



New York State Equal Opportunity & Diversity Newsletter



Edition 29

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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.ny.gov/eo>

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.

Special Observance Themes

Martin Luther King Jr's Birthday

21 January 2019

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

African American/Black History Month

1-28 February 2019

"Black Migrations"

Women's History Month

1-31 March 2019

"Visionary Women: Champions of Peace & Nonviolence"

We welcome your letter to the editor. Please forward any input to LTC Foster or A1C Campbell by the 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

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Special Observance

Martin Luther King Jr's Birthday

(21 January 2019)

"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 2019 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. 21, 2019.

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.

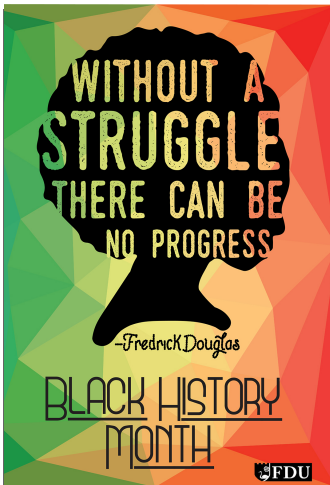
While others were advocating for freedom by “any means necessary,” including violence, Dr. Martin Luther King Jr. used the power of words and acts of nonviolent resistance, such as protests, grassroots organizing, and civil disobedience to achieve seemingly impossible goals.

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.

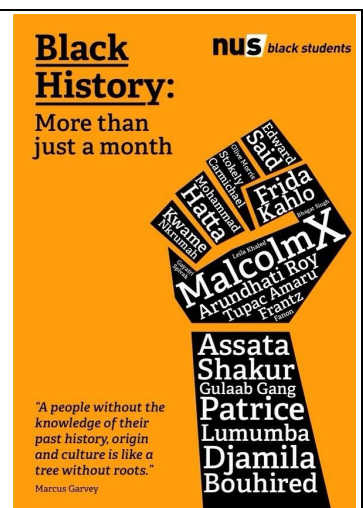
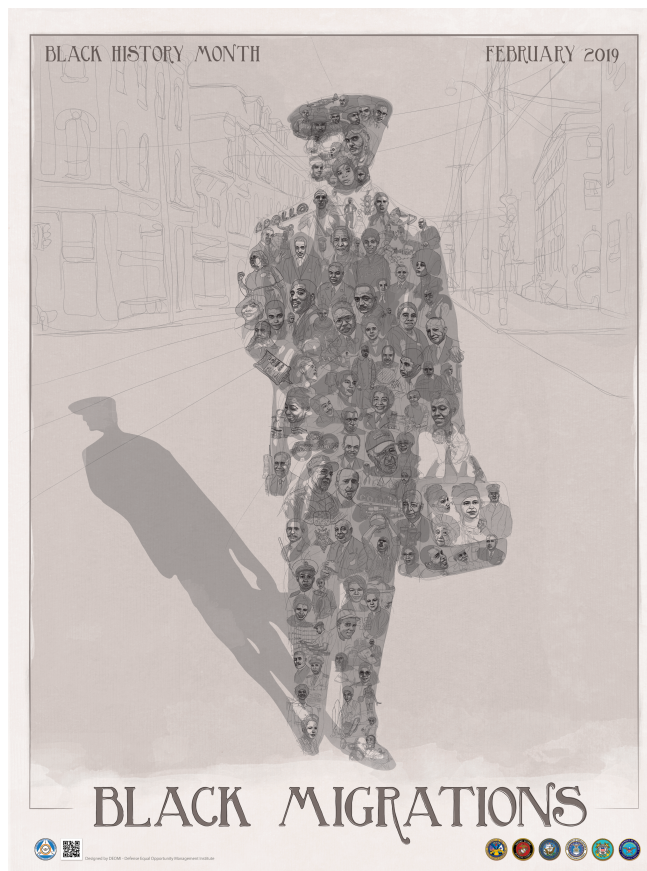
He is honored and remembered in hundreds of statues, parks, streets, squares, churches and other public facilities around the world as a leader whose teachings are increasingly relevant to the progress of humankind.

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



Special Observance
African American/Black History Month
 (1-28 February 2019)
"Black Migrations"



The theme for 2019, as provided by the Association for the Study of African American Life and History, is “Black Migrations,” and emphasizes the movement of people of African descent to new destinations and subsequently to new social realities. While inclusive of earlier centuries, this theme focuses especially on the 20th century through today. DEOMI’s Black History Month poster centers on a man’s silhouette consisting of numerous images of African Americans from all walks of life; inventors, scientists, military members, astronauts, actors/actresses, politicians, sports figures, and others. Some members include an icon of their key invention, an aspect of their profession or life, or a key historical location. The man is attired typical of a person from the early 20th century; wearing a suit, a flat cap, and is carrying a briefcase in his left hand. This poster symbolizes how far African Americans have come, and also how, to this day, African Americans continue to thrive.

Special Observance

Women's History Month

(1-31 March 2019)

**"Visionary Women: Champions of Peace &
Nonviolence"**



The theme for 2019 is “Visionary Women: Champions of Peace & Nonviolence.” This year we honor women who have led efforts to end war, violence, and injustice and pioneered the use of nonviolence to change society. These Honorees embraced the fact that the means determine the ends and so developed nonviolent methods to ensure just and peaceful results.

For generations, women have resolved conflicts in their homes, schools, and communities. They have rejected violence as counterproductive and stressed the need to restore respect, establish justice, and reduce the causes of conflict as the surest way to peace. From legal defense and public education to direct action and civil disobedience, women have expanded the American tradition of using inclusive, democratic and active means to reduce violence, achieve peace, and promote the common good.

From women’s rights and racial justice to disarmament and gun control, the drive for nonviolent change has been championed by visionary women. These women consciously built supportive, nonviolent alternatives and loving communities as well as advocating change. They have given voice to the unrepresented and hope to victims of violence and those who dream of a peaceful world.

References:

<http://www.nwhp.org/>

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

<http://www.google.com/>



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

Upcoming Training

Course: Equal Opportunity Leaders Course (EOLC)
Date: 18-23 March 2019
Location: Camp Smith Training Site, Cortland Manor
Suspense: 8 February 2019

Points of Contact:

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Motivational Quote

"The function of education is to teach one to think intensively and to think critically. Intelligence plus character-that is the goal of true education."

-Dr. Martin Luther King Jr.



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 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.

SEPM Vacancies:

Persons with Disabilities Manager (ANG & ARNG)

Asian & Pacific Islander Program Manager (ANG)

Lesbian, Gay, Bi-Sexual, Transgender Program Manager (ANG)

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

Upcoming SEPC Meeting:

23 January 2019, 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 contact:**

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Joint Diversity Corner (cont.)



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