

BLACK HISTORY MONTH

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National Guard
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Office

History of Black History Month

By *Elissa Haney (African American History)*

Americans have recognized black history annually since 1926, first as "Negro History Week" and later as "Black History Month." What you might not know is that black history had barely begun to be studied or even documented when the tradition originated. Although blacks have been in America at least as far back as colonial times, it was not until the 20th century that they gained a respectable presence in history books.

Blacks Absent from History Books:

We owe the celebration of Black History Month, and more importantly, the study of black history to Dr. Carter G. Woodson. Born to parents who were former slaves, he spent his childhood working in the Kentucky coal mines and enrolled in high school at age twenty. He graduated within two years and later went on to earn a Ph.D. from Harvard. The scholar was disturbed to find in his studies that history books largely ignored the black American population; and when blacks did figure into the picture, it was generally in ways that re-

flected the inferior social position they were assigned at the time.

Established Journal of Negro History:

Woodson, always one to act on his ambitions, decided to take on the challenge of writing black Americans into the nation's history. He established the Association for the Study of Negro Life and History (now called the Association for the Study of Afro-American Life and History) in 1915, and a year later founded the widely respected Journal of Negro History. In 1926, he launched Negro History Week as an initiative to bring national attention to the contributions of black people throughout American history.



Dr. Carter G. Woodson

Why is February Black History Month

(African-American History)

Woodson chose the second week of February for Negro History Week because it marks the birthdays of two men who greatly impacted the American black population, Fredrick Douglass and Abraham Lincoln. However, February has much more than Douglass and Lincoln to show for its significance in black American history. For example:

Feb. 23, 1868: W.E.B. DuBois civil rights leader/co-founder NAACP was born.

Feb. 3, 1870: 15th Amendment passed granting blacks the right to vote.

Feb. 25, 1870: The first black U.S. senator, Hiram R. Revels (1822-1901), took his oath of office.

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Special points of interest:

- Visit www.pbs.org for more on special event and programs on Black History.
- NGB EO web site for more on information on EO/EEO programs and policy.
- www.blackhistoryreview.com

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Events that changed Black America

REF: [Directorate of Research, Defense Equal Opportunity Management Institute \(DEOMI\) Heritage Series Pamphlet](#)

Military: March 7, 1942 first Black cadets graduate from flying school at Tuskegee, Alabama. In June 1943, the first squadron of Black aviators, the 99th Pursuit Squadron, flew its first combat mission, strafing enemy positions on the Italian island of Pantelleria.

May 8, 1945 Germany surrenders on V-E Day, Japan surrendered on September 2, V-J Day, ending World War II. A total of 1,154,720 Blacks were inducted into the Armed Services. Many returned to America and attended college with GI Bill of Rights benefits. General Colin L. Powell is confirmed September 21, 1989 by the Senate as the Chairman of the Joint Chiefs of Staff. He was the highest ranking African-American officer in the U.S. History.

Political:

November 3, 1942 William L. Dawson elected to Congress from Chicago, and on August 1, 1944, Adam Clayton Powell,

Jr., of Harlem became the first Black Congressman from the East. Note that prior to Powell's election to Congress the Supreme Court ruled in favor of *Smith v. Allwright* on April 3, 1944 that "White primaries" could not exclude Black voters.

On July 26, 1948 in response to widespread Black protest and a threat of civil disobedience, President Truman issues two executive orders ending racial discrimination in federal employment and requiring equal treatment in the Armed Services. Other events that changed Black America may be found by visiting DEOMI website or contact the SEEM.



Colin L. Powell

Dates of Significance to Equal Opportunity Program

Ref: NGB EO/EEO Web Site

1 Jan Emancipation Day (effective date of the Emancipation Proclamation)

15 Jan Dr. Martin Luther King, Jr.'s birthday

Jan/Feb Chinese New Year, depending upon lunar cycles

Feb African-American (Black) History Month

1 Feb National Freedom Day (adoption of the 13th amendment)

2 Feb Founding of the Army Nurse Corps

8 Mar International Women's Day

Mar Women's History Month

16 Apr Founding of the Women's Medical "Specialist Corps" (now Medical Specialist Corps)

17 Apr Samoan Flag Day

5 May Cinco De Mayo (commemorates Mexico's independence from Spain and France)

14 May Founding of the Women's Auxiliary Corps (Women's Army Corps)

May Asian Pacific Heritage Month

11 Jun Kamehameha (honoring the King who united the Hawaiian Islands)

25 Jul Constitution Day (celebrated by the Commonwealth of Puerto Rico)

15 Aug Korean Independence Day

26 Aug Women's Equality Day (passage of the 19th Amendment)

15 Sep-15 Oct National Hispanic Heritage Month (honors the contributions made to the history, heritage, and culture of the United States by Hispanic Americans)

16 Sep El Crito de Delores (commemorates the beginning of the Mexican revolution against Spain)

17 Sep Citizens Day (honoring newly acclaimed citizens)

18 Sep Rosh Hashanah (Jewish New Year)

27 Sep Yom Kippur

2nd Monday in Oct Columbus Day

Nov Native American (American Indian/ Alaskan Native) Month

8 Nov President Johnson signed Public Law 90-130 giving equal rights to women in the Armed Forces

10 Dec Rizai Day (Filipino)

*No one can go back and make a brand new start,
Anyone can start from now and make a brand new ending..*

EO/EEO News Updates:

NO FEAR ACT It's The LAW

The Notification and Federal Employee Anti-Discrimination and Retaliation Act of 2002 (the No Fear Act or the Act), Section 301, requires each federal agency to post summary statistical data pertaining to complaints of employment discrimination filed against it by employees, former employees and applicants for employment under 29 C.F.R. Part 1614.

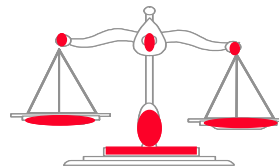
The specific data to be posted is as described in section 301(b) of the Act and 29 CFR 1614.704. The required summary statistical data for EEO complaints filed against the Georgia National Guard is provided.

Additionally, the No Fear Act, Section 302, requires this agency Georgia National Guard Department of the Army and Air, and the National Guard Bureau to post government-wide, a summary of the statistical data relative to hearings requested under 29 C.F.R. Part 1614 and appeals filed with EEOC.

The posted data is as specified in Section 302(a) of the Act and 29 CFR 1614.706. The posting of EEO data on agency public web

sites is intended to assist Federal agencies, Congress, and the public to review whether the agency specific to subject required reporting are in compliance with the equal employment opportunity responsibilities and in compliance with law and regulations.

The Georgia National Guard posting consists of the aggregate total of state activity under the purview of the Departments of the Army and Air Force, and the National Guard Technician's Act of 1968. This notification is posted on the Georgia HRO Web Site. (see www.gahro.com/ga_hro_seem.htm) (see NGB-EO/CR)



NEED EEO COUNSELORS

If you would like to be an EEO counselor or EO representative in your unit, you first must talk with your immediate supervisor and express interest to him or her. After receiving approval they must provide an appointment letter indicating you have been selected for this collateral assignment in your unit. Once you receive your appointment, contact the SEEM/HREO office and forward a copy of your appointment letter.

Q&A

Q: Can AGR members be assigned EEO counselor duties?

A: YES.

Q. What are the training requirements?

A. You must complete **32** hour basic EEO counseling and 8 hour annual refresher.

Q. How much time is allocated for these duties?

A. At a minimum 20% of your time for completion of an inquiry. 29 CFR 1614. For further information concerning these collateral assignments you may contact the State Equal Employment Manager Office at (678) 569-6622 or 6430.

Disappointments are like road bumps, they slow you down a bit but you enjoy the smooth road afterwards.

Don't stay on the bumps too long. Move on!

Diversity News:

E-Mentoring Update

E-Mentoring as many of you know, an ARNG program has been in development over the past year. We are seeking maximum support from leadership in registering mentors for a formal opening of the e-Mentoring program on or about 25 Feb 05. After the formal opening of e-Mentoring on GKO, mentees can register to be matched with a mentor. The program is tutorial based for ease of use and to lessen an administrative requirement on the state. More to come on this program in the near future.

*Senior Leadership Diversity training was conducted for 78th Troop Command in October 2004 by members of the Human Relation Team. For further information on this train-

ing for your units please contact Col. Edward Wexler HRO, or LTC Charles Moulton Deputy HRO.

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Visit the GA HRO web site for more information.

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Visit this site for more up to date
information on EO/EEO from the
SEEM

http://www.gahro.com/ga_hro_seem.htm



MESSAGE FROM THE SEEM

For information about confidentiality and the Employee Assistance Program please visit the GA Army and Air National Guard website (http://www.gahro.com/ga_hro_seem.htm) or call the below listed numbers.

State Equal Employment Manger
CMSgt Pinkney—678-569-6430 DSN 338

EEO/ Diversity Specialist
MSgt Brock—678-569-6622 DSN 338

Office Assistant
SPC Rollins—678-569-6452 DSN 338

HR/EO
LTC Moulton—678-569-6433 DSN 338

ARNG EOA's

MAJ Gretchen Grossman 678-569-5259
gretchen.grossman@ga.ngb.army.mil
MAJ Cheryl Hendrix
kirker@mindspring.com

Quote: For it isn't enough to talk about peace. One must believe in it. And it isn't enough to believe in it. One must work at it."

—Eleanor Roosevelt, former first lady, world diplomat, social justice advocate

Special Emphasis Programs News:

October 2004 was the beginning for Federal Employed Women Chapter (FEW) in the State of Georgia. Approximately twenty two DOD members Federal, State, and Civilian personnel have joined locally. For information please contact Lt Col Jean Specht at (678) 655-4665 or SPC Joc'Quelyn Rollins at (678) 569-6452.

Upcoming Observances	Dates
African-American History Month	February 1 st - 28 th /29 th
Women's History Month	March 1 st -31 st
Asian-Pacific Heritage Month	May 1 st -31 st
Women's Equality Day	August 26 th
National Hispanic Heritage Month	Sep 15 th - Oct 15 th
National American Indian Month	November 1 st -30 th

People First Mission Always

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jeff.dawkins@ga.ngb.army.mil

HQ ANG Chief MEO: Maj. Campbell
Staff: CMSgt Pinkney / MSgt Brock
678-655-4050/4060 DSN 625

116 ACW Chief MEO: Maj. Kirk
Staff: Lt. Polston / SMSgt Inge / TSgt Crear
478-327-6177/78 DSN 497

165 AW Chief MEO: Capt. Walthour
Staff: MSgt Camacho
912-966-8404 DSN 860

Equality for Everyone

