



# New York State Equal Opportunity & Diversity Newsletter



Edition 1, 2nd Quarter

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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 e-mail: SEEM@us.army.mil. You can also visit our Website @ <http://dmna.state.ny.us/eo/eo.php>

### This Issue Highlights:

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- 5 Monthly Equal Opportunity Training
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### **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.

We welcome your letter to the editor. Please forward any input to CW2 Langley or MSgt Torres by the due dates listed below.

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|--------------------|----------|
| 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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Thank you for your service!

### **Special Observances**

- **African American/Black History Month**  
1-28 February 2012  
Theme: "Black Women in American Culture and History"
- **Woman's History Month**  
1-31 March 2012  
Theme: "Women's Education – Women's Empowerment"

<http://dmna.state.ny.us/eo/eo.php>

# Special Observances

## FEBRUARY

### *African American/Black History Month*

#### *“Black Women in American Culture and History”*

Black History Month is an annual celebration of achievements by black Americans and a time for recognizing the central role of African Americans in U.S. history. The event grew out of “Negro History Week,” the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating black history.

#### **Who is Marian Anderson?**

Marian Anderson is an African American contralto singer who found more success and fame in Europe than America until in 1939 the DAR (Daughters of the American Revolution) refused to allow her to sing in their Constitution Hall in Washington, DC. In part because of the public attention brought by this incident, Marian Anderson became one of the best-known African American women of the 20th century.



#### **Quote's by Marian Anderson:**

- **None of us is responsible for the complexion of his skin. This fact of nature offers no clue to the character or quality of the person underneath.**
- **I could not run away from the situation. I had become, whether I liked it or not, a symbol, representing my people. I had to appear.**
- **As long as you keep a person down, some part of you has to be down there to hold the person down, so it means you cannot soar as you otherwise might.**

#### *References:*

- <http://www.history.com/topics/black-history-month>
- [www.deomi.org](http://www.deomi.org)
- [http://womenshistory.about.com/od/quotes/a/marian\\_anderson.htm](http://womenshistory.about.com/od/quotes/a/marian_anderson.htm)

# Special Observances (FEBRUARY) Continued

## Presidential Proclamation -- National African American History Month, 2012

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

### A PROCLAMATION

The story of African Americans is a story of resilience and perseverance. It traces a people who refused to accept the circumstances under which they arrived on these shores, and it chronicles the generations who fought for an America that truly reflects the ideals enshrined in our founding documents. It is the narrative of slaves who shepherded others along the path to freedom and preachers who organized against the rules of Jim Crow, of young people who sat-in at lunch counters and ordinary men and women who took extraordinary risks to change our Nation for the better. During National African American History Month, we celebrate the rich legacy of African Americans and honor the remarkable contributions they have made to perfecting our Union.

This year's theme, "Black Women in American Culture and History," invites us to pay special tribute to the role African American women have played in shaping the character of our Nation -- often in the face of both racial and gender discrimination. As courageous visionaries who led the fight to end slavery and tenacious activists who fought to expand basic civil rights to all Americans, African American women have long served as champions of social and political change. And from the literary giants who gave voice to their communities to the artists whose harmonies and brush strokes captured hardships and aspirations, African American women have forever enriched our cultural heritage. Today, we stand on the shoulders of countless African American women who shattered glass ceilings and advanced our common goals. In recognition of their legacy, let us honor their heroic and historic acts for years to come.

The achievements of African American women are not limited to those recorded and retold in our history books. Their impact is felt in communities where they are quiet heroes who care for their families, in boardrooms where they are leaders of industry, in laboratories where they are discovering new technologies, and in classrooms where they are preparing the next generation for the world they will inherit. As we celebrate the successes of African American women, we recall that progress did not come easily, and that our work to widen the circle of opportunity for all Americans is not complete. With eyes cast toward new horizons, we must press on in pursuit of a high-quality education for every child, a job for every American who wants one, and a fair chance at prosperity for every individual and family across our Nation.

During National African American History Month, we pay tribute to the contributions of past generations and reaffirm our commitment to keeping the American dream alive for the next generation. In honor of those women and men who paved the way for us, and with great expectations for those to follow, let us continue the righteous cause of making America what it should be -- a Nation that is more just and more equal for all its people.

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim February 2012 as National African American History Month. I call upon public officials, educators, librarians, and all the people of the United States to observe this month with appropriate programs, ceremonies, and activities.

IN WITNESS WHEREOF, I have hereunto set my hand this thirty-first day of January, in the year of our Lord two thousand twelve, and of the Independence of the United States of America the two hundred and thirty-sixth.

BARACK OBAMA

Reference: <http://www.whitehouse.gov>

# Special Observances Continued

## MARCH

### Women's History Month

#### *"Women's Education – Women's Empowerment"*

August 26 of each year is designated in the United States as Women's Equality Day. Instituted by Rep. Bella Abzug and first established in 1971, the date commemorates the passage of the 19th Amendment, the Woman Suffrage Amendment to the U.S. Constitution, which gave U.S. women full voting rights in 1920.

#### **Did you know?**

The word "suffrage" means "voting as a right rather than a privilege." Suffrage has been in the English language since the Middle Ages. Suffrages originally were prayers. Then the meaning was extended to requests for assistance, then the assistance provided by a supporting vote, and finally the vote itself. Therefore, in 1787 the Constitution used suffrage to mean "an inalienable right to vote."

1848 - The first Women's Rights convention in Seneca Falls, New York was held. Equal suffrage proposed by Elizabeth Cady Stanton was adopted.



*Susan B. Anthony*

1872 - Susan B. Anthony and supporters were arrested for voting for Ulysses S. Grant in the presidential election. Anthony's sisters and 11 other women were held for \$500 bail. Anthony herself was held for \$1000 bail. Susan B. Anthony was brought to trial in Rochester, NY, for attempting to vote and her penalty was to pay a \$100 fine—which she never paid and never served jail time.

1917 - New York State grants women the right to vote, one of the first to do so.

To see a more complete listing of women's rights click on the links below.

References: <http://www.nps.gov/wori/historyculture/martha-c-wright.htm>  
[http://womenshistory.about.com/od/wed/Womens\\_Equality\\_Day\\_August\\_26.htm](http://womenshistory.about.com/od/wed/Womens_Equality_Day_August_26.htm)  
<http://www.deomi.org/SpecialObservance/presentations.cfm?CatID=5>

<http://dmna.state.ny.us/eo/eo.php>



# Monthly EEO Training!



Do you know the difference between Title VI and title VII from the Civil Rights Act of 1964?

## TITLE VI:

This title applies to AGR's, Traditional Guard Members, and members on M-Day orders. Title VI of the Civil Rights Act of 1964, as amended. DOD Directives 1350.2, and 5500.11, National Guard Regulation (NGR) 600-20, and Air National Guard Instructions (ANGI) 36-3, prohibit discrimination based on race, color, religion, gender, national origin, or reprisal. (Note: Due to the overriding military concerns of fitness and deployability, **age** and **disability** are not considered a basis for discrimination.)

## TITLE VII:

This title applies to Technicians or applicant for a Technician position that feel they have been discriminated based on race, color, religion, gender, national origin, retaliation, **age**, or **disability**. The National Guard Regulation, Army (AR) 690-600/Air Force (AF) 40-1614, Civilian Discrimination complaint Process and Adjudication govern technician complaints.

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## Miscellaneous



### *Good Quotes:*

*“Whoever gossips to you will gossip about you” —Spanish proverb*

*“Knowing your peace of mind is up to you, not the world, is the most powerful and secure state of mind you can achieve” ~Dr. Lee Jampolsky*

*“I remind myself every morning: Nothing I say this day will teach me anything. So if I'm going to learn, I must do it by listening” ~Larry King*

*“May home be the place from which you go forth and conquer and return to celebrate and rest” ~Mary Anne Radmacher*

*“Both optimists and pessimists contribute to our society. The optimist invents the airplane and the pessimist the parachute” -- Gil Stern*



# Diversity Corner



## Di-ver-si-ty

A cultural climate which allows people to maximize their potential by embracing and promoting each other's holistic characteristics.

## In-clu-sion

Organizational strength when all people foster a positive work environment that promotes and respects our differences and similarities both seen and unseen.

The first Semi-annual Virtual Diversity Conference was held on January 18, 2012. Diversity and Inclusion were a few of the topics from this conference. The Leader's Guide to Diversity is a tool for your success in creating and sustaining a culture of diversity. Click on the link listed below to check out the Leader's Guide to Diversity.

The Chief of the National Guard Bureau is sponsoring an Excellence in Diversity Award. This award is to recognize outstanding contributions in the area of diversity and community outreach. Nomination packages are due by **17 Feb 12**. To submit the nomination package, find the announcement memo: State CoS, GKO, milbook on the Joint Diversity Executive Council page.

### **Virtual Diversity Conference slide presentation:**

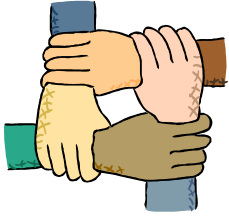
<https://www.milsuite.mil/book/groups/joint-diversity-executive-council>

### **Link to The Leader's Guide to Diversity:**

<http://www.ng.mil/features/vdc/pdf/diversity.pdf>



<http://dmna.state.ny.us/eo/eo.php>



# Diversity Corner Continued



*Can you imagine the world without diversity?*

*What would the world be like if we all looked, spoke, and acted alike?*

## Diversity-Mature Individuals Regularly do the Following:

- Accept personal responsibility for enhancing their own and their organization's effectiveness.
- Demonstrate contextual knowledge. That is they know themselves and their organizations, and they understand key diversity concepts and definitions
- Are clear about requirements and base include/exclude decisions about differences on how they impact the ability to meet these requirements.
- Understand that diversity is accompanied by complexity and tension and are prepared to cope with these in pursuit of greater diversity effectiveness.
- Are willing to challenge conventional wisdom.
- Engage in continuous learning.

*Diversity-mature individuals see themselves, not others, as responsible for addressing diversity effectively.*

## Personal Diversity Questions:

- Am I comfortable working with people from all demographic groups?
- Is there a group or groups that I struggle to accept?
- If so how have I attempted to overcome my biases?
- How will my comfort or lack of comfort with people different from me affect my ability to advance within the workplace?
- Do I enjoy diversity?
- If so, what kind?
- If so, how much?

References:

<http://dictionary.reference.com/browse/diversity>

“Building a House for Diversity”, by R. Roosevelt Thomas, Jr. author of Beyond Race and Gender and Redefining Diversity with Majorie I. Woodruff.



# **Diversity Corner**

## **Continued**



### ***The 4-Lense Experience***

The 4-Lenses experience is a powerful and proven personality assessment that encourages a common organizational language with solid understanding of the strengths and potential of its individuals. Every workshop experience is designed for positive learning and tailored to the personal understanding of each participant's individual style and values. This experience is the most application-friendly of all personality assessment instruments used today.

#### **4 LENSES Color Review**

Each person on the planet is a combination of four temperaments. These temperaments, or personalities, are categorized by color. The lenses are divided by colors based on what values are most important to the people of that lens. The blue is focused on relationships, green on competency, orange on freedom, and gold on structure and organization.



Reference:

<http://www.developcommunication.com/assessments>

<http://www.marines.mil/unit/mcbjapan/Pages/2010/100908-lenses.aspx>