

Eye on Diversity

State Equal Employment Office, Camp Keyes, Augusta, ME

Upcoming Special Emphasis Observances

- Holocaust Days of Remembrance
1-7 May
- Asian Pacific American Heritage Month
1-31 May
- Women's Equality Day
26 Aug

May is Asian Pacific American Heritage Month

(2000 Census figures)

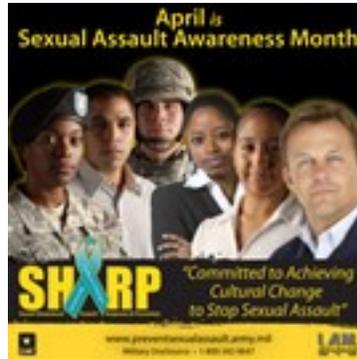
National origin	Population ¹	Percent
Total²	11,898,828	100.0%
Asian Indian	1,899,599	16.0
Bangladeshi	57,412	0.5
Bhutanese	212	(³)
Burmese	16,720	0.1
Cambodian	206,052	1.7
Chinese—not Taiwanese	2,734,841	23.0
Filipino	2,364,815	19.9
Hmong	186,310	1.6
Indo-Chinese	199	(³)
Indonesian	63,073	0.5
Iwo Jiman	78	(³)
Japanese	1,148,932	9.7
Korean	1,228,427	10.3%
Laotian	198,203	1.7
Malaysian	18,566	0.2
Maldivian	51	(³)
Nepalese	9,399	0.1
Okinawan	10,599	0.1
Pakistani	204,309	1.7
Singaporean	2,394	(³)
Sri Lankan	24,587	0.2
Taiwanese	144,795	1.2
Thai	150,283	1.3
Vietnamese	1,223,736	10.3
Other Asian, not specified	369,430	3.1

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April is Sexual Assault Awareness Month

This April's theme for Sexual Assault Awareness Month is "What Can I Do to Prevent Sexual Assault?" One very easy thing to do is to become more educated about the problem of Sexual Assault in our communities, as well as the many proactive measures the National Guard is taking to prevent Sexual Assault. Join the MENG Sexual Assault Awareness and Prevention (SAPR). You can also learn more at the SAPR home page, <http://www.me.ngb.army.mil/family/sarc.php> or, like the SAPR facebook page, <http://www.facebook.com/pages/Maine-National-Guard-Sexual-Assault-Prevention-and-Response-Program/149128341805240>.



April 6th is Tartan Day!

Tartan Day and International Tartan Day

by Frann Leach

Tartan Day is celebrated on 6 April each year in the United States, Canada and Argentina, mainly by people of Scottish descent, and more sporadically in a few places in Scotland. International Tartan Day is celebrated in Australia and New Zealand on 1 July.

The origins of Tartan Day are quite recent, the first ever celebration taking place on 1 July 1982 in New York. It was intended that this be a one-off celebration of the 200th anniversary of the repeal of the Act of Proscription, which had forbidden Scots to wear tartan.

In 1987, Nova Scotia and the other Canadian provinces declared April 6 to be Tartan Day, the date being the anniversary of the 1320 Declaration of Arbroath, on which it is said the American Declaration of Independence was modeled. Canada has continued celebrating on this day each year since that date, and in 1998, the United States Senate recognized this date as well.

Since 1996, Australia and New Zealand have celebrated International Tartan Day on 1 July each year in commemoration of the repeal of the Act of Proscription in 1782.

The first Tartan Day parade in Argentina took place on April 6, 2006.

May is Holocaust Remembrance Days

It has been over 60 years since the Holocaust. To survivors, the Holocaust remains real and ever-present, but for some others, sixty years makes the Holocaust seem part of ancient history. We try to teach and inform others about the horrors of the Holocaust. We confront the questions of what happened? How did it happen? How could it happen? Could it happen again? We attempt to fight against ignorance with education and against disbelief with proof.

But there is one day in the year when we make a special effort to remember (Zachor). Upon this one day, we remember those that suffered, those that fought, and those that died. Six million Jews were murdered. Many families were completely decimated.

Why this day?

Jewish history is long and filled with many stories of slavery and freedom, sorrow and joy, persecution and redemption. For Jews, their history, their family, and their relationship with God have shaped their religion and their identity. The Hebrew calendar is filled with varied holidays that incorporate and reiterate the history and tradition of the Jewish people.

After the horrors of the Holocaust, Jews wanted a day to memorialize this tragedy. But what day? The Holocaust spanned years with suffering and death spread throughout these years of terror. No one day stood out as representative of this destruction.

So various days were suggested. The tenth of Tevet was proffered. This day is Asarah B'Tevet and marks the beginning of the siege of Jerusalem. But this day holds no direct relation or tie to the Holocaust.

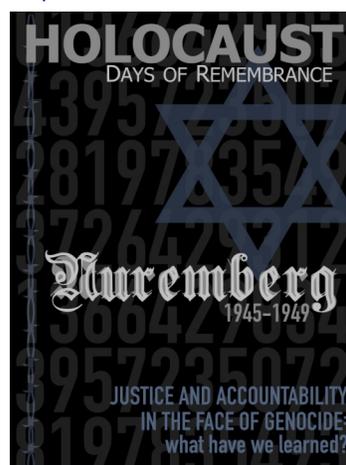
The Zionists in Israel, many of whom had fought in the ghettos or as partisans, wanted to commemorate the beginning of the Warsaw Ghetto Uprising - April 19, 1943. But this date on the Hebrew calendar is the 14th of Nissan - the day before Passover, a very important and happy holiday. Orthodox Jews objected to this date.

For two years, the date was debated. Finally, in 1950, compromises and bargaining began. The 27th of Nissan was chosen, which falls beyond Passover but within the time span of the Warsaw Ghetto Uprising.

Orthodox Jews still did not like this date because it was a day of mourning within the traditionally happy month of Nissan. As a final effort to compromise, it was decided that if the 27th of Nissan would affect Shabbat (fall on Friday or Saturday), then it would be moved.

If the 27th of Nissan falls on a Friday, Holocaust Remembrance Day is moved to the preceding Thursday. If the 27th of Nissan falls on a Sunday, then Holocaust Remembrance Day is moved to the following Monday.

On April 12, 1951, the Knesset (Israel's parliament) proclaimed Yom Hashoah U'Mered HaGetaot (Holocaust and Ghetto Revolt Remembrance Day) to be the 27th of Nissan. The name later became known as Yom Hashoah Ve Hagevurah (Devastation and Heroism Day) and even later simplified to Yom Hashoah.



Woodward First Woman To Command U.S. Air Attack In Libya 'No-Fly' Mission

The U.S. Air Force general directing the airstrikes over Libya has flown aerial tankers into battle and commanded the pilots of Air Force One – and is now the first woman to lead a combat air campaign.

Major General Margaret Woodward, 51, was in charge of the 17th Air Force, a unit that supports humanitarian and peacekeeping missions in Africa, when she was ordered to set up the United Nations-sanctioned no-fly zone over Libya.

In the 11 days since, U.S. and coalition aircraft have flown more than 1,400 sorties. They have bombed Muammar Qaddafi's air defenses and helped push Qaddafi's army back from the edge of Benghazi in eastern Libya to his hometown of Sirte, 340 miles to the west. Only one allied plane, a Boeing Co. (BA) F-15E, was lost – to equipment failure. Both fliers in the jet ejected and were rescued.

That the execution looks smooth is no surprise, said Michael M. Dunn, a retired Air Force lieutenant general who is president and chief executive officer of the Air Force Association, a Washington-based nonprofit organization that promotes air power and looks after the interests of Air Force veterans.

"Look at her background," he said, noting how Woodward has flown in wartime and commanded two Air Force wings and an operations group. "She's battle-tested. And those were tough wings."

A 1982 graduate of Arizona State University, Woodward earned advanced degrees at the National War College in Washington and Embry-Riddle Aeronautical University in Daytona Beach, Florida. When she entered the Air Force in 1983, women were banned from flying in combat. After earning her pilot's wings, she became an instructor on the Northrop Grumman Corp. (NOC) T-38, a plane used to train future F-15 and F-16 fighter pilots. Her husband, Dan, who retired two years ago as an Air Force brigadier general, also served as a T-38 instructor.

"I was still smarting under the fact that I couldn't go fly a fighter and women couldn't fly in combat. Thankfully, that changed over time," Woodward told the Tampa Tribune in a 2005 interview. "Generally, you're accepting of it, but there are times when it just all piles up on you, and you kind of lash out against it."

Woodward soon moved to the Boeing KC-135 tanker, an aerial gas station. She refueled warplanes in flight during the 1989 invasion of Panama and the 1999 campaign against Serbian forces in Kosovo and commanded refueling missions for the Iraq and Afghanistan wars. She has accumulated nearly 4,000 hours of flight time.

"Maggie was always very proud to be a tanker person" since that allowed her fly in combat, retired Air Force Lieutenant General William Welsler III said in an interview. He was Woodward's commander when she was selected to run MacDill Air Force Base in Tampa, Florida.

"My heart smiles every time I look at a KC-135," Woodward told the St. Petersburg Times in a 2005 interview. "Sort of like people looking at a 1957 Chevy."

At MacDill, Woodward led the 6th Air Mobility Wing, one of the Air Force's main transportation and refueling units, from 2005 to 2007. She went on to command the 89th Airlift Wing, which ferries top government officials around the globe and includes Air Force One. She could often be seen on television welcoming President George W. Bush back to Andrews Air Force Base in Maryland.

"Her success in a male-dominated world comes because she is a smart operator," said Dunn, who served at the Pentagon when Woodward worked in the Office of the Secretary of Defense. "She understands air power, and her forte is she gets along with people – the human element of command can be one that's difficult for some to master."

As the Joint Forces Air Component Commander for Operation Odyssey Dawn, Woodward is in charge of carrying out the United Nations mandate to protect Libyan civilians and enforce a no-fly zone over the country. She and liaison officers from allied countries choose targets and synchronize operations, said Lieutenant Colonel Dave Honchul, an Air Force spokesman at Ramstein Air Base, near Kaiserslautern, Germany.

Woodward's command center is at Ramstein and most of the U.S. planes flying in the operation are based at Aviano Air Base, in northern Italy, Honchul said in an interview. The overall operation in Libya is run by U.S. Navy Admiral Samuel Locklear III, who is based on the USS Mount Whitney in the Mediterranean Sea.

Woodward (cont.)

By Peter S. Green, Bloomberg News

Woodward's dreams of flight started at a young age, her brother Mark Maslowski told the Tampa Tribune in 2005. She spent part of her childhood in India and Pakistan, where her father worked for the U.S. Agency for International Development, the government's foreign aid and development arm, and the family later moved to Palo Alto, California.

Woodward and her husband have sometimes been posted together and sometimes apart, according to their service biographies. They have no children.

"She and Dan are a very unique married couple," Welser said. "What makes them tick is their dedication to country, to mission and to each other. They each made it on their own, and they both made it together."

When Woodward's role was discussed recently on a blog on the website of Foreign Policy magazine, some commenters wondered whether a woman was capable of running a military campaign.

"She has proven herself through many years, and has the experience and the credentials and certainly the savvy to be doing the job she's doing, because of her time in air mobility and her experience in combat," Welser said. "They probably couldn't have a better person than her doing that job."



Quote of the Quarter

Civility is not a sign of weakness, and sincerity is always subject to proof.

-John F. Kennedy

MENG EEO/EO Personnel

State Equal Employment Manager (SEEM)

Mrs. Stephanie Leet – HRO Augusta

Technician EEO Counselors

TSgt Moe Kelleher – 101st ARW
CMSgt Harry Marsters – 265th CCSQ
Mrs. Eileen St. Amand-USPFO
Ms. Jennifer White – AASF

Military

Human Relations/Equal Opportunity Officer (HR/EO)

CPT Tara Young – JFHQ Augusta
SFC Rita Picard—Equal Opportunity Advisor (EOA) JFHQ

Equal Opportunity Professionals – 101st ARW

Capt Emily Brasslett – Director of EO
1Lt Rachel Beal – Asst Director of EO
MSgt Jaimie Saunders – EO NCO