

# Virginia National Guard Equal Employment Opportunity Office

JANUARY—MARCH 2015, 2ND QTR

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## Message from the State Equal Employment Manager (SEEM)

During the last quarter the Equal Employment Opportunity (EEO) Office continued providing EEO and POSH training to all Technicians and Federal Civilian employees. The EEO office can also develop training for the needs of a section or organization to address specific human relation issues or concerns.

Many people like to say they are color blind, or do not care what your religion or sexual orientation may be as long as you are a good worker. The problem with statements like this are a person's race/ethnicity, religion,

sexual orientation, etc, are a part of the person and if you choose to ignore or not acknowledge they exist then you may be telling that person I choose to ignore or not acknowledge you. Awareness about the diverseness of your co-workers and subordinates when it comes to human issues is something everyone should strive to achieve.

Next quarter we will recognize Holocaust Days of Remembrance, Asian-American and Pacific Islander Heritage month, and LGBT Pride month.

The EEO office is still looking for individuals who would like to become EEO Counselors or SEPMs if you are interested in becoming one contact the EEO office.

The EEO office is always looking for EO/EEO or diversity articles written by VaNG members to publish in the newsletter. If you have an idea or point of view you would like to share, just contact the EEO office.

Enjoy Spring

Your SEEM,

CPT Kervin Sider

### Quote of the Quarter

“Life’s most persistent question and urgent question is: What are you doing for others?”  
-Martin Luther King Jr.

# Martin Luther King Jr. Day

## January 19, 2015



On the third Monday in January each year, Americans answer that question by coming together on the Martin Luther King Jr. Holiday to serve their neighbors and communities. The day represents an opportunity to start the year off right by making a positive impact in one's community.

Legislation was signed in 1983, creating a federal holiday honoring the birthday of Reverend Dr. Martin Luther King Jr. Congress designated the Martin Luther King Jr. Federal Holiday in 1994 as a national day of service, and charged the Corporation for National and Community Service with leading this effort.

The Martin Luther King, Jr. Day of Service empowers individuals, strengthens communities, bridges barriers, creates solutions to social problems, and moves us closer to Dr. King's vision of a "Beloved Community"

Dr. King believed in a nation of freedom and justice for all, and encouraged all citi-

zens to live up to the purpose and potential of America by applying the principles of nonviolence to make this country a better place to live—creating the Beloved Community.

The MLK Day of Service is a way to transform Rev. Dr. Martin Luther King, Jr.'s life and

King is the first African American—and the first non-U.S. president—to have an official legal holiday named in their honor.

teachings into community action that helps solve social problems. That service may meet a tangible need, or it may meet a need of the spirit. On this day, Americans of every age and background celebrate Dr. King through service projects that strengthen communities, empower individuals, bridge barriers, and create solutions.

A 2013 U.S. Department of Labor report found that one in four adults donates time to volunteer organizations. Last year, 62.6 mil-

Americans volunteered nearly 7.9 billion hours. **The estimated value of this volunteer service is nearly \$175 billion.**

Members of Generation X (those born from roughly 1965 to 1980) have the highest volunteer rate of any age group. Their volunteer rate has increased steadily over the past 11 years .

Over the past six years, volunteering has also increased among teenagers (ages 16-19). Volunteers aged 65 and over spend more time engaging in volunteer activities than any other age group.

Working mothers continue to volunteer at a higher rate than the population as a whole. If you would like to join the hundreds of thousands of people who serve on MLK Day and throughout the year, find a project in your community or register your own project so that volunteers can find it.

You can find more information at [www.serve.gov](http://www.serve.gov) .



# Black History Month February 1-28, 2015

Each year beginning on February 1, an entire month of events are planned nationwide honoring the history and contributions of African Americans.

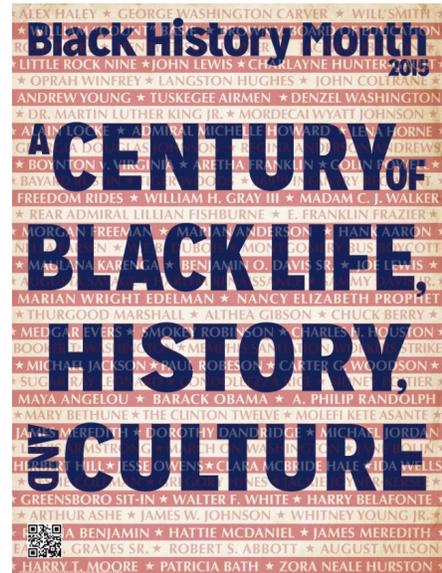
The theme for Black History Month in 2015 is "A Century of Black Life, History, and Culture" chronicling the important contributions by African-Americans to art, literature, sports, and pop culture.

In the early 20th century, the rise of a totally new form of music -- jazz -- can be traced back to African Americans of the post-World War I generation. This was closely followed by the Harlem Renaissance that introduced the voices of African American

writers and artists to the national conversation.

By the 1960's, the African American museum movement saw the opening of nationwide centers exhibiting the advances made by African Americans in art, history, and science -- culminating in the Smithsonian's National Museum of African American History and Culture.

Doo wop, rock n' roll, and hip hop can all trace their roots to the African American experience. Legendary sports figures, as well as artists, musicians, actors and actresses also have undeniably contributed to American culture as their influence continues to spread worldwide



## Black History Month Quiz

1. What was the informal system that helped slaves escape to the North during the mid-1800s? a) Underground Railroad b) Midnight Express c) Highway to Heaven d) Northern Roads
2. Michael Luther King, Jr., later named Martin, was born January 15, 1929 in which southern city? a) Atlanta b) New Orleans c) Savannah d) Dallas
3. Frederick Douglas was a Leader of which movement during the civil war? A) Suffrage b) Confederate c) Slavery d) Abolitionist
4. What was John Brown's Raid on Harper's Ferry? A) Statement against slavery b) All the answers are correct c) 1859 attempt to seize a Federal arsenal d) Event that hastened the start of the American Civil War.

\*Answers available on page 6

# Book Review

## 35 Dumb Things Well-Intended People Say Surprising Things We Say that Widen the Diversity Gap

By Maura Cullen

EVEN WELL-INTENDED PEOPLE CAN CAUSE HARM Have you ever heard yourself or someone else

say: "Some of my best friends are... (Black, White, Asian, etc.)"? "I don't think of you as... (Gay, Disabled, Jewish, etc.)"? "I don't see color, I'm colorblind"? These statements and dozens like them can build a divide between us and the people we interact with. Though well-intended, they often widen the diversity gap sometimes causing irreparable harm personally and professional

If you've ever wanted to be more effective in your communication with others, or have been afraid of saying the wrong thing, then

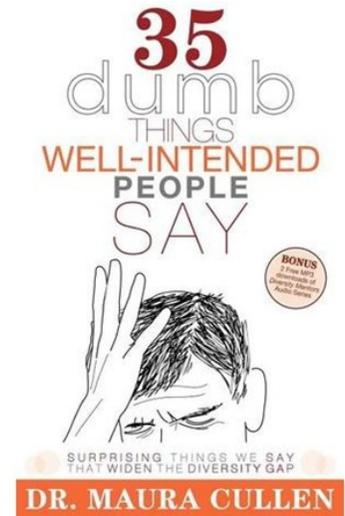
this concise guide is essential to becoming more inclusive and diversity smart.

This is huge! Half the battle of building a strong multicultural competency foundation is language and knowledge. Since I do not share experiences with someone different than me, I do not know what they have been through and it's easier to dismiss or jump to show empathy rather than listen and validate. I recommend this book particularly for individuals (from all identity groups) who want to engage, but feel like they always run into barriers in communication.

A POWERFUL DIVERSITY TRAINING TOOL FROM ONE OF THE MOST RESPECTED

DIVERSITY TRAINERS.

This Book and or Audio Book is available to borrow in the EEO Offices Library. Please see SGT Carpenter to sign it out.



## EEO/POSH Training FY 15

EEO/POSH are mandatory training requirements conducted annually for all Technicians and Federal Civilian Employees. EO Training conducted at your unit can be counted as the yearly EEO requirement for dual-status (DS) technicians. A roster from the DS technician's unit must be provided to the EEO office in order to receive credit. The training

is intended to improve and achieve equal opportunity within the organization and to eliminate and prevent conditions that adversely affect mission readiness.

The block of instruction is two hours provided by PowerPoint; DVDs; facilitated discussion; and other approved training aids by the EEO Office.

Other training topics offered by the EEO Office include Diversity; Effective Communication; Focus Groups; and other facilitated training designed to enhance our workplace environment

### Answers to Black History Quiz (p3)

1. A - Underground Railroad
2. A - New Orleans
3. D - Abolitionist
4. B- All of the answers are correct

# Women’s History Month March 1-31, 2015

*SSG Charles Cranford, Special Emphasis Program Manager*

March is Women’s History Month. First written by and codified into Public Law 100-9 by a Joint Resolution of the 100<sup>th</sup> Congress of the United States on March 12<sup>th</sup> of 1987- the resolution called on the President of the United States to issue a Presidential Proclamation declaring the month of March “Women’s History Month”. President Ronald Reagan issued the first proclamation that same month and for each successive year following each President has renewed the proclamation that honors and pays tribute to the accomplishments of women in the fabric of American society.

2015 is also the 35<sup>th</sup> anniversary of the Woman’s History Movement and the National Women’s History Project with this year’s theme titled “Weaving the stories of women’s lives”. The National Women’s History Project this year is honoring ten women who have made a major contributions to the national dialogue and history of the American woman. Honorees include Delilah L Beasley (1867-1934) who was the first African American woman to become a major newspaper columnist; Gladys Tantaquidgeon (1899-2005) who was a Mohegan Medicine Woman, Anthropologist, and Tribal Elder.

Other honorees include broadcast journalist and author Lynn Sherr and Vicki L. Ruiz – educator and pioneer in Latina History.

In 1961 President John F. Kennedy established the Presidential Commission on the Status of Women and appointed former First Lady Eleanor Roosevelt to chair it. In the fifty four years since President Kennedy first established this commission there have been many landmark civil rights cases that have advance forward opportunity and rights for women in the United States. Today three of the nine Supreme Court Justices are women and twenty seats in the United States Senate are held by women. In the House of Representatives eighty-four or roughly nineteen percent of the people’s house are held by women. Three of the last five Secretaries of State have been highly educated and influential women starting with Madeleine Albright in 1992 under President Clinton and then Condoleezza Rice under President Bush and Hillary Clinton under President Obama. Currently six women hold the governorships across the country and many more serve in statehouses and local government.

Women in American military history have also made significant gains. In 2008 President George W. Bush nominated and the Senate approved Army Lieutenant General Ann Dunwoody to be the first female four star general officer in the United States Armed Forces. She was followed by Air Force General Janet Wolfenbarger in 2012 who was part of the first Air Force Academy class to graduate females in 1981. In July of 2014 the first African American female to be promoted to the rank of full Admiral occurred. Admiral Michelle Howard was the first woman to reach the rank of full admiral; the first to command a warship; and a graduate of the first Naval Academy class (1982) that contained both males and females. More recently on February 28<sup>th</sup>, 2015 Major General Linda Singh was named Adjutant General for the Maryland National Guard the first African American female to serve as a State Adjutant General in Guard history.

It is said that history waits for no man and the rich history of the American woman is no exception. This March is a time to recognize and celebrate the rich history and contributions of women to American society and our national dialogue. For additional information on the National Women’s History Month; the Women’s History Movement; or the National Women’s History Project you can go to [www.nwhp.org](http://www.nwhp.org).



General Dunwoody



General Wolfenbarger



Admiral Howard

## Question: What are some Harassment Facts?

**Answer:** -The harasser can be the victim's supervisor in another area, a coworker or a non-employee.

- a. Both the victim and the harasser may be of either sex. The victim of sexual harassment and the harasser do not have to be of the opposite sex.
- b. The victim does not have to be the person harassed; the victim could be anyone who is affected by the offensive conduct.
- c. A single offensive joke, utterance or act may not be lawful, but it has no place in the workplace.
- d. A single incident of unwanted touching of a person's intimate body areas is sufficiently offensive to be defined as sexual harassment. It may also constitute a criminal offense under Federal or state sexual assault laws.
- e. Harassment is prohibited in the workplace as well as in settings linked to it. For example, employees are protected against harassment by a supervisor or coworker when they are driving to a meeting or a work social event.

# Upcoming Events

## **Holocaust Remembrance Day April 16,2015; Days of Remembrance April 12-19, 2015**

The theme for 2015 is: "Learning from Holocaust: Choosing to Act."

## **Asian American and Pacific Islander Heritage Month May 1-31,2015**

The theme for 2015 is: "*Many Cultures, One Voice: Promote Equality and Inclusion.*"

## **LGBT Pride June 1-30, 2015**



# COUNSELOR'S/SEPM CORNER

## Contacting an EEO Counselor

If you believe that you have been the victim of discrimination, you generally have 45 days from the day the discrimination occurred to contact an EEO Counselor where you work or where you applied for a job. If the discrimination involved a personnel action (for example, a demotion or firing), you generally must contact the EEO Counselor within 45 days of the day the personnel action takes effect.

## EEO Counseling Process

Once you contact the agency's EEO Office, an EEO Counselor will talk to you about your rights and responsibilities and will take down some basic information about your situation.

This interview will take place within 30 days from the day you first contacted the EEO Office to request counseling (unless you participated in ADR or agreed to an extension of up to an additional 60 days). If you participate in ADR, the pre-complaint process is extended to 90 days.

In most cases, the EEO Counselor will give you the choice of participating either in EEO counseling or in an alternative dispute resolution (ADR) program, such as a mediation program. Not all problems are covered by an agency's ADR program, and the EEO Counselor

should be able to tell you whether yours is the type of situation that is covered. If it is not covered, then the Counselor will try to settle the matter informally.

If you do not settle the dispute during counseling or through ADR, you can file a formal discrimination complaint against the agency with the agency's EEO Office.

The Counselor will hold a final interview with you and then give you a notice with instructions about how to file a formal complaint. Upon receipt of Right to File a Formal Complaint you have 15 calendar days to reply to the notice that you wish to file a formal complaint.

## EEO Counselor's:

**MAJ Timothy Wine:** G6, Fort Pickett, 434-298-6258

**CW3 Renate Long:** G4, Fort Pickett, BLDG 142, 434-292-8342

**CW2 Kelvie Fore:** FMS11, Lynchburg, 434-582-4933

**SFC Elaine McCreary:** USPFO, Fort Pickett, 434-298-6238

**SGT Omar-Nedal Huggi:** Co D, 2nd BN 224th AVN, Sandston, 804-236-7410

**SGT Latai Jones:** CIF, Richmond, 804-279-5239.

**SGT Jennifer Smith:** CSMS, Richmond, 804-722-8935

**TSgt Ira Jones:** Langley AFB, Hampton, 757-225-1028.

**SSG Joann Lindquist-Rucker:** R&R Fort Pickett, 434-292-2815 or 434-480-2008

**Ms. Molicia Booker:** J1, Sandston, 804-236-7836

If you believe you have been the victim of discrimination, you have 45 days to contact an EEO counselor or the SEEM.

*Interested in becoming a counselor, please contact the EEO office at 804-236-7896 or 434-298-6229.*

## Special Emphasis Program Managers:

**SSG Charles Cranford:** Federal Women's Program, 183rd RTI, 434-292-8627

**SGT Deloria Pendleton:** Hispanic Emphasis Program, 91st Troop Command, 804-633-3581

# State Equal Employment Opportunity Office

JFHQ-EEO/EO

ATTN: CPT Sider/SGT Carpenter

5901 Beulah Road

Sandston, VA 23150



Phone: 434-298-6229 or 804-236-7896

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Lori.p.carpenter.mil@mail.mil

On the web at <https://vko.va.ngb.army.mil/Jstaff/SEEM>



*Curious About EEO/EO?*

Have a question think it may be EEO/EO related or not, just ask us and we will get you on the right path to the answer.

