



New York State Equal Opportunity & Diversity Newsletter



Edition 25

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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.

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
15 January 2018

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

African American/Black History Month
1 – 28 February 2018

"African Americans in Times of War"

Women's History Month

1 – 31 March 2018

"NEVERTHELESS SHE PERSISTED: Honoring Women Who Fight All Forms of Discrimination"

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

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Special Observance Martin Luther King Jr.'s Birthday (15 January 2018) "Remember! Celebrate! Act!" "A Day On. . .Not a Day Off!"



"Make a career of HUMANITY. Commit yourself to the noble struggle for EQUAL RIGHTS. You will make a GREATER PERSON of yourself, a GREATER NATION of your country, and a FINER WORLD to live in."

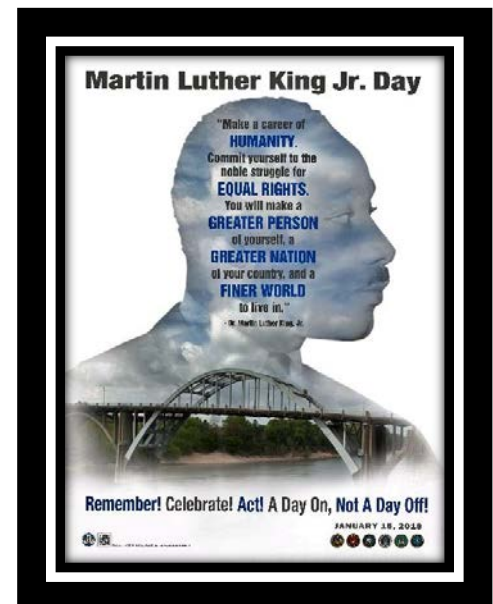
-Dr. Martin Luther King, Jr.

In observance of the 2018 Dr. Martin Luther King Jr. holiday, the Defense Equal Opportunity Management Institute (DEOMI), Patrick AFB, FL, proudly announces the availability of original artwork available for download at www.deomi.org.

Martin Luther King Jr. Day is a United States federal holiday marking the birthday of Rev. Dr. Martin Luther King Jr. It is observed on the third Monday of January each year, around the time of King's birthday, January 15. This year, the Martin Luther King Jr. Day of Service will be recognized on Jan. 15, 2018.

The poster concept focuses on the Edmund Pettus Bridge, Selma, Ala. which was the site of Bloody Sunday, March 7, 1965, where state and local lawmen attacked civil rights demonstrators as they attempted to march from Selma to the state capital. The quote showcased on the poster is from Dr. King's address at the Youth March for Integrated Schools on April 18, 1959.

The national recurring theme of this holiday is "**Remember! Celebrate! Act! A Day On...Not A Day Off.**" It calls upon the American people to engage in public service and promote peaceful social change. Dr. King's unfinished movement toward equality can be achieved by our united, enduring efforts.



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.

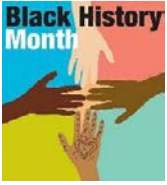
He is the only non-president to have a national holiday dedicated in his honor, and is the only non-president memorialized on the National Mall in the Nation's Capital.

He is honored and remembered 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 1964, at 35 years old, Martin Luther King Jr. became the youngest person to win the Nobel Peace Prize. He was assassinated on April 4, 1968 in Memphis, Tennessee.

Reference:

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



Special Observance
African American/Black History Month
(1 – 28 February 2018)
“African Americans in Times of War”



Each year beginning on February 1, an entire month of events are planned nationwide honoring the history and contributions of African Americans.

The theme for Black History Month in 2018 is "African Americans in Times of War" honoring those brave men and women who served their countries in the armed forces, especially those who made the ultimate sacrifice while defending the American ideals of freedom and democracy.

During World War II, for example, more than 2.5 million black men registered for the draft and one million served as draftees or volunteers in every branch of the armed forces.

The Tuskegee Airmen also became legendary for their heroic feats during the war and received a Distinguished Unit Citation, several silver stars, 150 distinguished flying crosses, fourteen bronze stars, and 744 air medals. At war's end, recognition of the African American contribution to the war effort would eventually lay the groundwork for the civil rights protests of the 1950s and 1960s.



Tuskegee Airmen

A decade before the first glimmers of the American civil rights movement, most black men were assigned to segregated combat groups.

Even so, more than 12,000 black men who served in the segregated 92nd Division received citations were decorated for "extraordinary heroism" on the battlefield.

At war's end, recognition of the African American contribution to the war effort would eventually lay the groundwork for the civil rights protests of the 1950s and 1960s.

Black History Month first originated as part of an initiative by writer and educator Dr. Carter G. Woodson who launched Negro History Week in 1926.

Woodson proclaimed that Negro History Week should always occur in the second week of February — between the birthdays of Frederick Douglass and Abraham Lincoln.

Since 1976, every American president has proclaimed February as Black History Month. Today, other countries such as Canada and the United Kingdom also devote an entire month to celebrating black history.

References:

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

<http://www.chiff.com/education/black-history-month.htm>



Special Observance Women's History Month

(1 – 31 March 2018)

***"NEVERTHELESS SHE PERSISTED:
Honoring Women Who Fight All Forms
of Discrimination Against Women"***



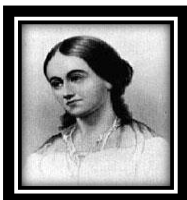
The National Women's History Project (NWHP) announced the theme for *National Women's History Month 2018: "NEVERTHELESS SHE PERSISTED: Honoring Women Who Fight All Forms of Discrimination Against Women"*. The NWHP recognizes the intersecting forms of discrimination women have faced, and continue to face, throughout American history and celebrates the diverse women who have fought, and continue to fight, discrimination at all level and in all forms.

Famous women's rights activists:



Mary Wollstonecraft (1759-1797)

Mary Wollstonecraft wrote the most significant book in the early feminist movement. Her tract "*A Vindication of the Rights of Women*" laid down a clear moral and practical basis for extending human and political rights to women. Mary Wollstonecraft was a true pioneer in the struggle for female suffrage.



Margaret Fuller (1810 – 1850)

Margaret Fuller was an American women's rights advocate, associated with the Transcendentalist movement. Her book *Women in the Nineteenth Century* was influential in changing perceptions about men and women, and was one of the most important early Feminist works. She argued for equality and women being more self-dependent and less dependent on men.



Elizabeth Blackwell (1821–1910)

Born in Britain, Blackwell was the first woman to receive a medical degree in America and the first woman to be on the UK medical register. Blackwell helped to break down social barriers, enabling women to be accepted as doctors.



Betty Friedan (1921–2006)

American social activist and leading feminist figure of the 1960s. She wrote the best-selling book "*The Feminine Mystique*." Friedan campaigned for an extension of female rights and an end to sexual discrimination.

References: <http://www.nwhp.org/womens-history-month/theme/>
<https://www.biographyonline.net/women/womens-rights-activists.html>



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: 19 – 24 March 2018
Location: Camp Smith Training Site, Cortlandt Manor
Suspense: 8 February 2018

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Motivational Quote

Education is the most powerful weapon which you can use to change the world.

- Nelson Mandela



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:

Asian & Pacific Islander Program Manager (ANG)

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

Upcoming SEPC Meeting:

28 Mar 18, 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:**

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Joint Diversity Corner (cont.)



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