



# State Equal Employment Manager Newsletter

## Air National Guard First to Welcome Women

-by Beverly L. Pack

For almost 200 years, the history of the Georgia National Guard did not include women in its ranks. But all of that changed on 18 November 1956 when First Lieutenant Ellen L. Jones was sworn into the Georgia Air National Guard's 116th Tactical Hospital unit at Dobbins Air Force Base. Colonel John T. Mauldin, an Atlanta physician and Commander of the Tactical Hospital, administered the oath of office to Lieutenant Jones.

Lieutenant Jones, a nurse at Georgia Baptist Hospital, had been attached to the Air Guard since 20 August 1955, as an Air Reserve Officer. She had received her nurse's training at a Vicksburg, Mississippi infirmary.

The appointment of Lieutenant Jones became possible by the passage of Public Law 845 by the 84th Congress, in July 1956. This law authorized female Reserve Officers of the Army and Air Force to be appointed as nurses or women medical specialists of the Army National Guard of the United States or Air National Guard of the United States.

The National Guard had 13 hospital units nationwide which authorized 558 nurses and four women medical specialists. This authority provided a means of enhancing mobilization potential of these medical units. Not only would the nurses receive training within the units but they would also assist with the training of the unit enlisted personnel. If the unit were ordered to active duty, the number of nurses that otherwise would have to be assigned to these units by the Departments of the Army and the Air Force would be reduced by the number of nurses and medical specialists who already were members of the units. Hospital units of the United States Army Reserve already had female nurses and women medical specialists assigned to them. This bill provided similar authority to the National Guard and the Air National Guard. The bill also authorized 48 drills annually and not more than 15 days of active duty for training each year. As a result of this law, both the Armed Forces Reserve Act of 1952 and the National Defense Act of 3 June 1916 had to be amended to include the appointment and enlistment of women into the Army and Air National Guard.

With a current strength of over 11,700 male members of the entire Georgia National Guard, Lieutenant Jones, in a modest response to her induction, couldn't understand what all the "fuss" was about.

With five more vacancies on Colonel Mauldin's staff for nurses, two Atlanta residents became the second and third women in the Georgia Air National Guard on 19 June 1957. Unlike Lieutenant Jones who had prior military service, Betty Silas and Jane Inez Flake were commissioned Second Lieutenants and sworn in by their commander.

Lieutenant Silas, age 26, was a native of Langley, South Carolina and worked in the Orthopedic Department at Georgia Baptist Hospital where she had served for the previous four and a half years.

Lieutenant Flake, age 22, a native of Brooklet, Georgia had also graduated from Georgia Baptist Hospital where she had worked in the emergency clinic. At the time of her commission, she was employed with Drs. Florence and Scott, Atlanta Urologists.

By summer, the three new nurses, First Lieutenant Jones, Second Lieutenant Flake, Second Lieutenant Silas participated in their first annual summer encampment at Travis Field from 30 June to 13 July 1957.

Lieutenant Flake graduated from Flight Nurse Training on 13 December 1957 at Gunter Air Force Base, Alabama, becoming the first Flight Nurse in the Georgia Air National Guard. Her 5-week training at Gunter included some 11 hours of flying time in the C-47 and C-131 and instruction in care of polio, pediatrics and psychiatric patients in flight. She attained the rank of Captain by the summer of 1962.

The career of Lieutenant Jones continued to flourish over the years with her promotion to Lieutenant Colonel on 17 August 1968.

<http://www.hsgng.org/women/gaang.htm>



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Women's History Month

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## Upcoming Events

### Women's History Month

#### Food Tasting

Monday, April 4, 2011

From 1130-1300 at the Commons  
Fort McPherson

### Women in Film and Television

#### Atlanta Short Film Showcase

Tuesday, March 8, 2011

6:00pm Landmark Midtown Art Cinema  
[www.landmarktheatres.com/market/Atlanta/MidtownArtCinema.htm](http://www.landmarktheatres.com/market/Atlanta/MidtownArtCinema.htm)

### Women's History Month Dance and Theater Presentation

Thursday, March 17

12:00pm Arts at Emory

[www.arts.emory.edu](http://www.arts.emory.edu)

### Women's Choral Festival

Thursday, March 31, 2011

7:00pm Kopleff Recital Hall  
[www.music.gsu.edu](http://www.music.gsu.edu)

## Dates in March

March 17- Saint Patrick's Day

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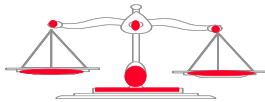
**MESSAGE FROM THE SEEM**

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](http://www.gahro.com/ga_hro_seem.htm)) or call the below listed numbers.

The SEEM Office can assist you with HRE/Diversity/EO and EEO training.

**Eight Important Steps to Filing a Complaint of Discrimination**

1. **Contact Your EEO Counselor**  
You have 45 days from the time an incident occurs to contact an EEO Counselor or the State Equal Employment Manager.
2. **Informal Process**  
The counselor has 30 days to seek resolution, or if ADR is used it allows 90 days for resolution.
3. **File a Formal Complaint**  
You have 15 days at the end of the informal process to decide whether you wish to file formal. Your EEO counselor will assist you with preparing NGB Form 713-5.
4. **Your complaint will be investigated.**  
NGB will conduct fact-finding or send an investigator. You will receive a report within 180 days.
5. **Request Decision or Hearing**  
After the Report of Investigation, you must decide on decision from NGB or a hearing by an EEOC Administrative Judge.
6. **Hearing and Final Decision**  
You will receive a decision within 180 days by an AJ or 40 days by NGB from the time of receipt of the AJ's decision.
7. **Appeal to EEOC**  
You may appeal the Agency's dismissal, decision, or final action within 30 days of receipt directly to EEOC.
8. **File a Civil Action**  
You may file a civil action in the appropriate US district court within 90 days of 1) receipt of the final action if no appeal is filed, 2) receipt of EEOC's final decision on appeal **OR** 3) 180 days from the date of filing an appeal with EEOC if there has been no final decision by the Commission.



**Quote:** "Never interrupt someone doing what you said couldn't be done." -Amelia Earhart

**Special Emphasis Programs**

Upcoming Observances	Dates
Holocaust Remembrance Day	11 April
Days of Remembrance	11-18 April
Asian Pacific Heritage Month	1-31 May
Women's Equality Day	26 August
Hispanic Heritage Month	15 September-15 October
National Disability Awareness Month	1-31 October
National American Indian Heritage Month	1-31 November
Martin Luther King's Birthday	17 January
African American/Black History Month	1-28 February
Women's History Month	1-31 March

**EO/EEO Training Links**

**DEOMI**

<http://www.deomi.org/Education&Training/CourseInfoIndex.cfm>

**Graduate School**

[http://graduateschool.edu/index.php?option=com\\_content&task=view&id=232&Itemid=292](http://graduateschool.edu/index.php?option=com_content&task=view&id=232&Itemid=292)

**ADLS**

<https://golearn.csd.disa.mil/kc/login/login.asp#>

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