



# Wisconsin National Guard

∞ Diversity, Equal Opportunity, & Sexual Assault Prevention & Response ∞

May 2020

## Diversity

WING Soldiers, Airmen, and Civilians,

This month we celebrate Asian American Pacific Islander Heritage Month. As we reflect on our past, we work to better understand ourselves and our neighbors in our present and we look forward to the continuous life process of embracing diversity and culture in our future.

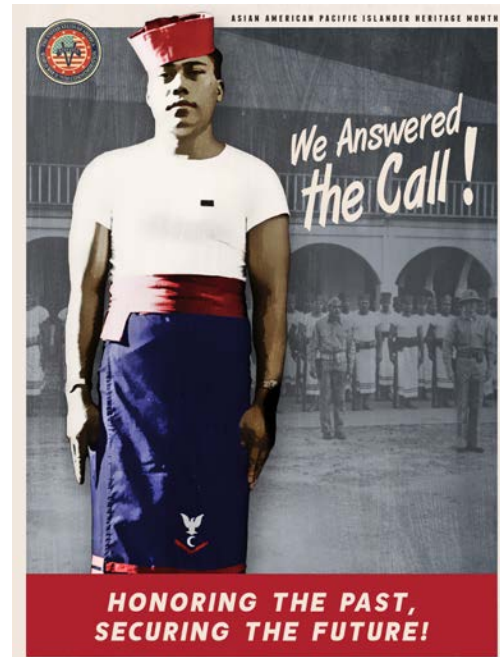
As the Diversity Program Manager for the WING, I am here to support you through:

- Promoting awareness of diversity and inclusion
- Conducting diversity training
- Community out-reach program engagement

***TSgt David A. Brown***

*Diversity Program Manager, WING*

608-242-3702



## Equal Opportunity

WING Soldiers, Airmen, and Civilians,

Asian American Pacific Islander Heritage Month is recognized as a special cultural observance by the Department of Defense. “Asian American Pacific Islander Heritage Month was introduced in the House of Representatives in June 1978. This joint resolution was passed by the House and Senate, and was later signed by the president on October 5, 1978. This Law directed the President to declare a seven day period, beginning May 4, 1979, as Asian/Pacific American Heritage Week (DEOMI, News Release, 2020).”

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## Equal Opportunity Continued

In 1972, Congress designed May as Asian/Pacific American Heritage Month. This year the Defense Equal Opportunity Management Institute has designed their observance posters to commemorate the 75<sup>th</sup> Anniversary of World War II. These posters are indicative of colors and styles found in the 1940's Recruitment and Victory posters from the World War II era. "We pay tribute to Asian Americans, Pacific Islanders, and Native Hawaiians who demonstrated selfless service and sacrifice in the U.S. Army, Army Air Forces, Marine Corps, Navy, Cost Guard, National Guard and the home front during World War II (DEOMI, Presentations, 2020)."

**Ms. Danielle M. Lawrence**  
 EO Manager, WING  
 608-242-3728

## WELCOME!



## Sexual Assault Prevention & Response

### Please help us welcome our new JFHQ SARC

#### Ms. Tierney Twing!

"I grew up in the Madison area, and graduated from Edgewood College after transferring from Gardner-Webb University where I played Division 1 basketball. I hold a B.S. in Criminal Justice with a Human Services concentration. I started my career working for the Department of Corrections in the Office of Special Operations and the Prison Rape Elimination Act, supporting incarcerated survivors of sexual assault. I then worked at the Domestic Abuse Intervention Services as an advocate for families surviving domestic abuse. Most recently I worked for the Rape Crisis Center as a Sexual Assault Victim Advocate where I supported survivors through their healing journey. I love using my free time to go camping and hunting at my extended families farm in Richland Center. I am most proud of coming from a law enforcement family where both my grandparents and my parents were employed in Dane County."

**Ms. Tierney Twing**  
 SARC, WING  
 608-242-3742



# Sexual Harassment Prevention Initiative

## Parts 1-4 Review

Some of you may be aware we have been featuring specific Prevention of Sexual Harassment training through this newsletter going back to October 2019. We are providing a recap of Parts 1, 2, 3, and 4 this month.

Did you know?

- Sexual harassment in the military is widely recognized by Service Members with 77% of women and 49% of men describing them as “common” or “very common” occurrences.
- The majority of sexual harassment violations involve experiences consistent with a sexually hostile environment.
- Male and female junior members (enlisted and officers) experience sexual harassment at a higher rate than senior members.
- In one survey 67% of men and 54% of women who experienced sexual harassment did not tell a supervisor, unit leader, or Equal Employment Opportunity/Military Equal Opportunity representative.

Part 1 – Human Dignity

Part 2 – Intro to Your Town

Part 3 – On the Street

Part 4 – At the Office

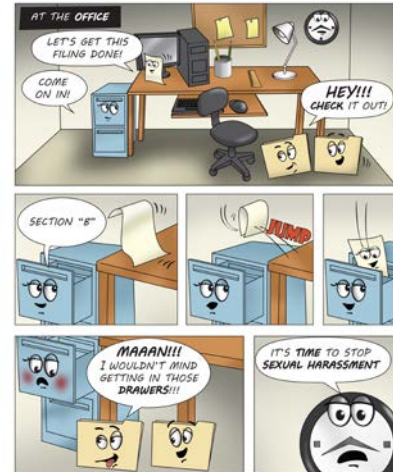
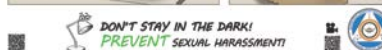
**National Guard Discrimination and Sexual Harassment Hotline**

**703-607-5462 or 1-800-371-0617**

Visit <https://www.deomi.org/index.cfm> and navigate to:

**Human Relations Toolkit > Harassment Prevention > Sexual Harassment**

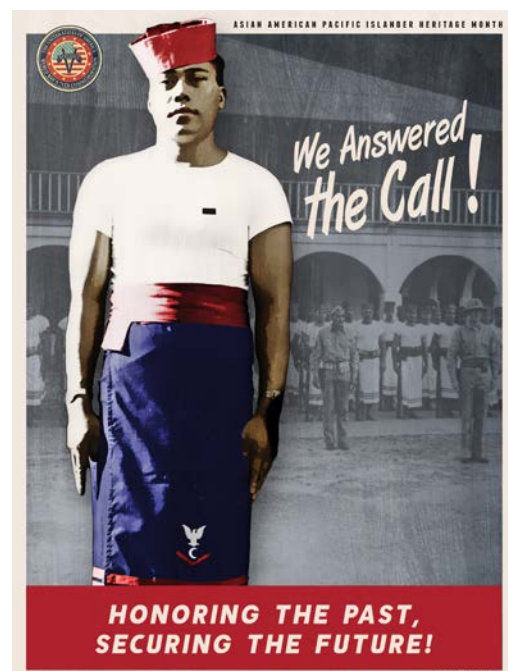
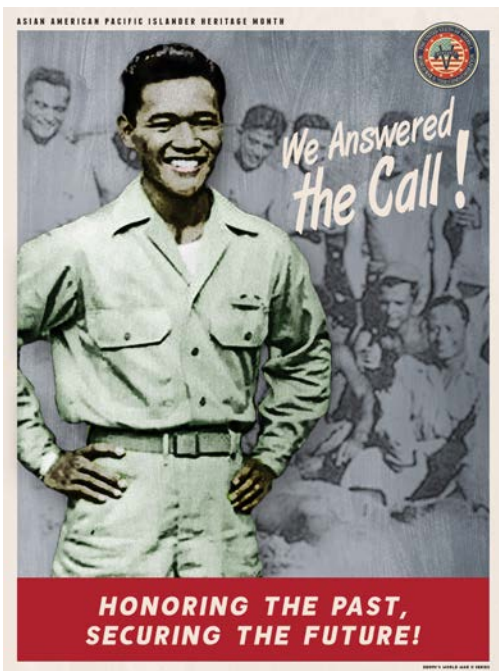
1. Read the short Human Dignity Booklet and watch the 10-min video.
2. Watch the 1-min Your Town animation and read the 1-page information paper.
3. Watch the 1-min On the Streets animation and read the 1-page information paper.
4. Watch the 1-min At the Office animation and read the 1-page information paper.



# Asian American Pacific Islander Heritage Month

## Special Observance

“The Department of Defense Asian American Pacific Islander Heritage Month posters are the fourth in a series of poster commemorating the 75<sup>th</sup> Anniversary of World War II” (DEOMI, Poster Description, 2020). “The Asian American Pacific Islander Heritage Month Poster consists of three version, each of which is identical except for the individual depicted as the subject of the poster and the background image” (DEOMI, Poster Description, 2020). In the bottom left poster, the image is of soldier Domingo Espinas Los Baños, Jr. of Filipino descent. He was assigned to the U.S. Army’s 1<sup>st</sup> Filipino Infantry Regiment. In the top right poster, the image is of soldier Corporal Terry Toyome Nakanishi of Japanese descent. She was assigned to the U.S. Women’s Army Corps, Military Intelligence Service. In the bottom right poster, the image is of sailor Officers Cook Third Class Forsia of Samoan descent. He was the first Samoan to be decorated in World War II after being wounded in 1942. He was assigned to the Samoan Naval Fita-Fita Guard.



# WING Resources

## Equal Opportunity & Diversity

### Joint Force Headquarters

#### **Equal Opportunity, Diversity, Equity & Inclusion**

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#### **Equal Opportunity**

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#### **Diversity, Equity & Inclusion**

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## Sexual Assault Prevention & Response

### JFHQ

#### **Sexual Assault Response Coordinator**

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#### **Victim Advocate Coordinator**

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**Vacant**

### ANG

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#### **128 ARW**

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## Human Resource Advisors & Diversity

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**National Guard Discrimination and  
Sexual Harassment Hotline**

**703-607-5462 or 1-800-371-0617**

