

January – February  
2010



## Virginia National Guard ~ EEO Review Newsletter

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

### *Message from the State Equal Employment Manager*

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#### 2010: We've done it again!

Well if you are reading this article you have survived another year. No matter what you felt about last year you have made it through it. You have the opportunity to begin a new, to press toward the New Year with renewed energy, goals and vision. As you begin 2010, join the EO Office in our efforts to celebrate everyday by remembering that all people in our organization are valuable. You and your co-workers bring unique skills and abilities to this organization and we want to ensure that this year we encourage and capitalize upon them. As you begin the New Year reflect on the following words of John Clare, remember the old year is gone away.

#### Have a great Year, Virginia National Guard!

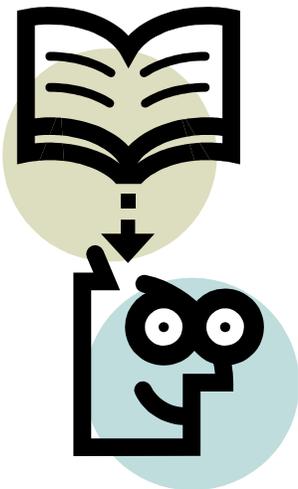


#### The Old Year—by John Clare

The Old Year's gone away To nothingness and night; We cannot find him all the day Nor hear him in the night: He left no footsteps, mark or place In either shade or sun: The last year he'd a neighbor's face, In this he's known by none.

All nothing everywhere: Mists we on mornings see Have more of substance when they're here And more of form than he. He was a friend by every fire, In every cot and hall --A guest to every heart's desire, And now he's nought at all.

Old papers thrown away, Old garments cast aside, The talk of yesterday, Are things identified; But time once torn away No voices can recall: The eve of New Year's Day Left the Old Year lost to all.



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

Our office is available to provide POSH & EO training to all fulltime 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 a& 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 Training Dates available at FT Lee, contact CPT Sider 434-298-6229.

Mediation Course 8-12 Feb 2010, Sandston, VA. Need to register by 22 January 2010. Contact SPC Mason for more information or to register by email to [lori.patricia.mason@us.army.mil](mailto:lori.patricia.mason@us.army.mil)



*Lieutenant Colonel  
Jeffrey A. Stewart  
American Indian SEPM*

## *Special Emphasis Program Managers (SEPM) Brief Biography*

**Position in the Guard:** State Safety and Occupational Health Program Manager.

**Time in Service:** 22 yrs of service after receiving ROTC commission from the University of Virginia.

**Personal:** Married with 4 children.

**EO/EEO Experience:** Has been serving as the American Indian Heritage Special Emphasis Program Manager for two years.

A SEPMs role is serve as a collateral duty and full-time SEPM that will focus on inter/intrapersonal and organizational aspects of EEO and program management skills.

Works with the causes and effects of discrimination, EEO programs for federal employees/applicants for employment, civilian personnel/human resource management and valuing diversity. Will concentrate on staff coordination,

analyzing EEO data, and planning and managing effective Special Emphasis Programs.

**SEPMs are required to complete a 40 hour course to be accompanied by a certificate upon being appointed into the position.**



## *January 1, New Years Day and It's Origin*

Origin of New Year dates back to the era of emperors. They thought of celebrating a special day which should dot a day from beginning and end of the year. First New Year celebrations were noticed in Mesopotamia around 2000 years. It was celebrated at the time of Equinox in mid-March by the Egyptians, Persians and Phoe-

nicians while Greeks celebrated it on winter solstice.

The Roman emperor Julius Caesar officially declared January 1 to be a New Year in 46 B.C. Romans worshiped God Janus who had two faces, one looking forward and the other looking backward. The month of January was named after this

Roman God and it gave an idea to the emperor to establish January as a gate to the New Year. People learned January as first month of the year and with this tradition of following Julian calendar.



**"Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that"**

~Martin Luther King Jr

## *Martin Luther King Jr. Day Quick Quiz*

- Martin Luther King was best known for his philosophy of:
  - Black nationalism
  - Civil disobedience
  - Socialism
- Which of these major events first distinguished MLK as an important civil rights leader?
  - The Montgomery Bus Boycott
  - The March on Washington
  - Brown v. Board of Education
- In 1963, MLK was arrested and jailed during anti-segregation protests in Birmingham, Alabama. What famous work did he write during that time?
  - Why We Can't Wait
  - Where Do We Go From Here: Chaos or Community
  - Letter from Birmingham City Jail

## New EEO Counselors

Our EEO Basic Counselors Training Course that was held 7-11 December 2009, was a success with Eight Newly Trained and Certified EEO Counselors for our Agency to call on when needed.

*We have: SGM Ricky Edmonds, TAC 1; 1LT Edward C. Harris II, HHD 1030th Transportation BN; MSgt Elaine*

*Houghtalen, 192 FSS; CPT Kervin Sider, JFHQ-Det; SSG Tammy Spence, R&R Command; 2LT Lisa Sylvester, Co C (Med) 429th; and MSgt Tonya Ross, 192 FW.*

These individuals attended a 40 hour training course that focused on the inter/personal and organization aspects of EEO. It introduced the causes and effects of discrimination, EEO programs for Federal

employees/applicants for employment, civilian personnel/human resource management and valuing diversity. It concentrated on the roles and responsibilities of EEO Counselors, communication and interviewing skills, documenting EEO inquiries, and resolving EEO Complaints (including Alternate Dispute Resolution ADR).

**Diversity**



**Is important**

*What does Diversity mean to you within an organization?*

## February is Black History Month

### “The History of Black Economic Empowerment”

Pushing against the odds, African Americans became landowners, skilled workers, small businessmen and women, professionals, and ministers. In the Jim Crow economy, they started insurance companies, vocational schools, teachers colleges, cosmetic firms, banks, newspapers,

and hospitals. To fight exclusion from the economy, they started their own unions and professional associations. In an age in which individuals proved unable to counter industrialization alone, they preached racial or collective uplift rather than individual self-reliance. The late-nineteenth and early twentieth centuries witnessed an unprece-

dent degree of racial solidarity and organization.

In 1910, a group of dedicated reformers, black and white, gathered to create an organization to address the needs of African Americans as they migrated to the cities of the U.S. The organization that they created a century ago became what we all know as the National Urban League.

### African American Invention Fact

**Lewis Howard Latimer invented the carbon filament for light bulbs in 1881.**

## What happens on Groundhog Day?

Groundhog Day is an annual holiday celebrated on February 2 in the United States and Canada. If a groundhog emerging from its burrow on this day fails to see its shadow, it will leave the burrow, signifying that winter will soon end. If on the other hand, the groundhog sees its shadow, the ground-

hog will supposedly retreat into its burrow, and winter will continue for six more weeks. The holiday, which began as a Pennsylvania German custom in southeastern and central Pennsylvania in the 18th and 19th centuries. Has its origins in ancient European weather lore, wherein a badger or sa-

cred bear is the prognosticator as opposed to a groundhog.



*The groundhog is a rodent of the family Sciuridae, belonging to the group of large ground squirrels.*

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JFHQ-EO

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**Answers to MLK Jr. Quick Quiz Page 2** 1.B. Civil Disobedience, 2. A. In 1955, 26 year old Martin Luther King led the boycott of segregated Montgomery buses., 3. C. Martin Luther King wrote his famous "Letter from Birmingham Jail" which argued that individuals have the moral duty to disobey unjust laws.,

## *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.



***Sawa Bunau ~ I see you!***

## *The Winner of the 2009 Outstanding Department of Defense Employee with a Disability*



**Mr. Howard Drake was nominated for and won the FY 2009 Outstanding Department of Defense (DoD) Employee with a Disability Award.**

**What made him eligible?**

**Stated by Tina Hopp, Mr. Drake's supervisor,** "His contributions to the Ammunition Supply Point (ASP) in Virginia have been outstanding. During the months of April-September the ASP is packed with non-stop work loads due to most units doing their annual training.

Mr. Drake works extra hours

and comes in on the weekends to process Soldiers thru the ASP. He also comes in on Mondays being his day off if needed in addition to his regular 4 day 10 hour schedule. He always has a good attitude and willingness to help the Soldiers coming in who may have prepared or not the required paperwork.

Mr. Drake's attention to detail and work ethic is essential to all tasks being performed correct the first time. He is also HAZMAT qualified for the Virginia Army National Guard, which requires him to go to school every two years

to re-certify. HR has been determined to learn anything new and make sure he keeps his certification up to date. Not only does Mr. Drake excel in his workplace, but he is also committed to his family and church. He is an Elder at his church and a Sunday school teacher.

That Mr. Drake is truly deserving of this award, he is an indispensable, valuable and important part of our operation at the ASP and the Virginia Army National Guard."

**Do you have an employee that you would like to nominate for this award, contact our office.**