



# New York State Equal Opportunity & Diversity Newsletter



Edition 15

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

### 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

**Women's Equality Day**  
26 August 2015  
*"Celebrating Women's Right to Vote."*

**Hispanic Heritage Month**  
15 September – 15 October  
*"Hispanic Americans: Energizing Our Nation's Diversity."*

**We welcome your letter to the editor.**  
Please forward any input to Capt FitzGibbon 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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## Independence Day (4 July 2015)



### Fun Facts

On the 237th anniversary of our independence from Great Britain, here are some fun facts about the Fourth of July to share with your friends and family:

#### **John Hancock**

President of the Second Continental Congress, was the first signer. This merchant by trade did so in an entirely blank space making it the largest and most famous signature — hence the term John Hancock, which is still used today as a synonym for signature.

#### **A Truly Young Nation**

The average age of the Signers of the Declaration of Independence was 45.

The youngest was Thomas Lynch, Jr (27) of South Carolina. The oldest delegate was Benjamin Franklin (70) of Pennsylvania. The lead author of The Declaration, Thomas Jefferson, was 33.

#### **An Act of Treason**

After signing the Declaration, John Hancock remarked that Congress must now *“all hang together”*. Benjamin Franklin replied, *“Yes, we must indeed all hang together, or most assuredly we shall all hang separately.”*

#### **Enjoy Your Day Off Without Pay**

Congress made Independence Day an official unpaid holiday for federal employees in 1870. (In 1938, Congress changed Independence Day to a paid federal holiday)

#### **Our Nation Has Grown**

There were an estimated 2.5 million people living in the newly independent nation in 1776. Total U.S. population in 2014 was over 318 million.

#### **The Liberty Bell Tap**

Every 4th of July the Liberty Bell in Philadelphia is tapped (not actually rung) thirteen times in honor of the original thirteen colonies.

#### **Local 4th of July Events:**

★ Empire State Plaza Fireworks July 4th  
<http://www.albany.com/event/fireworks-festival-35517/>

★ Fireworks in the Saratoga Springs Area Fire Works  
<http://www.saratoga.com/news/fireworks.cfm>

★ July 4<sup>th</sup> Celebration at Clifton Park Commons  
<http://www.cliftonpark.com/event/35940/>



References: <http://interviewangel.com/17-fun-facts-about-the-fourth-of-july/>  
<http://www.timeanddate.com/holidays/us/independence-day/>



## Women's Equality Day "Celebrating Women's Rights to Vote" (26 August 2015)



Women's Equality Day commemorates American women achieving full voting rights under the U.S. Constitution by passage of the 19th Amendment in 1920. This historic event was the culmination of a massive civil rights movement by women that had its formal beginnings in 1848. The women's suffrage amendment was introduced for the first time to the U.S. Congress on January 10, 1878.

Over the following decades, the suffragists spent their time lobbying states to have the amendment ratified by the required two-thirds of the states:

### 1920's

- **August 26, 1920 the 19<sup>th</sup> Amendment to the Constitution** was ratified, enfranchising all American women and declaring for the first time that they, like men, deserved all the rights and responsibilities of citizenship.
- A provision of the **Army Reorganization Act** grants military nurses the status of officers with "relative rank" from second lieutenant to major. Although the act allows Army nurses to wear the insignia of the relative rank, the secretary of war does not prescribe full rights and privileges, such as base pay, for nurses equal to that of an officer of comparable grade.

### 1930's

- President Roosevelt signs the **Fair Labor Standards Act (FLSA)** into law. For the first time, the federal government guarantees men and women a minimum wage and overtime pay, extending basic workplace protections to all—an important step forward for the labor movement and for women's equality. The FLSA comes after years of negotiations spearheaded by Secretary of Labor Frances Perkins, the first female cabinet member in U.S. history.

### 1940's

- President Harry Truman signs into law the **Women's Armed Services Integration Act**, granting women permanent status in the Regular and Reserve forces of the Army, Navy, and Marine Corps, as well as the newly created Air Force.

### 1950's

- The **Defense Advisory Committee on Women in the Services (DACOWITS)** is created to advise on the recruitment of military women for the Korean War. DACOWITS' recommendations will be instrumental in effecting changes to laws and policies pertaining to military women.

### 1960's

- President John Kennedy establishes the **President's Commission on the Status of Women** to explore women's issues. He appoints Eleanor Roosevelt to chair the commission. The commission documents substantial discrimination against women in the workplace and makes specific recommendations for improvement, including fair hiring practices, paid maternity leave, and affordable child care.

### 1970's

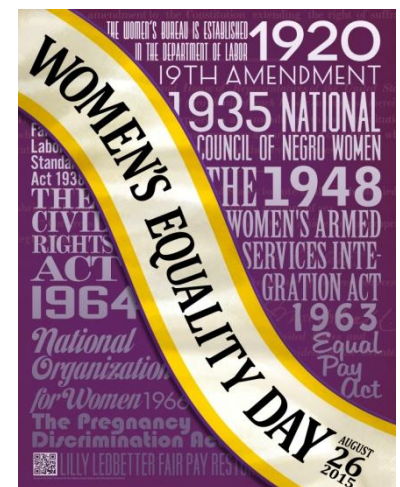
- The Supreme Court rules that **inequities on benefits for the dependents** of military women are unconstitutional. Previously, military women with dependents were not authorized housing nor were their dependents eligible for the benefits, such as medical benefits, afforded the dependents of male military members.

### 1980's

- The **first women graduate from the service academies** as a result of Public Law 94-106, signed by President Gerald Ford. Sixty-six percent of the women in the first coeducational classes graduated—comparable to 70 percent of the men, whose attrition rate due to academic failure was twice that of the women.

### 1990's

- The USS *Eisenhower* is the first carrier to have **permanent women crew members**. Sixty-three women are initially assigned.





## Hispanic Heritage Month

"Hispanic Americans: Energizing Our Nation's Diversity"  
(15 September - 15 October 2015)



Each year, we observe National Hispanic Heritage Month from September 15th to October 15th, celebrating the histories, cultures, and contributions of American citizens with ancestors from Spain, Mexico, the Caribbean, and Central and South America.

### Did You Know?

- September 15th is the anniversary of independence for Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua.
- Mexico declared its independence on September 16th, and Chile on September 18th. Columbus Day is recognized on October 12th.
- The observance started in September 1968 as Hispanic Heritage Week under President Lyndon B. Johnson.
- In 1970, the Hispanic population of the United States was 9.6 million, constituting 4.7 percent of the nation's total population.
- In 1988, President Ronald Reagan expanded the length of the observance, establishing Hispanic Heritage Month.
- The Hispanic population that same year was 19.4 million, roughly 7.9 percent of the nation's total population



#### **Dr France A. Córdoba, Director of the National Science Foundation**

Dr. Córdoba's profound scientific knowledge as a world-renowned astrophysicist, garners her high distinction amongst a field typically dominated by men.

Not only is she a woman breaking gender boundaries, but a Hispanic woman—who through her work, perseverance, and intelligence, continues breaking down cultural stereotypes and opening doors for others to follow in her footsteps.

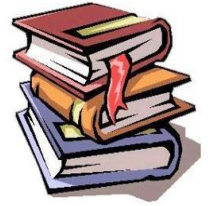
France A. Córdoba, an internationally recognized astrophysicist, once said, "*I didn't have a strategic plan for my life. I have an appetite for discovery. I'm an explorer and I follow my best instincts.*" She grew up in California, the oldest of twelve children, who gained a serious sense of responsibility from an early age, caring for her younger siblings and helping her parents manage the house.

After high school, she graduated cum laude from Stanford University in English. She recalled, "*I wanted to study science but was very discouraged by everyone because at the time people thought I would just marry after graduating, we didn't know anyone who was a scientist.*"

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



# Monthly Equal Opportunity Training



Department of Defense (DoD)

DIRECTIVE

Number 1020.02E, June 8, 2015

SUBJECT: Diversity Management and Equal Opportunity in the DoD

This directive reissues DoD Directive (DoDD) 1020.02 (Reference (a)) to establish policy and assign responsibilities to provide an overarching framework for addressing unlawful discrimination and promoting equal opportunity, diversity, and inclusion.

This directive applies to the Office of Under Secretary of Defense (OSD), the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD.

Based on this directive:

**DoD Military Equal Opportunity (MEO)** program will promote equal opportunity as being critical to mission accomplishment, unit cohesiveness, and military readiness. Evaluates Service members only on individual merit, fitness, capability, and performance. Ensures that all Service members are afforded equal opportunity in an environment free from harassment and unlawful discrimination on the basis of race, color, national origin, religion, sex, or sexual orientation. (Enclosure 2, para 2 a & b)

**DoD Civilian Equal Employment Opportunity (EEO)** program prohibits unlawful employment discrimination based on race, sex (including pregnancy, gender identity, and sexual orientation when based on sex stereotyping), color, national origin, age, religion, disability, genetic information, or reprisal for previous EEO activity in accordance with applicable statutes and Equal Employment Opportunity Commission (EEOC) regulations. (Enclosure 2, para 3a)

Reference: <http://www.dtic.mil/whs/directives>

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## Motivational Quote



Happiness is a state of being, and comes from the inside of you. By the law of attraction you must become on the inside what you want on the outside.

You are either choosing to be happy now, or you are making up excuses for not choosing to be happy. But there are no excuses for the law!

By Rhonda Byrne, author of "The Secret"

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## 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, Liaison 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.

#### **SEPM Vacancies:**

Federal Women's Program Manager (ARNG)

Asian & Pacific Islander Program Manager (ANG)

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

#### **Upcoming SEPC Meeting:**

12 August 2015, 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 please contact:**

Capt Ashley FitzGibbon, (518) 786-4733 [ashley.n.fitzgibbon.mil@mail.mil](mailto:ashley.n.fitzgibbon.mil@mail.mil) or

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## Joint Diversity Corner (cont.)



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As of 12 Mar 15