



Wisconsin National Guard

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

Sep 2020

Diversity & Inclusion

WING Soldiers, Airmen, and Civilians.

September is recognized nationally as Suicide Prevention Month and this year's theme is "Connect to Protect". Many of you have seen and participated in various suicide awareness and prevention activities including 22 push-up for 22 days, which draws our attention to the statistic that 22 veterans take their own life each day, which is startling! In honor of National Hispanic Heritage Month, 15 September to 15 October, I'd like to take a moment to highlight how suicide impacts the Hispanic and Latino culture.



Across all racial and ethnic populations, some of the most significant suicide risk factors are:

- Prior suicide attempt(s) or family history of suicide
- Alcohol and drug abuse
- Mood and anxiety disorders (i.e. depression) which includes family history
- Access to lethal means

According to the Suicide Prevention and Resource Center, individuals who identify as Hispanics and Latinos have the lowest suicide rates among all racial/ethnic groups in the United States. This diverse group, which includes immigrants from Mexico and other former Spanish colonies, as well as people from countries in Latin America. Hispanic or Latino is defined as a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

In addition to the risk factors identified above the following are considered the most significant risk factors for the Hispanic and Latino populations:

- **Alcohol:** The National Violent Death Reporting System reported that 28% of Hispanic decedents were legally intoxicated at the time of death
- **Mental health services access and use:** Relies on informal supports (i.e. family, wingman, battle buddy) versus seek help from a qualified mental health provider
- **Alienation:** individual feels emotionally disconnected from his or her family of origin or society
- **Discrimination:** Perceived racial discrimination is associated with suicide

Across all racial and ethnic populations, some of the most significant protective factors are:

- Access to effective mental health care (i.e. Directors of Psychological Health & civilian providers)
- Connectedness and regular contact with caregivers, friends (i.e. wingman or battle buddy, unit chaplain), community, and social institutions and places of worship
- Problem-solving skills

Most significant protective factors that help Hispanics and Latinos:

- **Familism:** Strong feelings of commitment, loyalty, and obligation to family members that extends beyond the nuclear family (i.e Wisconsin National Guard family)
- **Religiosity:** Strong beliefs and moral objections to suicidal thoughts and behaviors
- **Caring from teachers:** perception that mentors, leaders, unit leadership care about their welfare

The strength of the Wisconsin National Guard is and will always be—our people. Throughout the month of September strive to find ways to #ConnecttoProtect with our soldiers and airmen and show your support to mitigate these risk factors, highlight protective factors and ultimately to facilitate a *connection* to our mission to *protect* our force. Reference: Suicide Prevention Resource Center, www.sprc.org

In Service,

CHRISTINA M. SCHMOKER, Lt Col, WI ANG

Director, Service Member Support | J9



EO & SAPR
Messages

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WI National Guard SUICIDE PREVENTION MONTH CONNECT TO PROTECT

September 2020



CONNECT TO PROTECT

Make it Your Mission to
#BeThere



Suicides are still an issue in the WIARNG and society in general. Losing even one WIARNG Soldier to suicide is unacceptable. September is recognized as the national suicide prevention month and it is important for all units to participate and communicate the Connect to Protect message and resources available.

Review the 10 Ways to Take Part in Suicide Prevention Month. Pick a few things your unit can implement during September drill. The rest of this packet includes easy to use tools.

Unit SIO's are encouraged to reach out to the WI Suicide Prevention Coordinator, Mrs. Brenda Gallant, at brenda.l.gallant.ctr@mail.mil for assistance in promoting the #Connect to Protect message.

Someone is always available to connect with at:

WIARNG Psychological Health Coordinator lines:

Central WI: 608.504.6027

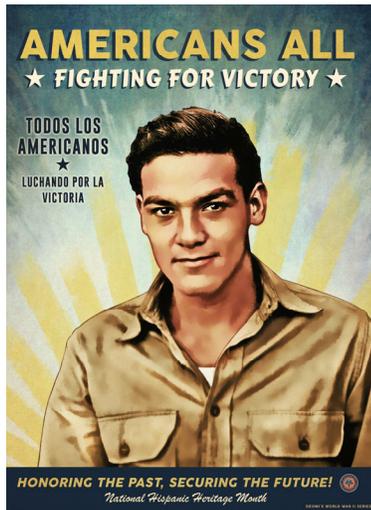
Southern WI 608.640.8344

Eastern WI: 608.640.9317

Northwestern WI: 608.640.9315

Free and confidential mental health resources available anytime of the day for WIARNG members and families.

Equal Opportunity



National Guard Discrimination and Sexual Harassment Hotline
703-607-5462 or 1-800-371-0617

National Hispanic Heritage Month

Hispanic Americans have a long and proud tradition in the United States. The Spanish were among the first Europeans to arrive in the Americas. At one point, the Spanish ruled nearly all the countries in Central and South America. And many Spanish people lived in what is now the United States. A large number of modern Hispanic Americans are the descendants of those original Spanish settlers. Most are also the descendants of Native Americans.

Hispanics make up about 15% of the US population. The largest group of Hispanic Americans is Mexican Americans. Some are the descendants of Mexican people who lived in the Southwest when it became part of the United States. Other immigrated many generations ago. Still others left Mexico in recent times to seek new opportunities.

Hispanic Americans also include Cubans, Dominicans, Puerto Ricans, and people from other Latin American countries. Many fled their home countries to escape war, poverty, and violence. No matter what their background, Hispanic Americans are a vital part of American society.

Hispanic Americans have roots in more than a dozen countries. They have diverse cultural traditions and backgrounds. But they have one thing in common: they speak Spanish. Spanish was the first European language spoken in the Americas in the late 1400s. Many of the United States first cities have Spanish names, such as Santa Fe, Los Angeles, and Saint Augustine.

Reference: Donovan, S. (2011). *The Hispanic American Experience*. Twenty-First Century Books.

ALICIA N. BITNER, MSgt, WI ANG

EO Advisor, 128th ARW

BOOK CORNER

Children's

• **8 Must Read National Hispanic Heritage Month Children's Books**

Recommendations from the Anti-Defamation League each with educator and parent discussion guides.

<https://www.adl.org/blog/8-must-read-childrens-books-for-national-hispanic-heritage-month>

Young Adult and Adult

- **Knitting the Fog** (a memoir) by Claudia D. Hernandez published in 2019.
- **The Book of Lost Saints** (a novel) by Daniel Jose Older published in 2019.
- **The Grief Keeper** (a novel) by Alexandra Villasante published in 2019.

Sexual Assault Prevention & Response

View Commander Highlights here:

WING Public Page
www.dma.wi.gov/DMA

Facebook: @wisconsinward
Twitter: @wi_guard



Survivors of sexual violence come from all cultural backgrounds and gender communities, and all face any number of barriers to reporting and receiving services. The Wisconsin National Guard SAPR team strives to be a beacon for victims of sexual violence, with the pursuit of victim care and healing, even (and especially) when victims find themselves or their loved ones in need of assistance and facing barriers to reporting.

As we celebrate Hispanic Heritage Month and the deeply rooted culture and influence of nearly one fifth of our population, we would be remiss in not addressing further barriers to reporting our Hispanic/Latinx community face. Language and immigration status can prove to be additional (and substantial) barriers to reporting sexual violence, amplified by the residual societal effects of the COVID-19 pandemic. Barriers to reporting sexual violence should not be barriers to receiving care, and it is our privilege to provide reporting options and support services for victim care and healing not only to our soldiers and airmen, but also to their loved ones (adult dependents of service members are eligible to receive our services!).

In the current #MeToo and #IAMVANESSAGUILLEN movements, the spotlight is shining on the disparities faced within our communities and within our ranks. It is our duty to honor the victimization faced, and continue to strive for equality and prevention for ALL, regardless of race, religion, sex, gender, and ethnicity, highlighting these inequalities in order to eliminate them altogether.

JAMIE L. REIDY, WI ANG

SARC, 128th ARW

Emotional Intelligence

For Diversity

Embracing diversity is one of the best ways to increase your emotional intelligence (EI) or your emotional intelligence quotient (EQ). Later in this series, we will examine what it means to embrace diversity, how this can reduce bias, and help prevent harassment and discrimination.

This month, to better understand EI we will explore its four general abilities: self-awareness, self-management, social awareness, and relationship management.

Self-awareness is your ability to identify and understand your own emotions and how they affect you – their impact on your thoughts and actions, positively and negatively.

Self-management is your ability to manage your emotions in a way that allows you to accomplish a task or reach a goal. This also includes your ability to control your emotional reactions.

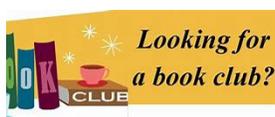
Social awareness is your ability to accurately perceive the feelings of others and understand how those feelings influence behavior.

Relationship management is the ability to get the most out of your connections with others. This involves increasing trust and strengthening morale through social connections.

Increasing these four traits can lead to increased trust and communication within our work centers. Increased trust and communication can lead to individuals feeling more comfortable to address problems and misunderstanding at the lowest level before issues snowball or escalate.

DANIELLE M. LAWRENCE, Capt, WI ANG

Director, Equal Opportunity | 115th FW



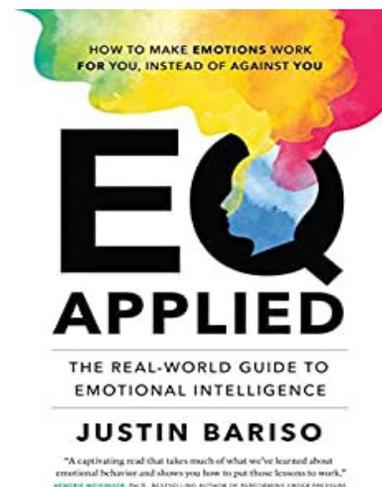
Are you interested in participating in an Equity Film Series or Book Club Discussion Group?



This is an unofficial discussion group for all members, military and civilian, in the Wisconsin National Guard. It is not endorsed by WING or NGB. This group would be an opportunity for open, candid, and respectful conversations concerning equality and equity. Group interest will determine the film and/or book choice.

The goal is to empower individuals to have difficult but respectful conversations regarding discrimination and harassment. The purpose is to promote continued positive change in our work centers and military culture.

If interested contact Capt Danielle Lawrence at danielle.lawrence@us.af.mil



National Hispanic Heritage Month

Special Observance

CULTURAL
AWARENESS

OBSERVANCE

NATIONAL HISPANIC HERITAGE MONTH



FACTS

The Department of Defense joins the nation in paying tribute to Hispanic Americans who demonstrated selfless service and sacrifice in the U.S. Armed Forces: Army, Army Air Forces, Marine Corps, Navy, Coast Guard, National Guard, and the home front during World War II.

When war was declared on December 8, 1941, thousands of Latinos were among those that rushed to enlist. They fought in every major battle in the European Theatre in which the U.S. Armed Forces were involved, from North Africa to the Battle of the Bulge, and in the Pacific Theater of Operations, from Bataan to Okinawa.

According to the U.S. Army Center of Military History, Hispanics were not identified as an ethnicity on military records until the Vietnam War — so the exact number who served during WWII is unknown — however, unofficial estimates range between 400,000 and 500,000.

Latinas served in spite of cultural barriers that had in the past prevented them from leaving their families or traveling unaccompanied. As linguist, nurses, and Red Cross aides, and in the Women's Army Auxiliary Corps, Women Accepted for Volunteer Emergency Service, the Marine Corps Women's Reserve, and these women broke through both gender and cultural barriers to serve their country.

On the home front, as the defense industries grew, Hispanics gained entry to jobs that had been closed to them in the past and were able to move away from traditional occupations such as agriculture.

Hispanic Americans played an immeasurable role in the United States' Armed Forces during WWII, serving bravely and with distinction from the initial attack on Pearl Harbor to the last days of the Pacific campaign.

The nation remains forever indebted to WWII veterans, who not only forever changed the course of history but who demonstrated selfless service and sacrifice in defense of global peace and security.

We remember the legacy of the "Greatest Generation" by Honoring the Past, Securing the Future.

WING Resources

Equal Opportunity & Diversity

Joint Force Headquarters

Equal Opportunity

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**National Guard Discrimination and
Sexual Harassment Hotline**

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

Sexual Assault Prevention & Response

JFHQ

Sexual Assault Response Coordinator

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