

November-December 2008



EEO REVIEW

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

MESSAGE FROM THE SEEM

On November 6, the National Guard celebrated American Indian heritage month with a riveting performance by "Red Hawk" he taught us several things about his culture and we were entertained by the sounds of his drum and the flute.

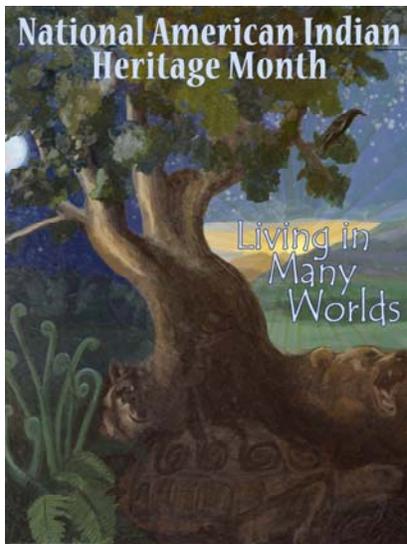
Thank you to all who attended and helped make this program a success.

This month the EO office has been very busy training soldiers; it has been great meeting and talking with so many of you. I look forward to the New Year and all the challenges and joys it may bring.

The EO office is going to be offering several trainings in 2009 in an effort to maintain a quality program and educated soldiers and Airmen. I hope that everyone enjoys the holiday season and takes out time to spend with family and friends.

We'll see you next year!

Making a Difference!



Although the first "American Indian Day" was declared by the State of New York in 1916, a month long recognition of Native Americans was not achieved until 1990. In that year, President George Bush declared the first National American Indian Heritage Month on August 3. His action was based on legislation presented by Senator Daniel K. Inouye (D-Hawaii) and Congressional Delegate Eni Faleomavaega (D-American Samoa). In each of the four previous years, Congress had enacted legislation designating "American Indian Heritage Week." This consecutive legislation allowed for the establishment of a month-long observance.

The purpose of National American Indian Heritage Month is to honor and recognize the original people of this land. Throughout our history, American Indian and Alaska Native people have been an integral part of the American character. Against the odds, America's first people have

endured, and they remain a vital cultural, political, social, and moral presence. Tribal America has brought to this great country certain values and ideas that have become ingrained in the American spirit: the knowledge that humans can thrive and prosper without destroying the natural environment; the understanding that people from very different backgrounds, cultures, religions, and traditions can come together to build a great country; and the awareness that diversity can be a source of strength rather than division.

As we celebrate American Indian Heritage Month this year, we take note of the injustices that have been suffered by American Indian people. Even today, few enjoy the full bounty of America's prosperity. But even as we look to the past, we must also look to the future. Along with other Americans, American Indians and Alaska Natives will face new challenges in the coming century. We can ill afford to leave any of our people behind. Tribal America must figure as prominently in our future as it has in our past.

Quote of the Month

"Everything an Indian does is in a circle, and that is because the power of the world always works in circles, and everything tries to be round. In the old days when we were a strong and happy people, all our power came to us from the sacred hoop of the nation, and so long as the hoop was unbroken the people flourished."

- Black Elk (1863-1950)

Armistice Day Becomes Veterans Day

World War I officially ended on June 28, 1919, with the signing of the Treaty of Versailles. The actual fighting between the Allies and Germany, however, had ended seven months earlier with the armistice, which went into effect on the eleventh hour of the eleventh day of the eleventh month in 1918. Armistice Day, as November 11 became known, officially became a holiday in the United States in 1926, and a national holiday 12 years later. On June 1, 1954, the name was changed to Veterans Day to honor all U.S. veterans.



In 1968, new legislation changed the national commemoration of Veterans Day to the fourth Monday in October. It soon became apparent, however, that November 11 was a date of historic significance to many Americans. Therefore, in 1978 Congress returned the observance to its traditional date.

American Indian Program



(Capt. Allen, LTC Stewart, Chief Red Hawk, and BG Batts at American Indian Program that was held on November 6, 2008.)



(Hand held American Indian Drums)



(American Indian Display Items)



In 1621, the Plymouth colonists and Wampanoag Indians shared an autumn harvest feast which is acknowledged today as one of **the first Thanksgiving** celebrations in the colonies. This harvest meal has become a symbol of cooperation and interaction between English colonists and Native Americans. Although this feast is considered by many to be the very first Thanksgiving celebration, it was actually in keeping with a long tradition of celebrating the harvest and giving thanks for a successful bounty of crops.

Native American groups throughout the Americas, including the Pueblo, Cherokee, Creek and many others organized harvest festivals, ceremonial dances, and other celebrations of thanks for centuries before the arrival of Europeans in North America.

Historians have also recorded other ceremonies of thanks among European settlers in North America, including British colonists in Berkeley Plantation, Virginia. At this site near the Charles River in December of 1619, a group of British settlers led by Captain John Woodlief knelt in prayer and pledged "Thanksgiving" to God for their healthy arrival after a long voyage across the Atlantic. This event has been acknowledged by some scholars and writers as the official first Thanksgiving among European settlers on record. Whether at Plymouth, Berkeley Plantation, or throughout the Americas, celebrations of thanks have held great meaning and importance over time.

The legacy of thanks, and particularly of the feast, have survived the centuries as people throughout the United States gather family, friends, and enormous amounts of food for their yearly Thanksgiving meal.



Prevention of Sexual Harassment (POSH)

Our office is available to provide POSH training to all fulltime staff of the Virginia National Guard (State, Federal, Civilians). You may contact our office to schedule training. POSH training is required yearly.

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2008 Upcoming Events

© Election Day November 4,, 2008
Don't forget to Vote, Your Vote Counts!

© SEPM Training Dec 2-5, 2008
© Worldwide EOA Conference Dec 15-19, 2008

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