

June & July 2008



## EEO REVIEW

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

### MESSAGE FROM THE SEEM

Would you believe a message from the acting SEEM? Capt Allen will be attending formal military professional training until September. In her absence, I will endeavor to provide you with *SEEM-less* service.

I am SGM Wayne Haddock and have served at JFHQ as an Equal Opportunity Advisor from 2003 to 2007. Although I presently serve as the Senior Enlisted Chaplain Assistant for the Virginia Army National Guard, I have accepted the role of filling in during her absence.

If you have any need related to EO/EEO training or the complaint process system, please let me know. Every one in the EO community exists for the purpose of creating and maintaining an environment where all people are treated with dignity and respect. That is not just a good idea, it is the law.

**Did you know that the Commander is the person in each unit that the Army holds responsible for Equal Opportunity?** That makes EEO/EO very important. Each Commander is responsible to have an Equal Opportunity Leader (EOL) that has received 60 hours of training. O6 commands are by regulation required to have a formally trained Equal Opportunity Advisor (EOA) that has been trained at a four week course conducted by the Defense Equal Opportunity Institute (DEOMI). If your unit lacks a trained EO resource, let's talk and we can bring the needed corrective action and get the right people in place and get them fully trained.

### NGB EO/EEO NATIONAL TRAINING CONFERENCE HELD 19-23 MAY 08

#### "Equal Opportunity... A Checklist... or A Passion?"

As Mr. Felton Page the Director at NGB EO/Civil Rights Office stated: This word **Passion** may have been taken too lightly in the work that we do. How many times have you said or heard someone say, how *passionate* they are about something? Well, in the work that we do within EO/EEO, the **Checklist** has taken the place of the **Passion** for truth Justice and the Right way of doing things. Passion not only meets requirements, but addresses unhealthy organizational cultures that perpetuate unfair and desperate treatment; it will assist in correcting it!



(SGM Haddock (EOA), Capt. Allen (SEEM), SPC Mason (EO SPC), and MAJ Harrington (EOA)).

"The Guard Bureau stepped up to the plate and knocked one out of the park." said SGM Haddock.

Things were heating up in more ways than one. The temperature was 110 outside and as the actors playing the parts of Malcolm X and Dr. Martin Luther King Jr. were equally hot inside. Training by way of

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experiencing the emotions and tensions of the day verses death by Power point. Each of the participants attending this conference grew in their passion and proficiency as EO professionals." As stated by SGM Haddock one of our EOAs.

"Even though this was my First EO/EEO Conference I was able to increase my knowledge by attending the different workshops that were provided at the conference. I was also able to learn about new technologies that are becoming available for the Guard to be able to keep our wounded Soldiers and Airmen employed even with a service connection injury after they return back home." Said SPC Mason our EO SPC for Virginia Guard.

### History of Flag Day

Though the Flag Day was first celebrated in 1877, with the centennial of the U.S. flag's existence, the idea of making it a public celebration is believed to have originated in 1885.

In the course of time a number of individuals and organizations advocated the adoption of a national day of commemoration for the U.S. Flag. However, B.J. Cigrand, a teacher from the Wisconsin Public School, District 6, is believed to be a forerunner of the thought. He organized the pupils in Fredonia, to observe June 14 as 'Flag Birthday'. It was the 108th anniversary of the official adoption of The Stars and Stripes, the first national flag of the United States. It was a bid to inspire

