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Arizona National Guard Office of Equality, Diversity and Inclusion

Equity, Diversity & Inclusion



SEPM Committee is growing and needs YOU

Our SEPM committee is made up of individuals from all over our organization. The team works together to come up with creative ideas to address concerns from all groups. We meet twice a year and discuss the concerns we face, how to fix these concerns and innovative ways to grow our organization and serve the people of our community.

If you're interested in joining the SEPM committee, please contact Mr. Castorina at 602-629-4561 or email: anthony.j.castorina.civ@army.mil



We do our best work and serve our community most effectively when we leverage the diversity of our organization.

Let's talk about Title VII of

The Civil Rights Act of 1965

Federal Laws like Title VII of the Civil Rights Act of 1965 have laid the framework for defining protected classes. Since then, many categories have been added to the list of protected classes under Federal Law and Regulation. The Federal Laws are supported by various military regulations, including AR 690-12.

It's hard to believe, but before 1965, there was no law against using race, religion, national origin, gender or any

other reason as a basis for an employment action. What does this mean? Well, simply put, before the passage of the civil rights act, it was federally permissible to refuse to hire based on things like race. For example, an employer could tell an applicant "we just don't hire black folks at this restaurant". Today, the very premise is offensive to us as a culture, and it should be. And we have come such a long way since the days of systematic discrimination.

It wasn't limited to race, either. Many establishments used other factors like religion, gender, nationality, and age

when making employment decisions. It was common to see signage in shop windows that said things like "Help

Wanted. Catholics Need Not Apply". It seems so strange to us today, but this was the reality for Americans throughout much of our country's history.

The Civil Rights Act of 1965 set into motion a change in attitude in our nation. Originally, it prohibited only against discrimination based on race, color, national origin, religion and gender. But over the years, similar protections have been afforded to individuals with disabilities, people over age 40, and also to protect people's genetic information from being used against them.

"Before the Civil Rights Act, it was federally permissible to refuse to hire based on things like race."

Dorie Miller – An American Hero

Doris “Dorie” Miller was the first black sailor to be awarded the Navy Cross, in 1942

Cook Third Class Doris “Dorie” Miller served aboard the USS West Virginia in 1941 when the Japanese attacked Pearl Harbor Naval Base in World War 2.

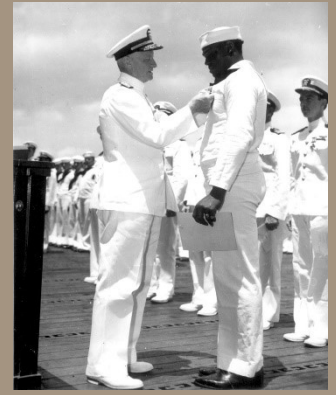
Miller’s work and efforts saved the lives of countless men aboard his ship and others when the surprise attack began. He quickly manned his battle station, helped move injured sailors to safety, and even manned a machine gun for which he had no training, but quickly caught on. His ability to learn on the fly helped him to use that machine gun to fight off the attacking planes and likely reduced the damage that would’ve otherwise been sustained on the base that day.



After the battle, Miller was moved to a different ship, and his commanding officers submitted his name for commendation. Miller was awarded the Navy Cross on May 27, 1942. His notoriety began to spread after his commendation and his picture

was soon seen all over the country in posters for recruitment or local civil rights organizations showing what black men could do for their country when given the

chance. In 1943, Miller was assigned to the USS Liscome Bay, where his ship took part in the Battle of Makin in November of that year. The Liscome Bay was sunk by the enemy and, along with over 600 other sailors on board the ship, Miller was killed in action.



Admiral Chester W. Nimitz pins the Navy Cross on Dorie Miller on board the USS Enterprise, 27 MAY 1942.

Cook First Class Miller would later be killed in action the following year, giving his life in defense of his country, and showing that courage, sacrifice and honor comes in every color.



Ms. Celeste Snyder
State Equal
Employment Manager



Mr. Anthony Castorina
State Equal
Employment Specialist



Disability Self-Reporting for Fed Technicians

Take a moment to log into MyBiz+ and update your disability status. It takes less than a minute and can have a significant impact on our agency’s regulatory compliance.

Federal agencies like the Arizona National Guard are required to report on the number of individuals with disabilities employed here. This information is not used to make employment decisions; it’s collected to ensure that our agency isn’t

discriminating against individuals with disabilities. All our technicians are encouraged to complete the SF-256 electronically through MyBiz+ to confidentially self-report a disability. This will not impact your work as a technician, and your responses can not be accessed by your military commander, so it won’t impact your military career either.. Disability status should never be used to make employment decisions like hiring, promotion, awards, leave and others. Contact the EEO team if you have any questions or concerns.

Not every disability is obvious.



AZNG EEO Team: 602-629-4561 dema.az.gov

Contact the EEO Team for instructions on how to Self-Report your disability status.

Your EEO Team

Your EEO Team is here to answer any questions you may have. We can offer guidance, help file complaints, facilitate training for your unit, provide options, or point you in the right direction. Feel free to contact our office with questions or concerns.

(602)-629-4561

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