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Arizona National Guard Office of Equity, Diversity and Inclusion

Equity, Diversity and Inclusion



SEPM Committee is growing and needs YOU

Our SEPM committee is made up of individuals from all over our organization. The team works together to come up with creative ideas to address concerns from all groups. We meet twice a year and discuss the concerns we face, how to fix these concerns and innovative ways to grow our organization and serve the people of our community.

If you're interested in joining the SEPM committee, please contact Mr. Castorina at 602-629-4561 or email: anthony.j.castorina.civ@army.mil



We do our best work when everyone is recognized for the unique talents they bring to the organization

The Game-Changer: Title VII of The Civil Rights Act of 1965

Federal Laws like Title VII of the Civil Rights Act of 1965 have laid the framework for defining protected classes. Since then, many categories have been added to the list of protected classes under Federal Law and Regulation. The Federal Laws are supported by various military regulations, including AR 690-12.

It's hard to believe, but before 1965, there was no law against using race, religion, national origin, gender or any

other reason as a basis for an employment action. What does this mean? Well, simply put, before the passage of the civil rights act, it was federally permissible to refuse to hire based on things like race. For example, an employer could tell an applicant "we just don't hire black folks at this restaurant". Today, the very premise is offensive to us as a culture, and it should be. And we have come such a long way since the days of systematic discrimination.

It wasn't limited to race, either. Many establishments used other factors like religion, gender, nationality, and age

when making employment decisions. It was common to see signage in shop windows that said things like "Help

"Before the Civil Rights Act, it was federally permissible to refuse to hire based on things like race."

Wanted. Catholics Need Not Apply". It seems so strange to us today, but this was the reality for Americans throughout much of our country's history.

The Civil Rights Act of 1965 set into motion a change in attitude in our

nation. Originally, it prohibited only against discrimination based on race, color, national origin, religion and gender. But over the years, similar protections have been afforded to individuals with disabilities, people over age 40, and also to protect people's genetic information from being used against them.

Why have EO in the Military?

How Military Regulation impacts Equal Opportunity in our organization

If you are serving in our organization, you might be asking how these concepts impact our military. Obviously, just as we have on the civilian side, we have similar regulation on the Military side. Our military is not subject to the same regulations, but the impact and spirit remains.

This begs another question, however. What is the spirit behind EEO policy? It seems on the surface that it's about promoting fairness for individuals who have been disadvantaged, and that philosophy is admirable, and a big part of why this change had to be made. However, it goes beyond fair treatment. It makes more sense for our military and generally for private organizations to embrace diversity of thought and background.



That is, we do best when we are all included in the process. We build a more robust, prepared and cohesive unit when all members are treated with dignity and respect. So it goes beyond general fairness. It's about being best.

EEO vs. EO: What's the difference?

Civilian employers, including the Arizona National Guard, are subject to EEO laws. Military, however, uses "Equal Opportunity", or EO. The differences are that there are times when the military may have to use age or disability as a determining factor for employment actions. It depends on the circumstances, but most of us in uniform can think of a situation where age or disability is considered.

What does the EEO Team do?



Solutions.

AZNG EEO Team: 602-629-4561 dema.az.gov

The goals of the Equal Opportunity Program are to provide EO for members and their families, and create & sustain effective units by eliminating discriminatory behaviors that undermine teamwork, respect and loyalty

- AR 600-20 § 6-2, (paraphrased)



Ms. Celeste Snyder
State Equal
Employment Manager



Mr. Anthony Castorina
State Equal
Employment Specialist

Your EEO Team

Your EEO Team is here to answer any questions you may have. We can offer guidance, help file complaints, facilitate training for your unit, provide options, or point you in the right direction. Feel free to contact our office with questions or concerns.

(602)-629-4561

AZNG.EEO

@azng_eeo



Disability Self-Reporting for Fed Technicians

Take a moment to log into MyBiz+ and report your disability status. It takes less than a minute and can have a significant impact on our agency's regulatory compliance.

Federal agencies like the Arizona National Guard are required to report on the number of individuals with disabilities employed here. This information is not used to make employment decisions; it's collected to ensure that our agency isn't discriminating against individuals with disabilities. All our technicians are encouraged to complete the SF-256 electronically through MyBiz+ to confidentially self-report a disability. This will not impact your work as a technician, and your responses can not be accessed by your military commander, so it won't impact your military career either.. Disability status should never be used to make employment decisions like hiring, promotion, awards, leave and others. Contact the EEO team if you have any questions or concerns.

Not every disability is obvious.



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Contact the EEO Team for instructions on how to Self-Report your disability status.