



# New York State Equal Opportunity Office



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



**SFC Tracey C. Miller**

New York  
Army and  
Air National  
Guard HR/EO



**LTC Kelly F. Hilland**

New York  
Army/Air National  
Guard State  
Equal  
Employment  
Office Assistant



**SSgt Zachary Tobler**

**THANKS TO ALL WHO ATTENDED THE  
2<sup>ND</sup> ANNUAL DIVERSITY DAY AND ALSO  
TO THE DIVERSITY DAY COMMITTEE**

### **CPT Carleen Calypso**

**1LT Carl Jeremie  
SMSgt Terry Potter  
MSgt Rita Schierer  
MSgt Alex Arroyo  
SFC Tracey Miller  
SSG Theresa Barone-Lopez  
The Maintenance Staff**

**SSgt Zachary Tobler  
SGT John Amirault  
SGT Avis Sanchez  
Mrs. Stephanie Duell  
Ms. Fran Baccari  
Mr. John Metcher  
The Security Staff**



**SPECIAL THANKS TO THE TAG AND  
MG DEBORAH WHEELING**

# NYANG Diversity Awareness Training

The New York Air National guard would also like to thank Col Ondra Berry, CMSgt Alvin Nall, and CMSgt Charlie Fernandez for their efforts with the NYANG Diversity Awareness Training on April 29<sup>th</sup>. Both Chief Nall and Fernandez highlighted Diversity within the NYANG and Col Berry gave an empowering presentation on Diversity and what it means to each of us in the Air National Guard.

## EQUAL OPPORTUNITY MISSION

To improve and sustain the readiness of the NYNG by ensuring all members have equal access to opportunity

## DIVERSITY MISSION

To foster positive change by increasing awareness of EO/EEO/DIVERSITY and by improving the well-being of all NYNG Soldiers, Civilians, and their Families.

## Upcoming Events

Federal Asian Pacific American Council

24<sup>th</sup> National Leadership Training Conference

May 11<sup>th</sup>- 15<sup>th</sup> Hyatt Regency Houston Texas

**We welcome your letter to the editor. Please forward any input to LTC Hilland, SFC Miller, or SSgt Tobler NLT the 20<sup>th</sup> of each month to**

[kelly.hilland@us.army.mil](mailto:kelly.hilland@us.army.mil) ,  
[tracey.c.miller@us.army.mil](mailto:tracey.c.miller@us.army.mil) ,  
[zachary.tobler@us.army.mil](mailto:zachary.tobler@us.army.mil)

**Thank you for your service!**

## Special Observances

<b>Jewish American Heritage Month</b>	<b>May 1<sup>st</sup>-31<sup>st</sup></b>
<b>Asian Pacific American Heritage Month</b>	<b>May 1<sup>st</sup>-31<sup>st</sup></b>
<b>Haitian Heritage Month</b>	<b>May 1<sup>st</sup>-31<sup>st</sup></b>
<b>Cinco De Mayo</b>	<b>May 5<sup>th</sup></b>
<b>Caribbean American Heritage Month</b>	<b>June 1<sup>st</sup>-30<sup>th</sup></b>
<b>Women of Achievement Month</b>	<b>Sep 1<sup>st</sup>-30<sup>th</sup></b>
<b>Hispanic American Heritage Month</b>	<b>Sep 15<sup>th</sup>-Oct 15<sup>th</sup></b>
<b>National German Heritage Month</b>	<b>Sep 15<sup>th</sup>-Oct 15<sup>th</sup></b>
<b>Italian-American Heritage Month</b>	<b>Oct 1<sup>st</sup>-31<sup>st</sup></b>
<b>Filipino-American Heritage Month</b>	<b>Oct 1<sup>st</sup>-31<sup>st</sup></b>

**Sexual Assault POC:  
WO1 Heather Langley  
518-786-4733**

# SPECIAL OBSERVANCES



## Cinco De Mayo

**Cinco de Mayo** (Spanish for "fifth of May") is a regional holiday in Mexico, primarily celebrated in the state of Puebla, with some limited recognition in other parts of Mexico. The holiday commemorates the Mexican army's unlikely defeat of French forces at the Battle of Puebla on May 5, 1862, under the leadership of Mexican General Ignacio Zaragoza Seguín.

The outnumbered Mexicans defeated a much better-equipped French army that had known no defeat for almost 50 years. However, Cinco de Mayo is not "an obligatory federal holiday" in Mexico, but rather a holiday that can be observed voluntarily.

While Cinco de Mayo has limited significance nationwide in Mexico, the date is observed in the United States and other locations around the world as a celebration of Mexican heritage and pride. However, a common misconception in the United States is that Cinco de Mayo is Mexico's Independence Day, which actually is September 16 (*dieciséis de septiembre* in Spanish), the most important national patriotic holiday in Mexico.



## Haitian Heritage Month 1 May – 31 May

**Haitian Heritage Month** is a celebration in the United States of Haitian heritage and culture. It was first celebrated in Boston, Massachusetts, in 1998. Tele Kreyol, one of the Boston Haitian Access Television programs, celebrated the whole month of May with a series of programs on Haitian history, culture, and contributions to the world.

The month-long celebration has continued with such activities as parades, flag raisings, and exhibits organized by Haitian-Americans United, Inc. (H.A.U.) in collaboration with several Haitian organizations in the New England area.

The largest proportion of Haitians live in South Florida counties and cities such as New York, Miami, Fort Lauderdale, Chicago and Boston. There are 530,897 Haitian Americans living in the U.S, but many consider this number inaccurate because of the many undocumented.<sup>[2]</sup> During the early 1960s throughout the 1970s, many Haitians emigrated to the U.S. legally as well as illegally during François Duvalier's totalitarian regime.

**ASIAN PACIFIC AMERICAN HERITAGE MONTH - May - 31 May**

**Asian Pacific American Heritage Month (APAHM)** was first established in 1977 when Representatives Frank Horton and Norman Mineta and Senators Daniel Inouye and Spark Matsunaga introduced resolutions asking the President to declare the first ten days of May. In 1978 President Carter made it an annual event and in 1990, President George H.W. Bush proclaimed the entire month of May to be Asian Pacific American Heritage Month. This date was chosen because two important anniversaries occurred during this time: the arrival of the first Japanese immigrants in America on May 7, 1843 and the completion of the transcontinental railroad (by many Chinese laborers) on May 10, 1869. Congress later voted to expand it from a week long to a month long celebration.

Asian Americans and non-Asians usually celebrate by eating at Asian restaurants or attending one of the numerous APA Heritage festivals or parades organized each May by Asian American community organizations, where they can taste the different foods from various Asian countries, watch cultural performances, and learn more about Asian American history and culture.

See Presidents Brarak Obama's Asian Pacific American Heritage Month Proclamation at:

[http://www.whitehouse.gov/the\\_press\\_office/Presidential-Proclamation-Asian-American-And-Pacific-Islander-Heritage-Month/](http://www.whitehouse.gov/the_press_office/Presidential-Proclamation-Asian-American-And-Pacific-Islander-Heritage-Month/)

**EQUAL OPPORTUNITY SCENE (EOS)**

**Commanders, Leaders, Supervisors,  
Soldiers and Airmen did you know?**



The EEO Office at DMNA has a library full of EEO, Cultural, and Diversity training and other information!



Items Include Training Modules, DVD's, Videos and CD's all available.

Here is a list of some of the instructional material that we have available **right now** for your use.

- Diversity: The Real Scene: DVD
- Beyond Sexual Harassment: DVD
- Sexual Harassment; New Perspectives: DVD
- Mixing Four Generations in the Workplace: DVD

If you see anything here you want to use or want to know more about, please contact SSgt Zachary Tobler at 518-786-4731 or [zachary.tobler@us.army.mil](mailto:zachary.tobler@us.army.mil)

# MONTHLY EEO TRAINING!



## Age Discrimination in Employment Act (ADEA) of 1967

The ADEA prohibits discrimination in employment on the basis of age (40 years or older). Unlike Title VII and the Rehabilitation Act, the ADEA allows persons claiming age discrimination to go directly to court without going through an agency's administrative complaint procedures. If, however, a complainant chooses to file an administrative complaint, (s)he must exhaust administrative remedies before proceeding to court. As with Title VII complaints, a complainant exhausts administrative remedies 180 days after filing a formal complaint or 180 days after filing an appeal with the Equal Employment Opportunity Commission (EEOC) if the EEOC has not issued a decision. Read the Age Discrimination in Employment Act (ADEA) of 1967, as amended and Facts a about Age Discrimination.

## Miscellaneous



## DIVERSITY AND YOU

Diversity, is a powerful but often misunderstood and misconstrued word. As members of the Air National Guard we are all exposed to many different cultures, customs, ethnicities, religions and races. Diversity is broadly defined as a composite of individual characteristics, experiences, and abilities consistent with the Air Force Core Values and the Air Force mission. My efforts in this article will be focused on bringing awareness to diversity and to make you all think a little about diversity in its truest sense. The challenge comes with creating an environment in which everyone regardless of their ethnicity, sexual orientation, gender or physical ability feels valued and wants to be part of the growth of an organization. If people feel that their leadership is giving them a fair shake, productivity and moral will benefit and those members will not think twice about telling others, opening up the door to a diverse population.

Affirmative action remains an important tool for the disruption of old patterns of exclusion and segregation promoting diverse classrooms and workspaces that foster innovation. In perfect world corporations, businesses, the military, etc would look beyond qualifications to bring in some good people, surely opening the door to a more diversified work force.

Probably the broadest concept is that there is diversity whenever two people get together. No two people are alike.

attitude - the attitude we should never make assumptions about people based upon our own life experience filter. Rather, that we view any other person as being unique. Things that contribute to that uniqueness certainly can be culture, ethnic background, religious views, or language. The uniqueness, however, can also come from a life that was rural versus urban or a life that was filled with traumatic childhood experiences versus a fairly stable home environment. This attitude may include the view that however that person sitting next to me views life because of these differences in experiences, it is good, and I can learn something from that person.

People tend to use the terms Diversity and Equal Opportunity (EO) interchangeably. However, the Air Force makes a distinction between diversity and EO, Diversity is mission- oriented and leadership driven (the way we should embrace our differences and utilize them to better accomplish our mission) EO is compliance oriented and legally driven ( the bare minimum standards by which we must treat others).

Think about the following questions and see how they may apply to you.

Food for thought:

1. Is diversity a problem? Yes / No
2. Is diversity the sole responsibility of the Human Resources Department? Yes / No
3. Is diversity just about race and gender? Yes / No
4. Is diversity just about minorities and women? Yes / No
5. Does diversity exclude me (because I am white/male)? Yes / No
6. Is diversity training just another fad? Yes / No
7. Is diversity just another version of EEO (Equal Employment Opportunity)/ and AA (Affirmative Action)? Yes / No

**Please feel free to cut and paste your answers to me in an e-mail. JFHQ has a 0% tolerance for any form of discrimination. It is a cancer that you do not need and if not reported will only spread and make your time here uncomfortable and unproductive.**

**Please contact my office with any concerns**

//Signed//

Charles U. Fernandez JR, CMSGT, NYANG  
State Human Resource Advisor  
JFHQ-NY

**Comm: 518 -786-4349**

**DSN: 489-4349**

**Blackbery: 518 -986-1855**