



New York State Equal Opportunity & Diversity Newsletter



Edition 33

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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:

Page 2: **"Martin Luther King Jr. Day"**

3: **"Black History Month"**

4: **"Women's History Month"**

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

"Remember! Celebrate! Act!"

"Black Migrations"

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

We welcome your feedback! Please forward any input to LTC Foster or SrA Campbell by the dates listed below.

Quarters:	below.	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. Day

(January 2020)

10 Things You May Not Know About Martin Luther King Jr.

1. King's birth name was Michael, not Martin. The civil rights leader was born Michael King Jr. on January 15, 1929.
2. King entered college at the age of 15.
3. King received his doctorate in systematic theology. After earning a divinity degree from Pennsylvania's Crozer Theological Seminary, King attended graduate school at Boston University, where he received his Ph.D. degree in 1955.
4. King's "I Have a Dream" speech was not his first at the Lincoln Memorial.
5. King was imprisoned nearly 30 times.
6. King narrowly escaped an assassination attempt a decade before his death.
7. King's last public speech foretold his death.
8. Members of King's family did not believe James Earl Ray acted alone.
9. King's mother was also slain by a bullet.
10. George Washington is the only other American to have had his birthday observed as a national holiday.

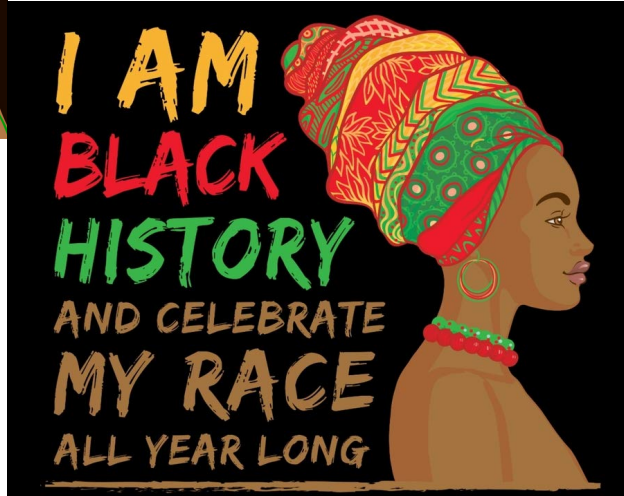


Did you know? The final section of Martin Luther King, Jr.'s eloquent and iconic "I Have a Dream" speech is believed to have been largely improvised.

If you can't fly, then **run**.
If you can't run, then **walk**.
If you can't walk, then **crawl**,
but by all means, **keep moving**.

- Martin Luther King Jr.

February is: Black History Month



This year's theme for Black History month is "African Americans and the Vote."

2020, an important general election year, is also landmark year for voting rights.

2020 marks the 150th anniversary of the Fifteenth Amendment (1870) which gave the right of black men to vote following the Civil War. It also marks the centennial of the Nineteenth Amendment and the culmination of the women's suffrage movement.

This year's theme, then, recognizes the struggle for voting rights among both black men and women throughout American history. It is an ongoing struggle experienced by people of color that continues into the 21st century.

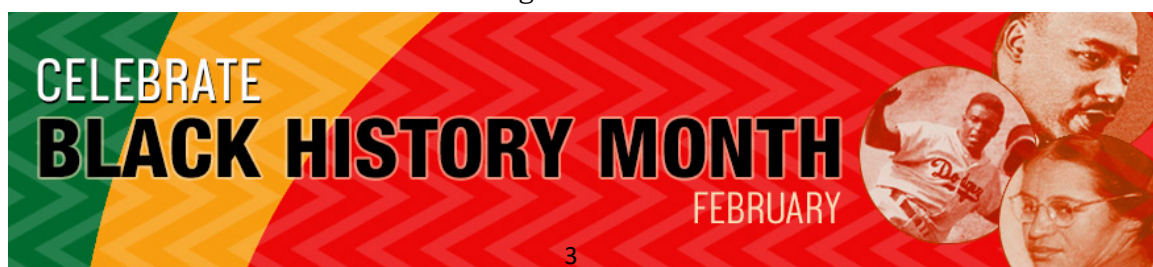
Black History & The Right to Vote

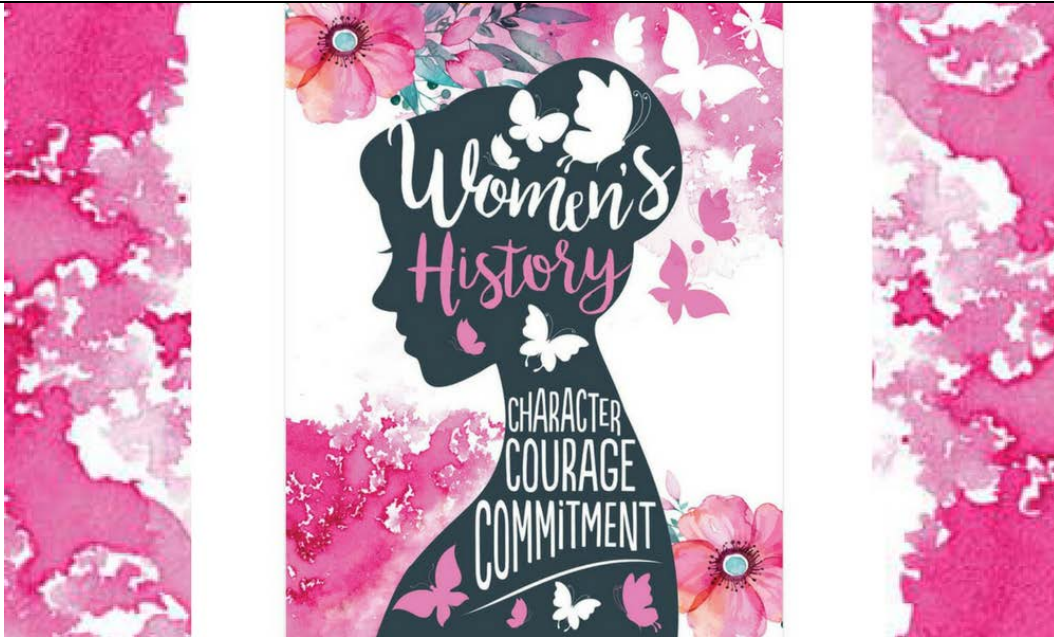
Even before the Civil War, free black men first petitioned state legislatures for the right to vote, but it wasn't until 1870 when the 15th Amendment was ratified providing that "the right to vote shall not be denied or abridged on the basis of race, color or previous condition of servitude."

Even so, southern state legislatures immediately began undermining the protections found in the new amendment. Years of lawsuits and protests followed, but it wasn't until the rise of the Civils Right Movement and Voting Rights Act of 1965 that the freedom to vote was enjoyed by a majority of southern blacks.

Today, these freedoms have again been eroded by state legislatures that have put 'gerrymandering' - or dividing voting districts to gain an unfair majority - into widespread practice. Harsh voting restrictions have also been enacted to discourage voting among poor blacks.

The ongoing struggle may seem disheartening, but recently the 2018 US midterm election saw a surprising record number of minority and women voted into state legislative power coast to coast. The voting tallies sparked new hope of an historic pendulum that was swinging back - again - to equal voting rights for all.





As recently as the 1970s, women's history was virtually an unknown topic in the K-12 curriculum or in general public consciousness. To address this situation, the Education Task Force of the Sonoma County (California) Commission on the Status of Women initiated a "Women's History Week" celebration for 1978.

The week March 8th, International Women's Day, was chosen as the focal point of the observance. The local Women's History Week activities met with enthusiastic response, and dozens of schools planned special programs for Women's History Week. Over one-hundred community women participated by doing special presentations in classrooms throughout the country and an annual "Real Woman" Essay Contest drew hundreds of entries. The finale for the week was a celebratory parade and program held in the center of downtown Santa Rosa, California.

President Jimmy Carter's Message to the nation designating March 2-8, 1980 as National Women's History Week.

"From the first settlers who came to our shores, from the first American Indian families who befriended them, men and women have worked together to build this nation. Too often the women were unsung and sometimes their contributions went unnoticed. But the achievements, leadership, courage, strength and love of the women who built America was as vital as that of the men whose names we know so well.

As Dr. Gerda Lerner has noted, "Women's History is Women's Right." – It is an essential and indispensable heritage from which we can draw pride, comfort, courage, and long-range vision."

I ask my fellow Americans to recognize this heritage with appropriate activities during National Women's History Week, March 2-8, 1980.

I urge libraries, schools, and community organizations to focus their observances on the leaders who struggled for equality -- Susan B. Anthony, Sojourner Truth, Lucy

Stone, Lucretia Mott, Elizabeth Cady Stanton, Harriet Tubman, and Alice Paul.

Understanding the true history of our country will help us to comprehend the need for full equality under the law for all our people.

This goal can be achieved by ratifying the 27th Amendment to the United States Constitution, which states that "Equality of Rights under the Law shall not be denied or abridged by the United States or by any state on account of sex."

By Molly Murphy MacGregor, Executive Director and Co-founder of the National Women's History Alliance



Equal Opportunity Training



Upcoming Training:

Course: Equal Opportunity Leader's Course (EOLC)

Date: 5-10 April 2020

Location: Camp Smith Training Site, Cortland Manor

Suspense for seats: 28 February 2020

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:**

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Joint Diversity Corner (cont.)

SPECIAL EMPHASIS PROGRAM MANAGERS

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African American Program Mgr. (ANG)	VACANT
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Federal Women's Program Mgr. (ANG)	SrA Elizabeth Campbell, (518) 786-4621 JFHQ, Latham elizabeth.m.campbell46.mil@mail.mil
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Native American Indian Program Mgr. (ANG)	VACANT
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Asian & Pacific Islander Program Mgr. (ANG)	VACANT
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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.)



Ms. Chassidy Ryals (Sexual Assault Response Coordinator) and Ms. Shannon Hastings (Victim Advocate Coordinator) at the beginning of the 5K in November for Sexual Assault Awareness.



**YOUR VOICE
HAS POWER.**

USE IT TO SUPPORT SURVIVORS

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.