

# EEO REVIEW



M A R C H 2 0 0 5

## Message from the SEEM

The Army National Guard will roll out the e-Mentoring Program this month. The ARNG e-Mentoring Program utilizes web based resources to create and maintain partnerships between ARNG mentors and Mentees to:

- > Promote the personal and professional growth for all participants
- > Encourage the retention of quality soldiers and civilian personnel
- > Facilitate communication across socio-economic, generational, educational, racial, and gender lines.
- > Preserve institutional knowledge
- > Advance the ARNG vision and Army values: Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage (LDRSHIP)

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.

Detailed information about this program will be distributed 15 Mar 2005.

## African American Heritage Program

The African American celebration on 17 February 2005 was a success! Chaplin Baer opened our program with the invocation and the recognition of the POW/MIA table that occupied a place of dignity and honor, and represents members of the armed forces that are missing from our ranks. The Adjutant General gave remarks recognizing African American Heritage. Our guest speaker, Mr. Maurice A. Jones, Commissioner of the Virginia Department of Social Services enlighten us on this year's theme, "The Niagara Movement." Mr. Jones also said that he felt at home here at Ft Pickett, and spoke of his childhood in Kenbridge, Virginia. Franklin Military Academy posted and retired the colors, and impressed everyone with their sharp drill teams. Nottoway County High School ended the program with a beautiful and most appropriate song, "Nobody Knows the Trouble I've Seen." Chaplin Baer gave the benediction and the attendees were able to sample food catered by the Country Inn Restaurant. This was the first program that recruiters from the Air and Army National Guard attended. The recruiters setup display tables and answered questions from individuals interested in the Virginia National Guard. Two members of the Franklin Military Academy are members of the Virginia National Guard. The soldiers are pictured below with the Adjutant General. Left-PFC Joseph Washington (E Btry 1-111th FA, Sandston) Major General Claude A. Williams and PFC Jaron Patterson (229th MP, Virginia Beach).



## Quiz

**March is National Women's Month.**

**"Women Change America"**

Can you name the Women's History Month Honorees as shown above from left to right?

**Answers are on page 2.**

**LTC WENDELL BRAXTON  
MEO COMMANDER, RETIRES**



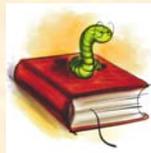
Major General Williams and LTC and Mrs. Braxton proudly show a shadow box presented to LTC Braxton from the VaARNG.

On February 13 2005, a retirement ceremony was held honoring LTC Braxton for over 30 years of military service. LTC Braxton served as the Human Relations/ Equal Opportunity Officer (HR/EO) for Joint Force Headquarters for the majority of his career. LTC Braxton's family and close friends attended the ceremony. LTC Braxton plans to stay in the field of Human Resources in the consulting field.

*Julia Child's Recipe (1912-2004)*

### **Deluxe Chicken or Turkey Salad**

6 cups cooked and boneless chicken or turkey - good-size bites  
Salt and freshly ground white pepper  
1 to 2 Tbs excellent light olive oil  
2 to 3 Tbs freshly squeezed lemon juice  
1/2 cup chopped fresh parsley  
1 tsp finely cut tarragon leaves, or 1/4 tsp fragrant dried tarragon  
1 cup diced tender celery stalk  
1/2 cup minced scallions or mild onion  
3/4 cup or more of mayo



### **Book of the Month** **The Way to Cook**

*By Julia Child and Alfred A.*

### **Quote of the Month:**

*How important it is for us to  
recognize and celebrate our heroes and she-ros!*

—Maya Angelou

## **W O M E N C H A N G E A M E R I C A — t h i s y e a r ' s t h e m e f o r W o m e n ' s H i s t o r y M o n t h**

Many of us grew up with TV moms like Aunt Bee on the Andy Griffin show, making fried chicken and homemade apple pie, or Mrs. Cleaver on Leave it to Beaver, who could set a warm and inviting table for the family dinner. This was the image of the American woman, but behind the scenes or off the camera women were making changes to our history every second of the day. From women like Abigail Adams, Harriet Tubman, Emily Dickerson, Elizabeth Taylor, and Julia Child, only to name a few, women were making and becoming a part of our history and changing America. In 1978, the Education Task Force of the Sonoma County Commission on the Status of Women in California, began a "Women's History Week" celebration. The week was chosen to coincide with International Women's Day, which was first celebrated March 8, 1911, in Europe. Three years later, the United States Congress passed a resolution establishing National Women's History Week, which was expanded to a month in 1987 at the request of the National Women's History Project. Every year since then the U.S. Congress has issued a resolution for Women's History Month. We encourage you to take time and research the accomplishments of women and their contributions to changing America, and have a piece of apple pie.



#### *From left to right...*

1. Rebecca Adamson, a Cherokee, founder and president of First Nations Development Institute.
2. Rachel Carson, pioneered and meticulously researched expose, Silent Spring-Identified the devastating and irrevocable hazards of DDT, 1962 .
3. Linda Chavez-Thompson, first person of color, and the first woman elected Executive Vice-President of the AFL-CIO, 1995.
4. Mac C. Johnson, first woman of color to go into space, shuttle Endeavor, September 12, 1992.
5. Yuri Koychiyama, a brave pioneer who worked to build alliances between diverse cultural groups through her commitment to justice.
6. Tania Leon (Havana, Cuba), a composer and conductor, recognized for her significant accomplishments as an educator and advisor to arts organizations.
7. Robin Roberts, pioneering work in the world of sports broadcasting, News Anchor on ABC's Good Morning America.
8. Harily Rousso, a pioneer activist in both disability rights and feminism, extraordinary talent has empowered countless women and girls with disabilities.
9. Wilma L. Vaught, Brigadier General, USAF (Retired), one of the most highly decorated military women in United States history.

## **M A N A G I N G P E O P L E T H R O U G H P R E S S U R E D T I M E S — A i r / A r m y O n e S o u r c e**

Many factors contribute to pressure in the workplace, including change and reorganization, tight deadlines, understaffing, overwork, and the 24/7 rapid pace of work today. Employees and managers alike may feel under pressure from time to time given these conditions. While some pressure is a good thing — it can motivate us to push ourselves and reach toward higher goals — too much pressure can have adverse effects on our health, well-being, and productivity. That's true for both you and the people you manage.

Here are some ways you can offer support to employees during difficult times:

- Be aware of people's workloads
- Give people recognition for work well done
- Communicate often
- Encourage people to take short breaks

### **UPCOMING EVENTS**

**WOMEN'S HISTORY PROGRAM  
THEME: WOMEN CHANGE AMERICA  
MARCH 30, 2005 @ 1030 HOURS**

**DAYS OF REMEBERANCE THEME:  
FOR JUSTICE AND HUMANITY  
APRIL 18-25, 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.

Call 1-800-223-2515

**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 .  
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