



New York State Equal Opportunity & Diversity Newsletter



Edition 26

Capt Ashley FitzGibbon

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



MSgt 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 @ <https://dmna.ny.gov/eo/>

This Issue Highlights:

- 2-4 "Sexual Assault Awareness and Prevention Month"
- 5-6 "Holocaust Remembrance Day and Days of Remembrance"
- 7 "Asian American and Pacific Islander Heritage Month"
- 8 "LGBT Pride Month"
- 9-12 "Monthly Equal Opportunity Training/Diversity"

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

Sexual Assault Awareness and Prevention Month
"Protecting our People Protects our Mission"

**Holocaust Remembrance Day
Days of Remembrance**
"Learning from the Holocaust: Legacy of Perseverance"

Asian American and Pacific Islander Heritage Month
"Walk Together, Embrace Differences, Build Legacies"

LGBT Pride Month
"Pride in All Who Serve"

**We welcome your letter to the editor.
Please forward any input to Capt
FitzGibbon or MSgt Torres by the due
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

Ashley.n.fitzgibbon.mil@mail.mil
Donna.m.torres.mil@mail.mil



Special Observance

Sexual Assault Awareness & Prevention Month

(1 - 30 April 2018)

"Protecting our People Protects our Mission"

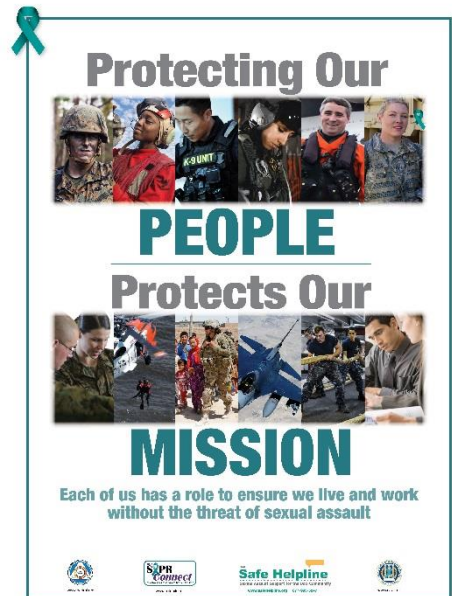


Sexual Assault Awareness and Prevention Month (SAAPM) is recognized in April by both civilian and military communities. The Department of Defense observes SAAPM by focusing on creating the appropriate culture to eliminate sexual assault and requiring a personal commitment from all Service members at every level. We all have a part in combating sexual assault and SAAPM offers an excellent opportunity to focus attention on our individual roles.

The 2018 SAAPM Theme is, "Protecting Our People Protects Our Mission." Since 2012, the Department's annual reports on sexual assault in the military have reported regular declines in the prevalence rates of sexual assault among the force. We can do more to build a culture that will not tolerate sexual assault. Together, we can work to further reduce, with the goal to eliminate, sexual assault from the armed forces. Our military is the most trusted institution in America and our Service members have signed a blank check to the American people, payable with their lives. This crime must not threaten those who have volunteered to serve

What can we do? This year's theme offers numerous opportunities to deliver messages which relate to how we care for each other while ensuring we are ready to accomplish our mission.

- **"Protecting our People..."** Each of us has a role in ensuring the men and women around us can live and work free from the threat of sexual assault.
 - *Each Service member – regardless of rank -- must know, understand and adhere to Service values and standards of behavior in order to eliminate sexual assault and other inappropriate behavior.*
 - *Addressing sexual harassment in a unit is an important step to preventing sexual assaults, since many victims of sexual harassment, especially men, later experience a sexual assault.*
 - *Understanding how to recognize opportunities for intervention is vital to stopping unsafe behavior, to include any form of retaliation.*
- **"...Protects our Mission."** In addition to the devastating impact on an individual, a sexual assault can severely impact a unit's readiness to perform its mission.
 - *We must encourage positive behaviors by recognizing acts that contribute to a supportive command climate.*
 - *We can protect our mission by ensuring everyone within DoD is committed to advancing an environment where sexist behaviors, sexual harassment, hazing, bullying, and sexual assault are not tolerated, condoned, or ignored.*



Support Services:

DoD Safe Helpline provides confidential, live, one-on-one expert advice as part of victim care. Available 24/7, users can click, call, or text to access Safe Helpline services anonymously.

Click: Logging on to www.SafeHelpline.org allows users to receive live, one-on-one, confidential help with a trained professional through a secure instant-messaging format. The website also provides vital information about recovering from and reporting sexual assault.

Call: **877-995-5247** allows users to speak with trained Safe Helpline staff for personalized advice and support.

References:

- <http://www.sapr.mil/>
- <https://www.deomi.org/>



International Denim Day

25 April 2018

Wear denim to protest against
sexual violence.

Why Denim? Denim Day is a global day of advocacy which began in 1998 when the Italian Supreme Court overturned the conviction of a 45 year old driving instructor accused of raping his 18 year old student on the grounds that because the victim was wearing tight jeans, she would have had to help the instructor remove them, therefore implying consent. The women of the Italian Parliament wore jeans to work the following day in protest and were subsequently joined by people all over the world in solidarity. For the past 19 years Denim Day in April has sought to raise awareness and protest against misconceptions surrounding sexual assault.

Please join the New York National Guard in supporting International Denim Day. Please ensure civilian attire is professional, appropriate and does not detract from an environment of good order and discipline.



For additional information contact:
Capt Ashley FitzGibbon, JFHQ-SARC
(518) 786-4733
Ms. Chassidy Ryals, JFHQ-VAC
(518) 786-4734





NEW YORK NATIONAL GUARD

SEXUAL ASSAULT AWARENESS MONTH 2018

PRESENTED BY MNHF-SAPR OFFICE

We all play a role in preventing Sexual Assault. Take a stand to eliminate Sexual Assault in our organization by supporting activities throughout the month of April.

“Shaping a Culture of Trust”

5K Run or Walk for Awareness

Thursday, 26 April 2018, 10:00am

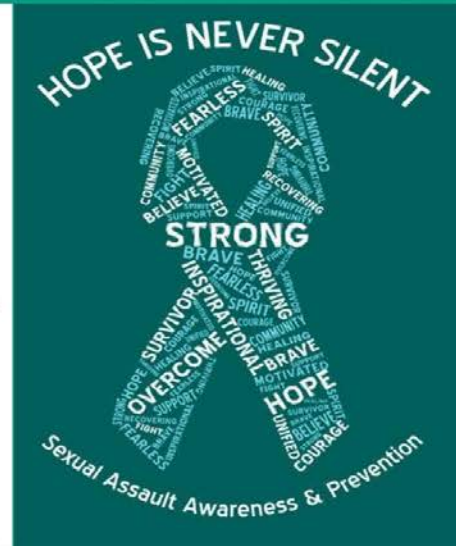
Lion’s Park, Niskayuna

(Mohawk-Hudson Bike Trail, Rosendale Road)

FREE T-SHIRTS & SWAG WHILE SUPPLIES LAST

- Participation requires supervisory approval and counts as one hour of PT for the week.
- State workers will be granted one hour admin leave.
- To reduce our community impact, please plan to carpool.

Please direct all questions to:
Capt FitzGibbon
786-4733
-or- Ms. Ryals
786-4734



**Safe
Helpline**

Sexual Assault Support for the DoD Community

Live 1-on-1 Help Confidential Worldwide 24/7

Help is just a *Click*,
Call or *Text* away!

For confidential victim assistance visit



www.SafeHelpline.org



Special Observance Holocaust Remembrance Day (12 April 2018)



& Days of Remembrance (8 - 15 April 2018)

“Learning from the Holocaust: Legacy of Perseverance”

In observance of the Holocaust Days of Remembrance, the Defense Equal Opportunity Management Institute proudly announces the availability of original artwork available for download from DEOMI's public website, www.deomi.org.

This year, the Holocaust Days of Remembrance will be observed April 8 – 15. Holocaust Remembrance Day is Thursday, April 12. The Holocaust Days of Remembrance are observed each year during the week of Remembrance that runs from the Sunday before Holocaust Remembrance Day (Yom Hashoah) through the following Sunday.

This year's poster honors the story of Anthony Acevedo, a World War II veteran and Holocaust survivor. His actions, like those of so many other survivors, led to this year's theme “Learning from the Holocaust: Legacy of Perseverance.”

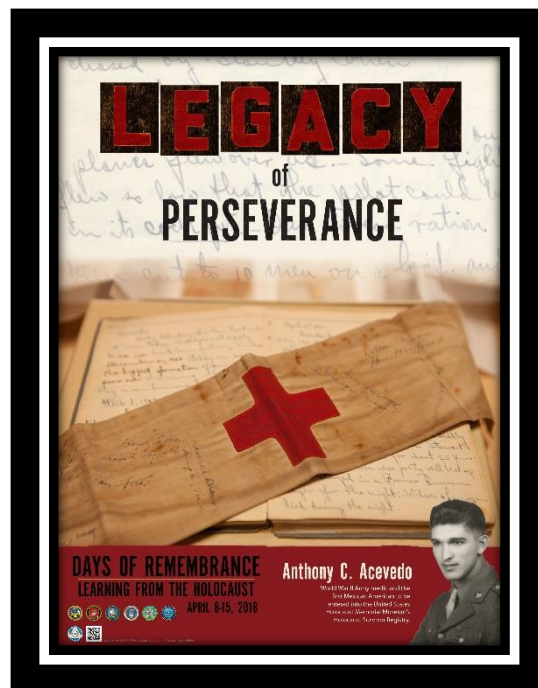
Acevedo was a 20-year-old medic in the U.S. Army's 70th Infantry Division when he— along with 350 U.S. soldiers — was captured by the Germans following the Battle of the Bulge, one of the bloodiest battles of World War II.

While a prisoner of war, Acevedo kept a diary of the soldiers' experiences. In 2010, Acevedo donated his diary to the United States Holocaust Memorial Museum along with personal artifacts. Additionally, he became the first Mexican American to register with the United States Holocaust Memorial Museum's Holocaust survivor list.

In the poster, Acevedo's Red Cross armband lays across his open journal. The script in the background is a page from the same journal he kept, documenting his experiences as a prisoner of war. The armband is adorned with signatures of fellow prisoners following their liberation by U.S. forces on April 23, 1945. The portrait in the lower right corner is a military photo of Acevedo with an inscription to his significant other, which he sent home prior to his capture.

The United States Congress established the Days of Remembrance as our nation's annual commemoration of the victims of the Holocaust and created the United States Holocaust Memorial Museum as a permanent, living memorial to those victims.

Holocaust Remembrance Day & Days of Remembrance Continued



According to the United States Holocaust Memorial Museum, the Holocaust was the systematic, bureaucratic, state-sponsored persecution and murder of six million Jews by the Nazi regime and its collaborators. Holocaust is a word of Greek origin meaning “sacrifice by fire.”

The Nazis, who came to power in Germany in January 1933, believed that Germans were “racially superior” and that the Jews, deemed “inferior,” were an alien threat to the so-called German racial community. In 1980, Congress unanimously passed legislation to establish the United States Holocaust Memorial Council, which oversees the Museum.

The Council, which succeeded the President’s Commission on the Holocaust, was charged with carrying out the following recommendations:

- That a living memorial be established to honor the victims and survivors of the Holocaust and to ensure that the lessons of the Holocaust will be taught in perpetuity.
- That an educational foundation be established to stimulate and support research in the teaching of the Holocaust.
- That a Committee on Conscience be established to collect information on and alert the national conscience regarding reports of actual or potential outbreaks of genocide throughout the world.
- That a national day of remembrance for victims of the Holocaust be established in perpetuity and be held annually.

In addition, please check out DEOMI’s website for a wide variety of new products prepared to help Equal Opportunity/Equal Employment Opportunity professionals in the field with their support of special observances and awareness months. Become a friend of DEOMI on facebook at www.facebook.com/deomi.dod.

Soldiers of Company D, 32nd Armored Regiment, 3rd Armored Regiment, 3rd Armored Division, under the command of Army 1st Lieutenant Elmer Hovland, pulled emaciated survivors up onto the tanks.



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



Special Observance

Asian American and Pacific Islander Heritage Month



(1 - 31 May 2018)

"Walk Together, Embrace Differences, Build Legacies"

Asian American and Pacific Islander Heritage Month is designated to commemorate and celebrate the many accomplishments and contributions of immigrant, refugee, and American born Asian-Americans and Pacific Islanders who through sacrifice, perseverance, education, government, and leadership have helped transform this country into the greatest and most benevolent nation in history. Early Asian Pacific-Americans worked long hours for little pay and were discriminated against just for being different. Today, Asian Pacific-Americans earn more, own more, and are better educated than all other American minorities (U.S. Census, 2007). It is through vision, sacrifice, and perseverance that Asian Pacific-Americans have accomplished so much since they first arrived in this land of opportunity in 1843.

Did you know?

- Presently, 33 Asian American Pacific Islanders have been awarded the Medal of Honor.
- The 442nd Regimental Combat Team was an infantry regiment in the U.S. Army comprised of Americans of Japanese ancestry. The 442nd fought in Italy and France during World War II against the German Army of Hitler's Third Reich. The 442nd Regiment was the most decorated unit for its size and length of service in the history of American warfare. Its motto was "Go for Broke".
- The 1st Filipino Infantry Regiment was a segregated United States Army infantry regiment made up of Filipino Americans from the continental United States and veterans of the Battle of the Philippines that saw combat during World War II.
- The Chinese-American Composite Wing (CACW), the famed "Flying Tigers," was a joint U.S. Army Air Forces and a Republic of China Air Force organization. It was assigned to 14th Air Force in China during World War II.
- Not a single CACW bomber was lost to enemy fighters, a tribute to the abilities of the Wing's B-25 aircrews, and the quality of the escort protection provided by the Wing's fighter pilots.
- Dr. Eleanor Concepcion "Connie" Mariano is a physician, the first Filipino-American to reach the rank of Rear Admiral in the United States Navy, the first graduate of the Uniformed Services University of Medicine to reach flag officer status, and the first woman to be the director of the White House Medical Unit.



References : <https://www.deomi.org/>
<http://www.asian-nation.org/>



Special Observance LGBT Pride Month (1 - 30 June 2018) "Pride In All Who Serve"



During the month of June, the Department of Defense recognizes lesbian, gay, bisexual and transgender Service Members and civilians for their dedicated service to both the DOD mission and to our nation. Pride Month is an occasion that brings the LGBT community together with their family, friends, and allies to take pride in themselves and their many achievements.

Throughout history, brave lesbian, gay, bisexual and transgender Soldiers, Sailors, Airmen, Marines, and Coast Guardsmen have served and fought for our nation. Their readiness and willingness to serve has made our military stronger and our nation safer. We continue to take great pride in all that these men and women contribute to the DOD and our mission. Their hard work, courage, and sacrifices make them respected members of our diverse DOD family.

This poster was created by a small group of talented DEOMI team members who visualize, research and produce all of our Institute's Monthly Observance Products.

Since 1913 when the Army Regulations made identification tags mandatory, our nation's Service Members have been identified by these tags. The design team showcased this symbol of patriotism honoring those LGBT members past and present who have fought bravely to protect our nation ensuring equality for all who call America home.

Diversity is more than race, gender, sexual orientation and ethnicity - it means diversity of thought, ability, background, language, culture, and skill. Diversity and inclusion are readiness imperatives. We rely on our diverse backgrounds, perspectives, and expertise to enable us to address the complex challenges of the global security environment.



During LGBT Pride Month, we celebrate our nation's rich diversity and renew our enduring commitment to equality for all members of our Department of Defense. Our nation was founded on the principle that the individual has "infinite dignity and worth."

Pride Month commemorates the events of June 1969 in New York known as the Stonewall riots, which are largely regarded as the beginning of the LGBT rights movement, and works to achieve equal justice and equal opportunity for LGBT Americans.



Dr. Frank E. Kameny fought for gay rights more than a decade before the Stonewall riots. He served in World War II, and later as a civil service astronomer with the U.S. Army Map Service.

"I will define myself to my government; I will not allow my government to define me to me."

- Frank Kameny

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



Monthly EEO Training



What is DEOCS?

DEOCS is Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS)

The DEOCS is a commander's management tool that allows them to proactively assess critical organizational climate dimensions that can impact the organization's mission. This voluntary survey is designed to assess the "shared perceptions" of respondents about formal or informal policies and practices. The survey assesses 23 climate factors by posing questions that survey takers respond to using a four-point scale.

The questionnaire focus on four primary areas:

- 1) Military Equal Opportunity (EO)
- 2) Civilian Equal Employment Opportunity (EEO)
- 3) Organizational Effectiveness (OE)
- 4) Perceptions of Discrimination/Sexual Harassment and Sexual Assault Prevention & Response (SAPR)

The DEOCS is using the online version only. The survey takes about 25 minutes to complete, and provides multiple opportunities for respondents to enter their personalized comments. In order to generate a DEOCS report, a minimum of 16 assigned personnel must complete the survey.

A total of 15 sub-breakouts are allowed for larger organizations. This allows for a deeper level of analysis that can help determine if an organization is above average, average, or below their Service average.

Respondents' anonymity is protected when completing the online survey by using a computer-generated, untraceable password. In addition, no personally identifying information (PII) is collected.

The survey will not display group data unless at least five members of that demographic completes the survey, further protecting the anonymity of survey participants.

Commanders can add up to 10 locally-developed questions (LDQs) and five-short answer questions (SAQs) to their survey, helping them target specific areas of concern.

To find out more information about DEOCS go to: <http://www.deomi.org>

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



Monthly EEO Training Continued



Congratulations!

**Congratulate our newest Equal Opportunity Leaders (EOLs)
These Soldiers have successfully completed the 60 hour
Equal Opportunity Leader Course at Camp Smith 19 - 24 Mar 18:**

<i>CPT Ryan Gonch, 53TC</i>	<i>SSG Tommy Carley, 53TC</i>	<i>SGT Joann Howard, 42ID</i>
<i>1LT Michelle Arreola, 42ID</i>	<i>SSG Melanie Cato, 53TC</i>	<i>SGT Calley Leitten, 42ID</i>
<i>1LT Bernard Hayes, 53TC</i>	<i>SSG Guercy Dominique, 42ID</i>	<i>SGT Santiagao Mejiasepulveda, 42ID</i>
<i>1LT David Russell, 42ID</i>	<i>SSG Dorell Miller, 42ID</i>	<i>SGT Jessica Parsons, 42ID</i>
<i>2LT Olushola Ajiboye, 53TC</i>	<i>SSG Brian Healy, 42ID</i>	<i>SGT Melissa Perez, 42ID</i>
<i>2LT Paul Dyroff, 42ID</i>	<i>SSG Daniel Kelly, 42ID</i>	<i>SGT Tina Pratt, 53TC</i>
<i>2LT Colin Joyce, 42ID</i>	<i>SSG Jetrin Keophomma, 42ID</i>	<i>SGT Antonio Richardson, Jr., 42ID</i>
<i>WO1 Vincent Nichtern, 42ID</i>	<i>SSG Christopher Marth, 42ID</i>	<i>SGT Juliana Rizzo, 53TC</i>
<i>SFC Colin Cogan, 42ID</i>	<i>SSG Christine Ross, 53TC</i>	<i>SGT Ryan Sams, 42ID</i>
<i>SFC Joel Fitzsimmons, 42ID</i>	<i>SSG Virginia Waldon, 53TC</i>	<i>SGT Alexander Sheldon, 53TC</i>
<i>SFC Robert Walsh, 42ID</i>	<i>SGT Kevin Cook, 42 ID</i>	<i>SGT Joshua Sligh, JFHQ</i>
<i>SFC Justin Whitted, 53TC</i>	<i>SGT Tiffany Dehaney, 53TC</i>	<i>SGT Heaven Troche, 53TC</i>
<i>SSG Chres Ayube, 42ID</i>	<i>SGT Raymond Faltisco, 42ID</i>	
<i>SSG Jarod Barber, 42ID</i>	<i>SGT Kimani George, 53T</i>	

Duties and Responsibilities of EOL'S:

1. Assist commanders in recognition of detractors from a healthy unit EO climate.
2. Assist commanders in the conduct of unit climate assessments.
3. Prepare and assist the commander in conducting EO training.
4. Establish and maintain liaison with their EOLs and with the EOA at higher headquarters.
5. Assist commanders and assigned project officers in preparing and conducting ethnic observances and special commemorations.
6. Refer complainant to appropriate agency for assistance.
7. Serve as a resource person for EO matters in the unit.

Did you Know?

Company level and above are required to have a minimum of one EOL appointed in the rank of E-5 or above. If deploying, organizations will have two EOLs appointed.



Joint Diversity Corner



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 SEPM 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:

Hispanic Program Manager (ARNG)

Asian & Pacific Islander Program Manager (ANG)

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

Upcoming SEPC Meeting:

25 Apr 18, 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 or

MSgt Donna Torres, (518)786-4621 donna.m.torres.mil@mail.mil





Joint Diversity Corner (cont.)



SPECIAL EMPHASIS PROGRAM COUNCIL

Program Director	Capt Ashley FitzGibbon, (518) 786-4733 JFHQ, Latham ashley.n.fitzgibbon.mil@mail.mil
African American Program Mgr. (ARNG)	1SG Lamont Pugh, (716) 225-8491 CO C 427TH (MED), BSB, Buffalo lamont.m.pugh.mil@mail.mil
Federal Women’s Program Mgr. (ARNG)	Ms. Chassidy Ryals, (518) 786-4734 JFHQ, Latham chassidy.ryals.civ@mail.mil
Federal Women’s Program Mgr. (ANG)	MSgt Donna Torres, (518) 786-4621 JFHQ, Latham donna.m.torres.mil@mail.mil
Persons with Disabilities Mgr. (ANG)	Capt Ashley FitzGibbon, (518) 786-4733 JFHQ, Latham ashley.n.fitzgibbon.mil@mail.mil
Persons with Disabilities Mgr. (ARNG)	SGT Frank Cagnina, (518) 786-4728 JFHQ, Latham frank.a.cagnina.mil@mail.mil
Hispanic Program Mgr. (ANG)	SSgt Anibal Verdejo, III, (315) 334-6831 EADS, Rome anibal.verdejo.mil@mail.mil
Hispanic Program Mgr. (Alternate, ANG)	1Lt Jose Ortiz, (315) 334-6721 EADS, Rome jose.o.ortiz10.mil@mail.mil
Hispanic Program Mgr. (ARNG)	Vacant
Native-American Indian Program Mgr. (ARNG)	CPT Jean Kratzer, (518) 786-4518 JFHQ, Latham jean.m.kratzer.mil@mail.mil
Native American Indian Program Mgr. (ANG)	MSgt Venita Jackson, (716) 236-2518 107 AW, Niagara Falls VenitaJackson@ang.af.mil
Asian & Pacific Islander Program Mgr. (ARNG)	SFC Theresa Barone-Lopez, (518) 786-4772 JFHQ, Latham theresa.baronelopez.mil@mail.mil
Asian & Pacific Islander Program Mgr. (ANG)	VACANT

“Every human interaction has the potential to be either helping or hurting.”

- Michelle Corrao, Sexual Assault Survivor & Advocate