

Ohio National Guard Diversity & Inclusion Newsletter



Recap of Martin Luther King Jr. Birthday Observance

On Monday, January 16, 2017; several men and women of the Ohio National Guard commemorated the birthday of Dr. Martin Luther Jr. during a community event at the Greater Columbus Convention Center. The keynote speaker was Michael B. Coleman, the first African American to serve as the mayor of Columbus, Ohio. The theme of the event was "Cooperation, Peace, Acceptance & Caring."

"Now, as a nation, we don't promise equal outcomes, but we were founded on the idea everybody should have an equal opportunity to succeed. No matter who you are, what you look like, where you come from you can make it. That's an essential promise of America. Where you start should not determine where you end up."

Barack Obama

44th President of the United States



Resources:

ONG Website: <http://www.ong.ohio.gov/diversity-inclusion/index.html>

Southern Poverty Law Center: <http://www.splcenter.org/>

Defense Equal Opportunity Management Institute: <https://www.deomi.org/>

Recap of Asian American and Pacific Islander Month Observance



On Tuesday, May 23, 2017, the ONG welcomed television news anchor/reporter Angela An and members of the Dublin Taiko Group, a Japanese drum ensemble from Dublin City Schools, to participate in an Asian-American and Pacific Islander Heritage Month observance at the Maj. Gen. Robert S. Beightler Armory. The program was part of the Ohio National Guard's ongoing leadership development series, designed to educate service members on other cultures and celebrate the differences that make the Guard a stronger organization. The event culminated with a performance by the drum ensemble, which combined rhythmic music with choreographed movements.

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STATE EQUAL EMPLOYMENT MANAGER MESSAGE:

This is the inaugural issue of the Equal Employment Office newsletter. The intent of this newsletter is to educate and inform service members on EEO and EO initiatives and programs. This publication will be produced on a quarterly basis. Today, being diverse and inclusive does not equal compromised standards, rather diversity and inclusion invite the consideration of multiple "talent variables" that are predictors of individual, team, and leadership success. Varied perspectives (offered by diverse and complimentary voices) engender innovation which is essential to our future.

DoD Observances

May—Holocaust Remembrance Day

May—Asian American and Pacific
Islander Heritage Month

Jun —LBGT Pride Month

Aug—Women's Equality Day

Sept—Hispanic Heritage Month

Nov—National American Indian
Heritage Month

Jan—Martin Luther King's Birthday

Feb—African American History
Month

Mar—Women's History Month

In the News

Podcasts:

o "This American Life, House Rules" <http://www.thisamericanlife.org/radio-archives/episode/512/house-rules>

o NPR, "Story Corps Holocaust Story" and "All Things Considered" <http://www.npr.org/templates/story/story.php?storyId=6535380>

Recommended Reads

Hidden Figures, Margot Lee Shetterly; also in theaters near you

The Help, Kathryn Stockett

Night, Elie Wiesel

The Tipping Point, Malcolm Gladwell

Stories

Asian American & Pacific Islander Month Observance with Angela An and Dublin Taiko Group

Performance: <http://ong.ohio.gov/stories/2017/May/20170523-AAPImonth.html>

African American History

-<http://nbc4i.com/2017/05/29/memorial-day-services-in-columbus-honor-decorated-buffalo-soldier/>

Send ideas, comments, or suggestions for the newsletter to the SEEM at shaun.t.robinson.mil@mail.mil

This newsletter will also be made available at our website:

<http://www.ong.ohio.gov/diversity-inclusion/index.html>



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EO Professional Training Opportunities

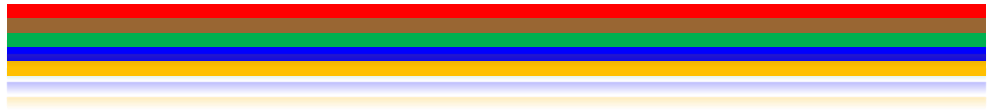
The Defense Equal Opportunity Management Institute offers several courses to train EO professionals and broaden their knowledge base. All E-7s and above assigned to an Wing or Brigade are encouraged to inquiry about making a difference within their unit by becoming an Equal Opportunity Advisor.

The Ohio Army National Guard conducts two Equal Opportunity Leaders Courses each year at the Regional Training Institute at DSCC in Columbus, Ohio. Each course trains selected unit leaders to assist unit commanders increase unit readiness and cohesion by leveraging peoples differences through mutual respect and inclusiveness.

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE Assessment to Solutions

A climate assessment is a systematic procedure to gather data about an organization and provide insight to how that organization is functioning to meet its mission. It provides leaders a “snap shot” in time about the key factors of an organization as it is perceived by its members as it relates to race, gender, color, religion, national origin, sexual harassment, sexual assault and other organizational effectiveness factors. The assessment can provide both positive and negative insight into an organization’s command climate.

Special Observances



Special Emphasis Programs (SEP) are an integral part of the Equal Employment Opportunity and Civil Rights Program. The purpose of these programs is to ensure that agencies take affirmative steps to provide equal opportunity to minorities, women and people with disabilities in all areas of employment. The term, "Special Emphasis Programs," refers specifically to employment related programs which focus special attention on groups that are conspicuously absent or underrepresented in a specific occupational category or grade level in the agency's work force. These programs serve as a channel to management officials. The goals of the Special Emphasis Programs are to:

- Improve employment and advancement opportunities for minorities and women
- Identify systemic causes of discrimination against minorities and women
- Seek ways to help minorities and women to advance by using their skills more fully
- Monitor agency progress in eliminating discrimination and adverse impact on minorities and women in employment and agency programs; and
- Educate employees and managers about the extent of various forms of discrimination within the Federal Service.

Special observances were designed for the purpose of providing cultural awareness to everyone. Commemorative activities conducted for these observances should be educational and employment-related. Observances celebrate the birthday of Dr. Martin Luther King Jr.; African American Heritage; Women's History; Lesbian, Gay, Bisexual and Transgender (LGBT) equal rights; Asian Pacific Americans; Women's Equality Day; Hispanic Americans; People with Disabilities; and American Indian/Alaskan Native Heritage.