



New York State Equal Opportunity Office



Edition 6, March 2009

New York
Army/Air
National Guard
State Equal
Employment
Manager (SEEM)
& Diversity
Coordinator



SFC Tracey C. Miller

New York
Army and
Air National
Guard HR/EO



LTC Kelly F. Hilland

New York
Army/Air National
Guard State
Equal
Employment
Office Assistant



SSgt Zachary Tobler

EQUAL OPPORTUNITY MISSION

To improve and sustain the readiness of the NYNG
by ensuring all members have equal access to
opportunity

DIVERSITY MISSION

To foster positive change by increasing awareness
of EO/EEO/DIVERSITY and by improving the well-
being of all NYNG Soldiers, Civilians, and their
Families.

Upcoming Events

Diversity Day 2009!
April 28th
0900-1530

Keep and eye out for the next
Lunch and a Movie!

**We welcome your letter to the
editor. Please forward any
input to LTC Hilland, SFC
Miller, or SSgt Tobler NLT the
20th of each month to**

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Thank you for your service!

Special Observances

Women's History Month

Mar. 1st-31st

Irish-American Heritage

Mar. 1st-31st

International Women's Day

Mar 8th

Sexual Assault Awareness Month

Apr. 1st-30th

Thai Heritage Month

Apr. 1st-30th

Jewish American Heritage Month

May 1st-31st

Asian Pacific American Heritage Month

May 1st-31st

Caribbean American Heritage Month

June 1st-30th

Hispanic American Heritage Month

Sep 15th – Oct 15th



DIVERSITY CORNER

APRIL IS DIVERSITY MONTH!

28 April 2009 is Diversity Day

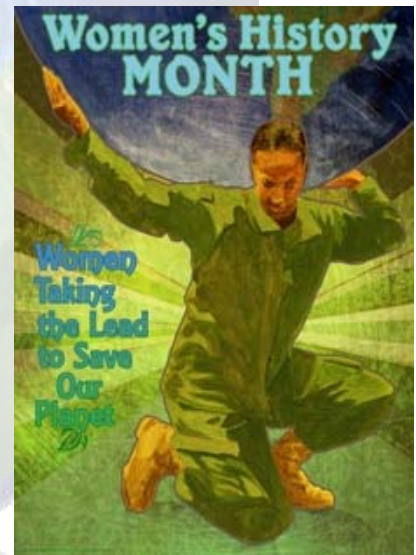
The EEO office will be hosting a EO/EEO/Diversity/Cultural celebration this coming 28 April from 0900 to 1530.

So far we will be featuring such speakers as Major General Deborah Wheeling and BG Renwick Payne. Also, we will be featuring a Native American Group Keepers of the Circle, Too Deep Dance, Hindu Cultural Center, Iaido Demonstration and much, much more!

SPECIAL OBSERVANCES

Women's History Month 1-31 March

In 1981, responding to the growing popularity of the event, Congress passed a resolution making Women's History Week a national holiday. This week was well received, and soon after, schools across the country began to have their own local celebrations. The next year, leaders from the California group shared their project at the Women's History Institute at Sarah Lawrence College. Other participants not only became determined to begin their own local Women's History Week projects but also agreed to support an effort to have Congress declare a national Women's History Week.



Also in 1981, Sen. Orrin Hatch (R-Utah) and Rep. Barbara Mikulski (D-Maryland) co-sponsored the first Joint Congressional Resolution proclaiming a "Women's History Week." Soon, other state departments of education began to encourage celebrations of National Women's History Week as a way to promote equality among the sexes in the classroom.

Maryland, Pennsylvania, Alaska, New York, Oregon and other states developed and distributed curriculum materials in all of their public schools, which prompted educational events such as essay contests. Within a few years, thousands of schools and communities got on the bandwagon that was National Women's History Week, with the support and encouragement from governors, city councils, school boards, and the U.S. Congress. Congress legally expanded the focus to a whole month in 1987. Since then, the National Women's History Month Resolution has been approved with bipartisan support in both the House and Senate.

Irish-American Heritage Month 1-31 March

Ireland in the fifth century, St. Patrick's Day has evolved into a celebration for all things Irish. The world's first St. Patrick's Day parade occurred on March 17, 1762, in New York



EQUAL OPPORTUNITY SCENE (EOS)

**Commanders, Leaders, Supervisors,
Soldiers and Airmen did you know?**

The EEO Office at DMNA has a library
full of EEO, Cultural, and Diversity training
and other information!



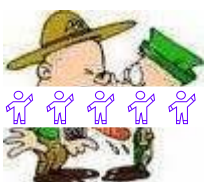
Items Include Training Modules, DVD's, Videos and CD's all available.

Here is a list of some of the instructional material that we have available
right now for your use.

RACE: The power of an Allusion: DVD
Dealing with Diversity: DVD
Let's get honest – He said, She said: DVD

If you see anything here you want to use or want to know more about,
please contact SSgt Zachary Tobler at 518-786-4621 or zachary.tobler@us.army.mil

MONTHLY EEO TRAINING!



Equal Pay Act of 1963

The **Equal Pay Act of 1963**, is a United States federal law amending the Fair Labor Standards Act, aimed at abolishing wage differentials based on sex. In passing the bill, Congress denounces sex discrimination for the following reasons:

- It depresses wages and living standards for employees necessary for their health and efficiency;
- It prevents the maximum utilization of the available labor resources
- It tends to cause labor disputes, thereby burdening, affecting, and obstructing commerce;
- It burdens commerce and the free flow of goods in commerce; and
- It constitutes an unfair method of competition.

Miscellaneous

Submitted by MSgt Rita Scheirer

Air Force's first African-American female fighter pilot



AVIANO AIR BASE, Italy -- Maj. Shawna R. Kimbrell, 555th Fighter Squadron, is the first African-American female fighter pilot in the Air Force. (U.S. Air Force photo/Airman 1st Class Ashley Wood)

Submitted by SMSgt Charles Fernandez – The New State Human Resource Advisor



Letter to Airmen

Michael B. Donley
Secretary of the Air Force

Tuesday, February 17, 2009

Diversity

The strength of the Air Force comes from our people - and in large measure from our diversity. We join together from all walks of life to collectively serve our Nation and its flag. Whether Regular, Reserve, Guard or Civilian, all of us take pride in our service, pledging that every action reflects our personal best. We also take pride in each other, bound through our common duty to perform the mission and perform it well.

Our motivations to serve are unique. But in joining the Air Force team, each of us commits to the Air Force core values of Integrity First, Service Before Self, and Excellence in All We Do. It is from our collective obligation to these core values that the Total Force draws its greatest strength. We respect and embrace the diversity of our teammates - recognizing that all are important, and all are valued. Our varied backgrounds and skill sets have prepared us to meet any challenge the Air Force may confront.

Across the Service, we represent a broad range of diverse missions, family situations, ethnicities, faiths, races and educational backgrounds. Yet together, this rich tapestry forms the world's finest Air Force drawn from the best talent that America has to offer. I am proud of the work you do on behalf of our great country.

Each of us brings a rich heritage, unique experience and compelling personal story - and we are proud of that diversity. As we join together in public service, I encourage you to learn from each other and draw from the unique strengths that your teammates bring to our Service and the Nation.

The Air Force continues to *fly, fight* and *win* in air, space and cyberspace with some of the most sophisticated equipment known to humankind, but it is you - America's Airmen and civilians - who are the Air Force's heart and soul. Thank you for all that you and your families do, and for your continuing support in leveraging the vast scope of our diverse backgrounds to ensure we remain the world's finest Air Force.


Michael B. Donley
Secretary of the Air Force