



# New York State Equal Opportunity & Diversity Newsletter



Edition 30

## LTC Monique Foster

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



## A1C Elizabeth Campbell

New York Army/Air National Guard  
Human Resources 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.ny.gov/eo>

### This Issue Highlights:

Pages 2-4: "Sexual Assault  
Awareness and Prevention Month"

5: "Asian American and Pacific  
Islander Heritage Month "

6: "LGBT+ Pride Month"

7: Monthly Equal Opportunity Training

8-9: 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

#### Sexual Assault Awareness and Prevention Month

April 2019

#### Asian American and Pacific Islander Heritage Month

May 2019

#### LGBT+ Pride Month

June 2019

**We welcome your feedback! Please forward  
any input to LTC Foster or A1C Campbell 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

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## Special Observance

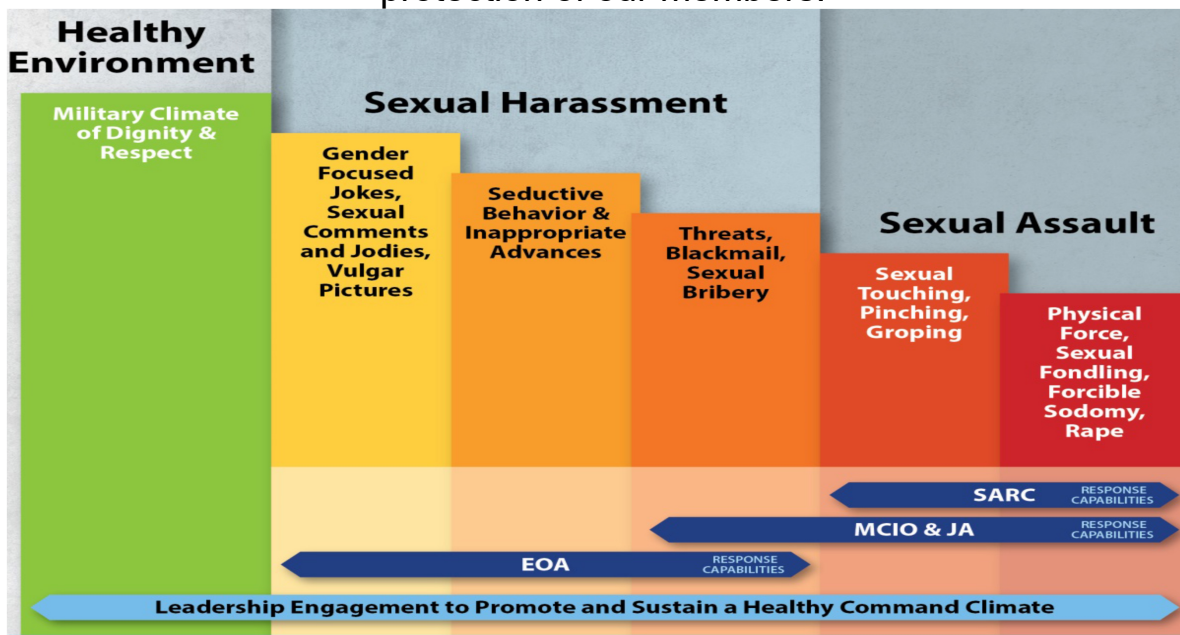
### Sexual Assault Awareness and Prevention Month

(April 2019)



This chart demonstrates how minor behaviors can lead to major issues. Things like making sexual innuendos, if left unaddressable, can potentially lead to sexual harassment. **At least 30% of military sexual assaults began with harassment.**

This is why it is important to intervene at the lowest level to ensure the protection of our members.



## Restricted VS. Unrestricted Reporting

Restricted Report	Unrestricted Report
<p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>• Access to medical, advocacy, legal, and counseling services</li> <li>• Receive the Sexual Assault Forensic Examination (SAFE)</li> <li>• Control the release of personal information</li> <li>• Can change to Unrestricted Report at any time</li> <li>• LOD if incident happened on duty status</li> </ul>	<p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>• Access to medical, advocacy, legal, and counseling services</li> <li>• Receive the SAFE</li> <li>• Alleged offender <i>may</i> be held accountable</li> <li>• Command support</li> <li>• Can receive protective order (Military or Civilian Protective Order)</li> <li>• LOD if incident happened on duty status</li> </ul>
<p><b>Limitations</b></p> <ul style="list-style-type: none"> <li>• The alleged offender will not be held accountable</li> <li>• Ineligible for expedited transfer or reassignment</li> <li>• No command support</li> <li>• Cannot receive a protective order</li> </ul>	<p><b>Limitations</b></p> <ul style="list-style-type: none"> <li>• More people will know about the sexual assault</li> <li>• Investigation may be intrusive and difficult</li> <li>• Cannot change to Restricted Report</li> </ul>

**Reference:** Contact Ms. Chassidy Ryals with any questions at (518) 786-4734



**"I can be changed by what happens to me, but I refuse to be reduced by it."  
- Maya Angelou**

Photo © SGT Alan Daburn

24/7 SARC Mobile - Call or text  
518.339.7586  
Chassidy Ryals & Monique Foster

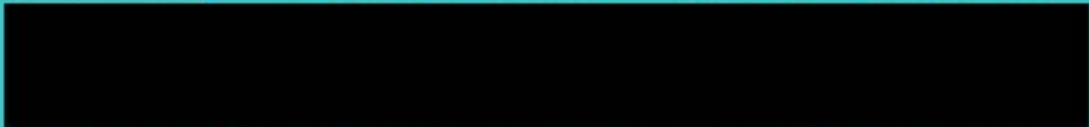
## International Denim Day April 24th, 2019

Please wear denim to support the protest against sexual violence.

Denim Day is a global day of advocacy which began in 1998 when the Italian Supreme Court overturned the conviction of a 45 year-old driving instructor accused of raping his 18 year-old student on the grounds that because the victim was wearing tight jeans, she would have had to help the instructor remove them, therefore implying consent. The women of the Italian Parliament wore jeans to work the following day in protest and were subsequently joined by people all over the world in solidarity. For the past 19 years Denim Day in April has sought to raise awareness and protest against misconceptions surrounding sexual assault.



**YOUR VOICE HAS POWER.  
BREAK THE SILENCE.  
STOP THE VIOLENCE.**



**5K RUN OR WALK FOR AWARENESS**

**TUESDAY, APRIL 30<sup>TH</sup> 2019, 2:00PM**

**LION'S PARK, NISKAYUNA**

**(MOHAWK-HUDSON BIKE TRAIL, ROSENDALE ROAD)**

**FREE T-SHIRTS & SWAG**

**WHILE SUPPLIES LAST**

- Participation requires supervisory approval and counts as one hour of PT for the week
- State workers will be granted one hour admin leave
- To reduce community impact, please plan to carpool

**Please direct all questions to:**

**LTC Foster: 786-4733**

**OR**

**Chassidy Ryals: 786-4734**





**In June 1977, Reps. Frank Horton of New York and Norman Y. Mineta of California introduced a House resolution to proclaim the first ten days of May as Asian-Pacific Heritage week. The following month, Senators Daniel K. Inouye and Spark Matsunaga from Hawaii introduced a similar bill in the Senate. Both were passed and on October 5, 1978, President Jimmy Carter signed a Joint Resolution designating the annual celebration.**

**In 1990, President George H. W. Bush signed a bill passed by Congress to extend the week-long celebration to a month-long celebration. In 1992, the official designation of May as Asian-Pacific American Heritage Month was signed into law.**

**The month of May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers who laid the tracks were Chinese immigrants.**

**North America's earliest chapters are peopled by immigrants from Asia and the Pacific. Their presence has been both enduring and influential. They were a part of the early settlement of the country and the economic development of the West. They influenced the desegregation of public schools in the 20th century and the politics of the 21st. They have made a mark in industry, architecture, technology, civil rights, and other aspects of the American experience. They are accomplished citizens in science, academia, business, and the arts. They have enriched this nation and defended its ideals with patriotism and valor.**

# JUNE IS LGBT+ PRIDE MONTH

Lesbian, Gay, Bisexual and Transgender Pride Month (LGBT Pride Month) is currently celebrated each year in the month of June to honor the 1969 Stonewall riots in Manhattan. The Stonewall riots were a tipping point for the Gay Liberation Movement in the United States. In the United States the last Sunday in June was initially celebrated as “Gay Pride Day,” but the actual day was flexible. In major cities across the nation the “day” soon grew to encompass a month-long series of events. Today, celebrations include pride parades, picnics, parties, workshops, symposia and concerts, and LGBT Pride Month events attract millions of participants around the world. Memorials are held during this month for those members of the community who have been lost to hate crimes or HIV/AIDS. The purpose of the commemorative month is to recognize the impact that lesbian, gay, bisexual and transgender individuals have had on history locally, nationally, and internationally.

In 1994, a coalition of education-based organizations in the United States designated October as LGBT History Month. In 1995, a resolution passed by the General Assembly of the National Education Association included LGBT History Month within a list of commemorative months.

LGBT History Month is also celebrated with annual month-long observances of lesbian, gay, bisexual and transgender history, along with the history of the gay rights and related civil rights movements. National Coming Out Day (October 11), as well as the first “March on Washington” in 1979, are commemorated in the LGBT community during LGBT History Month.





## Equal Opportunity Training

### Congratulations!



SSG Zalika Ajamu  
SGT Justin Aragosa  
SFC Justin Austin  
SGT Chanelle Brown  
SGT Drew Brown  
A1C Elizabeth Campbell  
SSG Shasta Carver  
SGT Kyle Christie  
SSG Clairmonte Coppin  
SFC Tomas Couvertier  
WO2 Akinlade Cummins  
SGT Sean Gallagher  
SGT Linsey Garland  
SGT Gregg Gerber  
SGT Sheanean Golson  
SFC Denval Haye  
SGT Eva Hayes  
SGT Jonathan Kilburn  
SGT Kenneth Kutschera  
SGT Rony Lerouge  
SGT Yiyang Li  
SSgt Margaret Lundquist  
SGT Eric Marburger

1LT Benjamin Masarinni  
SSG Lucian McCarty  
1LT Christopher McKay  
SGT Julius Mensah  
CPT Daniel Messersmith  
SGT Raenell Murray  
SGT Elena Neimeyer  
SGT Patrick O'Leary  
WO1 Ryan Parker  
CPT Tracy Pauquette  
SGT Richard Pierre  
SSG Victoriano Roman  
SGT Nicole Scibelli  
SGT Scott Glenn  
SFC Kenneth Sterling  
SFC Shane Stevens  
SFC Jose Velez  
SGT Harrison Wang  
2LT Cameron Watkins  
SSG Roberto Wells  
SGT Alexandra Williamson  
SFC James Wunders



### 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 the rank of E-5 or above. If **deploying**, organizations will have **two** EOLs appointed.



## 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:

Persons with Disabilities Manager (ANG & ARNG)

Asian & Pacific Islander Program Manager (ANG)

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

#### Upcoming SEPC Meeting:

11 April 2019, 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

A1C Elizabeth Campbell, (518) 786-4621, [elizabeth.m.campbell46.mil@mail.mil](mailto:elizabeth.m.campbell46.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.I.foster2.mil@mail.mil">Monique.I.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>	A1C Elizabeth Campbell, (518) 786-4621 JFHQ, Latham <a href="mailto:elizabeth.m.campbell46.mil@mail.mil">elizabeth.m.campbell46.mil@mail.mil</a>
<b>Persons with Disabilities Mgr. (ANG)</b>	VACANT
<b>Persons with Disabilities Mgr. (ARNG)</b>	VACANT
<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. (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>
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<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>
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<b>Asian &amp; Pacific Islander Program Mgr. (ANG)</b>	VACANT
<b>Lesbian, Gay, Bi-Sexual, Transgender Program Mgr. (ARNG)</b>	SSG Christine Ross, (518) 786-0381 JFHQ, Latham <a href="mailto:christine.m.ross18.mil@mail.mil">christine.m.ross18.mil@mail.mil</a>
<b>Lesbian, Gay, Bi-Sexual, Transgender Program Mgr. (ANG)</b>	2LT Cassandra Kraemer, (315) 223-2527 174th ATKW, Syracuse <a href="mailto:cassandra.p.kraemer.mil@mail.mil">cassandra.p.kraemer.mil@mail.mil</a>