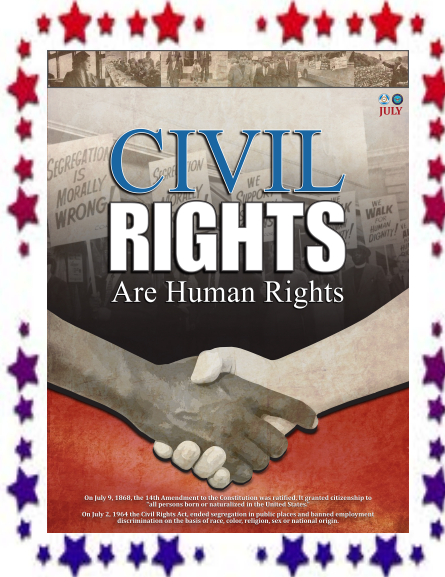


Special Observance

Independence Day
(July 2019)



Approximately **2.5 million** Americans celebrated the first Independence Day

There are over **320 million** Americans ready to celebrate today!

4TH OF JULY FACTS



George Washington knew how to throw a good party—he issued double rum rations to his soldiers to celebrate in 1778



The **Declaration of Independence** was drafted by Thomas Jefferson on a laptop—a writing desk that sat on the user's lap



Independence Day was celebrated at The White House for the first time in **1801**
U.S. Congress made **July 4th** a federal holiday in **1870**



We Can Do It!



August:

WOMEN'S EQUALITY DAY



Some of women's achievements from 2018

- Saudi Arabia lifted its widely criticized ban on female drivers on June 24th, 2018, sparking jubilation among many women in the country who went out on the roads shortly after the ban was lifted.
- Spain has a new cabinet, and most of its ministers are women.
- Voters in Ireland struck down a draconian ban on abortion.
- Women — and women of color in particular — broke records in the US midterm elections.
- The Nobel Peace prize was awarded jointly this year to Denis Mukwege, a Congolese surgeon who treats rape victims, and Nadia Murad, an Iraqi woman and a member of the Yazidi religious minority who was captured by ISIS. Murad is now an activist who advocates for victims of sex trafficking, and is the first Iraqi woman to receive the award.
- In countries as varied as the United States, China, India, and Japan, the #MeToo movement jump-started an international conversation about harassment and sexual assault, and began the important process of holding accountable powerful men who had been abusing their power for decades.

“Don’t expect applause and recognition. You do this work because you believe in it...we take every attack against us as an opportunity to open up the space for debate. We don’t cower down in fear and silence. We are not scared.”

–Zainah Anwar, women human rights defender, Malaysia

September is

Hispanic

HERITAGE MONTH

~In September 1968, Congress authorized President Lyndon B. Johnson to proclaim National Hispanic Heritage Week, observed during the week that included Sept. 15 and Sept. 16. In 1989, Congress expanded the observance to a month long celebration (Sept. 15-Oct. 15) of the culture and traditions of those who trace their roots to Spain, Mexico and the Spanish-speaking nations of Central America, South America and the Caribbean.

~Sept. 15 is the starting point for the celebration because it is the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on Sept. 16 and Sept. 18, respectively.

~As America's largest growing ethnic group, about 60 percent of people of Hispanic descent have type O blood compared to 45 percent of Caucasians and 50 percent of African Americans. Type O is the blood hospitals need most.

~The term Hispanic was first adopted by the United States government in the early 1970s, and has since been used in local and federal employment, mass media, academia, and business market research. It has been used in the U.S. Census since 1980. Because of the popularity of "Latino" in the western portion of the United States, the government adopted this term as well in 1997, and used it in the 2000 census.

~There are 1.1 million Hispanic veterans of the U.S. armed forces.

~According to the 2010 Census, Hispanics accounted for more than half of the growth in United States population between 2000 and 2010. The U.S. is the fifth largest Hispanic country in the world. The majority of the U.S. population is Mexican American, followed in size by Central and South Americans, Puerto Ricans, and Cuban Americans.





Equal Opportunity Training



DIVERSITY



MAKES AMERICA GREAT

Upcoming Training:

Course: Equal Opportunity Leaders Course (EOLC)

Date: 23-29 September 2019

Location: Camp Smith Training Site, Cortland Manor

Suspense: 15 August 2019

(All orders must be input by 15 August 2019)

Points of Contact:

LTC Monique Foster, State Equal Employment Manager (SEEM), (518) 786-4733,

monique.l.foster2.mil@mail.mil

OR

A1C Elizabeth Campbell, Equal Opportunity Specialist, (518) 786-4621,

elizabeth.m.campbell46.mil@mail.mil

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
Hispanic Program Mgr. (ANG)	TSgt Anibal Verdejo, III, (315) 334-6831 EADS, Rome anibal.verdejo.mil@mail.mil
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

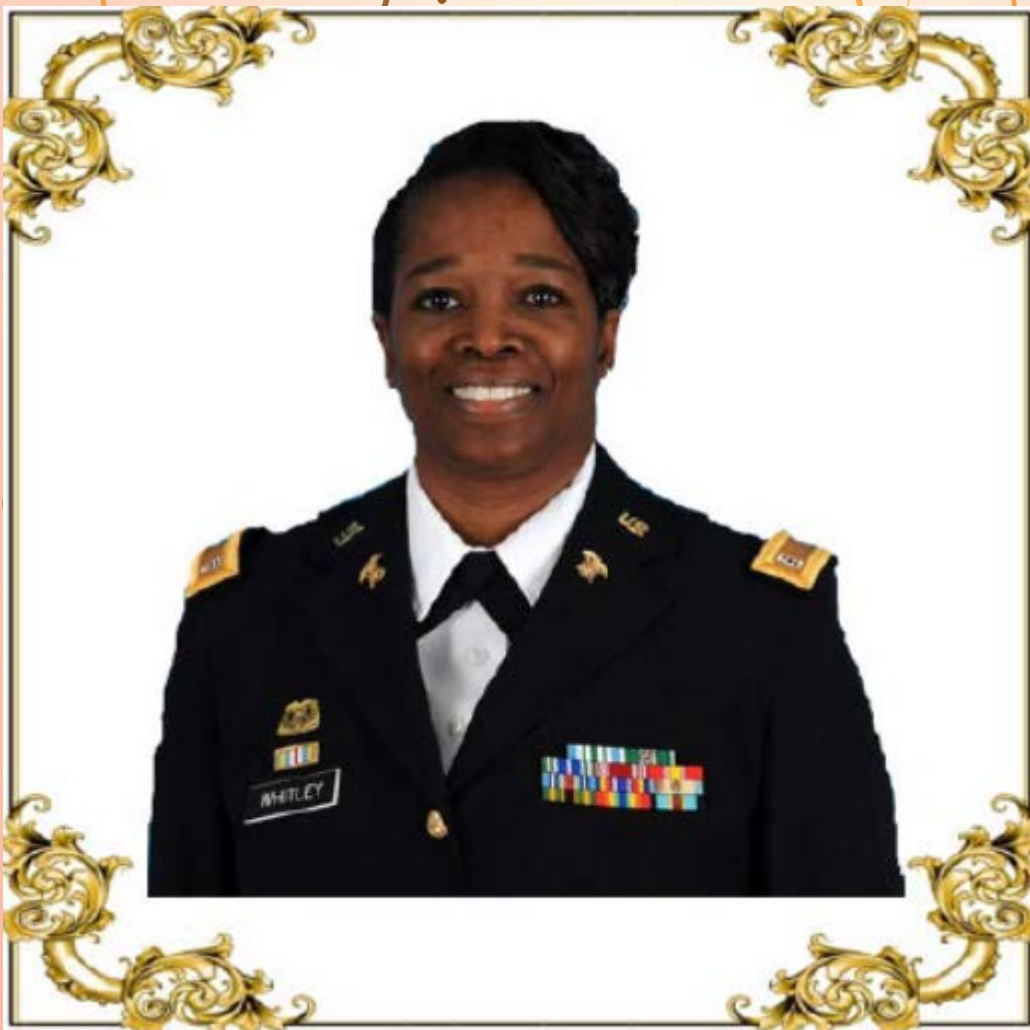
Please take this short survey to let us know how we are doing!

Joint Diversity Corner (cont.)

Congratulations to CW3 Victoria Whitley for being selected as the Winner of the 2019 Blacks in Government Military Meritorious Service Award for her outstanding accomplishments and achievements while serving with the Army National Guard.

Chief Whitley is the Property Book Technician and Equal Opportunity Advisor for HQ 53rd Troop Command.

Blacks In Government will honor her in a special ceremony during the National President's Reception on Tuesday, August 6, 2019 at 6:00 p.m. in Dallas, TX at the Sheraton Downtown Dallas, 400 N. Olive St., Dallas, TX 75201.



Joint Diversity Corner (cont.)

Congratulations to CPT Jean Kratzer, Company Commander, Army National Guard (New York) on her selection as one of the Department of the Army award recipients for the 2019 Joint Women's Leadership Symposium (JWLS) Meritorious Service Award.

Each year, the Sea Service Leadership Association (SSLA) JWLS Meritorious Service Award recognizes outstanding military service members and Department of Defense civilian employees who have significantly contributed to contingency operations through outstanding support to the mission of their respective organization. The 2019 JWLS award will be presented to the nominees who exemplifies a personal and professional commitment to the Army's Equity, Inclusion, Diversity and Leadership initiatives. The 2019 award recipients will be honored during the 32nd Annual Joint Women's Leadership Symposium, Army Leadership Academy Forum, Friday, 23 August 2019, DC Marriott Marquis Hotel, Washington, DC.



Department of the Army CY19 Outreach Awards

Outreach Awards Listing – Calendar Year 2019				
	Outreach Award & National Organization Website	Eligible Personnel	Nomination Packet Due To HQDA	Dates & Location
1	National Society of Black Engineers (NSBE) Awards (Several STEM categories) http://www.nsbe.org/home.aspx	Military / Civilians	December 15th	March Detroit, MI
2	Asian American Engineer of the Year (AAEOY) and Chinese Institute of Engineers Awards (Several STEM categories) http://www.aeoy.org	Military / Civilians	February 1st	TBD April / May TBD
3	Federal Asian Pacific American Council (FAPAC) Military Meritorious Service Award (Several categories) http://www.fapac.org	Military / Civilians	February 14th	13-16 May Huntsville, AL
4	Society of American Indian Government Employees (SAIGE) Meritorious Service Award http://saige.org	Military / Civilians	March 15th	10-13 June Niagara Falls, NY
5	Federally Employed Women (FEW) Meritorious Service Award http://www.few.org	Military / Civilians	April 1st	22-26 June Philadelphia, PA
6	National Association for the Advancement of Colored People (NAACP) Roy Wilkins Renown Service Award http://www.naacp.org	Military / Civilians	April 15th	July Detroit, MI
7	League of United Latin American Citizens (LULAC) Award http://lulac.org	Military / Civilians	April 15th	June / July Milwaukee, WI
8	Joint Women’s Leadership Symposium (JWLS) http://sww.sealeader.org	Military / Civilians	April 30th	June Washington, DC
9	Blacks in Government (BIG) Meritorious Service Award http://www.bignet.org	Military / Civilians	May 1st	5-8 August Dallas, TX
10	National IMAGE Meritorious Service Award http://www.national-image.org	Military / Civilians	June 14th	September TBD
11	Hispanic Engineer National Achievement Award Corporation (HENAAC) Cadet Role Model Awards http://www.greatmindsinstem.org	Academy / ROTC Cadets	June 14th	October TBD
12	National LATINA Style Distinguished Service Award http://www.nls.latinstyle.com	Military / Civilians	June 14th	September Washington, DC
13	Society of Women Engineers Awards (SWE) (Several STEM categories) http://www.swe.org	Military / Civilians	July 1st	October TBD

Department of the Army CY19 Outreach Awards (cont.)

14	Society of Mexican Engineers and Scientists, Inc. (MAES) Awards (Several STEM categories) http://www.maes.natl.org	Military / Civilians	July 1st	October Detroit, MI
15	Women of Color in Science, Technology, Engineering, & Math Awards (Several STEM categories) https://intouch.ccgmag.com/page/woc_stem_conf2	Military / Civilians	July 1st	October TBD
16	Great Minds in STEM (GMIS) Awards (Several STEM categories) www.greatmindsinstem.org	Military / Civilians	July 1st	October TBD
17	Black Engineer of the Year (BEYA) STEM Awards (Several STEM categories) http://intouch.ccgmag.com/page/beya_stem_conf2	Military / Civilians	July 1st	February Philadelphia, PA
18	Black Engineer of the Year (BEYA) Stars & Stripes Awards (3 categories) http://intouch.ccgmag.com/page/beya_stem_conf2	Military / Civilians	July 1st	February Philadelphia, PA

Upcoming Conferences and events by Special Emphasis Programs

- Blacks in Government (BIG) 41st Annual National Training Institute located in Dallas, Texas August 5-8, 2019 (more information at bignet.org)
- Asian American Engineer of the Year (AAEOY) Annual Convention August 16-17, 2019 located in Dallas, Texas (more information at aaeoy.org)
- Federally Employed Women (FEW) National Training Program (NTP) “Commemorating Fifty Years of Training: Encourage, Empower, and Elevate” July 22-26, 2019 located in Philadelphia, PA (more information at few.org)
- 90th League of United Latin American Citizens (LULAC) Convention & Exposition will be celebrated in Milwaukee, WI from July 10-13, 2019 (more information at lulac.org)

