



Virginia National Guard Equal Employment Opportunity Office

JULY_SEPTEMBER 2015, 4TH QTR

Inside this issue:

Women's Equality Day	2
Hispanic Heritage Month	3
G.E.M.S. Rock!	4
Book Review	5
Counselor's/ SEPM Corner	6
Contact Us	7

Message from the State Equal Employment Manager (SEEM)

During the last quarter the Equal Employment Opportunity (EEO) Office hosted a Equal Opportunity Leaders (EOL) Course 21-26 September 2015, at the Regimental Training Institute (RTI). We welcomed 30 new graduates that successfully completed the EOL course. The EEO/EO Office was exceptionally glad to have Capt. Jeffrey Haynes, SEEM with the DC National Guard , SFC Raymond Nauyokas Jr., Equal Employment Advisor (EOA) Pennsylvania National Guard, and who also serves as an Instructor at the Defense Equal Opportunity Management Institute (DEOMI); SFC David Franklin and SFC Antonio Craw-

ley, EOA's at Ft. Lee, and SFC Elaine McCreary (EOA) VaARNG and SSG Lori Carpenter Equal Opportunity Assistant VANG.

EOA's and EOL's are the "Eyes and Ears" for the commander. Their role is paramount as we continue to strive to become an premier organization, equipped with some of the best leaders and professionals. I would like to personally say "Thank you", to the commanders and leadership that supported the EEO/EO Office in providing the funding and resources to ensure these Soldiers received training.

As we embrace the beginning of October, we will recognize National Disability Employment Awareness Month October 1-31, 2015. I recently attended a Disability Programs Managers Course at DEOMI, and had the privilege of meeting some phenomenal individuals with disabilities. A person with a disability cannot always be identified by the way they walk, talk or physical appearance. Let us all remember we all have a disability of some kind, but together we can make a difference in our organization.

Thought of the Quarter

The heart of the question is whether all Americans are afforded equal rights and equal opportunities, whether we are going to treat our fellow Americans as we want to be treated... Now the time has come for this nation to fulfill its promise.

-John F. Kennedy, June 11, 1963 Ensuring a level playing field

Women's Equality Day

August 26, 2015

Women's Equality Day commemorates American women achieving full voting rights under the U.S. Constitution by passage of the 19th Amendment in 1920.

This historic event was the culmination of a massive civil rights movement by women that had its formal beginnings in 1848.

Women's Equality Day through the Decades:

2000s: Defense Secretary Leon Panetta announces that the ban on women serving in combat roles will be lifted. Joint Chiefs of Staff Chairman General Martin Dempsey says, *"The time has come to rescind the direct combat exclusion rule for women and to eliminate all unnecessary gender-based barriers to service."* The move reverses the 1994 rule that prohibited women from serving in combat.

-President Obama establishes the White House Council on Women and Girls by executive order. The council's purpose is to *"provide a coordinated federal response to the challenges confronted by women and girls and to ensure that all Cabinet and Cabinet-level agencies consider how their policies and programs impact women and families."*

-President Obama signs the Lilly Ledbetter Fair Pay Restoration Act, allowing an employee to recover back pay for up to two years preceding the filing of a dis-

crimination claim. This Act is named after Lilly Ledbetter, a former employee of Goodyear who was paid less than her male counterparts.

1990s: The Family and Medical Leave Act (FMLA) guarantees a person up to twelve weeks of unpaid leave to care for a baby, adoption of a child, placement of a child in foster home, or an ill family member. FMLA applies to both women and men, and especially allows women to balance the demands of the workplace with the needs of families.

-1LT Lisa Kutschera and WO1 Debra Mann, Blackhawk helicopter pilots, are awarded the Air Medal with "V" device for valor under fire while transporting troops during Operation Just Cause, the invasion of Panama.

-The USS *Eisenhower* is the first carrier to have permanent women crew members. Sixty-three women are initially assigned.

1980s: Geraldine Ferraro secures the nomination as the first woman vice presidential candidate on a major party ticket.

-Congress repeals the laws banning women from flying in combat and duty on combat ships.

-The Supreme Court overturns a law stating that a husband is "head and master" of a woman's property. Sandra Day O'Connor becomes the first woman ap-

pointed to the Supreme Court.

-Sexual harassment is officially defined by the Equal Employment Opportunity Commission.

-The first women graduate from the service academies as a result of Public Law 94-106, signed by President Gerald Ford.

Sixty-six percent of the women in the first coeducational classes graduated—comparable to 70 percent of the men, whose attrition rate due to academic failure was twice that of the women.

1970s: The Voting Rights Act is amended to require that election materials be made available in other languages such as Spanish.

-The Equal Credit Opportunity Act prohibits discrimination on the basis of sex and marital status in the granting of consumer credit. The Federal Reserve publishes regulations to ensure enforcement. Women begin establishing their own credit.

In the 95 years since the 19th Amendment was ratified, women have made strides in every facet of American life, and we have learned that our country succeeds when women succeed. Investing in gender equality and women's empowerment can unlock human potential on a transformational scale.

And many more decades to learn about visit Deomi.org website.



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Hispanic Heritage Month September 15– October 15, 2015

By: SFC Charles Cranford

National Hispanic Heritage Month is celebrated each month between the 15th of September and the 15th of October. In 1968, President Lyndon B. Johnson signed the Congressional Proclamation declaring Hispanic Heritage Week. Twenty years later President Ronald Reagan signed Public Law 100-402 in August of 1988 declaring the thirty days between September 15th and October 15th National Hispanic Heritage Month. September 15th is recognized as the day that Costa Rica; El Salvador; Guatemala; Honduras; and Nicaragua all declared their independence from Spain. These countries were followed shortly after that by Mexico, Chili and Belize.

People who self-identify as Hispanic or Latino can usually trace their origins from Central and South America; Puerto Rico; Cuba; or culturally from Spain. During the 2000 census 35.3 million Americans; roughly 13% of the U.S. population identified themselves as Hispanic or Latino. That number jumped to 50.5 million people by the 2010 census. In July of 2013 the United States Census Bureau reported that the population of Hispanic and Latino's in the United States had risen to fifty-four million – or some 17% of the total population of the United States. The Census Bureau is also projecting that by the year 2060, a mere forty-five years, the number of Hispanics and Latino's living within the United States will have risen to 128.8 million people or 31% of the entire U.S. population.

There are twenty-two states where Hispanics and Latino's make up the largest ethnic minority. In the state of New Mexico Hispanics account for forty-seven percent of the state's population. The United States Chamber of Commerce reports that there are some 2.3 million Hispanic owned businesses in the United States – up forty-four percent since 2002. These businesses contributed \$350 billion dollars in revenue to the national economy, an increase of fifty-eight percent since 2002.

In Congress there are twenty-seven Hispanics sitting in the House of Representatives and three currently serving in the United States Senate. Of those three – one is a contender for the Republican nomination for President in 2016 and one recently suspended his run for the Republican nomination.

Hispanics have served in the American Armed Forces since the American Civil War and in every major war since to include the Spanish-American War in 1898 up through the wars in Iraq and Afghanistan serving with bravery and distinction. The first Hispanic to have been awarded the Congressional Medal of Honor was Corporal Joseph DeCastro in 1863. Since then another twenty-six Hispanic and Latino servicemen have been awarded our nation's highest Military honor. Today there are some 1.2 million Hispanic and Latino Veterans and thirteen percent of the Regular Army is comprised of Hispanics while five percent of the active Air Force is Hispanic. Notable Leaders within the Department of the Army that have Hispanic backgrounds include Dr. Joseph Westphal who served from 2009 to 2014 as the Under Secretary of the Army. The 17th Secretary of the Army was Louis Caldera who was appointed in 1998. The first Hispanic to hold the position of Chief of the National Guard Bureau was Lieutenant General Edward Baca and in 1982 the first Hispanic to achieve the rank of four star general in the Army was Richard Cavazos.

Hispanic heritage by the numbers. A shared heritage that is as rich and vibrant today as it was three centuries ago and major weave in the fabric of American society. Whether a person can trace their cultural ancestry back through Central or South America; through the Caribbean or directly back to Spain – Hispanics have contributed to the growth and opportunity of our country and are bound to play a greater role in the future.

G.E.M.S. ROCK! by Pegine Echevarria

Valuing people as though they are precious gems increase the value you offer.

The three roles we play are:

1. Individual
2. Leader
3. Organizational representative

All Three Roles Manifest Success.

1. **Individual Warrior:** You are a gem. Your works attracts others when you let your brilliance shine.
 - Work with passion to be more, do more and ultimately have more.
 - Commit to grow and evolve.
 - Be receptive to positive support so you shine brighter.
2. **Leader:** Every warrior is also a leader. They can impact the people around them.
 - Be a positive role model.
 - Teach others.
 - Offer support to help others.
 - Be willing to receive help from others.
3. **Organizational Representative:** As an organizational representative you are advertising and promoting your organization to the community, your family, friends and potential recruits.
 - Value who your organization hires.
 - Promote what your organization holds dear.
 - Show how your organization serves the community and the world.

Through your roles as warrior, leader and representative we manifest success together.

Great Engaged Warriors Manifest Success (G.E.M.S.)

Great Empowered Leaders Manifest Success

Great Enterprises Manifest Success

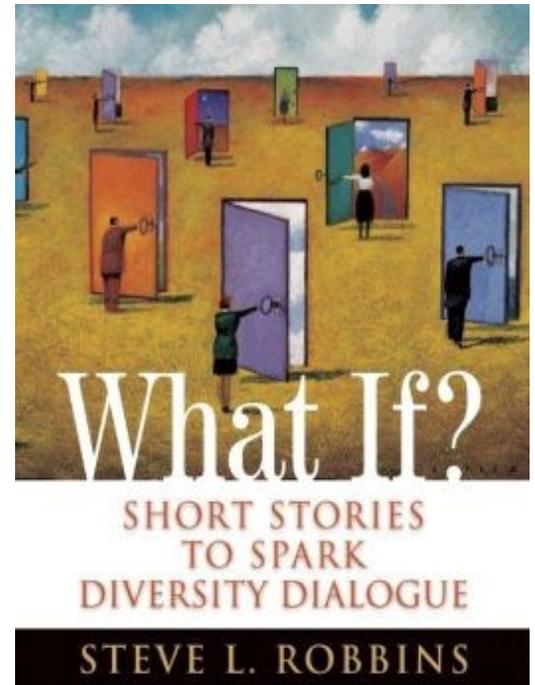
[Information provided from: www.TeamPegine.com/www.Pegine.com](http://www.TeamPegine.com/www.Pegine.com)

Book Review

What If? Short Studies to Spark Diversity Dialogue By: Steve L. Robbins

Review: Hiring and retaining the best and brightest talent is what defines market leadership today. And in the global marketplace winning the war for talent means embracing differences, discovering other worldviews, and reframing our organizations for competitive advantage. What If? delivers a creative and innovative way to explore the issues that dominate today's multicultural workplace: leadership and mentoring, creativity and innovation, organizational culture and engagement. In 25 inspiring stories—some deeply personal—Steve Robbins offers fresh insight into the real and

meaningful differences among people and how the power of everyday experiences can be the catalyst for seeing the world through a different lens. To the witty and thought-provoking stories in this collection, Robbins has added tips and suggestions for putting key learnings into action, including questions and an exercise at the end of each chapter to help readers further explore each topic. What If? also presents specific ideas of what organizations can do to engage our global world, build core competencies in diversity and inclusion, and benefit from the best talent available - regardless of age, gender, ethnicity, religion, race, or disability.



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



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 program. 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/SSG Carpenter

5901 Beulah Road
Sandston, VA 23150

Phone: 804-236-7739 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.



Question: What are the facts about Discrimination Based on Gender Stereotyping?

Answer: The EEOC enforces law prohibiting discrimination based on race, color, sex, religion, national origin, age, disability, and genetic information, as well as retaliation for protected activity.

Although Title VII of the Civil Rights Act of 1964 does not explicitly include sexual orientation or gender identity, the EEOC and courts have said that sex discrimination includes discrimination because an applicant or employee does not conform to traditional gender stereotypes. For example, it is illegal for an employer to deny employment opportunities or permit harassment because:

- a woman does not dress or talk in a feminine manner.
- a man dresses in an effeminate manner or enjoys a pastime like crocheting) that is associated with women.
- a female employee dates women instead of men.
- a male employee plans to marry a man.
- an employee transitions from female to male or male to female.

A Note to Federal Employees- Executive Order 11478, section 1 (as amended by Executive Orders 13087 and 13152) provides: It is the policy of the government of the United States to provide equal opportunity in federal employment for all persons, to prohibit discrimination in employment because of race, color, religion, sex, national origin, disability, age, sexual orientation or status as a parent, and to promote the full realization of equal employment opportunity through a continuing affirmative program in each executive department and agency. This policy of equal opportunity applies to and must be an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of civilian employees of the federal government to the extent permitted by law.

Lesbian, gay, and bisexual employees may file complaints under both the agency's Executive Order complaint process (for sexual orientation discrimination) and 1614 process (for sex discrimination), as these are separate processes.

Title VII Coverage for LGBT Discrimination

Transgender Status: Discrimination against an individual because that person is transgender is, by definition, discrimination based on sex, and violates Title VII. See *Macy v. Department of Justice*, EEOC Appeal No. 0120120821 April 20, 2012.

Sexual Orientation: Title VII protects gay, lesbian and bisexual individuals against sex discrimination, which includes adverse actions taken because of a person's failure to conform to sex or gender stereotypes. See *Veretto v. U.S. Postal Service*, EEOC Appeal No. 0120110873 July 1, 2011; *Castello v. U.S. Postal Services*, EEOC Request No. 0520110649 December 20, 2011.

Information provided by EEOC.gov