

Topics

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- Avenues of Assistance



African American/Black History Month

What else is going on?

- National Cancer Prevention Month
- National Children's Dental Health Month
- National Fiber Focus Month
- National Parent Leadership Month
- National Therapeutic Recreation Month
- National Sweet Potato Month
- National Heart Healthy Month
- Relationship Wellness Month
- Responsible Pet Owner Month
- Spay/Neuter Awareness Month
- Youth Leadership Month
- International Expect Success Month
- International Prenatal Infection Preventions Month

A Brief History

In a nationally televised address on 6 June 1963, President John F. Kennedy urged the nation to take action toward guaranteeing equal treatment of every American, regardless of race. The Civil Rights Act of 1964 was signed into law by President Lyndon Johnson on 2 July 1964. The Civil Rights Act prohibits discrimination on the basis of race, color, religion, sex, or national origin. The act itself did not resolve the problems of discrimination. It opened a door of opportunity and halted the "Jim Crow" laws that imposed racial restrictions on public facilities, job opportunities, and voting, as well as by limiting federal funding for agencies practicing discrimination. Many brave men and women joined together to fight back. One of the memorable collaborations for equality was the 'sit-in' movement that began in Greensboro and quickly spread through the United States. They protested against segregation in restaurants, libraries, beaches, hotels, and many other establishments. Many were arrested for disturbing the peace, trespassing, and disorderly conduct but, the media coverage put a spotlight on the continuous struggle for civil rights. Many stories of courage in the face of vehement and violent opposition helped ensure the passage of the Civil Rights Act of 1964. The act represents a fundamental precedent that not only halted many unjust practices, but also led the way to subsequent legislation that further ensured equal treatment for all.

DEOMI.org

Did you know?

Jackie Robinson was the first African American to integrate Major League Baseball and won Rookie of the Year in 1947.

1. Robinson's older brother Mack was a silver medalist at the 1936 Olympics.
2. He was an accomplished athlete in other sports; tennis, track & field, and football to name a few.
3. He was in the Army and became friends with Champion Boxer Joe Louis AKA 'Brown Bomber'.
4. Robinson began his MLB debut at the age of 28.
5. Some of his teammates signed a petition against Robinson joining the team.
6. He stole home base 19 times and was known for his bunting.
7. He testified before the House of Un-American Activities Committee.
8. FBI had to look into death threats against Robinson and his family.
9. He starred as himself in the 1950s "The Jackie Robinson Story".
10. In 1960 he campaigned for Richard Nixon.
11. After baseball he continued to break barriers.

Read the full story here: <http://www.history.com/news/11-things-you-may-not-know-about-jackie-robinson>

History.com



Good Deeds

Lt. Colonel Allen E. Kirksey is the recipient of the Calvin C. Goode Lifetime Achievement Award. Presented to him for his work with at-risk youth in south Phoenix by the Dr. Martin Luther King Jr. Celebration Committee at the 28th annual awards breakfast. He has made a huge contribution of time and effort to create mentoring programs in public schools, local non-profits and within his church community.

"You don't have to wait 20 to 30 years to see a kid become successful, to turn over a new leaf or live out their dreams; you can make a change in their life right now."
-LtCol Allen E. Kirksey



Lt. Col. Kirksey volunteers more than 100 hours annually to the Roosevelt School District, Phoenix Union High School District and South Phoenix Missionary Baptist Church. He is a positive role model for the 161st and those he devotes his time to. He is a catalyst for diversity, promoting awareness, and giving. Lt.

Col Kirksey is an outstanding role-model and characterizes what a Leader should be and do as defined by Air and Army core values.

Click here to read more: <http://www.ang.af.mil/news/story.asp?id=123376441>

A Life Story Tinashe T. Machona

“National African American History Month is a time to tell those stories of freedom won and honor the individuals who wrote them. We look back to the men and women who helped raise the pillars of democracy, even when the halls they built were not theirs to occupy ... We listen to the echoes of speeches and struggle that made our Nation stronger, and we hear again the thousands who sat in, stood up, and called out for equal treatment under the law.”

— President Barack Obama



Courtesy of the White House

“How far you go in life is determined by the quality of your effort.” I heard these words from my college Political Science professor and I knew that if I followed that formula, no matter what the obstacles, I would make significant strides.



My name is Tinashe T. Machona. Now I know you are probably asking yourself where that name is from. I was born in a small hospital in Zambia on the 2nd of February in 1984. Shortly afterwards, my family moved to Zimbabwe where I grew up with two younger brothers; Simba, who is now 28 years old and Kuda, who is now 26 years old. Growing up in Africa taught me a lot of life's lessons and at such a tender age I became infatuated with societal justice. Whilst I was in high school my parents decided to put me in boarding school at my objection, but it turned out to be one of my best experiences in life. Boarding school taught me to be responsible for my actions, exhibit mental toughness, respect authority and most importantly, always be disciplined. In addition, I was compelled to employ integrity as a tool that governs my life.

My parents, Enos and Rachel, wanted my two brothers and I to be exposed to more opportunities in life, so we, as a small family immigrated to America. We were so eager to embrace our American experience possessing a firm belief in the notion that if you work hard you will achieve that which you desire and realize your dreams. We settled in a small town called Edinboro in Pennsylvania in January of 2001. The series of event that transpired in the upcoming months cast a shadow of sorrow and despair on my family. My father fell into a coma and died a week later. We were devastated but our misfortune did not deter us from our aspirations and we knew that we had to maintain a positive spirit in his honor so that his efforts would not be in vein.

Subsequent to my father's death, I moved to GA with my mother and two brothers. About a year later, I decided to go to college at Edinboro University of Pennsylvania. I studied Political Science and History with a concentration in International Relations/Foreign Affairs. While I was in college I was able to demonstrate my leadership abilities as the Head Delegate for Edinboro's National Model United Nations club, member of the House of Representatives for the Student Government Association, Student Manager at the campus cafeteria, and by being a Resident Assistant responsible for the security of the campus dorms. I pushed myself because I knew that if I did not, no one would. As the years passed I achieved my B.A. in Political Science in May of 2009.

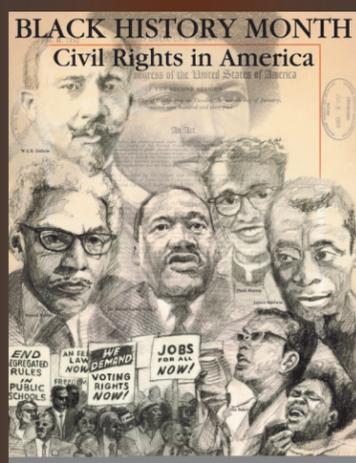
After graduation, I returned to GA where I had the privilege of working as a Records Coordinator at a large Real Estate law firm called Fearnley & Price, LLC. Working there exposed me to an environment where I constantly interacted with various Attorneys and such a venture perpetuated my desire to become an Attorney. I interpreted the craft of an Attorney, as I still do, as an opportunity to assist the most vulnerable in our society with their legal needs and ensure the preservation of their dignity. With this sense of duty to service, I knew that I wanted to attend law school but not before I accomplished what I've always wanted: to join the team of the world's best Air Force.

In January of 2011, I swore into the GA Air National Guard. That very same weekend I was a part of student flight. I joined the Air Force primarily because I was attracted to the countless humanitarian missions they conducted, most of which were in Africa. As you can imagine, such a gesture struck a nerve, a pleasant nerve knowing that irrespective of the politics, Airmen fight to make sure that the indigent sleep with a full stomach. This is not to denigrate the other branches. On the contrary, the united efforts of Marines, Soldiers, Airmen, Sailors and Coast Guardsmen is not only definitive of the greatest military the world has ever seen, but is also representative of a strong devotion to human rights. These are some of the reasons which make me proud to be a United States Airman. After attending basic training and technical school for services, I resumed work for Fearnley & Price, LLC until August of 2012 when I was admitted as a student at Arizona Summit Law School.

Moving to Arizona was a new experience. It took a while to adjust to the heat but I was glad that I was fulfilling my dream. I was graciously re-assigned to Phoenix Air National Guard Base in a new Force Support Squadron unit which I grew to admire. After being in the unit for a year, a few officer positions opened. I applied knowing that I had leadership skills to contribute to the Air Force I love. I wanted to be an example to others by making a difference. My application to be a Public Affairs Officer was accepted. Assuming such a position, as a 2nd Lieutenant, would enable me to advance the needs of the troops I work with and mentor them to persevere in their goals. This will ensure the success of our force by being a bastion of hope to the next Airman. Leadership is like a baton in a relay race. I want to be the best Officer I can be by setting an example so that the leader who will come after me, whether Enlisted or Officer, will be inspired to thrive beyond expectation to ensure the continuity of our strength.

—Tinashe T. Machona—

“How far you go in life is determined by the quality of your effort.”



**ARIZONA NATIONAL GUARD
STATE EQUAL EMPLOYMENT MANAGEMENT OFFICE**

**Other Avenues for
Assistance**

AZNG Chaplain's
Office

Wellness Center's at
Luke or
Davis Monthan AFB.

Community information
Referral Service
Www.cirs.org
602-263-8856
1-800-352-3792

Military One Source
Www.militaryonesource.
com
1-800-342-9647

Psychological Health
Program
Nicki Bartram
M.C, N.C.C, L.P.C.
Soldier Support Center
602-717-9836
Nicola.bartram@ceridian.com

The purpose of the AZNG EEO/EO Programs are to help ensure a healthy environment, free from discrimination, and ensure affirmative employment practices within the agency. The Basis of discrimination are race, color, religion, national origin, gender (sexual harassment), reprisal (based on EO activity), Age (civilian).

The Special Emphasis Program (SEP)- Federally mandated program for minority groups. Act as a channel for communication between work force and management. Assist the State Equal Employment Manager (SEEM) in identifying triggers and barriers that prevent minorities and women from excelling and also review policies and practices to identify possible discrimination.

Employee Assistant Program (EAP)- Confidential program put in place to assist Federal employees who may be having personal issues. Individuals can contact the EO/EEO office voluntarily or may be referred by their supervisor if the problem is affecting their work.

Breakdown

Equal- *a (1)* : of the same measure, quantity, amount, or number as another *(2)* : identical in mathematical value or logical denotation : Equivalent *b* : like in quality, nature, or status *c* : like for each member of a group, class, or society

Opportunity- a favorable juncture of circumstances <the halt provided an *opportunity* for rest and refreshment> 2:: a good chance for advancement or progress

Legal Definition of EO- Providing equal opportunity in employment on the basis of merit and fitness without regard to race, color, religion, sex, nation origin to include Sexual Harassment.

Discrimination- Occurs when a person or groups of people are treated differently from another person or groups of people. Discriminatory harassment is harassing and/or discriminating behavior that is severe or pervasive enough to create a hostile working environment and /or result in a tangible employment action.

Special Emphasis Program

Would you like to Participate?

You can be a part of the Special Emphasis Programs (SEP's) listed and help assist with the recruitment, selection, development, and career advancement for minority groups and Women in the Federal Government. Federal Women's Program, Hispanic Employment Program, Individuals with Disabilities Program, African-American Program, and Native American/Alaskan Native Program,

What are Special Emphasis Programs?

The programs are federally mandated to help with recruitment, selection, development, and career advancement for minorities and Women in the Federal Government.

What are SEPM's?

The Special Emphasis Program Managers (SEPM's) are collateral duty managers that advise management and other agency officials in the implementation of the programs.

State Equal Employment Manager

CMSgt Jacinta Figueroa
602-629-4836 Jacinta.h.figueroa.mil@mail.mil

State Equal Employment Specialist

SSG Chanelle Jasso
602-629-4811 Chanelle.k.jasso.mil@mail.mil

JFHQ EO

MSG Jeff Lund, EOA
602-629-4828 Jeffrey.k.lund.mil@mail.mil

SPECIAL EMPHASIS PROGRAM PERSONNEL

SMSgt Rose Mardula - rose.mardula@ang.af.mil



"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

Martin Luther King, Jr.