

Topics

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One evening an old Cherokee told his grandson about a battle that goes on inside people.

He said, "My son, the battle is between two "wolves" inside us all.

One is Evil.
It is anger, envy, jealousy, sorrow, regret, greed, arrogance, self-pity, guilt, resentment, inferiority, lies, false pride, superiority, and ego.

The other is Good.
It is joy, peace, love, hope, serenity, humility, kindness, benevolence, empathy, generosity, truth, compassion and faith."

The grandson thought about it for a minute and then asked his grandfather: "Which wolf wins?"

The old Cherokee simply replied, "The one you feed."

—A Native American Metaphor

Service, Honor, Respect:
Strengthening Our Cultures and Communities."

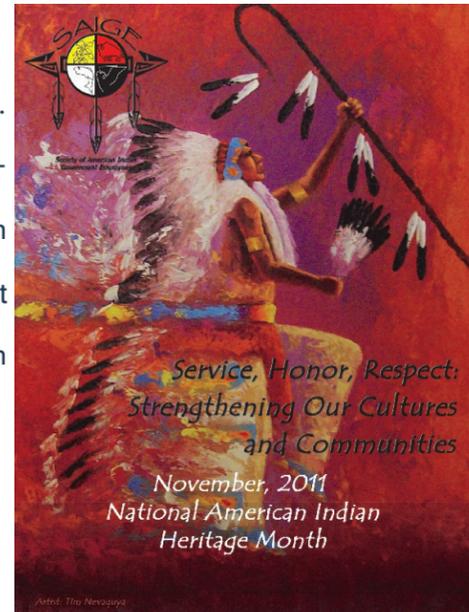


Bi-Monthly
Native American Heritage & Individuals with Disabilities

A Brief History of National American-Indian Heritage Month

In the early 1900s, the Boy Scouts of America set aside a day for the "First Americans." On Sept. 28, 1915, the Congress of the American-Indian Association declared the second Saturday of each May as an American-Indian Day. After that, several states declared American-Indian days until 1976, when Congress passed a joint resolution authorizing the President to proclaim the week of October 10-16 as Native-American Awareness Week.

In 1990, an entire month was set aside for the celebration of Native Americans. "President Bush proclaimed 1992 as the 'Year of the American Indian,' based on legislation by Congress. Since 1994, President Clinton has issued a proclamation each year designating November as National American-Indian Heritage Month." President Obama issued Proclamations on 30 Oct 2009 and 29 Oct 2010 calling the month "Native American Heritage Month" vice American Indian Heritage Month.



October

-National Disability Employment Awareness Month

-National Domestic Violence Awareness Month

-National Breast Cancer Awareness Month

-National Work & Family Month

November

-American Diabetes Month

-Native American Heritage Month

-National Novel Writing Month

-Lung Cancer Awareness Month

-Vegan Month

-National Adoption Month

Native American History of Phoenix

The Hohokam were the earliest permanent Native American inhabitants of the Phoenix area arriving in the area and remained until about AD 1400. The Hohokam developed an elaborate system of irrigation canals extending far from the banks of the Salt River. Hohokam culture collapsed in the 15th century for reasons that are not entirely known. After them came the Akimel O'odham (Pima), Maricopa, Yavapai, and Yaqui groups. The U.S. government sent many of these peoples to nearby reservations in the 19th century. Although only a fraction of the city's population is Native American, Phoenix still has one of the largest urban concentrations of Native Americans in the country. Several reservations are located to the south and northeast of the metropolitan area.



Photo from: Arizona Museum of Natural History

The Heard Museum houses more than 75,000 Southwestern Native American works of art. The Pueblo Grande archaeological museum studies and preserves the ruins of the area's most prominent settlement of the Hohokam people.

History.com

Reasonable Accommodation

Courtesy of the White House



“Generations of Americans with disabilities have improved our country in countless ways. Refusing to accept the world as it was, they have torn down the barriers that prohibited them from fully realizing the American dream. Together, we can ensure our country is not deprived of the full talents and contributions of the approximately 54 million Americans living with disabilities, and we will move forward with the work of providing pathways to opportunity to all of our people.”

— President Barack Obama

The duty to provide reasonable accommodation is a fundamental statutory requirement because of the nature of discrimination faced by individuals with disabilities. Although many individuals with disabilities can apply for and perform jobs without any reasonable accommodations, there are workplace barriers that keep others from performing jobs which they could do with some form of accommodation. These barriers may be physical obstacles such as inaccessible facilities or equipment. They may be procedures or rules such as rules concerning when work is performed, when breaks are taken, or how essential or marginal functions are performed. Reasonable accommodation removes workplace barriers for individuals with disabilities. Qualified applicants and employees regardless of whether they work part-time or full-time, or are considered "probationary" are entitled to request Reasonable Accommodations.

An employee must inform his or her supervisor if he or she needs an adjustment or change at work for a reason related to a medical condition. As a rule, a family member, friend, health professional or other representative may request a reasonable accommodation on behalf of an employee with a disability. A request for reasonable accommodation need not be in writing. Individuals may request reasonable accommodation at any time during the application process or during the period of employment. The Americans with Disabilities Act does not preclude an employee with a disability from requesting a reasonable accommodation because they did not ask for one when applying for a job or after receiving a job offer.

Anniversary of the Americans with Disabilities Act, 2013

More than two centuries ago, our forebears began an unending journey to form a more perfect Union. Twenty-three years ago, we took a historic step down that path with the Americans with Disabilities Act (ADA) -- a landmark law that seeks to extend the promise of equal opportunity enshrined in our founding documents.

It promises equal access, from the classroom to the workplace to the transportation required to get there. It promises fairness, and the chance to live a full and independent life. It affords Americans with disabilities the protections they need to claim a future worthy of their talents.

Today, we celebrate the ADA's lasting legacy as a pillar of civil rights. We also recognize that while the law continues to move America forward, our march to equality is not yet complete. Even now, barriers still keep too many people with disabilities from fully participating in our society and our workforce. Our country suffers when our citizens are denied the chance to strengthen our economy, support their families, and fully participate in our American life.

That is why my Administration is dedicated to leveling the playing field for Americans with disabilities. We are committed to making the Federal Government a model employer by recruiting, hiring, and retaining more workers with disabilities than at any time in our Nation's history. In addition, we are working to connect people with disabilities to jobs in every part of our economy.

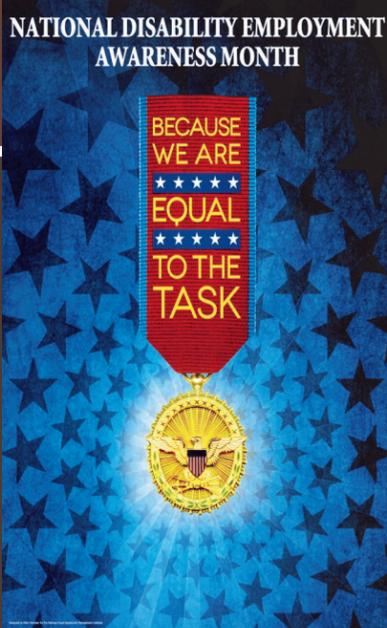
To get those jobs, students with disabilities need an education system that works for them. We must ensure lessons are inclusive, assessments are fair, and technology is accessible. We must rededicate ourselves to building supportive classrooms and putting an end to bullying that all too often targets young people with disabilities.

My Administration is bringing the same commitment to our health care system. The Affordable Care Act already made it illegal for insurers to deny coverage to children with disabilities because of pre-existing conditions, medical history, or genetic information. On January 1, 2014, the same will be true for all Americans. Alongside those protections, we have strengthened Medicare and Medicaid and ramped up programs to encourage community living and supportive services.

Together, we have come a long way toward ensuring equal opportunity for all. On this anniversary, let us recommit to going the rest of the distance. Let us enforce the ADA, promote disability rights at home and abroad, and make America a place that values the contributions of all our citizens -- regardless of disability.

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim July 26, 2013, the Anniversary of the Americans with Disabilities Act. I encourage Americans across our Nation to celebrate the 23rd anniversary of this civil rights law and the many contributions of individuals with disabilities.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-fifth day of July, in the year of our Lord two thousand thirteen, and of the Independence of the United States of America the two hundred and thirty-eighth.



**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.

SPECIAL EMPHASIS PROGRAM PERSONNEL

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"Congress acknowledged that society's accumulated myths and fears about disability and disease are as handicapping as are the physical limitations that flow from actual impairment."

William J. Brennan, Jr.