

# DOS Diversity, Equity, Inclusion & Accessibility

## HAPPY OCTOBER!

Greetings from the DEIA team!

Since the last newsletter, the DEIA team hosted two hybrid celebrations of Hispanic Heritage Month. Thank you to everyone who attended and to our wonderful community members who spoke, read poetry, and danced as part of the celebration!

The DEIA team has also been representing DOS out in the world! Pictures from these events are attached in this newsletter.

October 31<sup>st</sup> marks the start of Diwali, the Hindu festival of lights. Join **Secretary Mosley and the DEIA team on October 29<sup>th</sup> from 1 pm to 1:30 pm for a Virtual Celebration and Learning Share about Diwali**. We look forward to celebrating and learning more about this important holiday for our community. Please see the flyer attached to this newsletter for more information on the event and how to register.

October is also **Menopause Awareness Month**. By discussing an important part of many people's lives, we can have broader discussions about health and wellness, becoming a more inclusive and accessible workplace. More information and resources are included in this newsletter.

Additionally, October is **Domestic Violence Awareness Month**, when we are reminded of the strength of uniting to address a critical issue. Resources and assistance information are included in this newsletter.

We are also introducing "Commissions Corner" in this edition of the newsletter to showcase the work of the African American History and the Asian American Pacific Islander Commissions. Be sure to check it out!

Thank you all for everything you do to make DOS a more diverse, equitable, inclusive, and accessible space for all. We hope to see you all at the upcoming celebrations and Regional Clusters.

Yours in partnership and service,

Nicole Jean Christian and the DEIA Team

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## UPCOMING EVENTS

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October 29, 2024     **Diwali Virtual Celebration and Learning Share**  
1 pm to 1:30 pm  
Webex Virtual meeting  
**See attached flyer to register**

The Department of State strives to create an inclusive environment for all, which includes partnering to assist with any accessibility needs or requirements.

Interested attendees who may require reasonable accommodation must email [ReasonableAccommodationsMailbox@dos.ny.gov](mailto:ReasonableAccommodationsMailbox@dos.ny.gov) to communicate their request at least two (2) business days before the event.

## CONTACT US

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Do you have any upcoming events that celebrate DEIA at DOS? Want to contribute to the DEIA newsletter?

Contact Norie Wright at [diversityandinclusion@dos.ny.gov](mailto:diversityandinclusion@dos.ny.gov) to let us know!



Please note November newsletter content deadline of November 10th

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## HAPPY DIWALI



Register below for a virtual Learning Share event celebrating Diwali, the Hindu festival of lights

Join **Secretary of State Walter T. Mosley** and the **Diversity, Equity, Inclusion, and Accessibility (DEIA) team** for a virtual Diwali Celebration and Learning Share.

Join us for music, art, and engaging conversation about the History, Culture, and Importance of Diwali to Hinduism and other Indian religions.



**Tuesday, October 29th, 2024**



**1 PM to 1:30 PM \*\***



**Webex** Virtual Event



**Register** to receive a **Webex** Meeting Link



<https://forms.office.com/g/a4iAwGcMdm>



Walter T. Mosley  
SECRETARY OF STATE



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**Department of State**  
Diversity, Equity, Inclusion  
& Accessibility

We are here for *everyone!*

\*\* There is no need to charge time to attend this event as it is part of our DEIA programming, but please remember to request and obtain supervisor **APPROVAL** before registering.

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## October is Menopause Awareness Month



**Menopause**, also known as **the climacteric**, is a time when people with female reproductive anatomy experience physiological and hormonal changes, including:

- Menstrual cycles stopping
- Drops in hormone levels, such as estrogen and progesterone
- Hot flashes
- Trouble sleeping
- Mood swings
- Bone loss

Menopause typically lasts for **3 years**, but the symptoms and their severity can seriously affect the person going through this stage.

**Several treatments exist for people experiencing difficult menopausal symptoms**, including hormone therapy, cognitive-behavioral therapy, and leading a lifestyle without tobacco, alcohol, or caffeine use.

See the below resources to learn more:

- [The Menopause Society](#)
- [NYU Langone Health – Menopause](#)
- [US Department of Health’s Office on Women’s Health - Menopause](#)

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## Domestic Violence Awareness Month



October 1st marked the start of Domestic Violence Awareness Month (DVAM)! This month, we're reminded of the strength of uniting to address a critical issue affecting countless lives.

The Department of State is committed to providing access, equal opportunity, and reasonable accommodations in its programs, services, and activities. Domestic Violence Agency Liaisons are designated employees of the Agency to assist domestic and gender-based violence victimized employees.

**If you need assistance, please contact Human Resource Management:**  
**[Kenneth.Emhardt@dos.ny.gov](mailto:Kenneth.Emhardt@dos.ny.gov) or [Shannon.Cornwall@dos.ny.gov](mailto:Shannon.Cornwall@dos.ny.gov)**

See the attached resources for more information:

- [OPDV What Happens in Your Personal Life Poster](#)
- [OPDV You're Not Alone Poster](#)
- [Spotlight on Domestic Violence Flyer](#)
- [Survivor Resources Guide](#)

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## Commissions Corner

with Kristopher Malone

*I am excited to share current news regarding the African American History and AAPI Commissions!*

To review the NYSCAAH report from June, [click here](#).

*Please feel free to reach out to me with any questions, comments, or concerns. I wish you all a very happy October and thank you all for your continued support.*

*Onward and upward,*

*Kristopher Malone*



### African American History Commission

We are meeting with Chamber in the coming weeks to discuss recommendations, budget, and progress on briefing documents for updates and next steps.

We are also working closely with Dr. Lester Young Jr. from University of the State of New York and Dr. Hazel Dukes from the NAACP New York State Conference to inform upcoming messaging with the DOS Communications team.

Finally, we are presenting at the Schomburg Center in NYC on October 23<sup>rd</sup> for the 250<sup>th</sup> anniversary of the NYS Revolutionary War with the NYS 250<sup>th</sup> Commemoration Commission. We would love to see you NYC folx there!

### Asian American and Pacific Islander Commission

The upcoming New York State Asian American and Pacific Islander Commission had its first planning meeting with the DOS Executive staff and the Chamber office on Friday October 18<sup>th</sup>! The meeting was successful, with lots of collaborative support and guidance to ensure the development of this exciting work.

This meeting served as the start of discussions on a framework and beginning steps for forming this commission, along with planning regular meetings to come. We are working on a plan with targets and processes and will update on developments in the coming months.

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## Thank you to everyone who celebrated Hispanic Heritage Month!

We are grateful to everyone who participated in-person and online, in New York and in Albany, with DOS and with others. This is where we belong - *together!*



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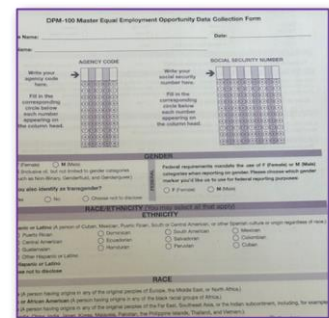


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## DPM 100 - Be Counted!

The Department of Civil Service has improved self-identification options for demographic data collection, with expanded options for gender, ethnicity/race, language, LGBTQ+, disability, and veteran status! **These changes make voluntary self-identification more inclusive and gives New York State a more accurate picture of who employees are.** Better data means ensuring the State workforce represents the diversity of our state and **shapes statewide strategic planning to advance diversity, equity, and inclusion for the future.**

**Want to be counted?** Update your demographic data [here](#) or go to [www.cs.ny.gov](http://www.cs.ny.gov), scroll to "Resources," and click on the "[Demographic Data Self-Identification Form](#)" link. Or scan this QR code to access the web app!



## DOS DEIA at Annual NYSCAA Conference on September 20<sup>th</sup> in Lake Placid



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## DOS at the NYS DEI Convening on October 9th



We had a great time at the state-wide DEI gathering on October 9<sup>th</sup>! It is an honor to represent DOS and share our cutting-edge DEIA efforts while collaborating with fellow DEI teams and advocates in the state. Shout out to the DOS community for showing up and showing out!



## Justice and Equity - Racial Equity Training for MARCO

The Mid-Atlantic Regional Council on the Ocean (MARCO) has contracted the Raben Group to provide racial equity training to MARCO staff, members and partners. In 2023, the Raben Group facilitated workshops that explored ocean justice and diversity, equity, and inclusion in ocean planning. Outcomes from those workshops as well as previous work done by MARCO will be used to develop a multi-year Mid-Atlantic Ocean Justice Strategy. As a member of the MARCO Management Board, the New York Department of State is pleased to see DEIJA continues to be a regional priority.

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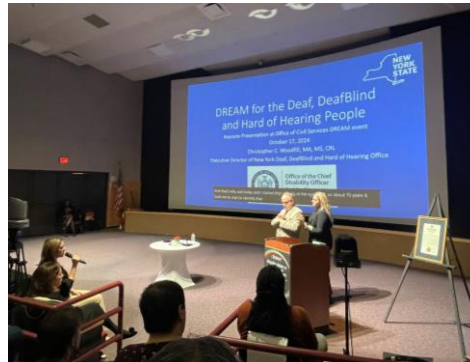


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## DOS and the DEIA Team at Civil Service's DREAM Celebration on October 17th

Several members of our community and the DEIA team represented DOS at the Disability Rights & Employment Awareness Month (DREAM) celebration held by the Department of Civil Service on October 17<sup>th</sup>.

It was an inspiring and insightful event, and we are looking forward to continuing to strive for more accessibility and better inclusion at DOS!



## Regional Clusters

Regional Cluster visits allow teams to connect, learn from one other, share insights, and see each other as partners and collaborators regardless of agency titles and division affiliation.

Clusters are all about connection and advancing our core mission: "to provide a better quality of life and expand opportunities for all New Yorkers by fostering community revitalization [and] catalyzing economic growth".

Multiple Regional Clusters are coming up for the rest of 2024, so look out for Clusters coming to your office!

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## DOS's Anti-Discrimination Policy Monthly Notice

The Department of State and the Governor's Office of Employee Relations (OER) reminder of the policies and processes regarding investigation of employee discrimination complaints. This reminder will be sent out routinely to ensure that staff are aware of the State's anti-discrimination policy and how to file a complaint.

The OER Anti-Discrimination Investigations Divisions (ADID) is responsible for investigating allegations of protected class discrimination. Any employee who has been subjected to any discrimination, bias, prejudice, harassment or retaliation, based on any of the protected classes, may submit a complaint form directly to ADID via the webform located [here](#).

Employees, contractors, or interns at New York State Executive Agencies are not required to notify supervisors, human resources staff, or management before filing a complaint. Once you fill in the necessary information, the complaint is automatically submitted to ADID for review.

Additional information can be found in [\*\*the Equal Employment Opportunity Rights and Responsibilities Handbook for New York State Employees \(Handbook\)\*\*](#). The Handbook is the State's anti-discrimination policy.

Supervisory or other staff who are **required** to report allegations of discrimination (e.g., managers, agency Executive staff, Counsel's Office, Human Resources staff) are reminded that if an employee comes to you to report behaviors/interactions that could be protected-class employment discrimination, or if you witness such behaviors/interactions, **you must report this to OER**. You are required to report any such allegations, even if the employee asks you not to, says they were "just venting" or otherwise indicates they do not want the behaviors/interactions investigated. As an additional reminder, complaints and all parties involved must maintain the confidential nature of this process. Discussion outside of the formal investigation process is prohibited.

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