



# New York State Equal Opportunity & Diversity Newsletter



Edition 6, 3rd Quarter

## CW2 Heather Langley

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 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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### **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.**

- | 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) |

[Heather.l.langley.mil@mail.mil](mailto:Heather.l.langley.mil@mail.mil)  
[Donna.m.torres.mil@mail.mil](mailto:Donna.m.torres.mil@mail.mil)

**Thank you for your service!**

### Special Observances

- **Holocaust Remembrance Day** (8 April 2013) & **Days of Remembrance** (7 – 14 April 2013)
- **Asian Pacific American Heritage Month** (1 – 31 May 2013)

**Special Observance**  
**Holocaust Remembrance Day**  
**(8 April 2013)**  
**&**  
**Days of Remembrance**  
**(7 - 14 April 2013)**

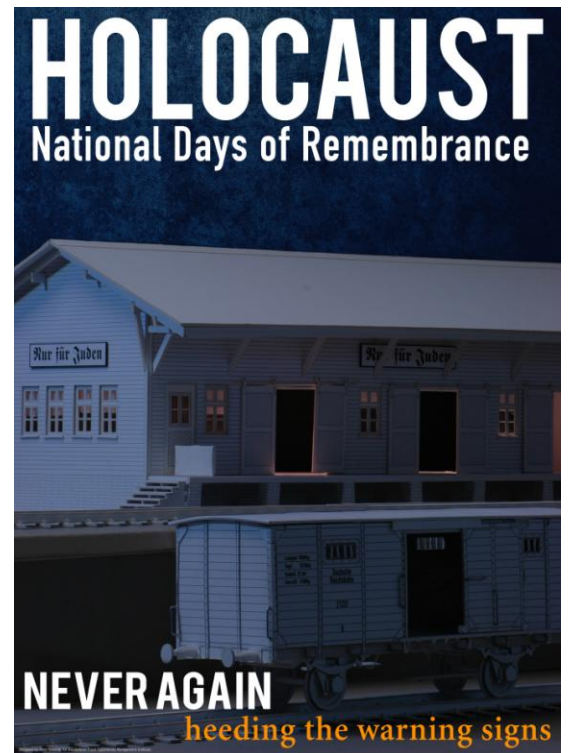
***“NEVER AGAIN heeding the warning signs”***

**What is Days of Remembrance?**

The U.S. Congress established Days of Remembrance as the nation's annual commemoration of the Holocaust and created the United States Holocaust Memorial Museum as a permanent living memorial to the victims. This year, Holocaust Remembrance week is 7 - 14 April 2013. In accordance with its congressional mandate, the Museum is responsible for leading the nation in commemorating Days of Remembrance and for encouraging appropriate observances throughout the United States.

**What is the Holocaust? Who are we remembering?**

The Holocaust was the state-sponsored, systematic persecution and annihilation of European Jews by Nazi Germany and its collaborators between 1933 and 1945. Jews were the primary victims—six million were murdered; Roma (Gypsies), people with disabilities, and Poles were also targeted for destruction or decimation for racial, ethnic, or national reasons. Millions more, including homosexuals, Jehovah's Witnesses, Soviet prisoners of war, and political dissidents, also suffered grievous oppression and death under Nazi Germany.



# Special Observance Continued

## Why is Days of Remembrance observed in the United States?

In 1980, Congress unanimously passed legislation to establish the United States Holocaust Memorial Council, which oversees the Museum. The Council, which succeeded the President's Commission on the Holocaust, was charged with carrying out the following recommendations:

- That a living memorial be established to honor the victims and survivors of the Holocaust and to ensure that the lessons of the Holocaust will be taught in perpetuity
- That an educational foundation be established to stimulate and support research in the teaching of the Holocaust
- That a Committee on Conscience be established that would collect information on and alert the national conscience regarding reports of actual or potential outbreaks of genocide throughout the world
- That a national day of remembrance of victims of the Holocaust be established in perpetuity and be held Annually

### Local Event

#### Holocaust “Days of Remembrance”

The Joint Forces Headquarters (JFHQ) personnel attended the Holocaust “Days of Remembrance” and viewed videos from the Holocaust Museum on 10 April 13. The videos examined the events of 1938 and the impact they had on individuals targeted by Nazi persecution. Reflecting on these events 75 years later challenges us to consider our own response to warning signs of genocide today. Our choices in response to hatred truly do matter, and together we can help fulfill the promise of “**NEVER AGAIN.**” The EEO office plans to continue with the education of various observances and hope you will join us throughout this endeavor. The videos viewed: Why We Remember the Holocaust, The Holocaust and World War II and Heeding the Warning Signs. To obtain a free copy of the Holocaust “Days of Remembrance” DVD/CD, click on the Holocaust Museum address:

[http://www.ushmm.org/museum/exhibit/focus/ihrdcomment\\_post.php](http://www.ushmm.org/museum/exhibit/focus/ihrdcomment_post.php)

Choose the remembrance tab and organizing a remembrance day. Request a free CD/DVD, “Days of Remembrance”.

#### References:

- [http://www.ushmm.org/museum/exhibit/focus/ihrdcomment\\_post.php](http://www.ushmm.org/museum/exhibit/focus/ihrdcomment_post.php)
- <http://www.holocaustsurvivors.org/>
- <http://www.deomi.org/>

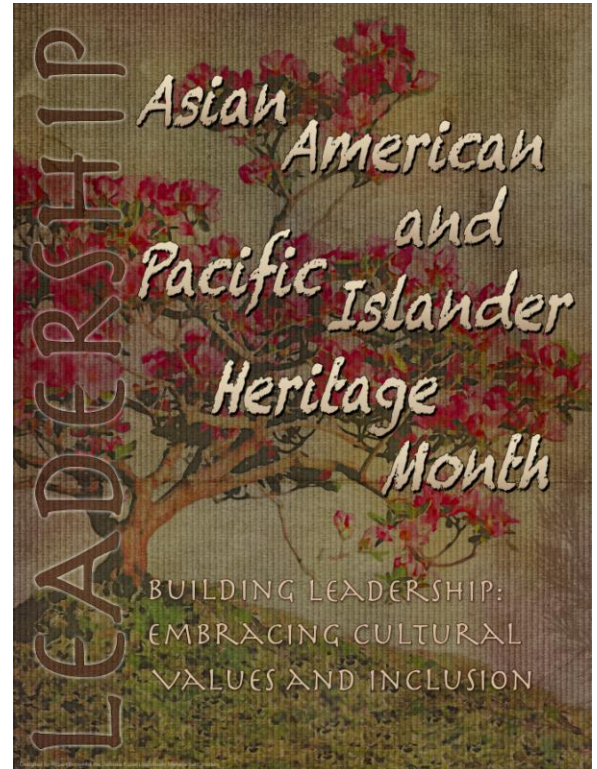


## Special Observance



### Asian Pacific Heritage Month (May 1 - 31) *(Building Leadership: Embracing Cultural Values and Inclusion)*

The month of May is Asian Pacific American Heritage Month, a time to commemorate and celebrate the many accomplishments and contributions of immigrant, refugee, and American born Asian-Americans and Pacific Islanders who through sacrifice, perseverance, education, government, and leadership have helped transform this country into the greatest and most benevolent nation in history. Early Asian Pacific-Americans worked long hours for little pay and were discriminated against just for being different. Today, Asian Pacific-Americans earn more, own more, and are better educated than all other American minorities (U.S. Census, 2007). It is through vision, sacrifice, and perseverance that Asian Pacific-Americans have accomplished so much since they first arrived in this land of opportunity in 1843. Let us take time this month of May to celebrate the many achievements and contributions Asian Pacific-Americans have made to the United States.



#### Did you know?

Yin and yang is the symbol for balance. In Traditional Chinese Medicine, good health is believed to be achieved by a balance between yin and yang. Yin and yang are actually complementary, not opposing, forces, interacting to form a whole greater than either separate part; in effect, a dynamic system. Everything has both yin and yang aspects, (for instance shadow cannot exist without light).

Yang is the white side with the black dot on it, and yin is the black side with the white dot on it. The relationship between yin and yang is often described in terms of sunlight playing over a mountain and a valley. Yin (literally the 'shady place' or 'north slope') is the dark area occluded by the mountain's bulk, while yang (literally the 'sunny place' or 'south slope') is the brightly lit portion. As the sun moves across the sky, yin and yang gradually trade places with each other, revealing what was obscured and obscuring what was revealed.

Yin is characterized as slow, soft, yielding, diffuse, cold, wet, and passive; and is associated with water, earth, the moon, [femininity](#) and nighttime. Yang, by contrast, is fast, hard, solid, focused, hot, dry, and aggressive; and is associated with fire, sky, the sun, [masculinity](#) and daytime.



## Special Observance Continued



### Local Organization:

The Coalition for Asian American Children and Families (CACF), the nations only pan-Asian children's advocacy organization, aims to improve the health and well-being of Asian Pacific American children and families in New York City.

CACF believes that children of all backgrounds should have an equal opportunity to grow up healthy and safe and should live in a society free from discrimination and prejudice. CACF challenges stereotypes of Asian Pacific Americans as a "model minority" and advocates on behalf of underserved families in our community, especially immigrants struggling with poverty and limited English skills. CACF promotes better policies, funding, and services for East Asian, South Asian, Southeast Asian, and Pacific Islander children, youth, and families. Click on this link for more information about CACF: <http://www.cacf.org>

### Upcoming Event:

#### **CACF is Community Partner of**

#### ***IVA: The Myth of Tokyo Rose***

Performance, Talkback, and Reception:

Thursday, May 16, 7PM &

Friday, May 17, 2PM at The Asia Society, 725 Park Avenue, NYC

Presented by the Asian American Arts Alliance and the Asian American Bar Association of New York

This is a devised play inspired by the life of Iva Toguri, a Japanese American citizen who was accused of treason for allegedly broadcasting anti-American propoganda during World War II as the infamous "Tokyo Rose." This world premiere production examines issues of race and civil rights, engaging audiences in a powerful dialogue about social justice issues that resound to present day. Tickets and more information: <http://aaartsalliance.org>

### References:

- <http://asianpacificheritage.gov/>
- <http://www.deomi.org/>
- <https://en.wikipedia.org/>
- <http://www.cacf.org>





# Monthly EEO Training



## What is the No FEAR Act?

The **Notification and Federal Employee Antidiscrimination and Retaliation Act** is a law that was signed on May 15, 2002, by President Bush with the intention of making federal agencies more accountable for violations of anti-discrimination and whistle-blower protection laws. "**No FEAR**" is the short title for the Act. The Act imposes additional duties upon Federal agency employers intended to reinvigorate their longstanding obligation to provide a work environment free of discrimination and retaliation.

Five duties that the No FEAR Act places on a Federal agency are:

- At least every **two years**, an agency must provide training to its employees, including managers, regarding the rights and remedies available under the employment discrimination and whistleblower protection laws.
- A federal agency must reimburse the Judgement Fund for payments made to employees, former employees, applicants for Federal employment because of actual or alleged violations of Federal employment discrimination laws, Federal whistleblower protection laws, and retaliation claims arising from the assertion of rights under those laws.
- An agency must provide annual notice to its employees, former employees, and applicants for Federal employment concerning the rights and remedies applicable to them under the employment discrimination and whistleblower protection laws.
- An agency must submit to Congress, EEOC, the Department of Justice, and OPM, an annual report setting forth information about the agency's efforts to improve compliance with the employment discrimination and whistleblower protection laws and detailing the status of complaints brought against the agency under these laws.
- An agency must post quarterly on its public Web site summary statistical data pertaining to EEO complaints filed with the agency

For more information on the No FEAR Act visit: <http://www.eeoc.gov/> or <http://www.gsa.gov/>



## Miscellaneous



When a big change occurs in your life it forces you to change direction. Sometimes the new path may not be easy, but you can be absolutely certain that there is magnificence for you on the new path. You can be absolutely certain that the new path contains things that you could not have experienced otherwise.

When we look back at a negative event that occurred in the past, we often see how in fact it transformed our life. We see how that event directed us toward a life that we would not change for anything.

- Rhonda Byrne



# Joint Diversity Corner



## **Special Emphasis Program Council** **(SEPC)**

This council is a joint initiative of the full-time support personnel appointed in Special Emphasis Program Manager positions that promote the participation and advancement of the members of the group within the DMNA that they represent.

### **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:**

Analysis, Advise, Liason and Advocate

### **Goal:**

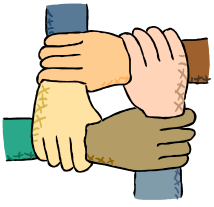
SEPMs recognize the optimum readiness of the New York Air and Army Guard depends on the active inclusion of all groups supporting excellence in military and civilian performance.

### **Please Welcome Our Newest Members:**

Lt Colonel Kelly Hilland, Federal Women's Program Manager (ARNG)  
Major Henry Wong, Asian & Pacific Islander Program Manager (ARNG)

**\*\*To become a member of the SEPC please contact CW2 Heather Langley, (518) 786-4733, [heather.langley@us.army.mil](mailto:heather.langley@us.army.mil) or MSgt Donna Torres, (518)786-4621, [donna.m.torres@us.army.mil](mailto:donna.m.torres@us.army.mil)**





# Joint Diversity Corner

## Continued



### Did you Know?

Major Duties of **Special Emphasis Program Manager (SEPM)**:

- Serves as focal point for program implementation for the designated Special Emphasis group
- Provides input to the State Equal Employment manager (SEEM) on special concerns of the designated group, to include the development of the Federal Equal Opportunity Program and the Affirmative Employment Plan; where applicable.
- Actively recruit members for Special Emphasis Program (SEP) Committee as directed by the SEEM.
- Establishes working contacts with the EEO Counselors in order to determine trends that may need to be addressed programmatically.
- Makes recommendations to the SEEM on types of programs/activities to present. Plans and coordinates these activities based on guidance from the SEEM.
- Is knowledgeable of the basic complaint procedure in order to provide information to individuals seeking guidance.

### SEPM Vacancies

The Special Emphasis Program Council has 2 vacancies to fill:

- 1) Native American Indian Program Manager (ARNG)
- 2) Asian & Pacific Islander Program Manager (ANG)







# Joint Diversity Corner Continued



## Members of the Special Emphasis Program Council

<b>Program Director</b>	CW2 Heather Langley, (518) 786-4733 <a href="mailto:heather.langley.mil@mail.mil">heather.langley.mil@mail.mil</a>
<b>African American Program Mgr. (ARNG)</b>	SFC Lamont Pugh, (914) 788-7430 <a href="mailto:lamont.pugh.mil@mail.mil">lamont.pugh.mil@mail.mil</a>
<b>Federal Women's Program Mgr (ARNG)</b>	LTC Kelly Hilland, (518) 786-4488 <a href="mailto:kelly.f.hilland.mil@mail.mil">kelly.f.hilland.mil@mail.mil</a>
<b>Federal Women's Program Mgr. (ANG)</b>	MSgt Donna M. Torres, (518) 786-4621 <a href="mailto:donna.m.torres.mil@mail.mil">donna.m.torres.mil@mail.mil</a>
<b>Persons with Disabilities Mgr. (ARNG)</b>	CW2 Heather Langley, (518) 786-4733 <a href="mailto:heather.langley.mil@mail.mil">heather.langley.mil@mail.mil</a>
<b>Persons with Disabilities Mgr. (Alternate)</b>	Ms. Bonnie Lu LaManna, (518) 786-4426 <a href="mailto:bonnielu.lamanna.mil@mail.mil">bonnielu.lamanna.mil@mail.mil</a>
<b>Hispanic Program Mgr. (ANG)</b>	SMSgt Robert Orellano, (315) 334-6753 <a href="mailto:bobby.orellano.mil@mail.mil">bobby.orellano.mil@mail.mil</a>
<b>Hispanic Program Mgr. (Alternate)</b>	TSgt Jose Ortiz, (315) 334-6313 <a href="mailto:jose.ortiz.2.mil@mail.mil">jose.ortiz.2.mil@mail.mil</a>
<b>Hispanic Program Mgr (ARNG0)</b>	VACANT
<b>Native-American Indian Program Mgr. (ARNG)</b>	Lt Jean Kratzer, (518) 786-4458 <a href="mailto:jean.kratzer.mil@mail.mil">jean.kratzer.mil@mail.mil</a>
<b>Native American Indian Program Mgr (ANG)</b>	VACANT
<b>Asian &amp; Pacific Islander Program Mgr. (ARNG)</b>	SSG Theresa Barone-Lopez, (518) 285-5848 <a href="mailto:theresa.baronelopez.mil@mail.mil">theresa.baronelopez.mil@mail.mil</a>
<b>Asian &amp; Pacific Islander Program Mgr. (ANG)</b>	VACANT

As of 4 Mar 13

