



New York State Equal Opportunity & Diversity Newsletter



Edition 21

Capt Ashley FitzGibbon

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.

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.

Special Observance Themes

Martin Luther King Jr.'s Birthday

16 January 2017

"Remember! Celebrate! Act! A Day On, Not a Day Off!"

African American/Black History Month

1 – 28 February 2017

"The Crisis in Black Education"

Women's History Month

1 – 31 March 2017

"Honoring Trailblazing Women in Labor and Business"

We welcome your letter to the editor.

Please forward any input to Capt FitzGibbon or MSgt Torres by the due 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

Ashley.n.fitzgibbon.mil@mail.mil
Donna.m.torres.mil@mail.mil



Special Observance Martin Luther King Jr.'s Birthday

(16 January 2017)

"Remember! Celebrate! Act!"

"A Day On, Not a Day Off!"



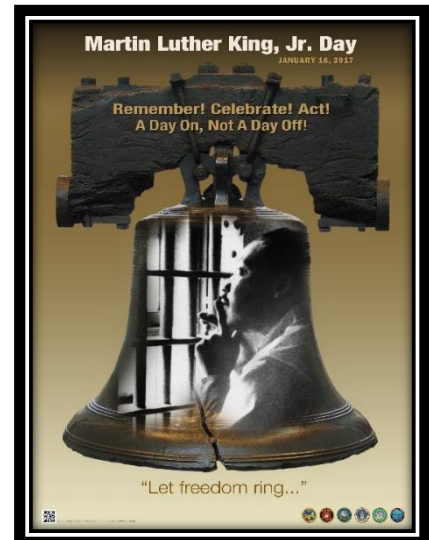
"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

- Dr. Martin Luther King, Jr.

Letter from the Birmingham Jail

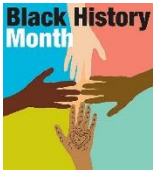
Did you know?

- Dr. King is widely regarded as America's pre-eminent advocate of nonviolence and one of the greatest nonviolent leaders in world history.
- Drawing inspiration from both his Christian faith and the peaceful teachings of Mahatma Gandhi, Dr. King led multiple nonviolent movements in the late 1950's and '60's to achieve legal equality for African Americans in the United States.
- While others were advocating for freedom by "any means necessary," including violence, Dr. Martin Luther King, Jr. used the power of words and acts of nonviolent resistance, such as protests, grassroots organizing, and civil disobedience to achieve seemingly-impossible goals.
- Dr. King went on to lead similar campaigns against poverty and international conflict, always maintaining fidelity to his principles that men and women everywhere, regardless of color or creed, were equal members of the human family.
- The holiday celebrates his life and achievements and encourages people everywhere to reflect on the principles of nonviolent change and racial equality.
- He is the only non-president to have a national holiday dedicated in his honor, and is the only non-president memorialized on the National Mall in the nation's capital.
- He is memorialized in hundreds of statues, parks, streets, squares, churches and other public facilities around the world as a leader whose teachings are increasingly relevant to the progress of humankind.
- In 1955, he was recruited to serve as spokesman for the Montgomery Bus Boycott, which was a campaign by the African American population of Montgomery, Alabama to force integration of the city's bus lines.
- In 1957, Dr. King was elected president of the Southern Christian Leadership Conference (SCLC), an organization designed to provide new leadership for the now burgeoning civil rights movement.

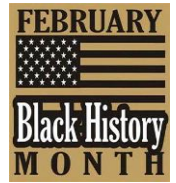


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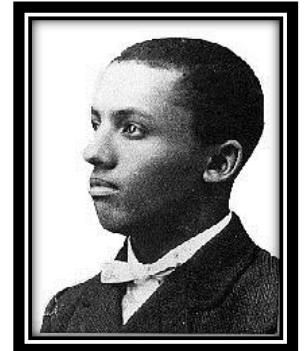
<https://www.deomi.org/>



Special Observance
African American/Black History Month
(1 - 28 February 2017)
"The Crisis in Black Education"



The theme for 2017 focuses on the crucial role of education in the history of African Americans. Association for the Study of African American Life and History's (ASALH's) founder Carter G. Woodson once wrote that "if you teach the Negro that he has accomplished as much good as any other race he will aspire to equality and justice without regard to race." Woodson understood well the implications associated with the denial of access to knowledge, and he called attention to the crisis that resulted from persistently imposed racial barriers to equal education. The crisis in black education first began in the days of slavery when it was **unlawful for slaves to learn to read and write**. In pre-Civil War northern cities, free blacks were forced as children to walk long distances past white schools on their way to the one school relegated solely to them. Whether by laws, policies, or practices, racially separated schools remained the norm in America from the late nineteenth century well into our own time.



Carter G. Woodson

Throughout the last quarter of the twentieth century and continuing today, the crisis in black education has grown significantly in urban neighborhoods where public schools lack resources, endure overcrowding, exhibit a racial achievement gap, and confront policies that fail to deliver substantive opportunities. The touted benefits of education remain elusive to many blacks of all ages. Tragically, some poorly performing schools serve as pipelines to prison for youths.

Yet, African American history is rich in centuries-old efforts of resistance to this crisis: the slaves' surreptitious endeavors to learn; the rise of black colleges and universities after the Civil War; unrelenting battles in the courts; the black history movement; the freedom schools of the 1960s; and local community-based academic and mentorship programs that inspire a love of learning and thirst for achievement. Addressing the crisis in black education should be considered one of the most important goals in America's past, present, and future.

Did you know?



Born on September 8, 1954, in Tylertown, Mississippi, **Ruby Bridges** was 6 when she became the first African-American child to integrate a white Southern elementary school, having to be escorted to class by her mother and U.S. marshals due to violent mobs. Bridges' bravery paved the way for continued Civil Rights action and she's shared her story with future generations in educational forums.

Mary Jane McLeod Bethune, daughter of former slaves, she was an American educator, stateswoman, philanthropist, humanitarian and civil rights activist best known for starting a private school for African-American students in Daytona Beach, Florida.



References:

- <https://www.deomi.org/>
- <https://asalh100.org/>
- <https://www.biography.com/>
- <https://www.nwhm.org/education-resources/biography/biographies/mary-mcleod-bethune/>



Special Observance Women's History Month (1 - 31 March 2017)

"Honoring Trailblazing Women in Labor and Business"



The 2017 theme for National Women's History Month honors women who have successfully challenged the role of women in both business and the paid labor force. Women have always worked, but often their work has been undervalued and unpaid.

The 2017 Honorees represent many diverse backgrounds and each made her mark in a different field. Additionally, the Honorees' work and influence spans three centuries of America's history. These women all successfully challenged the social and legal structures that have kept women's labor underappreciated and underpaid.

Facing stark inequalities in the workplace (lower wages, poor working conditions, and limited opportunities), they fought to make the workplace a less hostile environment for women. They succeeded in expanding women's participation in commerce and their power in the paid labor force. As labor and business leaders and innovators they defied the social mores of their times by demonstrating women's ability to create organizations and establish their own businesses that paved the way for better working conditions and wages for themselves and other women.

They proved that women could succeed in every field. While each Honoree is extraordinary, each is also ordinary in her own way, proving that women business and labor leaders can and should be considered the norm. Most importantly, the 2017 Honorees paved the way for generations of women labor and business leaders to follow.

2017 National Women's History Month Honorees:

- **Alexis Herman (1947)**
Former Secretary of Labor
- **Lilly Ledbetter (1938)**
Equal Pay Activist
- **Kate Mullany-(1845 – 1906)**
Organized First All-Female Labor Union
- **Lucy Gonzalez Parsons- (c. 1853- 1942)**
Labor Organizer and Socialist Leader
- **Barbara "Dusty" Roads (1928)**
Flight Attendant's Union Leader
- **Andra Rush (1952)**
Founder/ CEO, -Rush Group
- **Nina Vaca (1971)**
CEO and Chairman of Pinnacle Group.
- **Yvonne Walker (1959)**
President, Service Employees International Union (SEIU) Local 1000
- **Addie L. Wyatt (1924 – 2012)**
Labor Union Leader and Civil Rights Activist
- **Norma Yaeger (1930)**
First woman stockbroker to be permitted on the floor of the New York Stock Exchange (NYSE).



Reference: <http://www.nwhp.org/womens-history-month/theme/>



Monthly Equal Opportunity Training



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

Upcoming Training

Course: Equal Opportunity Leaders Course (EOLC)
Date: 20 – 25 March 2017
Location: Camp Smith Training Site, Cortlandt Manor
Suspense: 3 February 2017

Points of Contact:

MSgt Donna Torres, Equal Employment Specialist, (518) 786-4621,
donna.m.torres.mil@mail.mil

MSG Richard Cumberbatch, Human Resource Equal Opportunity Advisor,
richard.a.cumberbatch.mil@mail.mil

Capt Ashley FitzGibbon, State Equal Employment Manager, (518)786-4733,
ashley.n.fitzgibbon.mil@mail.mil

Motivational Quote

Education is the passport to the future, for tomorrow belongs to those who prepare for it today!

- Malcom X



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 SEPM 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:

Federal Women's Program Manager (ARNG)

Asian & Pacific Islander Program Manager (ANG)

These are not full-time positions, they are additional duties.

Upcoming SEPC Meeting:

16 Feb 17, 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

MSgt Donna Torres, (518)786-4621 donna.m.torres.mil@mail.mil





Joint Diversity Corner (cont.)



SPECIAL EMPHASIS PROGRAM COUNCIL

Program Director	Capt Ashley FitzGibbon, (518) 786-4733 JFHQ, Latham ashley.n.fitzgibbon.mil@mail.mil
African American Program Mgr. (ARNG)	SFC Lamont Pugh, (914) 945-7430 Camp Smith, Westchester County lamont.m.pugh.mil@mail.mil
Federal Women's Program Mgr. (ARNG)	VACANT
Federal Women's Program Mgr. (ANG)	MSgt Donna Torres, (518) 786-4621 JFHQ, Latham donna.m.torres.mil@mail.mil
Persons with Disabilities Mgr. (ANG)	Capt Ashley FitzGibbon, (518) 786-4733 JFHQ, Latham ashley.n.fitzgibbon.mil@mail.mil
Persons with Disabilities Mgr. (Alternate)	Ms. Bonnie Lu Brehm, (518) 272-6359 R&R, Watervliet Arsenal bonnielu.l.brehm.civ@mail.mil
Hispanic Program Mgr. (ANG)	SSgt Anibal Verdejo, III, (315) 334-6831 EADS, Rome anibal.verdejo.mil@mail.mil
Hispanic Program Mgr. (Alternate, ANG)	1Lt Jose Ortiz, (315) 334-6721 EADS, Rome jose.o.ortiz10.mil@mail.mil
Hispanic Program Mgr. (ARNG)	SGT Juan Portillo, (716) 601-4033 Det. 1 – 3/126 th AVN, Rochester juan.a.portillo.mil@mail.mil
Native-American Indian Program Mgr. (ARNG)	CPT Jean Kratzer, (518) 786-4458 JFHQ, Latham jean.kratzer.mil@mail.mil
Native American Indian Program Mgr (ANG)	MSgt Venita Jackson, (716) 236-2518 107 AW, Niagara Falls VenitaJackson@ang.af.mil
Asian & Pacific Islander Program Mgr. (ARNG)	SFC Theresa Barone-Lopez, (518) 285-5848 101 st Signal BN, Yonkers theresa.baronelopez.mil@mail.mil
Asian & Pacific Islander Program Mgr. (Alternate, ARNG)	MAJ Henry Wong, (917) 562-9106 369 Sustain. Brig, Harlem henry.wong@us.army.mil
Asian & Pacific Islander Program Mgr. (ANG)	VACANT

