

# EEODI Digest

June 2019

## IN THIS ISSUE

- LGBT PRIDE Month ..... p. 1
- 50 Years Since Stonewall Riots ..... p. 1
- Allies in the Workplace ... p. 2
- What LGBT Employees Want from Allies ..... p. 2
- Juneteenth ..... p. 4
- U.S Army and Coast Guard Auxiliary Birthdays ..... p. 4
- The History of Flag Day .. p. 5
- D&I Book Corner ..... p. 6

## JUNE IS LGBT PRIDE MONTH

The observance recognizing Lesbian, Gay, Bisexual and Transgender Americans is historically conducted in June. This observance runs through the month of June and calls upon the citizens of the United States to eliminate prejudice and celebrate the great diversity of the American people.

---

*“All I can say is from the view, 50 years, we have moved ahead in a way that would have been absolutely unimaginable back then.”* Dr. Frank E. Kameny

---

## 50 YEARS SINCE THE STONEWALL RIOTS

In the 1960s, The Stonewall Inn was the hub of the gay community in New York City. On 27 June 1969, plainclothes police officers entered the Inn and arrested LGBT people on questionable charges. These public arrests induced riots which today are deemed a watershed moment in LGBT history. Many believe that the Stonewall riots were a tipping point for the Gay Liberation Movement in the United States. Its participants shaped a new cultural awareness of a population that was largely ostracized. Along with Marsha P. Johnson, who played a pivotal role in the initial moment of resistance that sparked the landmark rebellion, millions of activities continue to commemorate the events at Stonewall and fight for LGBT rights. Numerous plays, musicals, books and films celebrate and honor the history of Stonewall, and anyone can drop by Stonewall to see “where pride began.”



Stonewall National Monument

Source: biography.com



## ALLIES IN THE WORKPLACE

A white paper by the Academy for Human Resource Development (HRD) identifies the problem and the solution in today's world, where many sexual and gender identity minorities are actively opposed. The solution is that each one of us is uniquely positioned to work on behalf of equity and the well-being of lesbian, gay, bisexual and transgender persons in the workplace.

Discrimination and the fear of discrimination are important concerns of sexual and gender identity minorities in the workplace. Unlike other identity groups, which are officially protected under Title VII of the Civil Rights Act of 1964, these minorities have no legal protection from workplace discrimination. Nevertheless, progress is being made, particularly, and to many surprisingly, in corporate America.

### What Is an Ally?

An ally is “a person who is a member of the dominant or majority group, who works to end harassment in his or her personal and professional life

through support of, and as an advocate for, the oppressed population. LGBTQ individuals may also be allies for each other and may be active members of ally groups.

Changes began in work organizations in the 1990s, as corporate policy toward LGBT employees shifted, specifically in the areas of Equal Employment Opportunity policy, domestic partner benefits, advertising or philanthropy, LGBT diversity training, employee groups or diversity councils, and gender identity. In addition, several authors have provided general

## WHAT LGBT EMPLOYEES WANT FROM ALLIES

A study done by HRD found that LGBT employees are looking for three primary needs: inclusion, safety and equity.

### Inclusion

Each interviewee expressed a strong desire to be included as an equal member of the organization and not to be treated differently than other employees. They wanted managers and others to accept and support them. C. S. Munoz and K. M. Thomas said in an article in 2006: “If organizations allow interpersonal discrimination to persist by their silence or through reinforcement of LGBTQ distancing, the organization eventually loses this talent due to LGBTQ employee disengagement and subsequent attrition.”

### Safety

Many of these employees continue to fear discrimination. LGBT employees want to know that being a sexual minority will not cause them to lose their jobs or interfere with their chances to be a successful organization member. Munoz and Thomas also discussed the need for allies in their article, to provide support and advocacy for LGBT employees while they move from invisibility to visibility in organizations.

### Equity

LGBT employees want to be treated fairly with the same rights and benefits as their colleagues. The most common need expressed was that allies stand up and speak out on their behalf. They valued people who identify as straight acting as champions of equal rights.

**HRC FOUNDATION  
2018 REPORT:  
A WORKPLACE DIVIDED:  
UNDERSTANDING THE  
CLIMATE FOR LGBTQ  
WORKERS NATIONWIDE**

46% of LGBTQ workers say they are closeted at work, compared to 50% in HRCF's groundbreaking 2008 Degrees of Equality report.

1-in-5 LGBTQ workers report having been told or had coworkers imply that they should dress in a more feminine/ masculine manner.

53% of LGBTQ workers report hearing jokes about lesbian or gay people at least once.

31% of LGBTQ workers say they have felt unhappy or depressed at work.

The top reason LGBTQ workers don't report negative comments they hear about LGBTQ people to a supervisor or human resources? **They don't think anything would be done about it — and they don't want to hurt their relationships with coworkers.**

\*\*\*\*\*

***“Age is the only self-correcting prejudice, isn't it?”***

**Richard** (*Great Believers*, Rebecca Makkai, 2018)

advice for LGBT allies (Ayres & Brown, 2005; Maran, 2005; Stevenson & Cogan, 2003; Woog, 1999) and specifically for LGBT colleagues and allies in the workplace (McNaught, 1993; Powers & Ellis, 1995; Winfield & Spielman, 1995).

### **What about the Allies?**

Allies in the HRD study talked about what motivates them, what actions they take, what they perceive to be the risks and rewards, and what relationships between allies and LGBT persons in the workplace are like.

#### **Motivation**

Their own families and community values and a profound sense of social justice motivated the allies in this study.

#### **The Work**

Allies described “standing up for,” “speaking out for,” or “working behind the scenes” on behalf of LGBT friends and colleagues when straight friends and colleagues made derogatory comments or acted unfairly.

#### **The Risk and Rewards**

Straight allies saw few risks in advocating for or supporting LGBT individuals. One interviewee talked of “doing the right thing”: “If you're trying to do the right thing, then the reward is having done it. Because it was right. The reward is to know you did the right thing. If an audience had been watching me, I would be OK.”

#### **LGBT and Ally Relationships**

The relationships between LGBT and heterosexual people are complex and permeated with social stereotypes, attitudes, and relational patterns that are a part of the larger society. Racism, sexism, and hetero-normativity have been institutionalized, and they shadow us everywhere.

#### **What Can Employees Do?**

On an individual level, we can contribute to the interpersonal support that LGBT workers are asking for and that the allies so poignantly can provide. We can also confront bias and discriminatory comments and actions and advocate for inclusion of LGBT persons in work groups.

#### **Conclusion: Values and Moral Courage**

We are distinguished by our responsibility to act with moral courage. Moral courage is the courage it takes to protect or promote human welfare in words and actions, even when faced with opposition and disapproval. Allies' actions are value-based; they act against injustice or to support a friend at risk. As one of the allies in the study said about her identity as an ally, “I don't identify that way. I identify as a human being.” The courage comes in acting on our values.”

Source: <http://adh.sagepub.com/cgi/content/abstract/11/1/136>

## JUNETEENTH

Juneteenth celebrates the end of slavery in the United States. It is also known as Emancipation Day, Juneteenth Independence Day, and Black Independence Day.

**June 19, 1865**, marks the date that Major General Gordon Granger arrived in Galveston, TX, and announced the end of both the Civil War and slavery.

Texans celebrated Juneteenth beginning in 1866, with community-centric events, such as parades, cookouts, prayer gatherings, historical and cultural readings, and musical performances. Over time, communities have developed their own traditions. Some communities purchased land for Juneteenth celebrations, such as Emancipation Park in Houston, TX. As families emigrated from Texas to other parts of the United States, they carried the Juneteenth celebrations with them.

On January 1, 1980, Juneteenth officially became a Texas state holiday. Al Edwards, a freshman state representative, put forward the bill, H.B. 1016, making Texas the first state to grant this emancipation celebration. Since then, 45 other states and the District of Columbia have also declared it an official holiday.

Source: DEOMI.org



### U. S. Army Birthday, 14 June 2019

The U.S. Army was established on June 14, 1775, and this year marks 244 years of continuous defense to the nation while commemorating and focusing on the ongoing WWI centennial milestones.

The Army entered the world stage as a coalition power during WWI, creating a force of enduring legacy for today's professional Army. During WWI, the Army also went through a big shift in technology. This war was a catalyst to the Army becoming the worlds' most adaptive and competent land force in history. Today's Army is modernizing to innovate and adapt concepts, equipment and training to be ready for the next challenge.

The Army honors its Soldiers and civilians and their legacy of brave service to the nation. In doing so, the Army seeks to increase awareness of its role and mission in support of the nation.

Observing the Army's 244th birthday provides an opportunity for everyone in the Army to reach out and tell their Army stories to the nation. In addition, by observing the ongoing WWI centennial milestones, there is opportunity to highlight the contributions of Army heroes from WWI to present day.

Source: army.mil/standto

### U. S. Coast Guard Auxiliary Birthday, 23 June 2019

Established by Congress in 1939 under *Title 14, § 23* of the U.S. Code, the United States Coast Guard Auxiliary is Semper Paratus (Always Ready).

The mission is to promote and improve Recreational Boating Safety, to provide trained crews and facilities to augment the Coast Guard and enhance safety and security of our ports, waterways, and coastal regions, and to support Coast Guard operational, administrative, and logistical requirements.

The Auxiliary has units in all 50 states, Puerto Rico, the Virgin Islands, American Samoa, and Guam. Under the direct authority of the U.S. Department of Homeland Security via the Commandant of the U.S. Coast Guard, the Auxiliary's internally operating levels are broken down into four organizational levels: Flotilla, Division, District and National.

Per the CG Auxilliary website, 26,000 members serve our Nation and our communities in 825 local units. The CG Auxiliary contributes 3.8 million hours per year in support of the U.S. coast Guard, including in the classroom, at the ramp & pier, and operating 1,800 vessel, 160 aircraft and 1,400 radio facilities.

Source: cgaux.org

## The History of Flag Day

The Fourth of July was traditionally celebrated as America's birthday, but the idea of an annual day specifically celebrating the Flag is believed to have first originated in 1885. B.J. Cigrand, a schoolteacher, arranged for the pupils in the Fredonia, Wisconsin Public School, District 6, to observe June 14 (the 108th anniversary of the official adoption of The Stars and Stripes) as 'Flag Birthday'. In numerous magazines and newspaper articles and public addresses over the following years, Cigrand continued to enthusiastically advocate the observance of June 14 as 'Flag Birthday', or 'Flag Day'.

On June 14, 1889, George Balch, a kindergarten teacher in New York City, planned appropriate ceremonies for the children of his school, and his idea of observing Flag Day was later adopted by the State Board of Education of New York. On June 14, 1891, the Betsy Ross House in Philadelphia held a Flag Day celebration, and on June 14 of the following year, the New York Society of the Sons of the Revolution celebrated Flag Day.

Following the suggestion of Colonel J. Granville Leach (at the time historian of the Pennsylvania Society of the Sons of the Revolution), the Pennsylvania Society of Colonial Dames of America on April 25, 1893 adopted a resolution requesting the mayor of Philadelphia and all others in authority and all private citizens to display the Flag on June 14th. Leach went on to recommend that thereafter the day be known as 'Flag Day', and on that day, school children be assembled for appropriate exercises, with each child being given a small Flag.

Two weeks later on May 8th, the Board of Managers of the Pennsylvania Society of Sons of the Revolution unanimously endorsed the action of the Pennsylvania Society of Colonial Dames. As a result of the resolution, Dr. Edward Brooks, then Superintendent of Public Schools of Philadelphia, directed that Flag Day exercises be held on June 14, 1893 in Independence Square. School children were assembled, each carrying a small Flag, and patriotic songs were sung and addresses delivered.

In 1894, the governor of New York directed that on June 14 the Flag be displayed on all public buildings. With B. J. Cigrand and Leroy Van Horn as the moving spirits, the Illinois organization, known as the American Flag Day Association, was organized for the purpose of promoting the holding of Flag Day exercises. On June 14th, 1894, under the auspices of this association, the first general public school children's celebration of Flag Day in Chicago was held in Douglas, Garfield, Humboldt, Lincoln, and Washington Parks, with more than 300,000 children participating.

Adults, too, participated in patriotic programs. Franklin K. Lane, Secretary of the Interior, delivered a 1914 Flag Day address in which he repeated words he said the flag had spoken to him that morning: "I am what you make me; nothing more. I swing before your eyes as a bright gleam of color, a symbol of yourself."

Inspired by these three decades of state and local celebrations, Flag Day - the anniversary of the Flag Resolution of 1777 - was officially *established* by the Proclamation of President Woodrow Wilson on May 30th, 1916. While Flag Day was celebrated in various communities for years after Wilson's proclamation, it was not until August 3rd, 1949, that President Truman signed an Act of Congress designating **June 14th** of each year as **National Flag Day**.

Source: [usflag.org](http://usflag.org)



## EEODI Digest

The EEODI Office is dedicated to educating the Exchange workforce on developments in Federal Equal Employment Opportunity law and procedures, and to highlight Diversity & Inclusion topics. This newsletter contains articles on recent and future events of interest to our Exchange associates.

### EEODI CONTACT INFORMATION

Phil Stevens  
Director, EEODI

Valerie Wagoner  
Associate EEODI Officer  
[Wagonerv@aafes.com](mailto:Wagonerv@aafes.com)

Felecia Goolsby  
EEODI AE Manager  
[goolsbyf@aafes.com](mailto:goolsbyf@aafes.com)

Bee Persaud  
EEODI & Affirm. Employment Specialist  
[persaud@aafes.com](mailto:persaud@aafes.com)

## D & I Book Corner

***Mama's Boy: A Story from Our Americas***, Dustin Lance Black, 2019. By the time Lance came out to his mother at age twenty-one, he was a blue-state young man studying the arts instead of going on his Mormon mission. She derided his sexuality as a sinful choice and was terrified for his future. It may seem like theirs was a house destined to be divided, and at times it was. This story shines light on what it took to remain a family despite such division—a journey that stretched from the steps of the U.S. Supreme Court to the woodsheds of East Texas. In the end, the rifts that have split a nation couldn't end this relationship that defined and inspired their remarkable lives. *Mama's Boy* is their story. It's a story of the noble quest for a plane higher than politics—a story of family, foundations, turmoil, tragedy, elation, and love. It is a story needed now more than ever.

***The Great Believers***, Rebecca Makkai, 2018. In 1985, Yale Tishman, the development director for an art gallery in Chicago, is about to pull off an amazing coup, bringing in an extraordinary collection of 1920s paintings as a gift to the gallery. Yet as his career begins to flourish, the carnage of the AIDS epidemic grows around him. One by one, his friends are dying and after his friend Nico's funeral, the virus circles closer and closer to Yale himself. Soon the only person he has left is Fiona, Nico's little sister. Thirty years later, Fiona is in Paris tracking down her estranged daughter who disappeared into a cult. While staying with an old friend, a famous photographer who documented the Chicago crisis, she finds herself finally grappling with the devastating ways AIDS affected her life and her relationship with her daughter. The two intertwining stories take us through the heartbreak of the eighties and the chaos of the modern world, as both Yale and Fiona struggle to find goodness in the midst of disaster.

ALL BOOKS ARE AVAILABLE FOR SIGN-OUT FROM THE EEODI OFFICE.

