



# New York State Equal Opportunity & Diversity Newsletter



Edition 13

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State Equal Employment Manager  
(SEEM) & Diversity Coordinator



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Equal Employment 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 e-mail: SEEM@us.army.mil. You can also visit our Website @ <http://dmna.state.ny.us/eo/eo.php>

### This Issue Highlights:

- 2-3 Special Observances "Martin Luther King's Birthday"
- 4 Special Observances "African American/Black History Month"
- 5 Special Observances "Woman's History Month"
- 6 Monthly Equal Opportunity Training
- 7-8 Diversity Corner

### **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.

**We welcome your letter to the editor. Please forward any input to CW3 Ruter or MSgt Torres by the due dates listed below.**

- |                    |                |
|--------------------|----------------|
| <b>Quarters:</b>   | <b>Due by:</b> |
| 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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**Thank you for your service!**

### **Special Observances**

- **Martin Luther King's Birthday**  
19 January 2015
- **African American/Black History Month**  
1-28 February 2015
- **Woman's History Month**  
1-31 March 2015



# JANUARY OBSERVANCE

## Martin Luther King's Birthday (January 20th)



***"A Day On, Not A Day Off!"***

Dr. Martin Luther King Jr. Once said, "Life's most persistent and urgent question is: "What are you doing for others?"

Each year, Americans across the country answer that question by coming together on the King Holiday to serve their neighbors and communities.

Martin Luther King was an important civil rights activist. He was a leader in the movement to end racial segregation in the United States. His most famous address was the "I Have A Dream" speech. He was an advocate of non-violent protest and became the youngest man to be awarded the Nobel Peace Prize. He was assassinated in 1968.

In 1968, shortly after Martin Luther King died, a campaign was started for his birthday to become a holiday to honor him. After the first bill was introduced, trade unions lead the campaign for the federal holiday. It was endorsed in 1976. Following support from the musician Stevie Wonder with his single "Happy Birthday" and a petition with six million signatures, the bill became law in 1983. Martin Luther King Day was first observed in 1986, although it was not observed in all states until the year 2000.

### **Local Events:**

#### **Dr. King Statewide Food Drive**

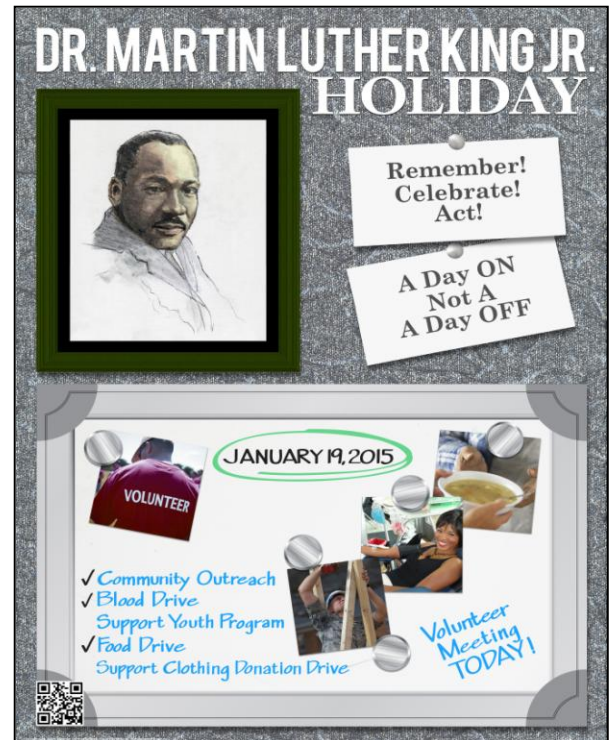
December 16 – January 16  
Drop Box in the DMNA-JFHQ Lobby

#### **Dr. King Statewide Literary Drive**

January 15 – March 14  
Drop Box in the DMNA-JFHQ Lobby  
POC: Tay Davis (518) 786-4580

### *References:*

- <http://www.nyking.org/>
- <http://www.timeanddate.com/holidays/us/martin-luther-king-day>
- [www.deomi.org](http://www.deomi.org)



# JANUARY OBSERVANCE CONTINUED

# MLK

New York State Dr. Martin Luther King, Jr.  
Memorial Observance

**January 19, 2015 | 9:30 am**

Empire State Plaza Convention Center  
Albany, New York

**Free Memorial Activities:**

- Dr. King Memorial Exhibit, Concourse, Empire State Plaza
- Beloved Community March to the King Monument, Lincoln Park, Albany
- Empire State "Be A King" Volunteer Fair
- Empire State Dr. King Quilts Display
- Dr. King Statewide Children's Art and Essay Display
- Commemorative Dr. King Birthday Cake

**Other Related Events:**

- Dr. King Statewide Food Drive  
(December 16 - January 16)
- Dr. King Statewide Literacy Drive  
(January 15 - March 14)
- Dr. King Career Fair (April 16)

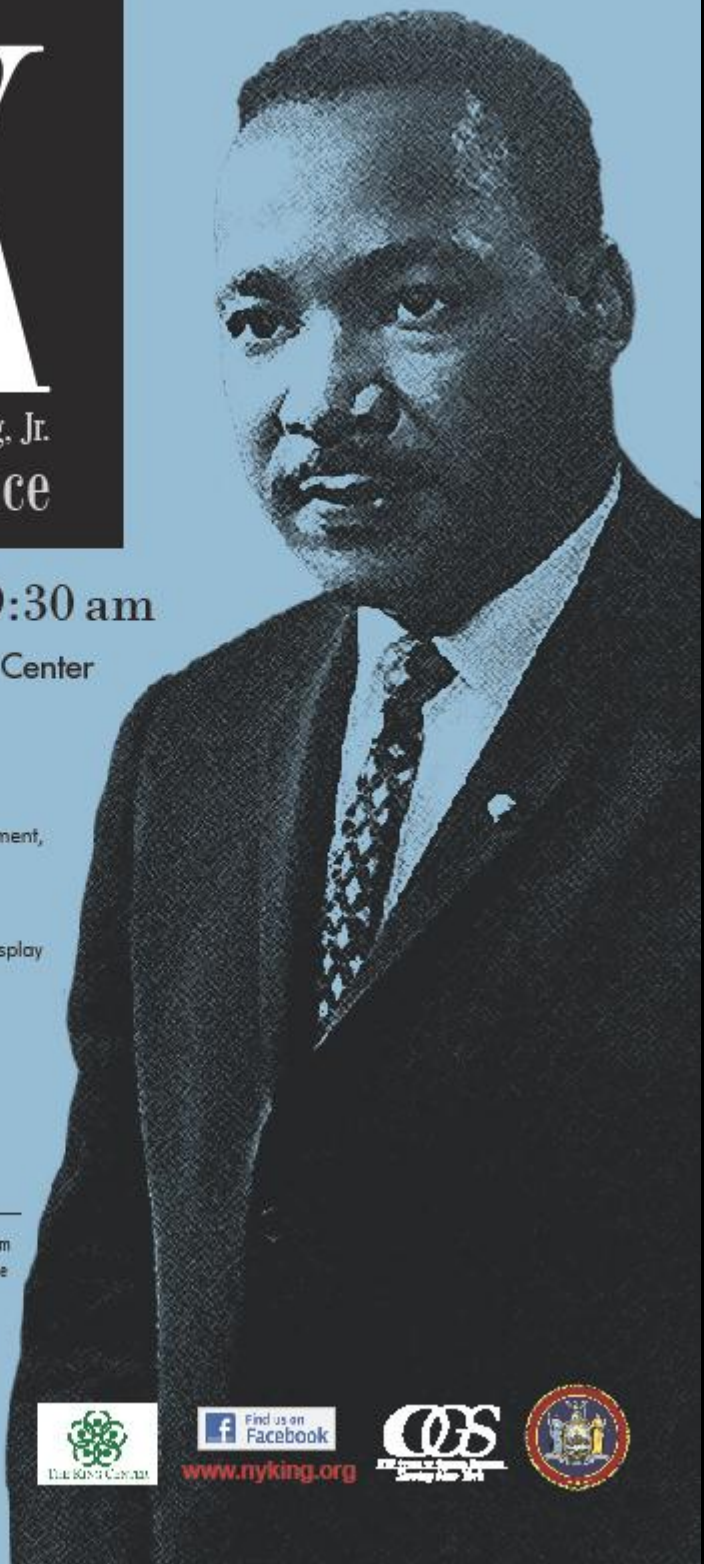
The Beloved Community March will begin immediately following the program at the Madison Avenue (Plaza Concourse Level) entrance and conclude at the King Monument in Lincoln Park with a wreath-laying ceremony. A wreath will also be placed at the Dr. King Memorial on the Concourse of the Empire State Plaza.

**For More Information**

Call (518) 486-9284 or  
Email [MWBE@ogs.ny.gov](mailto:MWBE@ogs.ny.gov)



[www.nyking.org](http://www.nyking.org)





# FEBRUARY OBSERVANCE

## African American/Black History Month (1 - 28 February)



**“A Century of Black Life, History, and Culture”**

Black History Month is an annual celebration of achievements by black Americans and a time for recognizing the central role of the African Americans in U.S. history. The event grew out of “Negro History Week,” the brainchild of noted historian Carter G. Woodson and other prominent African Americans. Since 1976, every U.S. president has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating black history.

### Local Events:

Performances at the Palace Theatre, 19 Clinton Ave, Albany, NY

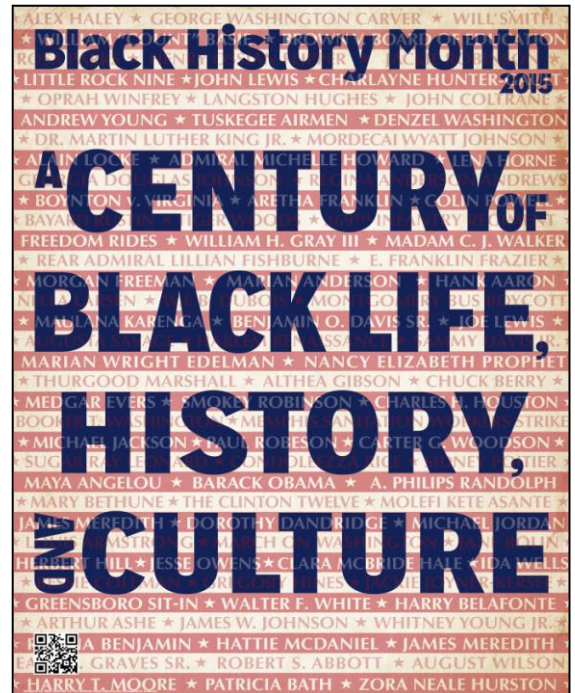
<http://www.palacealbany.com//>

2/15/2015

### Black History Month STEP SHOW

***The Palace Theatre is Proud to welcome the 2015 Price Chopper Black History Celebration Step Show!***

The Annual Step Show has proven to be a valuable centerpiece to a month long celebration of African American Culture in the Capital Region. It brings the community together for one night to show support for their friends, family and neighbors while enjoying an evening filled with high energy step performances. The 2015 Step Show will feature teams from SUNY Albany, Siena and St. Rose as well as other Upstate New York schools and some of the best Step Teams from outside the area!



Stepping is truly something that needs to be seen to be fully appreciated, the quick moves and split second changes showcase just how much time and energy is put into the choreography. Beyond its entertainment value, the event is also highly educational as it relates to the concepts and themes of identity, culture, environment and society and their role in why these organizations came about and why they still exist today. The entertainment grabs your attention and draws you into wanting to learn more about these organizations and their history. This program and others like it offer participants not only a creative outlet, but also a chance to be a part of something bigger than themselves. The Palace Theatre is proud to be the home for this event!

### References:

- <http://www.history.com/topics/black-history-month>
- <http://undergroundrailroadhistory.org/>
- <http://www.palacealbany.com//>



# MARCH OBSERVANCE

## Women's History Month

(1 – 31 March)



### *“Weaving the Stories of Women’s Lives”*

#### **Chipeta (1843 – 1924)**

##### ***Indian Rights Advocate and Diplomat***

Chipeta was a Ute Indian leader, diplomat, and peacemaker who used her influence with Chief Ouray (her husband) to avert a war between the Ute tribe and the White settlers. In 1880 she was included in a Ute delegation to negotiate a reservation resettlement treaty in Washington DC.

#### **Anna Julia Cooper (1858 –1964)**

##### ***African American Educator and Author***

Anna J. Cooper was an author, educator, speaker, and among the leading intellectuals of her time. Born into enslavement, she wrote ***A Voice from the South*** (published in 1892), widely considered one of the first articulations of Black feminism.

#### **Agatha Tiegel Hanson, (1873–1959)**

##### ***Educator, Author, and Advocate for Deaf Community***

Agatha Tiegel Hanson was a teacher, poet, and advocate for the deaf community. In 1893 she became the first woman to graduate from Gallaudet University. Her valedictorian speech argued for the recognition of the intellect of women, a cause she advocated throughout her career.

#### **Katharine Ryan Gibbs (1863 – 1934)**

##### ***Women’s Employment Pioneer***

Katharine Ryan Gibbs founded the Gibbs Schools (1911), providing women with high-level secretarial training and the opportunity to earn their own incomes. Her schools quickly expanded, opening branches near many ivy-league universities, and effectively establishing secretarial work as a desirable occupation.

#### **Frances Oldham Kelsey (1914 – Present)**

##### ***Pharmacologist and Public Health Activist***

Frances Oldham Kelsey is a pharmacologist who, while working at the FDA, refused to authorize thalidomide for market (a drug that later proved to cause severe birth defects). She went on to help establish the rules for clinical trials and directed the surveillance of drug testing at the FDA.

#### **Roxcy O'Neal Bolton (1926 – Present)**

##### ***20th Century Women’s Rights Pioneer***

Roxcy Bolton is a lifetime advocate and activist for women’s rights. She founded Florida’s first battered women’s shelter (1972) and the nation’s first hospital-based Rape Treatment Center (1974). Her extensive work includes lobbying for passage of the Equal Rights Amendment and convincing NOAA to name hurricanes after both women and men.

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



# Monthly EEO Training



Did you know?

## Equal Opportunity Leaders (EOLs) Duties and Responsibilities are:

- a. Assisting commanders in the recognition of detractors from a healthy unit EO climate.
- b. Assisting commanders in the conduct of unit climate assessments.
- c. Preparing and assisting the commander in the conduct of EO training.
- d. Establishing and maintaining liaison with the other EOLS and with the Equal Opportunity Advisor (EOA) at higher headquarters.
- e. Assisting commanders and assigned project officers in preparing and conducting ethnic observances and special commemorations.

**Companies and AA Level UIC organizations are required to have a minimum of one EOL appointed. If deploying, organizations will have two EOL appointed.**



## Upcoming Training



**Course:** Equal Opportunity Leaders Course (EOLC)  
**Date:** 24 – 29 Mar 2014  
**Location:** Camp Smith Training Site, Cortland Manor  
**Suspense:** 20 January 2015

### Point of Contacts:

- MSgt Richard Cumberbatch, Human Resource Equal Opportunity Advisor, [richard.a.cumberbatch.mil@mail.mil](mailto:richard.a.cumberbatch.mil@mail.mil)
- CW3 Heather Ruter, State Equal Employment Manager, (518)786-4733, [heather.l.ruter.mil@mail.mil](mailto:heather.l.ruter.mil@mail.mil)
- MSgt Donna Torres, Equal Employment Specialist (518) 786-4621, [donna.m.torres.mil@mail.mil](mailto:donna.m.torres.mil@mail.mil)

## Motivational Quote

We must develop and maintain the capacity to forgive. He who is devoid of the power to forgive is devoid of the power to love. There is some good in the worst of us and some evil in the best of us.

When we discover this, we are less prone to hate our enemies. [Martin Luther King, Jr.](#)



# Joint Diversity Corner



## Special Emphasis Program Council (SEPC)

This council is a joint initiative of the full-time support personnel appointed in Special Emphasis Program Manager positions that promote the participation and advancement of the members of the group within the Department of Military and Naval Affairs (DMNA) that they represent.

### **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:**

Analysis, Advise, Liason and Advocate

### **Goal:**

SEPMs recognize the optimum readiness of the New York Air and Army Guard depends on the active inclusion of all groups supporting excellence in military and civilian performance.

### **Welcome Our Newest SEPM:**

SGT Juan Portillo (ARNG)

### **SEPM Vacancies:**

Federal Womens Program Manager (ARNG)

Native American Indian Program Manager (ANG)

Asian & Pacific Islander Program Manager (ANG)

\*\*These are not full-time positions, they are additional duties.\*\*

### **Upcoming SEPC Meeting:**

14 January 2015, 1000 Hours, 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 please contact CW3 Heather Ruter, (518) 786-4733, [heather.l.ruter.mil@mail.mil](mailto:heather.l.ruter.mil@mail.mil) or MSgt Donna Torres, (518)786-4621, [donna.m.torres.mil@mail.mil](mailto:donna.m.torres.mil@mail.mil)**



# Joint Diversity Corner

Continued



## SPECIAL EMPHASIS PROGRAM COUNCIL

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<b>Federal Women's Program Mgr (ARNG)</b>	VACANT
<b>Federal Women's Program Mgr. (ANG)</b>	MSgt Donna Torres, (518) 786-4621 JFHQ, Latham <a href="mailto:donna.m.torres.mil@mail.mil">donna.m.torres.mil@mail.mil</a>
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<b>Native American Indian Program Mgr (ANG)</b>	VACANT
<b>Asian &amp; Pacific Islander Program Mgr. (ARNG)</b>	SSG Theresa Barone-Lopez, (518) 285-5848 101 <sup>st</sup> Signal BN, Yonkers <a href="mailto:theresa.baronelopez.mil@mail.mil">theresa.baronelopez.mil@mail.mil</a>
<b>Asian &amp; Pacific Islander Program Mgr. (Alternate, ARNG)</b>	MAJ Henry Wong, (917) 562-9106 369 Sustain. Brig, Harlem <a href="mailto:henry.wong@us.army.mil">henry.wong@us.army.mil</a>
<b>Asian &amp; Pacific Islander Program Mgr. (ANG)</b>	VACANT

As of 11 Mar 14