



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

MESSAGE FROM THE SEEM

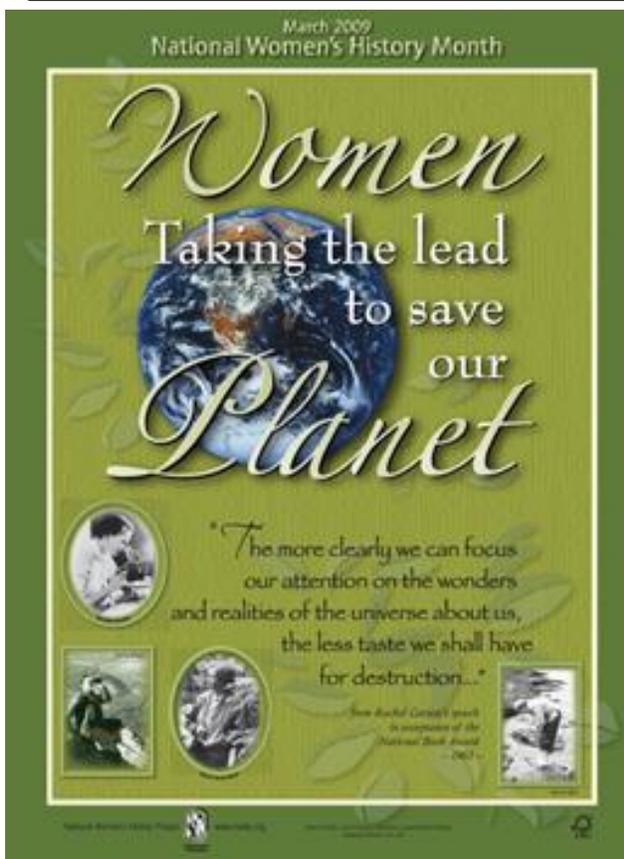
Recession?

Everywhere you turn all you hear about is the weakening and crumbling economy. Frankly if you let the media dictate your daily outcome or attitude; it will be a bad day. I on the other hand don't let the current events dictate my day. In the world of Equal Opportunity and Diversity there have been several times in history that the outlook was bleak to put it mildly. However, the history books are filled with courageous, adventurous and determined individuals who paved a road to a brighter tomorrow for you and me.

The textbook definition of a recession is a decline for two consecutive quarters. In the world of EO we look forward to the term "recession" because it's not about economics it's about the treatment of people. I look forward to an EO recession, meaning when for two or more consecutive quarters discrimination is on the decline. In 2008, there were more than 900 recorded hate groups in America with 26 residing in the state of Virginia. I am hopeful that the recession will impact these organizations soon in an effort to decrease their outreach efforts.

It's important to remember that extremist organizations are not consistent with the responsibilities of military service. They violate our core values and our policies. Soldiers and Airmen must reject these ideologies and views.

"WOMEN TAKING THE LEAD TO SAVE THE PLANET" WOMEN'S HISTORY MONTH



Each year, March is designated as National Women's History Month to ensure that the history of women will be recognized and celebrated in schools, workplaces, and communities throughout the country.

The stories of women's historic achievements present an expanded view of the complexity and fulfillment of living a purposeful life.

The knowledge of women's history provides a more expansive vision of what a woman can do. This perspective can encourage girls and women to think larger and bolder and can give boys and men a fuller understanding of the female experience.

This year's theme recognizes the pioneering and fearless ways that women have taken the lead to save the planet.

The 2009 Honorees include scientists, engineers, business leaders, writers, filmmakers, conservationists, teachers, community organizers, religious or workplace leaders or others whose lives show exceptional vision and leadership to save our planet.

For more information on all the 2009 Honorees visit the following link :(<http://www.nwhp.org/whm/honorees.php>)

Honoree: 2009 National Women's History Month from Virginia



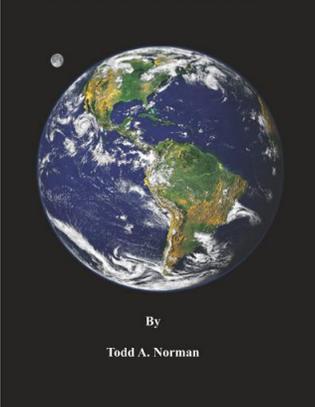
b.1951, Executive Director, Center for Health, Environment & Justice Virginia

In 1978, a young housewife named Lois Gibbs discovered that her child's elementary school was built on top of a toxic-chemical dump. Determined to do something, she organized her neighbors into the Love Canal Homeowners Association, which worked for more than 2 years to have the community relocated. In 1981, Lois created the Center for Health, Environment & Justice, (CHEJ), and an organization that has assisted over 10,000 grassroots movements.



BOOK OF THE MONTH SPOTLIGHTING

Ideas to Save the Planet



This book is about Todd A. Normans Vision, Activism, and Ideas that could Save the Entire Planet and all of Humanity. In it he is speaking even more powerfully than Al Gore is about the solutions to Climate Change. Mr. Norman is not an expert on any of the topics discussed in this book, but he has researched sustainable living for 8 years and refers to many people who are experts. The whole point of this book is that you don't have to be an expert to see the information that he is seeing, to make

the connections that he is making, to speak powerfully about the possible solutions to the World's problems, or to take action to save the Planet. Mr Norman's intention in writing this book is to communicate his wisdom. He hopes to inspire the World to finally make Saving the Planet a Personal, National, and International Priority. It is possible to Save the Planet. We just have to decide to pick them up and use them, Now! So Let's Get On it!

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, Civilians). You may contact our office to schedule training. POSH/EO training is required annually.

2009 UPCOMNG EVENTS

McGuire Medical Center in the Multi-purpose Room, "Saluting our Women Veteran Pioneers".

~March 19, 2009 @ 1030 @ McGuire Medical Center in the Multi-purpose Room, "Star-Spangled Girls" play by The Touring Theatre of North Carolina.

DAYLIGHT SAVING TIME MARCH 8, 2009



Daylight Saving Time gives us the opportunity to enjoy sunny summer evenings by moving our clocks an hour forward in the spring.

Yet, the implementation of Daylight Saving Time has been fraught with controversy since Benjamin Franklin conceived of the idea. Even today, regions and countries routinely change their approaches to Daylight Saving Time.

United States

Year	DST Begins at 2 a.m.	DST Ends at 2 a.m.
2009	March 8	November 1

For more information go to: <http://www.webexhibits.org/daylightsaving/index.html>

Celebrating Irish Americans



1924-1971

Audie Leon Murphy, son of poor Texas sharecroppers, rose to national fame as the **most decorated U.S. combat soldier of World War II**. Among his 33 awards and decorations was the Medal of Honor, the highest military award for bravery that can be given to any individual in the United States of America, for "conspicuous gallantry and intrepidity at the risk of his life above and beyond the call of duty." He also received every decoration for valor that his country had to offer, some of them more than once, including 5 decorations by France and Belgium. Credited with either killing over 240 of the enemy while wounding and capturing many others, he became a legend within the 3rd Infantry Division. Beginning his service as an Army Private, Audie quickly rose to the enlisted rank of Staff Sergeant, was given a "battle field" commission as 2nd Lieutenant, was wounded three times, fought in 9 major campaigns across the European Theater, and survived the war.

On 21 September, 1945, Audie was released from the Army as an active member and reassigned to inactive status. During this same time, actor James Cagney invited Murphy to Hollywood in September 1945, when he saw Murphy's photo on the cover of Life Magazine. In the 25 years that Audie spent in Hollywood, he made a total of 44 feature films. In 1950 he joined the Texas National Guard and served in the National Guard until 1966 attaining the rank of Major. While on a business trip on May 28, 1971, (Memorial Day Weekend) he was killed at the age of 46. A private plane flying in fog and rain crashed in the side of a mountain near Roanoke, Virginia. Five others including the pilot were also killed.

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 if it is not in our lane.

Question: *What is in place that men and women are to be paid equally for the same job position?*

Answer: *The Equal Pay Act (EPA) prohibits discrimination on the basis of sex in the payment of wages or benefits, where men and women perform work of similar skill, effort, and responsibility for the same employer under similar working conditions.*

Note that:

~Employers may not reduce wages of either sex to equalize pay between men and women.

~A violation of the EPA may occur where a different wage was/is paid to a person who worked in the same job before or after an employee of the opposite sex.

~A violation may also occur where a labor union causes the employer to violate the law.

This Publication will be distributed on a monthly basis. If you have any questions or comments, please call Capt Antoinette Allen at (804) 236-6007/DSN 864-6007 or Antoinette.allen3@us.army.mil

BLACK HISTORY MONTH PROGRAM AT HOLOCAUST MUSEUM ON FEB 27 09

We had a great turn out of around 75 Soldiers, Airmen and civilian employees of the Virginia National Guard in attendance to celebrate Black History Month with special guest speaker The Honorable John W. Marshall, Virginia Secretary of Public Safety, a special performance by Ebizu Muntu African Dance Company and a African inspired food tasting that was catered by Chef Ma-Musa African on Main Street.



Performers by the Ebizu Muntu African Dance Company entertained and engaged guests of the Virginia Guard with a drum performance and dance moves during the heritage celebration. We were able to have some Soldiers and Airmen board a bus that arrived from Fort Pickett to enjoy the celebration and culture.



Ebizu Muntu dancers taught the audience several dance moves and encouraged them to dance and sing along to Funga Alafia Ashay Ashay, an African song of welcoming through hearts, words and happy thoughts. (All Photos are by Sgt. Andrew H. Owen, Virginia Guard Public Affairs.)



For more information and photos you may visit the web link below provided by the Virginia Guards Public Affairs Office:
<http://vko.va.ngb.army.mil/VirginiaGuard/news/march2009/AfricanAmericanMonth.html>