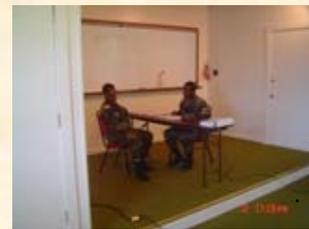


# EEO REVIEW

July—August 2005

## EEO TRAINING AT SMR

For the Equal Employment Office, the summer months were fully loaded—with training. We started out with training for our Equal Opportunity Representative's (EORs), taught by our Equal Opportunity Advisors, (EOAs), followed by Military Investigator training. Here members in the grade of E-6 and above learned the skills and procedures needed to investigate complaints filed thru the EEO Office. They will be able to assist commanders in conducting investigations within their units. We had over 16 members attend our EEO training, including a member from the DC National Guard, eager and ready to learn how to be EEO Counselor's. Having trained EEO Counselors is vital to the EEO Office. The training allows the agency to have trained counselors on hand to process Equal Employment Opportunity complaints. We followed our EEO training with Diversity training taught by MAJ Ramsey and SGM Miller from July 30—July 31.



Diversity training allows the agency to have trained facilitators to train soldiers/airmen throughout the state on the importance of Diversity. The last training class at SMR for the Fiscal Year will be for Equal Opportunity Representatives on 24th-25th September. This training will be instructed by LTC Morris the HR/EO officer and our EOA's. The training includes role playing, videos, PowerPoint presentations, quizzes, games and homework, yes, there is homework. The above photos were taken during some of our training classes. Future training dates will be posted in our upcoming newsletters. The EEO Office will resume with makeup training on Prevention of Sexual Harassment (POSH), Work Place Violence (WPV) 31 July 2005.

## COMMUNITY PARTNERSHIP—IT'S NOT ABOUT US, IT'S ABOUT THEM.



Starting at 0800 on Friday, June 10th, over 16 volunteers from the Virginia National Guard's Community Partnership were ready to start their 2 days of work for the Special Olympics at the University of Richmond, Richmond, Virginia. Work was needed in many areas such as setting tables and chairs, putting up canopies, painting awards stands or working on the "30 Year" center piece located in the Robins Center. LTC Denson and SMS McIntyre of the Virginia Air National Guard are the point of contacts and were responsible for the coordination of guard members in helping out for the Special Olympics. LTC Denson is always eager and excited about the guard's part in the Special Olympics and is looking forward to more volunteers for the up coming "2006 Winter Games." The hard work pays off from the above photos— it's not about us, it's about them. If you want to be a part of the Community Partnership program contact the EEO office, MAJ Ramsey, TSgt Bey, or Ms. Lynn. During our "Meet and Greet" event, scheduled 21 Sep 05 at Ft Pickett, you will get a chance to meet our Community Partners.

## E-MENTORING PROGRAM—IT CAN ONLY WORK IF WE USE IT.



Get Involved—The e-mentoring program is still available for any one that wants to be a mentor or mentee.

Log on to: <https://gko.ngb.army.mil> and navigate to the ARNG e-Mentoring Program homepage to register as a mentor or mentee.

*Empowering Knowledge and Diversity through Mentoring.*

## **AUGUST 26—WOMEN'S EQUALITY DAY**

### **A Brief History of the Suffrage Movement and Women's Equality Day**

On July 13, 1848, five women met for tea in upstate New York. Having commiserated about the lot of women in American society, they did something brash and wonderful...they sent off a notice to the local newspaper announcing "a convention to discuss the social, civil, and religious conditions and rights of woman" to be held just six days later in Seneca Falls. The Women's Rights Movement was born! On August 26, 1920, after a 72-year struggle, the 19th Amendment to the Constitution of the U.S. was finally ratified, granting women the right to vote nationwide. This included women of all nationalities.

August 26 of each year is designated in the United States as Women's Equality Day. Instituted by Rep. Bella Abzug and first established in 1971, the date commemorates the passage of the 19th Amendment, the Woman Suffrage Amendment to the U.S. Constitution, which gave U.S. Women full voting rights in 1920.

National American Women Suffrage, St. Louis, March 25, 1919 —Photo: The Library of Congress, Washington, D.C



### *Book of the Month*



**"WE THE AMERICAN WOMEN"**

**BY: BETH MILLSTEIN & JEANNE BODIN**

### *Quote of the Month*

"The only real mistake is the one from which we learn nothing."

**--John Powell**

### 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.

**1-800-223-2515**

### UPCOMING EVENTS

**Hispanic Heritage Program  
September 15, 2005**

**Equal Opportunity  
Representative (EOR) Training  
September 23 thru 24, 2005**

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 . [elijah.ramsey@va.ngb.army.mil](mailto:elijah.ramsey@va.ngb.army.mil)

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