



# New York State Equal Opportunity & Diversity Newsletter



Edition 27

## LTC Monique Foster

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



## Ms. 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 @ <https://dmna.ny.gov/eo/>

### 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**  
*"Shaping the Bright Future of America"*

**We welcome your letter to the editor.  
Please forward any input to MAJ Foster 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

[Monique.l.foster2.mil@mail.mil](mailto:Monique.l.foster2.mil@mail.mil)  
[Donna.m.torres.mil@mail.mil](mailto:Donna.m.torres.mil@mail.mil)



# Independence Day

(4 July 2018)



## Fun Facts

On the 242th anniversary of our independence from Great Britain, here are some fun facts about the Fourth of July to share with your friends and family:

### Independence Day

According to author Kenneth C. Davis, July 2, 1776 was the real day of Independence, but it's celebrated on the fourth because that's when congress accepted Jefferson's declaration.

### Yankee Doodle

A popular American patriotic song, was originally sung prior to the Revolution by British military officers in mockery of the unorganized and buckskin-wearing "Yankees."

### Star Spangled Banner

Was written by Francis Scott Key and was originally a poem stemming from his observations in 1814 concerning the British attack on Baltimore's Fort McHenry during the War of 1812. It was later put to music, though not decreed the official national anthem until 1931.

### 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 drafted the Declaration of Independence on a "laptop", which was a writing desk that could fit on one's lap.

### American Flag

87.5% (\$2.8 million) of imported U.S. flags are from China.



### Local 4<sup>th</sup> 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>

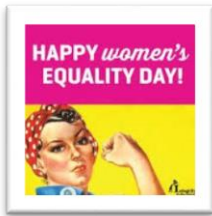
#### July 4<sup>th</sup> Celebration at Clifton Park Commons

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



### Reference:

<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 2018)



## What is Women's Equality Day?

In 1971, at the request of Representative Bell Abzug, the U.S. Congress designated August 26 as "Women's Equality Day."

The date was selected to celebrate the Women's Suffrage Movement's GREATEST victory—women achieving full voting rights following the ratification of the 19<sup>th</sup> Amendment to the U.S. constitution in 1920.

The observance of Women's Equality Day not only commemorates the passage of the 19th Amendment, but also represents women's continuing efforts toward full equality.

Resilient women have inspired and encouraged countless others to challenge the status quo in order to advance the mission of today's military.

The Department of Defense has led the way in equality by recognizing the critical role played by **all** in strengthening the nation's presence around the world.

### Then

### and

### Now

- ❖ In 1948, the Women's Armed Services Integration Act was signed into law. The Act granted women permanent status in the Regular and Reserve forces of the Army, Navy, Marine Corps, as well as the newly created Air Force
- ❖ During the Vietnam War, approximately 11,000 women were deployed to Vietnam, 90% of whom served as nurses. Eight women were killed in combat.
- ❖ In 1976, the first women are admitted to the service academies: U.S. Military Academy at West Point, the U.S. Naval Academy, U.S. coast Guard Academy, and the U.S. Air Force Academy.



- ❖ Today, women are a vital part of the Department of Defense's strength. About one-sixth of service members are Women. (245,355 Female DoD Civilians of 748,000 total Civilian Force)
- ❖ In 2017, Army Major General Robin Fontes took command of Combined Security Transition Command – Afghanistan, becoming the highest-ranking female military officer in Afghanistan since the American invasion of that country in 2001
- ❖ In 2016, forty years after opening its doors to female cadets, the U.S. Coast Guard Academy breaks records with an incoming class which is 38% female.

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



**Hispanic Heritage Month**  
**"Shaping the Bright Future of America"**  
**(15 September - 15 October 2018)**



The observance began in September 1968 as Hispanic Week. In 1988, the length of observance was expanded establishing Hispanic Heritage Month. The Hispanic population that same year was 19.4 million, roughly 7.9 percent of the population. The projected 2060 Hispanic population of the United States will be 119 million; constituting 28.6 percent of our nation's population.

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."

**Hispanic Members from the Department of Defense (DoD) who have defended and made our nation stronger:**



**Rear Admiral Christina M. "Tina" Alvarado**

Alvarado began her Navy Reserve career as a direct commissioned officer and attended officer indoctrination at Naval Air Station Pensacola, Florida. In 1990, during Operations Desert Shield and Desert Storm she was called to active duty until 1991. She was called to active duty again in 2002 in support of Operations Noble Eagle and Enduring Freedom. Alvarado was the first nurse to command Naval Reserve Expeditionary Medical Facility (EMF) Dallas One, a commissioned unit whose mission is expeditionary medicine. She led the transformation of the unit and stood up the Reserve EMF in 2011.



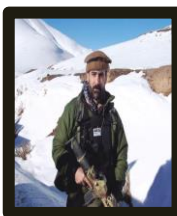
**Chief Warrant Officer Rose Franco**

Rose Franco holds the distinction of being the first Hispanic woman in the U.S. Marines Corps to become Chief Warrant Officer. She was in college when the Korean War began. She felt it was her patriotic duty to serve her country and left college. Franco's family strongly objected, believing that women were to marry and raise a family. On February 8, 1952, she enlisted into the Marine Corps and was sent to Camp Lejeune in North Carolina. After completion of basic training, she was sent to advanced training. Upon completion she was assigned to Camp Pendleton in California as an administrative supply assistant.



**Sergeant First Class Modesto Cartagena**

The most decorated Hispanic soldier of the Korean War – Sergeant First Class Modesto Cartagena – was born in a small town in Puerto Rico. When the United States entered World War II, he was one of the first people from the island to volunteer for military service. He served in the 65<sup>th</sup> Infantry Regiment, a Puerto Rican regiment also referred to as the "The Borinqueneers" during World War II, and later in the Korean War. On April 19, 1951, Cartagena, "...with no regard for his own safety," as the official record states, left his position and charged directly into enemy fire, destroying two enemy emplacements on Hill 206 near Yonch'on, North Korea.



**Senior Master Sergeant Ramon "CZ" Colon-Lopez**

Pararescueman Senior Master Sergeant Ramon "CZ" Colon-Lopez deployed to Afghanistan shortly after 9/11. According to the U.S. Air Force, he was involved in direct action and combat search and rescue missions. He also provided security for Hamid Kharzai, who was elected president of Afghanistan in 2004. In June 2007, he was among the first six Airmen – and the first Hispanic – to be awarded the Air Force Combat Action Medal. The medal recognizes Airmen who personally engaged hostile forces with direct and lethal fire.

References: <https://www.census.gov/>  
<https://www.deomi.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.

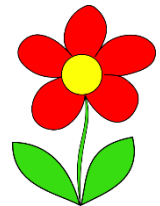
If you have any questions, please contact MSgt Donna M. Torres (518) 786-4621, DSN 489-4621, or e-mail [donna.m.torres.mil@mail.mil](mailto:donna.m.torres.mil@mail.mil).

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### Motivational Quote



*Laugh when you can,  
apologize when you should,  
and let go of what you can't change.  
Life's too short to be anything... but happy.  
- Anonymous*



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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.

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#### SEPM Vacancies:

Asian & Pacific Islander Program Manager (ANG)

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

#### Welcome New Members

SSG Isabel Polanco, Hispanic Program Manager

Christine Ross, LGBT Program Manager

#### Upcoming SEPC Meeting:

19 Sep 2018, 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 contact:**

LTC Monique Foster, (518) 786-4733, [monique.l.foster2.mil@mail.mil](mailto:monique.l.foster2.mil@mail.mil) or

Ms. Donna Torres, (518)786-4621, [donna.m.torres.mil@mail.mil](mailto:donna.m.torres.mil@mail.mil)





## Joint Diversity Corner (cont.)



### SPECIAL EMPHASIS PROGRAM COUNCIL

<b>Program Director</b>	LTC Monique Foster, (518) 786-4733 JFHQ, Latham <a href="mailto:Monique.l.foster2.mil@mail.mil">Monique.l.foster2.mil@mail.mil</a>
<b>African American Program Mgr. (ARNG)</b>	1SG Lamont Pugh, (716) 225-8491 CO C 427TH (MED), BSB, Buffalo <a href="mailto:lamont.m.pugh.mil@mail.mil">lamont.m.pugh.mil@mail.mil</a>
<b>Federal Women's Program Mgr. (ARNG)</b>	Ms. Chassidy Ryals, (518) 786-4734 JFHQ, Latham <a href="mailto:chassidy.ryals.civ@mail.mil">chassidy.ryals.civ@mail.mil</a>
<b>Federal Women's Program Mgr. (ANG)</b>	Ms. Donna Torres, (518) 786-4621 JFHQ, Latham <a href="mailto:donna.m.torres.mil@mail.mil">donna.m.torres.mil@mail.mil</a>
<b>Persons with Disabilities Mgr. (ANG)</b>	Major Ashley FitzGibbon, (518) 786-4347 JFHQ, Latham <a href="mailto:ashley.n.fitzgibbon.mil@mail.mil">ashley.n.fitzgibbon.mil@mail.mil</a>
<b>Persons with Disabilities Mgr. (ARNG)</b>	Frank Cagnina, (518) 786-4728 JFHQ, Latham <a href="mailto:frank.a.cagnina.mil@mail.mil">frank.a.cagnina.mil@mail.mil</a>
<b>Hispanic Program Mgr. (ANG)</b>	SSgt Anibal Verdejo, III, (315) 334-6831 EADS, Rome <a href="mailto:anibal.verdejo.mil@mail.mil">anibal.verdejo.mil@mail.mil</a>
<b>Hispanic Program Mgr. (Alternate, ANG)</b>	1Lt Jose Ortiz, (315) 334-6721 EADS, Rome <a href="mailto:jose.o.ortiz10.mil@mail.mil">jose.o.ortiz10.mil@mail.mil</a>
<b>Hispanic Program Mgr. (ARNG)</b>	SSG Isabel Polanco, (518) 272-6439 JFHQ, Watervliet <a href="mailto:isabel.d.polanco.mil@mail.mil">isabel.d.polanco.mil@mail.mil</a>
<b>Native-American Indian Program Mgr. (ARNG)</b>	Miss Jean Kratzer, (518) 786- 4518 JFHQ, Latham <a href="mailto:jean.m.kratzer.mil@mail.mil">jean.m.kratzer.mil@mail.mil</a>
<b>Native American Indian Program Mgr. (ANG)</b>	MSgt Venita Jackson, (716) 236-2518 107 AW, Niagara Falls <a href="mailto:VenitaJackson@ang.af.mil">VenitaJackson@ang.af.mil</a>
<b>Asian &amp; Pacific Islander Program Mgr. (ARNG)</b>	Theresa Barone-Lopez, (518) 786-4772 JFHQ, Latham <a href="mailto:theresa.baronelopez.mil@mail.mil">theresa.baronelopez.mil@mail.mil</a>
<b>Asian &amp; Pacific Islander Program Mgr. (ANG)</b>	VACANT
<b>Lesbian, Gay, Bi-Sexual, Transgender Program Mgr. (ARNG)</b>	Christine Ross, (518) 786-0381 JFHQ, Latham <a href="mailto:christine.m.ross18.mil@mail.mil">christine.m.ross18.mil@mail.mil</a>

