

# Virginia National Guard Equal Employment Opportunity Office

APRIL-JUNE 2015, 3RD QTR

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## Message from the State Equal Employment Manager (SEEM)



The time has come for me to retire from the military and to move on to other endeavors. I have enjoyed my time as your SEEM. I hope that I have enlighten the path of some of you as you have enlighten mine. I know you will support the new SEEM like you have supported me.

Your Outgoing SEEM,  
CPT Kervin Sider

The EEO Office would like to welcome our new SEEM MAJ Karen Guadalupe who is a fresh slate to EEO and excited to dive into everything that involves EEO/EO/ Diversity!



It is truly an honor to serve as the new SEEM for the Virginia National Guard. CPT Sider has paved the way, leaving behind some incredibly "big shoes" for me to try and fill.

Together as our journey continues, we will graciously move forward while crafting a premiere organization that others will seek to become members.

"Thank You" for allowing me this opportunity to serve you and be part of the team.

Your Incoming SEEM,  
MAJ Karen Guadalupe



## Thought of the Quarter

Each day is a gift.  
Receive it with thankfulness, unwrap it with anticipation, and relish it with joy!

# Holocaust Remembrance Day

## April 16, 2015 and Days of Remembrance April 12-19, 2015

### What is the Holocaust? Who are we remembering?

The Holocaust was the state-sponsored, systematic persecution and annihilation of European Jewry by Nazi Germany and its collaborators between 1933 and 1945. Jews were the primary victims—six million were murdered; Roma and Sinti (Gypsies), people with mental and physical disabilities, and Poles were also targeted for destruction or decimation for racial, ethnic, or national reasons. Millions more, including homosexuals, Jehovah's Witnesses, Soviet prisoners of war, and political dissidents, also suffered grievous oppression and death under Nazi Germany.

### Why is Days of Remembrance observed in the United States?

In 1980, Congress unanimously passed legislation to establish the United States Holocaust Memorial Council, which oversees the Museum. The Council, which succeeded the President's Commission on the Holocaust, was charged with carrying out the following recommendations:

- That a living memorial be established to honor the victims and survivors of the Holocaust and to ensure that the lessons of the Holocaust will be taught in perpetuity
- That an educational foundation be established to stimulate and support research in the teaching of the Holocaust
- That a Committee on Conscience be established to collect information on and alert the national conscience regarding reports of actual or potential outbreaks of genocide throughout the world
- That a national day of remembrance of victims of the Holocaust be established in perpetuity and be held annually

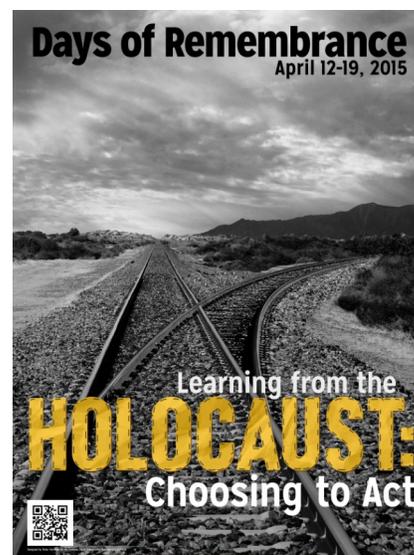
### Why do the Days of Remembrance dates change from year to year?

The Israeli Parliament (Knesset) established Holocaust Remembrance Day (Yom Hashoah), to be observed on the 27th day of Nisan of the Hebrew calendar. The Hebrew calendar is a lunar calendar so the date changes each year in the United States. Observances and remembrance activities occur throughout the Week of Remembrance, which runs from the Sunday before Holocaust Remem-

brance Day (Yom Hashoah) through the following Sunday.

EEO Office would highly recommend visiting the Richmond Holocaust Museum, 2000 E Cary Street, Richmond, VA.

Free Admission (I would give yourself a few hours to go through the tour to be



able to see everything available.

Also there is the United States Holocaust Memorial Museum, 100 Raoul Wallenberg Place, SW, Washington D.C.

Free Admission visit website first to plan out your visit. <http://www.ushmm.org/>

# Asian Pacific Islander Heritage Month May 1-31, 2015

The United States has recognized the month of May as a time to acknowledge the achievements and contributions to the American story by Asian Americans, Pacific Islanders, and Native Hawaiians (AAPIs).

We celebrate the cultural traditions, ancestry, native languages, and unique experiences represented among more than 56 ethnic groups (speaking over 100 languages) from Asia and the Pacific Islands who live in the United States.

*2015 Theme is: "Many Cultures, One Voice: Promote Equality and Inclusion"*

The month of May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843.

It was also chosen to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869.

The majority of the workers who laid the tracks were Chinese immigrants.

Florence Smith Finch, the daughter of an American Soldier and a Filipino mother, was working for the U.S. Army during World War II when the Japanese occu-

piated the Philippines.



Claiming Filipino citizenship, she avoided being imprisoned with other enemy nationals at Santo Tomas Internment Camp in Manila.

She joined the underground resistance movement and smuggled food, medicine, and supplies to American captives. Eventually, she was arrested by the Japanese, tortured, and sentenced to three years imprisonment.

After serving five months of her sentence, Finch was liberated by American forces. Returning to the United States aboard a Coast Guard transport, she headed for Buffalo, New York, her father's hometown.

She then enlisted in the

Coast Guard to "avenge the death of her late husband," a Navy PT boat crewman killed at Corregidor.

Seaman First Class Finch was the first U.S Coast Guard Women's Reserve member to receive the Asian-Pacific Campaign ribbon in recognition of her service in the Philippines.



At the end of the war, she was awarded the civilian U.S. Medal of Freedom.

Of her wartime activities she said: *"I feel very humble because my activities in the war effort were trivial compared with those of people who gave their lives for their country."*

In 1995, the Coast Guard honored her service when it named a building on Sand Island, Hawaii, after her.

Information provided by [deomi.org](http://deomi.org)

# Book Review

## Mindset: The New Psychology of Success

By: Carol S. Dweck, Ph. D.

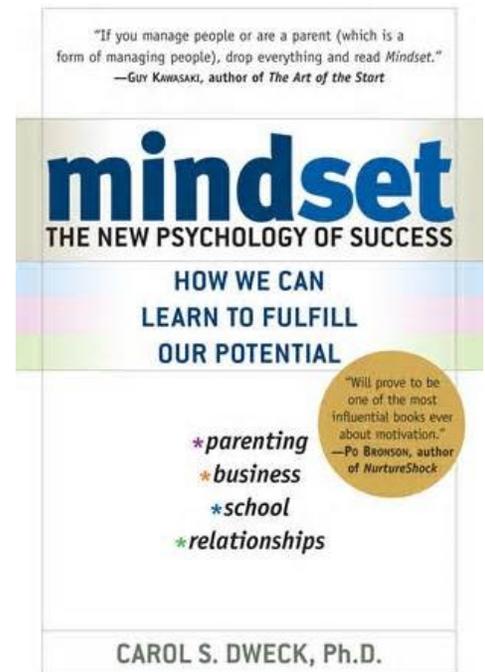
World-renowned Stanford University psychologist Carol Dweck, in decades of research on achievement and success, has discovered a truly groundbreaking idea—the power of our mindset.

Dweck explains why it's not just our abilities and talent that bring us success—but whether we approach them with a fixed or growth mindset. She makes clear why praising intelligence and ability doesn't foster self-esteem and lead to accomplishment, but may actually jeopardize success. With the right mindset, we can motivate our kids and help them to raise their grades, as well as reach our own goals—personal and professional. Dweck reveals

what all great parents, teachers, CEOs, and athletes already know: how a simple idea about the brain can create a love of learning and a resilience that is the basis of great accomplishment in every area.

### Review:

Do you have a fixed or growth mindset? Carol Dweck gives many examples of fixed and growth mindsets that affect our daily lives, past and future. It was a very good read and understandable. I recommend this to anyone who wants to improve their mindset in these challenging days.



## EEO/POSH Training FY 15

EEO/POSH are mandatory training requirements conducted annually for all Technicians and Federal Civilian Employees. EO Training conducted at your unit can be counted as the yearly EEO requirement for dual-status (DS) technicians. A roster from the DS technician's unit must be provided to the EEO office in order to receive credit. The training

is intended to improve and achieve equal opportunity within the organization and to eliminate and prevent conditions that adversely affect mission readiness.

The block of instruction is two hours provided by PowerPoint; DVDs; facilitated discussion; and other approved training aids by the EEO Office.

Other training topics offered by the EEO Office include Diversity; Effective Communication; Focus Groups; and other facilitated training designed to enhance our workplace environment

# Pride Month June 1-30, 2015

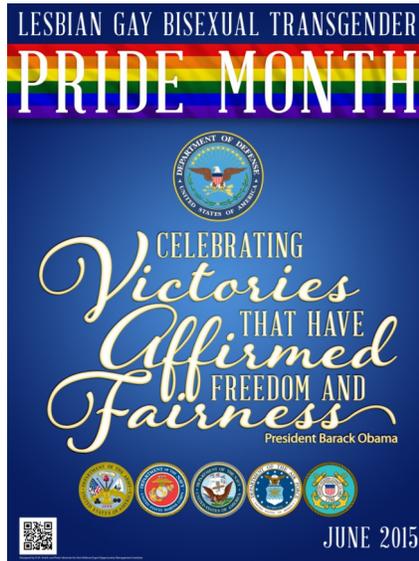
Diversity is one of our nation's greatest strengths. During Lesbian, Gay, Bisexual, and Transgender (LGBT) Pride month, we celebrate our rich diversity and renew our enduring commitment to equity.

June was selected as Pride month to commemorate the events of that month in 1969, known as the Stonewall riots—an event that lasted three days.



Patrons and supporters of the Stonewall Inn in Greenwich Village, New York, resisted police harassment of the LGBT community.

The Stonewall riots were recognized as the catalyst for the Gay Liberation movement in the United States.



The struggle for civil rights in the LGBT community actually began much earlier.

Dr. Frank E. Kameny fought for gay rights more than a decade before the Stonewall riots. He served in World War II, and later as a civil service astronomer with the U.S. Army Map Service.



According to the Library of Congress, Kameny was fired and banned from federal employment in 1957 because he was gay.

Not only was he released, but more than 10,000 gay and lesbian employees were

forced out of their jobs during the 1950s and 1960s.

He decided to sue and lost. He appealed and lost again. He brought the first civil rights action regarding sexual orientation to the Supreme Court of the United States, arguing that the government's actions toward gays were "an affront to human dignity."

The Court denied his petition. He persevered and continued to fight for civil rights for 18 years, until the U.S. Civil Service Commission reversed its policies excluding homosexuals from government employment.

Fifty years after he was fired, the U.S. Civil Service Commission issued Kameny a formal apology for being fired solely on the basis of his sexual orientation.



Before his death in 2011, he said, "All I can say is from the long view, 50 years, we have moved ahead in a way that would have been absolutely unimaginable back then."

Diversity is more than race, gender, and ethnicity—among other things, it means diversity of thought, ability, background, language, culture, and skill.

**Question:** I believe that I have been discriminated against at my agency (based on race, color, religion, national origin, gender, age, disability, or reprisal for EEO/Civil Rights activities). What do I do first?

**Answer:** [Note: Although you may ordinarily file a union grievance over a discriminatory act, or even a MSPB appeal in those cases of removals or suspensions greater than 14 days, *the vast majority of discrimination cases are processed in the agency complaint system known as Part 1614. Therefore, the following responses assume processing in the agency's complaint system that eventually leads to a decision from an Administrative Judge working for the EEOC.*]

The answer to this question, as well as to most other EEO procedural questions, can be found at 29 C.F.R. (Code of Federal Regulations) Part 1614. You can get a copy of these regulations at the EEOC web site: [www.eeoc.gov](http://www.eeoc.gov). Under 29 C.F.R. 1614.105(a), the first thing you **must** do is contact an EEO Counselor at your Agency **within 45 calendar days** of the date of the alleged discrimination, the effective date of the personnel action involved, or the date you knew or reasonably should have known of the discriminatory event or personnel action. This is absolutely necessary in order to preserve your right to file an EEO complaint. If you don't know where the EEO Counselors are located, contact your EEO office.

# Upcoming Events

## Women's Equality Day, August 26, 2015

The theme for 2015 is: "Celebrating Women's Right to Vote."

## Hispanic Heritage Month, September 15—October 15, 2015

The theme for 2015 is: "Hispanic Americans: Energizing Our Nation's diversity."



# COUNSELOR'S/SEPM CORNER

## Contacting an EEO Counselor

If you believe that you have been the victim of discrimination, you generally have 45 days from the day the discrimination occurred to contact an EEO Counselor where you work or where you applied for a job. If the discrimination involved a personnel action (for example, a demotion or firing), you generally must contact the EEO Counselor within 45 days of the day the personnel action takes effect.

## EEO Counseling Process

Once you contact the agency's EEO Office, an EEO Counselor will talk to you about your rights and responsibilities and will take down some basic information about your situation.

This interview will take place within 30 days from the day you first contacted the EEO Office to request counseling (unless you participated in ADR or agreed to an extension of up to an additional 60 days). If you participate in ADR, the pre-complaint process is extended to 90 days.

In most cases, the EEO Counselor will give you the choice of participating either in EEO counseling or in an alternative dispute resolution (ADR) program, such as a mediation pro-gram. Not all problems are covered by an agency's ADR program, and the EEO Counselor

should be able to tell you whether yours is the type of situation that is covered. If it is not covered, then the Counselor will try to settle the matter informally.

If you do not settle the dispute during counseling or through ADR, you can file a formal discrimination complaint against the agency with the agency's EEO Office.

The Counselor will hold a final interview with you and then give you a notice with instructions about how to file a formal complaint. Upon receipt of Right to File a Formal Complaint you have 15 calendar days to reply to the notice that you wish to file a formal complaint.

## EEO Counselor's:

**MAJ Timothy Wine:** G6, Fort Pickett, 434-298-6258

**CW2 Kelvie Fore:** FMS11, Lynchburg, 434-582-4933

**SFC Elaine McCreary:** USPFO, Fort Pickett, 434-298-6238

**SGT Omar-Nedal Huggi:** Co D, 2nd BN 224th AVN, Sandston, 804- 236-7410

**SGT Jennifer Smith:** CSMS, Richmond, 804-722-8935

**TSgt Ira Jones:** Langley AFB, Hampton, 757-225-1028.

**SSG Joann Lindquist-Rucker:** R&R Fort Pickett, 434-292-2815 or 434-480-2008

If you believe you have been the victim of discrimination, you have 45 days to contact an EEO counselor or the SEEM.

*Interested in becoming a counselor, please contact the EEO office at 804-236-7896 or 434-298-6229.*

*To be able to remain an EEO Counselor you have to receive your 8 hour refresher training each year. If you do not you will have to attend the 32 hour basic training, to be recertified.*

*Thank you EEO Counselors who attended the 8 hour refresher training that was held on May 19, 2015 in Sandston VA. Your participation and volunteering your time for the agency is greatly appreciated.*

## Special Emphasis Program Managers:

**SSG Charles Cranford:** Federal Women's Program, 183rd RTI, 434-292-8627

**SGT Deloria Pendleton:** Hispanic Emphasis Program, 91st Troop Command, 804-633-3581

# State Equal Employment Opportunity Office

JFHQ-EEO/EO

ATTN: MAJ Guadalupe/SGT Carpenter

5901 Beulah Road

Sandston, VA 23150



Phone: 434-298-6229 or 804-236-7896

Karen.m.guadalupe.mil@mail.mil

Lori.p.carpenter.mil@mail.mil

On the web at <https://vko.va.ngb.army.mil/Jstaff/SEEM>

## *Curious About EEO/EO?*

Have a question think it may be EEO/EO related or not, just ask us and we will get you on the right path to the answer.

