

EEO REVIEW

A P R I L 2 0 0 5

Women's History Program

The theme for this year's Women's History Program was, "Women Change America." The theme honors and recognizes American women in transforming culture, history and politics as leaders, writers, scientist, educators, politicians, artist, historians, and informed citizens. The program was celebrated at the Officers Club on March 30, 2005. MAJ Ramsey opened the program with the posting of the colors by the Air ROTC from Parkview High School, South Hill, Va. followed by the National Anthem sung by SPC Craddock and MSgt Lucy Washington, ARG, Retired, gave the invocation. The first guest speaker was SMSgt Kathy Massie of the 192d Fighter Wing. She gave a moving speech that all of us could relate to. She closed with saying that she may have changed America, one small piece at a time. COL Carroll, State HQs/Virginia Air National Guard, was the next guest speaker. COL Carroll brought things to a full circle by enlighten us of her heroes and reminded us of women who helped change America. Women like Amelia Earhart, Mary Bethune, and Maya Angelou and many others. She told us of her accomplishments and how proud she was to put on her uniform. Pictured below from left to



right, SPC Craddock, COL Archer, COL Haikey, COL Carroll, SMSgt Massie, TSgt Dickerson, MAJ Ramsey, and Air ROTC Color Guard. The entertainment for the program was provided by Living History, LTD, Ms. Janet Shortt (pictured right). Ms. Shortt transported us into time and took us back to the early 1900's. She spoke to the audience on the struggles women were having in achieving the right to vote and urged us to write to our congressmen for support. At the end of the program, everyone enjoyed food samples, provided by Ida's Kitchen, LLC.



April: Sexual Assault Awareness Month

Of all crimes, rape is one of the most underreported, making it difficult to count. In 8 out of 10 cases, the victim knew the perpetrator.

The large number of rape victimizations committed against women each year is primarily by someone they know. The National Violence Against Women Survey reports... the study makes it clear that violence against women is endemic and "suggests that violence against women should be classified as a major public health and criminal justice concern in the United States".

Adults are not the only victims. Based on a review of state records pertaining to child abuse, 86,830 children in the United States experienced sexual abuse in 2001(DHHS 2003).

Sexual violence has been called a "tragedy of youth." More than half (54%) of all rapes occur before age 18 and 22% of these rapes occur before age 12.

-Southside Center for Violence Prevention, Inc.- www.vadv.org/certdvprgmsdirect.html

Department of the Army – Army Sexual Assault Prevention and Response Program Web page.

<http://www.sexualassault.army.mil/> -

Includes information on:

- ✦ Awareness
- ✦ Prevention
- ✦ Response and Care
- ✦ Guidance for leaders
- ✦ Policy and regulations
- ✦ Interim Guidance – ALARACT Messages
- ✦ Commander's Checklist
- ✦ Training Support Packages
- ✦ Consideration of Others Training
- ✦ Printable Documents and Hand-outs
- ✦ Frequently Asked Questions (FAQs)
- ✦ Additional Resources.

DAYS OF REMEMBRANCE April and May, 2005

This spring marks the 60th anniversary of the end of World War II in Europe and with it, the liberation of the Nazi concentration camps. The United States Holocaust Memorial Museum, in accordance with its Congressional Mandate, will lead the nation in the annual *Days of Remembrance of the Victims of the Holocaust*.

This year's observance will take place Sunday, May 1 through Sunday, May 8, 2005. The Day of Remembrance, Yom HaShoah, is May 6.

The Holocaust is one of the largest and most recent destruction of human life and yet studies show that approximately 25 percent of all Americans know little or nothing of the Holocaust and atrocities committed by the Nazis.

At least 30 million lives were lost in the Holocaust including more than 6 million Jews, of whom 1.5 million were children. Among the non-Jewish victims of Nazi hatred were Jehovah's Witnesses, Seventh Day Adventists, Catholics, Gypsies, people with physical and mental disabilities, homosexuals, and German veterans with disabilities from World War I.

The United States Holocaust Memorial Museum is America's national institution and serves as this country's memorial to the millions of people murdered during the Holocaust. The Virginia Holocaust Museum located on Cary Street, Richmond Virginia, teaches *Tolerance Through Education* with its exhibits, pictures, and stories of other Virginia-related survivors. Admission and Parking are Free.



HOLOCAUST TIMELINE

Rise of the Nazi Party (1918-1933). During the fourteen years following the end of World War I, the Nazi party grew from a small political group to the most powerful party in Germany.

Nazification (1933-1939). Once Hitler became Chancellor and later Reichsführer, the Nazi party quickly changed Germany's political, social, and economic structure.

The Ghettos (1939-1941). Confining Jews to ghettos was another critical step in Hitler's Final Solution.

The Camps (1941-1942). The concentration camps were Hitler's final step in the annihilation of the Jews.

Resistance (1942-1944). People resisted by any means possible, from stealing a slice of bread to sabotaging Nazi installations.

Rescue and Liberation (1944-1945). Some survived through the heroics of neighbors; others were liberated by the Allies.

Aftermath (1945-Present). After the war, Nazi perpetrators faced punishment for their war crimes and survivors began rebuilding their lives.

Holocaust Quiz

1. Who did the Nazis blame for the Reichstag fire?
 - A. Gypsies
 - B. Homosexuals
 - C. Communist

2. What name did the Nazis add to every male Jew's name in 1938?
 - A. Israel
 - B. Moshe
 - C. Yizhak

3. Where was the first ghetto established (on October 8, 1939)?
 - A. Lodz, Poland
 - B. Piotrkow, Poland
 - C. Kovno, Lithuania

4. To what Island did the Nazis think about deporting the Jews?
 - A. Cyprus
 - B. Cuba
 - C. Madagascar

5. What country surrendered to Germany on June 22, 1940?
 - A. France
 - B. Britain
 - C. Poland

6. What color triangle were the Jehovah's Witnesses forced to wear in the camps?
 - A. pink
 - B. Purple
 - C. Red

7. On what day was Auschwitz liberated?
 - A. June 6, 1945
 - B. January 27, 1945
 - C. March 17, 1945



*e-Mentoring
coming soon:*

The e-Mentoring program creates and maintains partnerships between ARNG mentors and Mentees.

The ARNG e-Mentoring strives to increase access to opportunities for all ARNG members.

The e-Mentoring Program is available to ARNG officers, enlisted soldiers, and civilian personnel across the 54 US states, territories, and the district of Columbia. Participation is voluntary and relies on personal initiative and electronic tools to advance mentoring partnerships.

The Virginia National Guard has entered in to a community based partnership with four organizations. The organizations that we have partnered with are : The Virginia Holocaust Museum, Department of Juvenile Justice, Special Olympics and Madeline’s House. The purpose of this program is for the Virginia National Guard to perform community service and help agencies with a legitimate need to achieve their goals. These organizations need individuals who are willing to be mentors, teach or lead classes, tutor children, read to children, clerical assistance, maintenance help and gardening to name a few. Each employee will be authorized 16 hours a calendar year to assist these organizations. We will have more information on this new partnership in the coming weeks.



UPCOMING EVENTS

Asian Pacific Heritage Program
Theme: *Liberty and Freedom for All*
May 12, 2005 @ 1030 hours

Military Investigator Training
June 28 thru June 30, 2005

Basic EEO Counselor Training
July 11 thru July 15, 2005

Refresher EEO Counselor
Course
July 15, 2005

Diversity Facilitator Training
July 29 thru July 31, 2005

*EAP-Employee Assistance
Program*

Assistance is provided under EAP for a wide variety of personal concerns. This service seeks to help technicians define problems and identifies problem-solving resources.

1-800-223-2515

Training is a key component in assuring that we have a workplace that is free from discrimination, violence and harassment. To this end, we will be conducting several training events over the next four months.

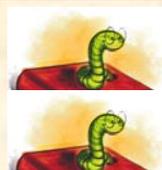
The Virginia National Guard will conduct Prevention of Sexual Harassment and Workplace Violence training for all fulltime personnel during the next three months. The purpose of this mandatory training is to ensure that all employees know what constitutes Sexual harassment and Work Place Violence as well as possible solutions to resolve these type of problems.

We will also conduct the following training : EEO Counselor training, EEO Counselor Refresher training, Military Investigator training, and Diversity Facilitator training.

Quote for the Month:

“Never be bullied into silence never allow yourself to be made a victim. Accept no one’s definition of your life; define yourself.”

- Harvey Fierstein



*Book
of the Month:*

Equality Deferred

by
James S. Olson

*Race, Ethnicity, and Immigration in
America*

Answers to the Holocaust Quiz:

- 1. C 4. C 7. B
- 2. A 5. A
- 3. B 6. B

This publication will be distributed on a monthly basis. If you have any questions or comments please call MAJ Ramsey @ 434-298-6229/DSN 438-6229 .
elijah.ramsey@va.ngb.army.mil