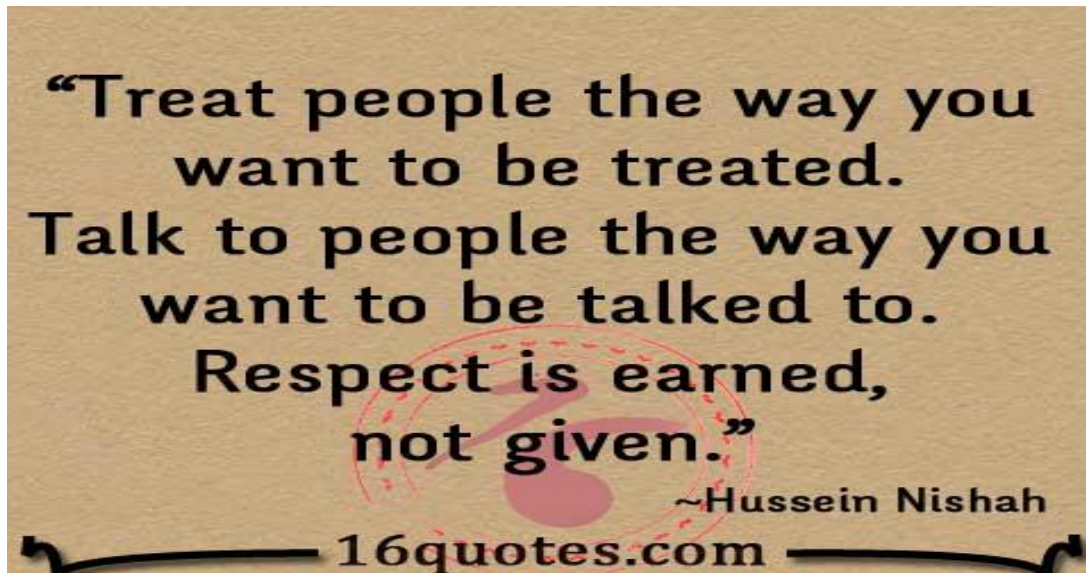
What is No FEAR?

“Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002” (No FEAR Act) is **mandatory** training for all temporary, non-dual status and full-time Civilian and Military Technician employees and Supervisors of Federal Technicians. Congress enacted the No FEAR Act on May 15, 2002, public law 107-174. The No FEAR Act places emphasis on improved government performance through enforcement, compliance, and accountability with existing employment discrimination, whistleblower, and retaliation prohibitions.

All Directors, GOCOM Administrative Officers and Wing Commanders are asked to ensure all their temporary, non-dual status and full-time Civilian and Military Technician employees and Supervisors of Federal Technicians, complete the **No FEAR Act training every 2 years**. New employees are required to complete the training within 90 days of appointment. The No FEAR Act training is not applicable to contractors. The course objective is to familiarize agency employees, to include supervisors and managers, about the rights and remedies available under the Antidiscrimination Laws and Whistleblower Protection Laws applicable to them. Training is web-based and takes approximately 30 minutes to complete. If you have not completed the No Fear training within the last 2 years, use the instructions on page 6 and complete the training.

If you have any questions, please contact MSgt Donna M. Torres (518) 786-4621, DSN 489-4621, or e-mail donna.m.torres.mil@mail.mil.

Motivational Quote



References: <https://www.opm.gov/>
<https://www.eeoc.gov>



Monthly EEO Training Continued



EEO Anti-Harassment & No FEAR Training Instructions

Army training module takes approximately sixty (30) minutes to complete. An AKO account is required. Directions for accessing are as follows:

1. Access ATRRS through AKO
2. Under the Self Service Tab, select My Training
3. Under ATRRS User Tools, select Search the ATRRS Course Catalogue
 - a. Under Course Number, type EEO-203A (for employees)/EEO-203B (for supervisors).
 - b. Click Search the ATRRS Course Catalogue.
 - c. Click on the Course Number.
 - d. Complete Registration Training Application.
4. You will receive an email confirming your registration for the online course.
 - a. The email will say your registration may take up to 24 hours.
5. Access ALMS through AKO
6. Find the In-Progress Learning Activities block
7. Under Actions, click Launch
 - a. Click the Underlined EEO Course
 - b. Once you finish the course click Exit
8. After completing the training:
 - a. Under the Completed Learning block, click Transcript
 - b. Find the EEO Anti-Harassment & No FEAR Training line, click Actions
 - c. Under Actions, click Print Certificate
9. Print your certificate. Please select the Landscape option from Preferences in the print dialogue.

Air Force training module takes approximately thirty (30) minutes to complete. An ADLS account is required. Directions for accessing are as follows:

1. Access ADLS through AF Portal
2. Under the ADLS Links tab, click Course List
3. Click + next to Selected Force Training
 - a. Select No FEAR Act Training (ZZ133081)
 - b. Click Take/Resume Course
 - c. Click No FEAR Act Course
 - d. After completing the courses, Click No FEAR Act Exam
 - e. Click Take Exam
4. After completing the training
 - a. Under ADLS Links tab, click Training Records
 - b. Click My Transcript
 - c. Find the No FEAR Act Training line, click underlined certificate
5. Print your certificate. Please select the Landscape option from Preferences in the print dialogue.



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:

Asian & Pacific Islander Program Manager (ANG)

This is not a full-time position, it's an additional duty.

Upcoming SEPC Meeting:

20 Sep 2017, 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 Camp Smith, Westchester County lamont.m.pugh.mil@mail.mil
Federal Women's Program Mgr. (ARNG)	Chassidy Ryals, (518) 786-4734 JFHQ, Latham chassidy.ryals.civ@mail.mil
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)	VACANT
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 Watervleit 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

