



# New York State Equal Opportunity & Diversity Newsletter



Edition 28

## LTC Monique Foster

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



## Ms. Donna Torres

New York Army/Air National Guard  
State 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.

You can also visit our Website @ <http://dmna.state.ny.us/eo/eo.php>

### This Issue Highlights:

- 2 "National Disability Employment Awareness Month"
- 3 "National American Indian Heritage Month"
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- 6 "December Multi-faith"
- 7-8 Monthly Equal Opportunity Training & Updates
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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

#### National Disability Employment Awareness Month

1 – 31 October 2018

*"America's Workforce: Empowering All"*

#### National American Indian Heritage Month

1 – 30 November 2018

*"Sovereignty, Trust, and Resilience"*

We welcome your letter to the editor. Please forward any input to LTC Foster or Ms. Torres by the dates listed below.

Quarters:	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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[donna.m.torres.mil@mail.mil](mailto:donna.m.torres.mil@mail.mil)



## Special Observance

### National Disability Employment Awareness Month "America's Workforce: Empowering All"



1- 31 October 2018

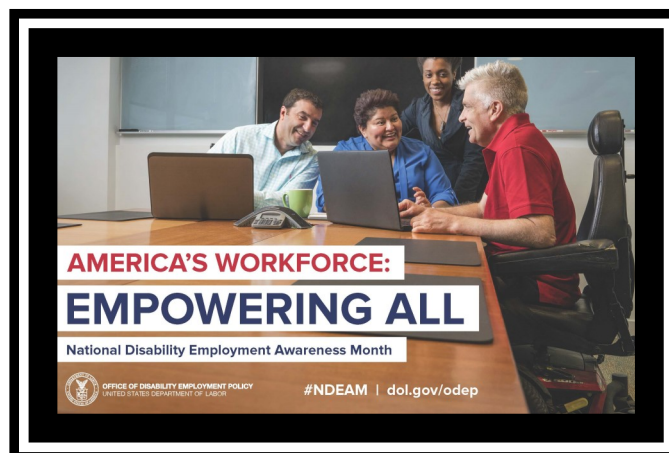
### Celebrating Disability Inclusion for More than 70 Years

Reflecting a commitment to a robust and competitive American labor force, the 2018 National Disability Employment Awareness Month (NDEAM) theme is "America's Workforce: Empowering All." Observed each October, NDEAM celebrates the contributions of workers with disabilities and educates about the value of a workforce inclusive of their skills and talents.

NDEAM's roots go back to 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month." Upon its establishment in 2001, Office of Disability Employment Policy assumed responsibility for NDEAM and has worked to expand its reach and scope ever since.

#### Did you know?

- In 1990 the DoD established the Computer/Electronic Accommodations Program (CAP) to provide assistive technology and reasonable accommodations for individuals with disabilities
- Reasonable Accommodation is defined as any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions
- In 1995 the U.S. Department of Labor and Defense established the Workforce Recruitment Program (WRP) for College Students with Disabilities
- WRP is a Federal-wide recruitment and referral program. The program is designed to provide opportunities to emerging professionals with disabilities for both temporary and permanent positions nationally and internationally.
- The New York National Guard has participated in the WRP program for the past five years. We have hired six college students with disabilities in the Equal Opportunity and Federal Human Resource Office at the Department of Military and Naval Affairs in Latham, NY. If you would like more information about this program and would like to hire a WRP candidate contact Ms. Donna Torres, (518) 786-4621, donna.m.torres.mil@mail.mil or you can go to <https://wrp.gov/>.



References: <http://www.dol.gov/>  
<http://www.deomi.org>  
<https://wrp.gov/>



## Special Observance

### National American Indian Heritage Month

*“Sovereignty, Trust, and Resilience”*

(1 – 30 November 2018)



November is National American Indian Heritage Month, honoring American Indians and Alaska Natives. This year's theme is “Sovereignty, Trust, and Resilience.” **Sovereignty** is the right of a nation or group of people to be self-governing and is the most fundamental concept that defines the relationship between the government of the United States and governments of American Indian Tribes. American Indians and Alaska Natives are U.S. citizens and citizens of their tribes. They are subject to federal laws, but they are not always subject to state laws. Currently, there are 576 federally recognized American Indian and Alaska Native tribes and more than 100 state-recognized tribes across the United States. Each has their own distinctive history, beliefs, and governance structure and culture.

#### Historical Events:

- In 1924, Congress enacted the Indian Citizenship Act, but took no action to establish a National American Indian Day.
- In 1990, a joint resolution was approved designating November as “National American Indian Heritage Month.”
- Since 1994, similar proclamations have been issued, under variants on the name to include “Native American Heritage Month” and “National American Indian and Alaska Native Heritage Month.”
- On June 7, 2017 the Department of Defense published an article regarding 175 American Indians who landed on Omaha Beach. They were honored with a granite, turtle-shaped monument in Saint Laurent sur Mer, France, on 73rd anniversary of the Allied invasion of Normandy.



#### Reference:

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



## Special Observance

### Veterans Day

(11 November 2018)



Veterans Day is an official federal holiday that is observed annually on November 11th, honoring people who have served in the U.S. Armed Forces. It coincides with other holidays including Armistice Day and Remembrance Day, which are celebrated in other parts of the world and also mark the anniversary of the end of World War I (major hostilities of World War I were formally ended at the 11th hour of the 11th day of the 11th month of 1918, when the Armistice with Germany went into effect).

In November 1919, President Wilson proclaimed November 11th as the first commemoration of Armistice Day with the following words: "To us in America, the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country's service and with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her sympathy with peace and justice in the councils of the nations..."

An act approved on May 13th, 1938, made November 11th a legal holiday. The following wars, WWII and Korean War, persuaded veterans' organizations and others that the day of November 11th should honor the veterans' sacrifices of this nation. As a result, in 1954 the Act of 1938 was amended and on October 8th of that year, President Dwight D. Eisenhower issued the first Veterans Day Proclamation. The mentioned proclamation gives the best description of the purpose and designation of Veterans Day. Among other things, it states the following:

"NOW, THEREFORE. I, DWIGHT D. EISENHOWER, President of the United States of America, do hereby call upon all of our citizens to observe Thursday, November 11, 1954, as Veterans Day. On that day let us solemnly remember the sacrifices of all those who fought so valiantly, on the seas, in the air, and on foreign shores, to preserve our heritage of freedom, and let us reconsecrate ourselves to the task of promoting an enduring peace so that their efforts shall not have been in vain..."



#### References:

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

<http://www.va.gov/opa/vetsday/vetdayhistory.asp>





# Veteran's Day Continued

## Resources for Veterans



**Dogs on Deployment** provides vital assistance to military pet owners while they serve our country with honor, courage and commitment. Service members receive help with their pets care through free boarding and financial grants. DoD Boarders provide loving homes for military pets during their owner's service commitments. [1347 Military Members Pets in Need have found temporary care in homes of DoD Boarders.](#)

<https://www.dogsondeployment.org/>



**K9S For Warriors** is dedicated to providing service canines to our Warriors suffering from Post-traumatic Stress Disability, traumatic brain injury, and/or military sexual trauma as a result of military service post-9/11. As of September 2018 - [900 dogs rescued and 478 warriors rescued](#)

<https://www.k9sforwarriors.org/>



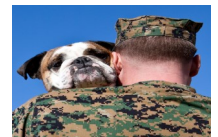
**Pets for Vets** was created to improve the lives of both Veterans and animals by bringing them together in a thoughtful, caring way. Their goal is to give back to the brave servicemen and women who have given everything to our country, while finding homes for deserving shelter pets. By matching the right pet with the right Veteran, everyone wins! Shelter animals receive a second chance at life and Veterans receive a second chance at health and happiness.

<https://www.petsforvets.com/>



**Smiles Forever Animal Rescue — P4V** is a program that provides a special opportunity for veterans to save the life of a pet in need. P4V places adoptable pets in homes with veterans to serve as companions. Base on the needs of the veteran owner, Smiles Forever Animal Rescue can arrange for food, routine vet care, and transportation to veterinary appointments.

<https://www.smilesforeveranimalrescue.org/>





## Special Observance

### December Multi-faith

(24 November – 25 December 2018)



### Multi-faith Calendar Highlights

Holy Day	Description	Impact to Personnel
<b>ADVENT</b> <b>[Christian]</b> 27 Nov – 24 Dec	The season of preparation for the coming of Christ, also the beginning of the Christian liturgical year.	<b>Special worship services</b>
<b>ROHATSU, a.k.a., BODDHI DAY; BUDDHA'S ENLIGHTENMENT</b> <b>[Zen Buddhism]</b> 1-8 Dec	Zen Buddhists honor Buddha's enlightenment with an arduous retreat typically lasting a week.	<b>Work restrictions</b> – Adherents may seek to be excused from non-mission essential functions on 8 Dec or the week following.
<b>ASHURAH, a.k.a., ASHOORA</b> <b>[Islam]</b> 5 Dec (Mon)	This two-day fast is linked with several Islamic observances.	<b>Food restrictions (optional fast)</b> – Muslims may request permission to reduce or be excused from physical training (including PT Assessments) or limit their time outdoors.
<b>SAINT NICHOLAS</b> <b>[Orthodox Christian]</b> 6 Dec (Tue)	The feast honors Saint Nicholas.	<b>Special worship</b> – Orthodox Christians may seek permission to participate in the celebration.
<b>IMMACULATE CONCEPTION</b> <b>[Catholic Christian]</b> 8 Dec (Thu)	Catholics are morally obliged to observe the solemnity of the Immaculate Conception.	<b>Special service</b> – Catholics may request time for participating in the celebration of the Eucharist and abstaining from unnecessary "servile" work.
<b>HANNUKAH, a.k.a. FESTIVAL OF LIGHTS</b> <b>[Jewish]</b> *Sunset 2 Dec – Sunset 10 Dec* *Dates change annually	Jews celebrate the rededication of the Temple by the Maccabees (167 B.C.E.) in their struggle against the Seleucids whose King Antiochus had attempted to suppress the religion of the Jews. Every evening another light is kindled in commemoration of the event.	<b>Special celebration</b> – Jews may seek permission to attend evening menorah lightings the eight nights and morning services.
<b>YULE (Winter Solstice)</b> <b>[Wicca/Druid]</b> 21 Dec (Wed)	It marks the beginning of many Pagan calendars. In many Pagan traditions, the concept of rebirth is expressed through the birth of a Divine Child.	<b>Special celebration</b> – Wiccans and Druids (any Neo Pagans) on evening work shifts may request time off for High Day observances.
<b>CHRISTMAS EVE &amp; DAY</b> <b>[Christian]</b> 24/25 Dec (Sat-Sun)	It marks the birth of Jesus Christ and the beginning of the feast of Christmas which lasts for 12 days, from the eve of Christmas Day to the eve of the Epiphany.	<b>Special worship and work restriction</b> – Christians may seek permission to participate in the celebration of the Eucharist on Christmas Day.

#### Reference:

<http://www.interfaith-calendar.org/>



## Monthly Equal Opportunity Training & Updates



### What is Sexual Harassment?

**Sexual Harassment** is defined as conduct that:

- 1) Involves **unwelcome sexual advances, requests for sexual favors**, and deliberate or repeated **offensive comments** or gestures of a sexual nature when—
  - a. submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;
  - b. submission to or rejection of such conduct by a person is used as the basis for career or employment decisions affecting that person;
  - c. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment; and
- 2) Is so **severe** or **pervasive** that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.
- 3) Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence or affect the career, pay, or job of a member of the armed forces or a civilian employee of the Division.
- 4) Any deliberate or repeated unwelcome verbal comment or gesture of a sexual nature by any member of the armed forces or civilian employee of the Division.

#### **TAG Policy:**

New York National Guard (NYNG) will not tolerate sexual harassment by any member or employee. Sexual harassment violates acceptable standards of conduct required for all personnel, reduces mission effectiveness, and wastes valuable resources.

#### **Intangible costs include:**

- Decreased productivity
- Lowered morale
- Lower retention rates
- Loss of credibility in the community

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#### Motivational Quote



*Treat people the way you want to be treated.  
Talk to people the way you want to be talked to.  
Respect is earned, not given.*





# Monthly Equal Opportunity Training & Updates Cont.



## Contacts for Military and Technician Discrimination Complaints

Technician/Civilian (Title 32/5) EEO Counselors	Unit	Duty Phone
CMSgt Elizabeth Colton	105 AW, Newburgh	(845) 563-1309
CMSgt Dustin Lance	106 RQW, Westhampton Beach	(631) 723-7571
SMSgt Barbara Girardo	107 AW, Niagara Falls	(716) 236-6310
MSgt Steven Edmonson	107 AW, Niagara Falls	(716) 236-6347
SMSgt Jeffrey Archibald	109 AW, Scotia	(518) 344-2406
Vacant	174 ATW, Syracuse	(315) 233-2638
Ms. Donna Torres	JFHQ, Latham	(518) 786-4621
1SG Edgar Ponce	Camp Smith, Cortlandt Manor	(718) 442-1600 X21
SSG Elizabeth Cordero	Camp Smith, Cortlandt Manor	(914) 944-6517
Ms. Katherine Mulvaney	MATES - Fort Drum	(315) 772-5177

Military EO Counselors (Title 32)	Unit	Duty Phone
1st Lt Luz Garcia, EO Director	105 AW, Newburgh	(845) 563-2024/2025
MSgt Elizabeth Garnsey, EO Specialist	105 AW, Newburgh	(845) 563-2870
Capt Peter Papandrea, EO Director	106 RQW, West Hampton Beach	(631) 723-7467
MSgt Kenneth Hines, EO Specialist	106 RQW, West Hampton Beach	(631) 723-7467
2d Lt Leah Elsbeck, EO Director	107 HQ, Niagara Falls	(716) 236-2518
SMSgt Heather Cummings, EO Specialist	107 AW, Niagara Falls	(716) 236-2518
Capt Shannon Pingitore, EO Director	109 AW, Scotia	(518) 344-2394
MSgt Jessica Ramirez, Admin. Spec.	109 AW, Scotia	(518) 344-2394
2d Lt Cassandra Kraemer, EO Director	174 ATKW, Syracuse	(315) 233-2527
Vacant, EO Specialist	174 ATKW, Syracuse	(315) 233-2527

### Army National Guard Equal Opportunity Advisor's (EOA's)

MSG Richard Cumberbatch	JFHQ, Camp Smith Training Site	(914) 945-7372
MSG Patrick Donoghue	53rd TC, 153RD Troop Command (BDE)	(716) 888-5745
SFC Melissa Guckian	53rd TC, HHC 101ST Signal Battalion	(914) 944-6527
CW3 Victoria Whitley	53rd TC, HQ 53D Troop Command	(914) 944-6521



### Welcome Newest Equal Advisor Graduates:

CW3 Victoria Whitley  
MSG Patrick Donogue







## Joint Diversity Corner



### 2018 Excellence in Diversity Award Recipients

As leaders we believe diversity and inclusion makes our organization better. The New York National Guard is one of the most diverse forces in the nation. Leaders who are aware of cultural differences are able to create effective teams that respect differences while working towards mission accomplishment. To recruit, retain, and motivate high-performing Soldiers, it is essential for our organization to recognize these members.

***Congratulations to this year's Diversity Affinity Award recipient!***

Latina Style  
Distinguished Service Award  
**Captain Elsa Canales**



CPT Canales strongly promotes equal opportunity and diversity within our organization. She is an outstanding role model, not only for ethnic minorities, but for all members within the NYNG. Her superior performance to the organization and communities make her an excellent advocate for equal opportunity and diversity.



## Joint Diversity Corner Cont.



### **Special Emphasis Program Council (SEPC)**

This council is a joint Army and Air initiative of full-time support personnel appointed to Special Emphasis Program Manager (SEPM) positions. The SEPC represents a federally recognized minority group and promotes the interests and advancement of their respective constituents.

#### **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:**

Analyze, Advise, Liaison and Advocate

#### **Goal:**

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

#### **SEPM Vacancies:**

Persons with Disabilities Manager (ANG & ARNG)

Asian & Pacific Islander Program Manager (ANG)

Lesbian, Gay, Bi-Sexual, Transgender Program Manager (ANG)

\*\*This is not a full-time position, it's an additional duty.\*\*

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

17 October 2018, 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 contact:**

LTC Monique Foster, (518) 786-4733, [monique.l.foster2.mil@mail.mil](mailto:monique.l.foster2.mil@mail.mil) or

Ms. Donna Torres, (518) 786-4621, [donna.m.torres.mil@mail.mil](mailto:donna.m.torres.mil@mail.mil)





## Joint Diversity Corner Cont.



### SPECIAL EMPHASIS PROGRAM COUNCIL

<b>Program Director</b>	LTC Monique Foster, (518) 786-4733 JFHQ, Latham <a href="mailto:Monique.I.foster2.mil@mail.mil">Monique.I.foster2.mil@mail.mil</a>
<b>African American Program Mgr. (ARNG)</b>	1SG Lamont Pugh, (716) 225-8491 CO C 427TH (MED), BSB, Buffalo <a href="mailto:lamont.m.pugh.mil@mail.mil">lamont.m.pugh.mil@mail.mil</a>
<b>Federal Women's Program Mgr. (ARNG)</b>	Ms. Chassidy Ryals, (518) 786-4734 JFHQ, Latham <a href="mailto:chassidy.ryals.civ@mail.mil">chassidy.ryals.civ@mail.mil</a>
<b>Federal Women's Program Mgr. (ANG)</b>	Ms. Donna Torres, (518) 786-4621 JFHQ, Latham <a href="mailto:donna.m.torres.mil@mail.mil">donna.m.torres.mil@mail.mil</a>
<b>Persons with Disabilities Mgr. (ANG)</b>	VACANT
<b>Persons with Disabilities Mgr. (ARNG)</b>	VACANT
<b>Hispanic Program Mgr. (ANG)</b>	SSgt Anibal Verdejo, III, (315) 334-6831 EADS, Rome <a href="mailto:anibal.verdejo.mil@mail.mil">anibal.verdejo.mil@mail.mil</a>
<b>Hispanic Program Mgr. (ARNG)</b>	SSG Isabel Polanco, (518) 272-6439 JFHQ, Watervliet <a href="mailto:isabel.d.polanco.mil@mail.mil">isabel.d.polanco.mil@mail.mil</a>
<b>Native-American Indian Program Mgr. (ARNG)</b>	CPT Jean Kratzer, (518) 786- 4458 JFHQ, Latham <a href="mailto:jean.m.kratzer.mil@mail.mil">jean.m.kratzer.mil@mail.mil</a>
<b>Native American Indian Program Mgr. (ANG)</b>	MSgt Venita Jackson, (716) 236-2518 107 AW, Niagara Falls <a href="mailto:VenitaJackson@ang.af.mil">VenitaJackson@ang.af.mil</a>
<b>Asian &amp; Pacific Islander Program Mgr. (ARNG)</b>	SFC Theresa Barone-Lopez, (518) 786-4772 JFHQ, Latham <a href="mailto:theresa.baronelopez.mil@mail.mil">theresa.baronelopez.mil@mail.mil</a>
<b>Asian &amp; Pacific Islander Program Mgr. (ANG)</b>	VACANT
<b>Lesbian, Gay, Bi-Sexual, Transgender Program Mgr. (ARNG)</b>	SSG Christine Ross, (518) 786-0381 JFHQ, Latham <a href="mailto:christine.m.ross18.mil@mail.mil">christine.m.ross18.mil@mail.mil</a>
<b>Lesbian, Gay, Bi-Sexual, Transgender Program Mgr. (ANG)</b>	VACANT

