



New York State Equal Opportunity & Diversity Newsletter



Edition 32

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State Equal Employment Manager
(SEEM) & Diversity Coordinator



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Equal Opportunity 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.ny.gov/eo>

This Issue Highlights:

Page 2: ***"National Disability Employment Awareness Month"***

3: ***"National American Indian Heritage Month"***

4: ***"Cultural Diversity"***

5: ***Equal Opportunity Training***

6-8: ***Diversity Corner***

9: ***Diversity Outreach Awards***

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

"Don't Set Limits on Unlimited Potential"

October 2019

"Sovereignty, Trust, and Resilience"

November 2019

"Embracing Cultural Differences"

December 2019

We welcome your feedback! Please forward any input to LTC Foster or A1C Campbell 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 & Domestic Violence Awareness Month

(October 2019)

(October 2019)



- **Join FEED** — NDEAM is a great time to get involved in Federal Exchange on Employment & Disability, an inter-agency working group focused on information sharing, best practices, and collaborative partnerships designed to make the federal government a model employer of people with disabilities. Membership is open to federal employees at any level whose job duties involve the inclusion of people with disabilities, including recruitment, hiring, retention, and advancement.
- **Access the Workforce Recruitment Program** — The Workforce Recruitment Program (WRP) connects federal and private sector employers to qualified and pre-screened college students and recent graduates with disabilities. Coordinated by ODEP and the U.S. Department of Defense, it runs year-round, with the database of participants updated each December. During NDEAM, federal agencies can access the WRP to fill permanent jobs or plan to use it to fill summer and permanent positions for the coming year. More than 20 federal agencies already take advantage of the WRP; make sure yours is one of them!
- **Provide federal-Specific training** — As with all employers, federal agencies can use NDEAM to provide training to all employees, making use of ready-to-use resources such as disability etiquette materials and the "I Can" public service announcement and accompanying workplace discussion guide. But NDEAM is also a natural time to offer refresher training for disability program managers, hiring managers, supervisors, Equal Employment Opportunity representatives, selective placement coordinators.
- **Start a mentoring program** — Like all employers, federal agencies can participate in Disability Mentoring Day, which takes place the third Wednesday of October. But federal agencies may also consider using NDEAM to launch a longer-term mentoring program. A Federal Workplace Mentoring Primer is available to assist in learning the basics of workplace mentoring and how to apply them in the federal government. This guide includes information, considerations, and strategies to promote workplace diversity and inclusion.
- **Feature NDEAM in social media activities** — NDEAM provides an interesting hook for social media platforms, including Facebook, LinkedIn, and Twitter. For the latter, agencies are encouraged to include the hashtag #NDEAM. Sample postings and tweets are available to assist in incorporating NDEAM into social media activities.

October is Domestic Violence Awareness Month

#NYGoesPurple4DV

1-800-942-6906

for support and help **24/7**

Be an Ally. Make the Call.



Office for the Prevention of Domestic Violence



November is: National American Indian Heritage Month



6 QUICK & FUN FACTS

About

NATIVE AMERICANS



- 1 "NATIVE AMERICAN"**
The term "NATIVE AMERICAN" does not usually refer to Native Hawaiians or Alaskan Natives, such as Aleut, Yup'ik, or Inuit peoples.
- 2 "AMERICAN INDIAN"**
Most indigenous people in the U.S. use "AMERICAN INDIAN" while most indigenous people in Canada use "First Nations." "Native Americans" or "Indigenous Americans" are often used for people in both countries.
- 3 THE SEQUOIA TREE**
is named in honor of the Cherokee leader Sequoyah, who helped his people develop an alphabet.
- 4 AMERICAN WORDS**, such as Arizona, Connecticut, Kentucky, and Missouri.
Half of the names of U.S. states are derived from
- 5 Many Native American words have entered the ENGLISH LANGUAGE**
such as chia, chili, chocolate, coyote, guacamole, mesquite, peyote, shack, tamale, tomato, abalone, bayou, cannibal, Chinook, manatee, poncho, and potato.
- 6 "BARBECUE"**
is from the Arawakan Indian language meaning "framework of sticks."

Data Source: FactRetriever.com



www.SilverTQ.com



Society of American Indian
Government Employees

November is Native American Heritage Month, also referred to as American Indian and Alaska Native Heritage Month.

The month is a time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people. Heritage Month is also an opportune time to educate the general public about tribes, to raise awareness about the unique challenges Native people have faced both historically and in the present, and the ways in which tribal citizens have worked to overcome these challenges.

One early proponent of an American Indian Day was Dr. Arthur C. Parker, whose father was Seneca Indian. He persuaded the Boy Scouts of America to set aside a day for the "First Americans," and for three years they adopted such a day. In 1915, the annual Congress of the American Indian Association (which promoted unity among American Indians regardless of tribal affiliation), meeting in Lawrence, Kan., formally approved a plan concerning American Indian Day. It directed its president, Rev. Sherman Coolidge, an Arapahoe, to call upon the country to observe such a day. Coolidge issued a proclamation on Sept. 28, 1915, which declared the second Saturday of each May as American Indian Day and contained the first formal appeal for recognition of Indians as citizens.

For a year before this proclamation was issued, Red Fox James, a Blackfoot Indian, rode horseback from state to state seeking approval for a day to honor Indians. On December 14, 1915, he presented the endorsements of 24 state governments at the White House, but such a national day was not proclaimed at the time.

The first American Indian Day in a state was declared on the second Saturday in May 1916 by the governor of New York. Several states followed, celebrating the fourth Friday in September. Presently, several states have designated Columbus Day as Native American, or Indigenous Peoples Day, but it continues to be a day observed without any recognition as a national legal holiday.



Christmas in Finland—A Time of Remembrance

On Christmas Eve in Finland, families place a single lit candle in the snow next to the graves of their loved ones. The candles are a symbol of resurrection and a reminder that ancestors will live again. In this way, Christmas in Finland is a family-centered holiday. It is a time of remembrance and peace.

The Diwali Festival of Lights—The Triumph of Good over Evil

The Diwali Festival of Lights is a five-day festival celebrated in autumn by Hindus, Sikhs, and Jains worldwide. Although the holiday is celebrated around the world, it holds a different meaning and significance for each of the regions and religions that practice it. For some, it is a celebration of the return of Lord Rama after his exile. Others relate the holiday to the goddess of prosperity and wealth, Lakshmi, and still others celebrate the triumph of Lord Vishnu over the demon king Bali.

Eid Al-Fitr—The End of a 30-Day Fast

Eid Al-Fitr, meaning “Festival of Breaking the Fast,” is a three-day celebration observed by Muslims worldwide. With Eid Al-Fitr, Muslims celebrate the end of Ramadan, a 30-day dawn-to-sunset fast. On the first day of Eid Al-Fitr, the community gathers for prayer and a sermon. After this gathering, families and friends join together for breakfast, the first meal in a month eaten during the daylight. People give gifts to children, donate to charities, visit family, and honor their ancestors at cemeteries.



Equal Opportunity Training

Please congratulate our
new EOL's!

1SG Tika Albek
SSG Edouard Aslanian
SSG Renee Banks
SGT Richard Blount
SSG Abel Burgosdavila
SGT Samuel Campos
1LT Alondra Coronado
1SG Ruben Delgado
SGT Kameron Delgado
SGT Timothy Douglass
SSG Erica Farber
SSG Jasmin Fermain
SGT William Flaherty
1LT Denzel Godley
SSG Charles Haas
SGT Hassan Jamal

MSG Paul Johson
SGT Kevina Kennerly
SSG Jonathan Llininchiaiza
1LT Daniel Mart
SFC Shakion Melton
SGT Harlan Miller
SGT Melissa Perez
SSG Saul Pinedavega
SGT Geraldine Pinnock
SGT John Powell
2LT Tyler Randle
CPT Shelly Respecki (**Top of the class!!**)
SSG Alexander Rodriguez
SSG Tiffany Roman
SFC Dean Rosmarino

SGT Andrew
Sainvil
SSG Robert Smith
SGT Warren
Solomon
SGT Breanna Soto
SGT Michael Stone
SSG Jarin Veasaw
SGT Kai Williams

Points of Contact:

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OR

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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 **two**
EOLs appointed in the the rank of E-5 or above.



Joint Diversity Corner

Special Emphasis Program Managers



This council is a joint Army and Air initiative of 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 enhance the employment and advancement of minorities, women, and persons with disabilities on a non-discrimination basis, by insuring they are afforded an equal opportunity in every personnel management policy and practice.

Vision:

To achieve an organizational culture where diversity is valued as personnel readiness and a combat multiplier that is critical to mission success.

Goal:

Eliminate discriminatory practices, ensure all demographic groups are appropriately represented throughout the workforce, and sponsor special activities designed to enhance diversity awareness.

Upcoming SEPM Meeting:

Usually every third Wednesday of each month located at 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 SEPM contact:**

LTC Monique Foster, (518) 786-4733, monique.l.foster2.mil@mail.mil

OR

A1C Elizabeth Campbell, (518) 786-4621, elizabeth.m.campbell46.mil@mail.mil



Joint Diversity Corner (cont.)

SPECIAL EMPHASIS PROGRAM MANAGERS

Program Director	LTC Monique Foster, (518) 786-4733 JFHQ, Latham Monique.l.foster2.mil@mail.mil
African American Program Mgr. (ARNG)	1SG Lamont Pugh, (716) 225-8491 CO C 427TH (MED), BSB, Buffalo lamont.m.pugh.mil@mail.mil
African American Program Mgr. (ANG)	VACANT
Federal Women's Program Mgr. (ARNG)	Ms. Chassidy Ryals, (518) 786-4734 JFHQ, Latham chassidy.ryals.civ@mail.mil
Federal Women's Program Mgr. (ANG)	A1C Elizabeth Campbell, (518) 786-4621 JFHQ, Latham elizabeth.m.campbell46.mil@mail.mil
Persons with Disabilities Mgr. (ANG)	VACANT
Persons with Disabilities Mgr. (ARNG)	SGT Justin Lamb, (518) 786-0449 JFHQ, Latham justin.m.lamb4.mil@mail.mil
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Hispanic Program Mgr. (ARNG)	SSG Isabel Polanco, (518) 272-6439 JFHQ, Watervliet isabel.d.polanco.mil@mail.mil
Native-American Indian Program Mgr. (ARNG)	CPT Jean Kratzer, (518) 786- 4458 JFHQ, Latham jean.m.kratzer.mil@mail.mil
Native American Indian Program Mgr. (ANG)	VACANT
Asian & Pacific Islander Program Mgr. (ARNG)	SFC Theresa Barone-Lopez, (518) 786-4772 JFHQ, Latham theresa.baronelopez.mil@mail.mil
Asian & Pacific Islander Program Mgr. (ANG)	VACANT
Lesbian, Gay, Bi-Sexual, Transgender Program Mgr. (ARNG)	SSG Christine Ross, (518) 786-0381 JFHQ, Latham christine.m.ross18.mil@mail.mil
Lesbian, Gay, Bi-Sexual, Transgender Program Mgr. (ANG)	2LT Cassandra Kraemer, (315) 223-2527 174th ATKW, Syracuse cassandra.p.kraemer.mil@mail.mil

Joint Diversity Corner (cont.)

Congratulations to CPT Jean Kratzer,
Company Commander, Army National
Guard (New York) on winning the 2019 Joint
Women's Leadership Symposium (JWLS)
Meritorious Service Award!



Diversity Outreach Awards for the NY Army National Guard

About the program:

The Diversity Outreach Awards Program recognizes the Department of Defense military service members and civilian employees for noteworthy contributions and achievements to mission accomplishments through diversity, leadership, and equal employment opportunities.

Established in November 2010 as a comprehensive outreach strategy, the Army's aim with the Diversity Outreach Awards Program is to attract and recruit highly qualified personnel from diverse backgrounds, and in turn develop and retain these Soldiers.

"Having a program like the Diversity Outreach Awards Program brings awareness to USASOC as a whole and it truly highlights what we do," says Anthony Fuller, Special Emphasis Program Manager, U.S. Army Special Operations Command Equal Employment Opportunity Office.

"We have a lot of unsung heroes of who nobody really knows their story; this program will bring that to light, and it's also nice to get recognized," he added.

This is an Army-wide approach to build stronger relationships with the nations diverse communities and support efforts to sustain the all-volunteer force in an environment of increasing diversity and constrained resources.

Relationships with external organizations such as the Federal Asian Pacific American Council and the NAACP, allow DoD to diversify the awards program.

Candidates are nominated by their peers based on their efforts in promoting diversity and leadership in advancing the mission of their service to serve the public. Honorees are awarded the Military Meritorious Service Award and invited to attend the organizations award ceremony.

The effectiveness of outreach to diverse communities and these programs serves as an assessment process that will result in the Army and USASOC's continuous improvement in years to come.

The first nominations are for Federal Asian Pacific American Council (FAPAC) Military Meritorious Service Award which will be due January 10, 2020. We also have packet examples for those who have nominations.