

The Equalizer

Bi-annual Newsletter

April 2010

Meet Your Committee

The WS EEO Committee is here to:

- ✚ Identify EEO barriers and actions to address them.
- ✚ Provide management with guidance on EEO issues.
- ✚ Manage Special Emphasis Programs (SEP).
- ✚ Assist management with required EEO reports.
- ✚ Monitor workforce diversity, EEO outreach, and program delivery.

Contact Committee Members:

Committee Chair	Pam Engstrom	(715) 369-5221
Women SEPM	Sandra Torrez	(210) 472-5451
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Member at large	Wendy Anderson	(908) 735-5654
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Visit These Sites for More Information

Veterans: <http://www.va.gov>

GLBT: <http://www.glbthistory.org>

APAHM: <http://asianpacificheritage.gov>

Hispanic Heritage: <http://www.hispanicheritagemonth.gov>

Two New Special Emphasis Programs

The APHIS Veterans Emphasis Program (VEP) provides agency support and outreach functions for all veterans and serves as an informative source on veterans' issues for all APHIS employees. The APHIS VEP operates in accordance with DR 4230-002, Special Emphasis Programs (SEP), June 4, 2009 and in conjunction with Executive Order 13518 (Employment of Veterans in the Federal Government), November 9, 2009. The main objectives of the Program are to assist APHIS in emphasizing hiring, retention, and advancement efforts of veterans, and promoting veteran activities, programs, events, and issues to raise the awareness level of APHIS employees and our customers.

The Gay, Lesbian, Bisexual, and Transgender (GLBT) Special Emphasis Program was added as a recognized Special Emphasis Program in June 2009 by USDA Department Regulation 4230-002. June is Gay, Lesbian, Bisexual, and Transgender Pride Month.

Asian Pacific American Heritage Month

APAHM is celebrated in May to commemorate the contributions of people of Asian Pacific Islander descent in the United States. Congress passed a joint Congressional Resolution in 1978 to commemorate Asian American Heritage Week during the first week of May. This date was chosen because two important anniversaries occurred during this time: the arrival of the first Japanese Immigrant in America on May 7, 1843 and the completion of the Transcontinental Railroad (by many Chinese laborers) on May 10, 1869. In 1990 Congress voted to expand it from a week to a month long celebration and in May 1992, the month of May was permanently designated as "Asian/Pacific American Heritage Month."

Hispanic Heritage Month (Sept. 15 – Oct. 15)

Hispanic Heritage Month is celebrated nationwide and begins on September 15, 2008, the anniversary of independence for five Latin American countries – Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. Mexico achieved independence on September 16th and Chile on September 18th. Hispanic Heritage Month has been celebrated in the United States since 1974, when President Gerald Ford issued a Presidential Proclamation extending Hispanic Heritage Week into a month-long observation.