



New York State Equal Opportunity & Diversity Newsletter



Edition 24

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New York Army/Air National Guard
State Equal Employment Manager
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**NYS Equal
Opportunity &
Diversity
Newsletter, Oct,
2008**

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

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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.

Special Observance Themes

National Disability Employment Awareness Month

1 – 31 October 2017

"Inclusion Drives Innovation"

National American Indian Heritage Month

1 – 30 November 2017

"Standing Together"

**We welcome your letter to the editor.
Please forward any input to Capt
FitzGibbon or MSgt Torres by the dates
listed below.**

Quarters:

- 1) Oct – Nov – Dec
- 2) Jan – Feb – Mar
- 3) Apr – May – Jun
- 4) Jul – Aug – Sep

Due by:

- 15 Sep
- 15 Dec
- 15 Mar
- 15 Jun

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Special Observance

National Disability Employment Awareness Month

"Inclusion Drives Innovation"

1- 31 October 2017



The U.S. Department of Labor's Office of Disability Employment Policy (ODEP) announced that "Inclusion Drives Innovation" will be the theme of National Disability Employment Awareness Month in October 2017.

"Americans of all abilities must have access to good, safe jobs," said U.S. Secretary of Labor Alexander Acosta. "Smart employers know that including different perspectives in problem-solving situations leads to better solutions. Hiring employees with diverse abilities strengthens their business, increases competition, and drives innovation." Every October, NDEAM celebrates individuals with disabilities and their contributions and achievements to the American workforce.

Timeline of Historical and Notable Events:

1753 - Pennsylvania Hospital in Philadelphia is first hospital with ward for mental illness

1869 - First wheelchair patent is issued in United States

1933 - Franklin Delano Roosevelt, who is paralyzed from the waist down by polio, becomes President. Accounts differ as to how far he went to hide his disability

1935 - Social Security Act provides funds to each state to assist, among others the blind and "crippled" children

1943 - Dr. Leo Kanner becomes first person to clearly define autism

1945 - Congress declared the first week of October as 'National Employ the Physically Handicapped Week'

1949 - United Cerebral Palsy is founded

1956 - Disability Insurance program is added to Social Security

1960 - The first Paralympic Games are held in Rome Independent Living Movement

1962 - The word "physically" was dropped to acknowledge individuals with all types of disabilities

1988 - Congress expanded the week to a month and changed the name to DEAM

2001 - ODEP was established and formally began selecting the NDEAM theme

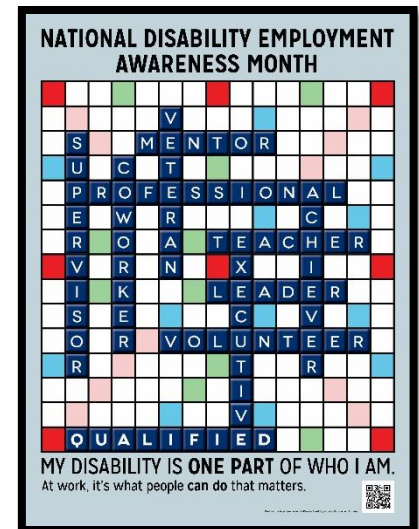
2009 - Genetic Information Nondiscrimination Act prohibits employers from using genetic information to discriminate against employees or job applicants

2011 - Revised ADA regulations adopt 2010 ADA Standards for Accessible Design and address other accessibility issues, including accommodating service animals, wheelchairs and other

References: <http://www.dol.gov/>

<http://www.deomi.org>

<http://www.diversityinc.com/wp-content/uploads/2013/09/Timeline-Disability-Employment-Awareness.pdf>





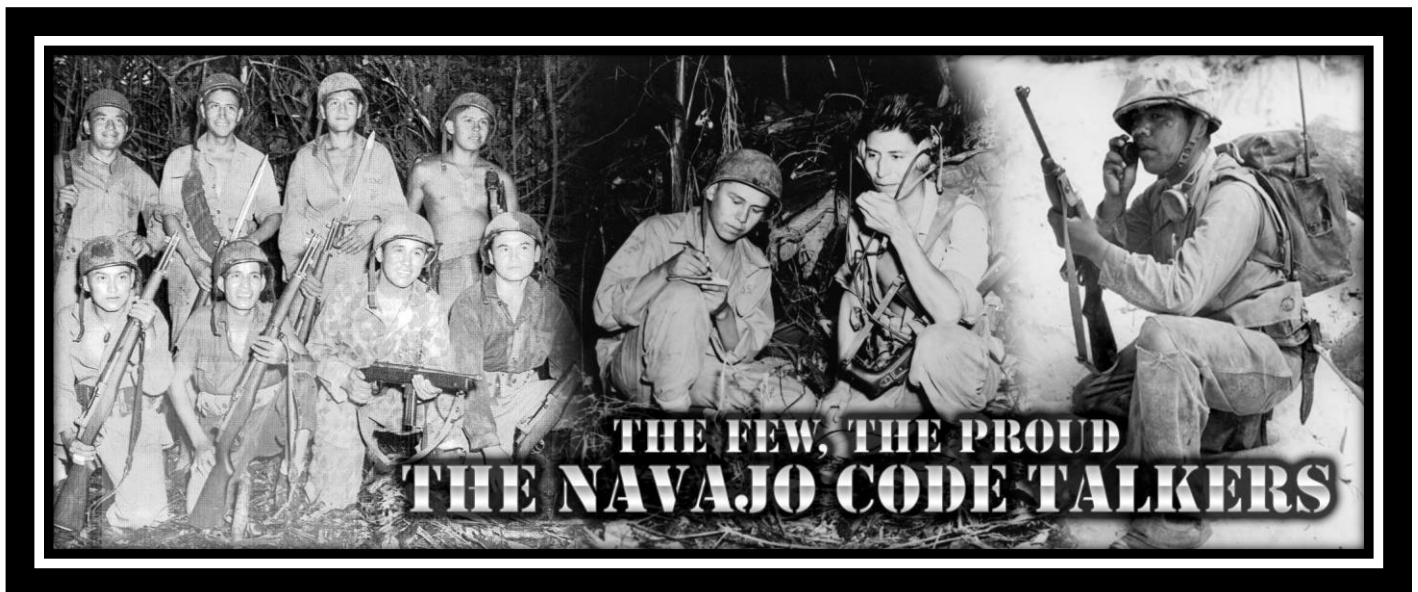
Special Observance
National American Indian Heritage Month
"Standing Together"
(1 – 30 November 2017)



In 1990, President George H. W. Bush approved a joint resolution designating November "National American Indian Heritage Month." Similar proclamations, under variants on the name (including "Native American Heritage Month" and "National American Indian and Alaska Native Heritage Month") have been issued each year since 1994.

Native Nations made treaties with one another long before Europeans came to the Western Hemisphere. The United States began making treaties with Native Peoples because they were independent nations. Some of these treaties still define mutual obligations between the United States and Indian Nations. The eight treaties featured in *Nation to Nation: Treaties Between the United States and American Indian Nations* are representative of the approximately 374 that were ratified between the United States and Native Nations.

Many Native Americans have volunteered to serve in conflicts from World War II to Iraq. Few encountered any overt prejudice while in uniform, though Navajo Code Talkers were sometimes mistaken by their own men for Japanese soldiers. But as one code talker recalled, Navajos had a chance to prove wrong the bigots back home; the military prized them for speaking their own language. For all American Indian veterans, the honor of defending their country overrode all other considerations. During November, the National Guard and other federal agencies celebrate the contribution of Native Americans in our nation's identity, history, diversity and strength.



References:

- <http://www.nmai.si.edu/static/nationtonation/>
- <http://www.loc.gov/vets/stories/ex-war-nativeamericans.html>



Special Observance Veterans Day (11 November 2017)



Veterans Day is an official federal holiday that is observed annually on November 11th, honoring people who have served in the U.S. Armed Forces. It coincides with other holidays including Armistice Day and Remembrance Day, which are celebrated in other parts of the world and also mark the anniversary of the end of World War I (major hostilities of World War I were formally ended at the 11th hour of the 11th day of the 11th month of 1918, when the Armistice with Germany went into effect).

In November 1919, President Wilson proclaimed November 11th as the first commemoration of Armistice Day with the following words: "To us in America, the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country's service and with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her sympathy with peace and justice in the councils of the nations..."

An act approved on May 13th, 1938, made November 11th a legal holiday. The following wars, WWII and Korean War, persuaded veterans' organizations and others that the day of November 11th should honor the veterans' sacrifices of this nation. As a result, in 1954 the Act of 1938 was amended and on October 8th of that year, President Dwight D. Eisenhower issued the first Veterans Day Proclamation. The mentioned proclamation gives the best description of the purpose and designation of Veterans Day. Among other things, it states the following:

"NOW, THEREFORE. I, DWIGHT D. EISENHOWER, President of the United States of America, do hereby call upon all of our citizens to observe Thursday, November 11, 1954, as Veterans Day. On that day let us solemnly remember the sacrifices of all those who fought so valiantly, on the seas, in the air, and on foreign shores, to preserve our heritage of freedom, and let us reconsecrate ourselves to the task of promoting an enduring peace so that their efforts shall not have been in vain..."



Reference:

<http://www.va.gov/opa/vetsday/vetdayhistory.asp>

Special Observance

December Multi-faith

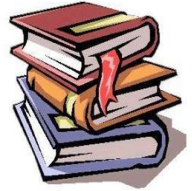
(24 November – 25 December 2017)



Multi-faith Calendar Highlights

Holy Day	Description	Impact to Personnel
ADVENT [Christian] 27 Nov – 24 Dec	The season of preparation for the coming of Christ, also the beginning of the Christian liturgical year.	Special worship services
ROHATSU, a.k.a., BODDHI DAY; BUDDHA'S ENLIGHTENMENT [Zen Buddhism] 1-8 Dec	Zen Buddhists honor Buddha's enlightenment with an arduous retreat typically lasting a week.	Work restrictions – Adherents may seek to be excused from non-mission essential functions on 8 Dec or the week following.
ASHURAH, a.k.a., ASHOORA [Islam] 5 Dec (Mon)	This two-day fast is linked with several Islamic observances.	Food restrictions (optional fast) – Muslims may request permission to reduce or be excused from physical training (including PT Assessments) or limit their time outdoors.
SAINT NICHOLAS [Orthodox Christian] 6 Dec (Tue)	The feast honors Saint Nicholas.	Special worship – Orthodox Christians may seek permission to participate in the celebration.
IMMACULATE CONCEPTION [Catholic Christian] 8 Dec (Thu)	Catholics are morally obliged to observe the solemnity of the Immaculate Conception.	Special service – Catholics may request time for participating in the celebration of the Eucharist and abstaining from unnecessary "servile" work.
HANNUKKAH, a.k.a. FESTIVAL OF LIGHTS [Jewish] *Sunset 12 Dec – Sunset 20 Dec* *Dates change annually	Jews celebrate the rededication of the Temple by the Maccabees (167 B.C.E.) in their struggle against the Seleucids whose King Antiochus had attempted to suppress the religion of the Jews. Every evening another light is kindled in commemoration of the event.	Special celebration – Jews may seek permission to attend evening menorah lightings the eight nights and morning services.
YULE (Winter Solstice) [Wicca/Druid] 21 Dec (Wed)	It marks the beginning of many Pagan calendars. In many Pagan traditions, the concept of rebirth is expressed through the birth of a Divine Child.	Special celebration – Wiccans and Druids (any Neo Pagans) on evening work shifts may request time off for High Day observances.
CHRISTMAS EVE & DAY [Christian] 24/25 Dec (Sat-Sun)	It marks the birth of Jesus Christ and the beginning of the feast of Christmas which lasts for 12 days, from the eve of Christmas Day to the eve of the Epiphany.	Special worship and work restriction – Christians may seek permission to participate in the celebration of the Eucharist on Christmas Day.

Monthly Equal Opportunity Training



What is Harassment?

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual on the basis of the person's:

- Race
- Color
- National Origin
- Religion
- Sex
- Sexual Orientation
- Age
- Disability
- Or any other Characteristic protected by law

Harassing conduct includes:

- Abusive words or phrases, slurs or negative stereotyping
- Threatening, intimidating or hostile acts
- Put-downs or jokes
- Written or graphic material that shows hostility or aversion to an individual or group.

Harassing behaviors are not always obvious. Often, these behaviors are hidden behind humor, insinuations, or subtle remarks or acts. Harassing behavior does not have to be obvious to be damaging.

The Costs:

Harassment in the workplace is the cause of many court cases and out-of-court settlements. The cost of these actions can be very high and has the potential to put companies in financial jeopardy. Apart from the great expense associated with lawsuits and other liability issues, there are hard-to-measure costs created by harassment.

These intangible costs include:

- Decreased productivity
- Lowered morale
- Increased employee turnover
- Loss of credibility in the community

Motivational Quote



"Respect is a two-way street, if you want to get it, you've got to give it."

R.G. Risch



Reference: <http://www.eeoc.gov/laws/practices/harassment.cfm>



Joint Diversity Corner



2017 Excellence in Diversity Award Recipients

As leaders we believe diversity and inclusion makes our organization better. The New York National Guard is one of the most diverse forces in the nation. Leaders who are aware of cultural differences are able to create effective teams that respect differences while working towards mission accomplishment. To recruit, retain, and motivate high-performing Soldiers, it is essential for our organization to recognize these members.

Congratulations to this year's Diversity Affinity Award recipients!

Latina Style
Distinguished Service Award
COL Isabel Rivera Smith
53 Troop Command,
Chief of Staff

Federal Asian Pacific American Council
Meritorious Service Award
CPT Popi Claudio
642 Aviation Support Battalion,
C Company Commander

Blacks in Government
Meritorious Service Award
CSM Cory Cush
53 Troop Command,
Command Sergeant Major



These members strongly promote equal opportunity and diversity within our organization. They are outstanding role models, not only for ethnic minorities, but for all members within the NYNG. Their superior performance to the organization and communities make them excellent advocates for equal opportunity and diversity.



Joint Diversity Corner (cont.)



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.

Welcome New Members:

Chassidy Ryals, Federal Women's Program Manager (ARNG)
SGT Frank Cagnina, Persons with Disabilities Mgr. (ARNG)

SEPM Vacancy:

Asian & Pacific Islander Program Manager (ANG)

This is are not a full-time position, it's an additional duties.

Upcoming SEPC Meeting:

21 March 2017, 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 please contact:**

Capt Ashley FitzGibbon, (518) 786-4733 ashley.n.fitzgibbon.mil@mail.mil or
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Joint Diversity Corner (cont.)



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Asian & Pacific Islander Program Mgr. (ANG)	VACANT

