

Topics

- Writing Women Back into History
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- EEO
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“Your greatest self has been waiting your whole life; don't make it wait any longer.”

-Steve Maraboli



Women's History Month

Writing Women Back into History

Michelle Howard recently became the highest ranking woman in the history of the U.S. Navy and the U.S. military, period. Senators confirmed Howard for the Navy's number two post in December 2013, making her the first female four-star admiral in the Navy's 238-year history.

Read Biography here : <http://www.navy.mil/navydata/bios/navybio.asp?bioID=394>



Malala Yousafzai was born on July

12, 1997, in Mingora, Pakistan. Malala voiced her passion for education, and became a symbol of defiance against Taliban subjugation. After the Taliban began attacking girls' schools, she gave a speech “How dare the Taliban take away my basic right to education?” in September 2008. Malala remains a staunch advocate for the power of education. In 2013 the European Parliament awarded her the Sakharov Prize for

Freedom of Thought. She was also nominated for a Nobel Peace Prize.

Read Biography here: <http://www.biography.com/people/malala-yousafzai-21362253>

Tammy Duckworth was the first women to fly combat mission in Iraq. On 12 November 2004 her helicopter was hit by an RPG. She lost both her legs and the use of her right arm in the explosion. Tammy is also the first disabled woman to serve in the House of Representatives. She is a strong advocate for veteran's services in improving and implementing better resources.

Read Biography here: <http://www.biography.com/people/tammy-duckworth-21129571>



These role models, along with countless others, demonstrate the importance of *writing women back into history*. Their lives and their work inspire girls and women to achieve their full potential, and encourage boys and men to respect the diversity and depth of women's experiences and accomplishments.

Suggested Reading: *Undaunted* by Tanya Biank

Since 9/11, more than 240,000 women soldiers have fought in Iraq and Afghanistan—more than 140 have died there, and they currently make up fourteen percent of the total active-duty forces. Despite advances, today's servicewomen are constantly pressed to prove themselves, to overcome challenges men never face, and to put the military mission ahead of all other aspects of their lives, particularly marriage and motherhood. In this groundbreaking, insider's look at the women defending our nation, Tanya Biank brings to light the real issues—of femininity, belonging to an old boys' club, veiled discrimination, dating, marriage problems, separation from children, questions about life goals, career trajectories, and self-worth—that servicewomen are facing by focusing on four individual stories.

Brigadier General Angela Salinas, the Marine Corps' first Hispanic female general, faces the challenge of commanding an all-male institution. Second Lieutenant Bergan Flanagan finds herself on the frontlines in Afghanistan, serving in the same military police company as her husband. As a marine drill instructor, Sergeant Amy Stokley demands the very best from the recruits at Parris Island. And Major Candice O'Brien deals with deployment to Afghanistan, with two young children and a strained marriage back home.

Undaunted is the story of these courageous trailblazers—their struggles, sacrifices, and triumphs in the name of serving the country they love.

Valley Events

The Musical Instrument Museum

Hosting a series of concerts to commemorate Women's History Month
Check out MIM's 'Women Who Rock' Concert Series here
<http://mim.org/>

Aloha Festival

8-9 March

20th Annual Aloha Festival – Tempe Town Lake, a celebration of Hawaiian culture featuring music, entertainment, island crafts, games for the entire family plus Hawaiian foods, free,
10 am – 5 pm
<http://www.azalohafest.org/>

Character, Courage & Commitment

COLONEL KERRY L. MUEHLENBECK

BIOGRAPHY

Colonel Kerry L. Muehlenbeck is currently assigned as the Director of the Joint Staff, Joint Forces Headquarters, Arizona National Guard. In that capacity, she directs, coordinates, and oversees work through all joint staff directorates. She advises staff regarding policies, procedures, and directives of higher-level management and headquarters. Colonel Muehlenbeck also manages and directs the administration, coordination, planning, development, and execution of joint staff programs that prepare the state for contingency operations in state or federal emergencies.

Colonel Muehlenbeck received her commission by direct appointment in 1993. She remained on active duty for four years where she served as an Assistant Staff Judge Advocate at Davis-Monthan Air Force Base, AZ until her separation in 1997. Colonel Muehlenbeck joined the Arizona Air National Guard in 1998 and served as both a wing-level and headquarters staff judge advocate. In addition, she held various national level JAG billets, to include Director of the Contemporary Base Issues (CBI) Course, State Headquarters Liaison to the TJAG ANG Council, and ANG Assistant to the Command SJA, PACAF. She has also contributed articles for the Air National Guard Commander's Legal Deskbook and lectured at various Air Force and Air National Guard courses.

In her civilian capacity, Colonel Muehlenbeck is a Residential Faculty Member in the Administration of Justice Studies Department at Mesa Community College, Mesa, Arizona. She has served as a Deputy County Attorney in the Sex Crimes Division at the Pima County Attorney's Office in Tucson, Arizona, and also as an Assistant Prosecuting Attorney in Saginaw, Michigan. She is admitted to practice law in the states of Michigan and Arizona.

EDUCATION

2010 Ph.D., Justice Studies, Arizona State University, Tempe, AZ
 2004 Air War College, by seminar
 2003 Air Command and Staff College, by correspondence
 2000 Squadron Officer School, by correspondence
 1997 LL.M., University of San Diego School of Law, San Diego, CA
 1992 J.D., Indiana University School of Law, Bloomington, IN
 1989 B.S., Social Policy, Northwestern University, Evanston, IL

LOCAL ASSIGNMENTS

Feb 2014 - present, Director, Joint Staff, JFHQ AZNG, Phoenix, AZ
 Dec 2013 - Feb 2014, Deputy Director, Joint Staff, JFHQ AZNG Phoenix, AZ
 Jan 2005 - Apr 2013, Staff Judge Advocate AZANG, JFHQ AZNG, Phoenix, AZ
 Dec 2001 - Dec 2001, Deputy Staff Judge Advocate 161 ARW, Phoenix, AZ
 Oct 1997 - Dec 2001, Deputy Staff Judge Advocate 161 ARW, Phoenix, AZ
 Jan 1993 - Jan 1997, Assistant Staff Judge Advocate, 355 WG, Davis-Monthan AFB, AZ

NATIONAL DUTY ASSIGNMENTS

Apr 2013 - Dec 2013, ANG Assistant PACAF/SJA, Joint Base Pearl Harbor -Hickam, HI
 Aug 2010 - Apr 2013, State Headquarters Liaison to the TJAG ANG Council
 Jan 2005 - Aug 2010, Director, Contemporary Base Issues Course
 Jan 2001 - Jan 2014, Instructor, Contemporary Base Issues Course



MAJOR AWARDS & DECORATIONS

Meritorious Service Medal
 Air Force Commendation Medal
 Joint Meritorious Unit Award
 Air Force Organizational Excellence Award
 Combat Readiness Medal
 Air Reserve Forces Meritorious Service Medal
 National Defense Service Medal
 Global War on Terrorism Service Medal
 Air Force Expeditionary Service Ribbon
 Air Force Longevity Service
 Armed Forces Reserve Medal
 Small Arms Expert Marksmanship Ribbon (Pistol)
 Air Force Training Ribbon
 Arizona Meritorious Service Ribbon
 Arizona Long Service Medal
 Arizona Service Ribbon
 Arizona Overseas Ribbon
 Major General Robert I. Gruber Excellence in Teaching Award

CIVILIAN POSITIONS

Residential Faculty, Mesa Community College, Mesa, AZ (August 2005 - present)
 Adjunct Faculty, American Military University, Charles Town, WVA (2009- present)
 Adjunct Faculty, Mesa Community College, Mesa, AZ (2002- 2005)
 Faculty Associate & Adjunct Faculty, Arizona State University, Tempe AZ (2001- present)
 Deputy County Attorney, Pima County Attorney's Office, Tucson, AZ (1998-2001)
 Adjunct Faculty, Embry Riddle Aeronautical University, Tucson, AZ (1995-2001)
 Assistant Prosecutor, Saginaw County Prosecutor's Office, Saginaw, MI (1992-1993)

EFFECTIVE DATES OF PROMOTION

Jan 1993 First Lieutenant
 Jul 1993 Captain
 Oct 1998 Major
 Oct 2002 Lieutenant Colonel
 Apr 2008 Colonel

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,

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

SFC Tonya Fitzpatrick, EOA

602-629-4828 Tonya.f.fitzpatrick.mil@mail.mil

SPECIAL EMPHASIS PROGRAM PERSONNEL

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

'Building Bridges'



"Good leaders create a vision, articulate the vision, passionately own the vision, and relentlessly drive it to completion."

-John Welch

