

April 2010



Virginia National Guard ~ EEO Review Newsletter

Produced monthly by the State Equal Employment Management Office (SEEM)

Message from the State Equal Employment Manager

Inside this issue:

EOL Course	2
Easter	2
Administrative Professional Day	2
40th Anniversary of Earth Day	3
National Sexual Assault Month	3
Holocaust Remembrance Day	3
VaNG Diversity Conference	4

“SPRING CLEANING”

Well I am happy to see that spring is officially here. Even though that means quite a bit of rain and pollen; what a joy to see the flowers begin to bloom again. April is a month full of observances. I have listed a few in a calendar on the right for you. March was a very busy month, the Equal Opportunity office celebrated Women’s History month by attending the Women’s Forum at the National Guard Museum. The forum focused on perspectives of women in the Guard and was used to kick off the Museum’s oral history events in which they hope to capture Guardsmen’s stories. Currently serving in the Virginia National Guard are two women who’s service was recognized during this program. MSgt Lori Flinn, (Virginia Air National Guard) received a Bronze Star w/ Valor during a past deployment and SGT Monica Beltran, (Virginia Army National Guard was awarded a Purple Heart and a Bronze Star w/Valor while deployed. SGT Beltran is the second most decorated female soldier in

the entire National Guard and the first woman to ever earn a Purple Heart and Bronze Star w/Valor in the Virginia National Guard. She is credited with saving over 50 lives.

As we shift our focus to Spring, we can’t neglect the time honored tradition of “spring cleaning”. This is a great time to focus on finishing projects that it’s been too cold to finish and prepare for Summer. Since “spring cleaning” is all about getting rid of stuff we don’t need anymore. Let’s consider cleaning up our workplaces also. There is no room in our workplace for sexual harassment, sexual assault, discrimination or harassment of any kind. None of these are tolerated in the Virginia National Guard. Inappropriate jokes and sexist attitudes are also not tolerated and are divisive. Sometimes people don’t even know that they still have that “stuff” packed away until it shows up unexpectedly. I want to challenge each of you to work really hard when cleaning this year to ensure that you don’t have any of that “stuff” laying around.

April

- 1 - Holy Thursday (Christian)
- 2 - Good Friday (Protestant, Roman Catholic)
- 4 - Easter (Protestant, Roman Catholic)
- 6 - National Tartan Day (Scottish-American)
- 6 - Organization of the Church of Jesus Christ of Latter Day Saints
- 8 - Passover* (Jewish)
- 8 - Vesak - Buddha’s Birth (Buddhist)
- 12 - Yom Hashoah
- 14 - Sinhala and Tamil New Year (Sri Lanka)
- 19 - Easter (Orthodox) or Pascha
- 23 - St. George’s Day (English)



Prevention of Sexual Harassment (POSH) & Equal Opportunity (EO) Training

Our office is available to provide POSH & EO training to all full-time staff of the Virginia National Guard (State, Federal, and Civilians).

As well as for our traditional service members on drill weekend. You may contact our office to schedule training.

Prevention of Sexual Harassment & Equal Opportunity training is a two hour block of instruction that is required annually for each individual within the Organization for every Fiscal year.

EOL Course Dates contact CPT Sider 434-298-6229.

Facts about Sexual Harassment: The harasser can be the victim’s supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.

The victim does not have to be the opposite sex.

Equal Opportunity Leader Course

Fort Pickett 2-7 March 2010



This was the first Equal Opportunity Leaders (EOL) Course held by the Virginia National Guard in a few years. There were a total of 31 students at the class and 25 of those students were VaARNG Soldiers.

Brigadier General Huxtable and Command Sergeant Major Holcomb welcomed the students to the first day of class. Along with the

instructors Captain Allen the State Equal Employment Manager (SEEM), Captain Sider the State Equal Opportunity Officer, and last but not least Master Sergeant Bey an Adjunct Faculty Instructor from Joint Force Headquarters (JFHQ).

The honor graduates of the course were, Sergeant First Class Kendall of 116th BSTB, Sergeant First Class Contajioso of the Army Reserve and Sergeant Jaca of

D Co. 2-224 AVN BN.

The course teaches the students how to assist their Company Commander to meet all the regulatory Equal Opportunity (EO) requirements and help maintain a positive EO Climate within the unit.

The next EOL Course will be 3-9 May 2010 at Regional Training Institute (RTI) on Fort Pickett.

Do You Know Where the Name EASTER Came from?

Pagan traditions give us the English word "Easter" which comes from the word "Eostre". The Anglo-Saxon word for April was "Eostremonth" (the month of openings). However, it should be remembered that Christians celebrated the resurrection of Christ long before the word "Easter" was used, and the word they

used for the celebration was "Pascha", which is derived from and linked to the Jewish festival of Passover.

According to Bede, the English monastic historian, the English word Easter comes from the Anglo-Saxon name for the month of April, which was known as "Eostremonth", in the Anglo-Saxon tongue and since Pascha was most often

celebrated in Eostremonth, the English Christians began calling it "Easter". Bede also noted that the month was named after the Anglo-Saxon goddess Esostre.

Rituals related to the goddess Esostre focus on the new beginnings, symbolized by the Easter egg, and fertility, which is symbolized by the hare (or Easter bunny).



Administrative Professional Day, 21 April

Also known as National Secretary's Day was created in 1952 through the work of Harry F. Klemfuss of Young and Rubicam. Klemfuss recognized the importance and value of the position to a company or business. His goal was to encourage more women to become secretaries. Using his skills and experience in public relations. He promoted the val-

ues and importance of the job of secretaries. In doing so, he also created the holiday in recognition of the importance of secretaries.

Today, the title is changing and evolving. But, the recognition is equally important. There are two new terms in use today. They are "Administrative Professionals" and "Executive Admins". The two names

sometime mean different roles and responsibilities to different companies.

The name change recognizes and acknowledges that the role has changed significantly since 1952, and for the better. Back then, these positions were exclusively filled by women, but today many males work in these positions also.

40th Anniversary of

Forty years after the first Earth Day, the world is in greater peril than ever per some experts. While climate change is the greatest challenge of our time, it also presents the greatest opportunity to build a healthy, prosperous, clean energy economy now and for the future.

Earth Day 2010 can be a turning point to advance climate policy, energy efficiency, renewable en-



ergy and green jobs.

Earth Day is a day designed to inspire awareness and appreciation for the Earth's environment. It is on 22 April. It was founded by U.S. Senator Gaylord Nelson (D-Wisconsin) as an environmental teach-in in 1970 and is celebrated

Earth Day April 2010!

in many countries every year. The first Earth Day was in 1970.

Many cities extend the observance of Earth Day events to an entire week, usually starting on April 16 and ending on April 22. These events are designed to encourage environmentally-aware behaviors, such as recycling, using energy efficiently and reducing or reusing disposable items.

National Sexual Assault Month

Sexual Assault is one of the most underreported crimes in America. April is the month that is nationally recognized as Sexual Assault Awareness Month. Sexual Harassment and assault are contrary to military values. Sexual Assault is a crime and the offender could face criminal charges. Sexual Assault degrades mission readiness by devastating the organization's ability to work effectively as a team. This year's SAAM's theme is "Hurts one. Affects all...Preventing

Sexual Assault is everyone's duty.

The goal of Sexual Assault Month is to raise public awareness of this crime in the effort's of reducing it. Since the inception of the military sexual assault program, there has been an increase in reported assaults by military members. The Department of Defense is vested in ensuring that military members are aware that sexual assault is unacceptable and that it will not be tolerated. Sexual Assault

has no place in the Army or the Air National Guard. The Sexual Assault program is victim focused and every effort is made to ensure that the member receives quality care and accurate information. Every DOD agency has a Sexual Assault Response Coordinator (SARC) The Virginia National Guard's Sexual Assault Response Coordinator is CSM Henry Motley, he may be reached at (434) 294-4669 for additional information.

Holocaust Remembrance Day

Stories of Freedom: What You Do Matters is the theme for 2010.

Yom HaShoah known abroad and in English as Holocaust Remembrance Day, is observed as Israel's day of commemoration for the approximately six million Jews who perished in the Holocaust, as a result of the actions carried out by Nazi Germany and its accessories, and for the Jewish resistance in that period. In Israel, it is a national memorial day and public holiday.

Holocaust Basics: This is the perfect place for the beginner to start learning about the Holocaust. Learn what the Term "Holocaust" means, who the perpetrators were, who the victims were, what happened in the camps, what is meant by "Final Solution," and so much more. <http://history1900s.about.com/od/holocaust/a/holocaustfacts.htm>



A yellow Star of David badge bearing the German word 'Jude' (Jew).

(Photo courtesy USHMM)

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Curious About EO?

Have a question think it may be EO related or not, just ask us and we will get you on the right path to your answer even if it is not in our lane.

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VaNG Celebrated Diversity in Atlanta, Georgia March 9-11, 2010

This year Captain Allen was nominated for the Air National Guard Individual in Excellence in Diversity Award. Even though she did not win at the conference, your partners in the Equal Opportunity Office and others consider you a Winner. Keep up the Great Work!

During our time in Atlanta, GA we visited the Martin L. King Jr. Center, Jimmy Carter Library and Museum and the National Museum of Patriotism.

Our attendees were CMSgt Frasier is the State Human Resource Advisor on the Air side, MSG Bombay is the 29th ID Equal Opportunity Advisor, Ms. Mason is the Equal Opportunity Assistant, CPT Sider is the JFHQ State Equal Opportunity Officer, Capt Allen is the State Equal Employment Manager and SFC Hedrick (not shown) is the 116th BCT Equal Opportunity Leader.



(Below) Ms. Mason, and Captain Allen with one of the Committee members at the opening reception.

(Below) CPT Sider getting his Passport to Diversity of Kazakhstan in the class Passport To Diversity from the instructor Mrs. Susan A. Wheatley.



(Above) CMSgt Frasier interacting and discussing diversity items with other Equal Opportunity attendees at the conference during a break.



“Share our Similarities, Celebrate our Differences”