

DOS Diversity, Equity, Inclusion & Accessibility

HAPPY NEW YEAR!

Greetings and happy 2025 from the DEIA team!

Dr. Martin Luther King Jr. Day is January 20. In celebration of Dr. King and his legacy, DOS is proud to be a co-sponsor of the New York State Dr. King Memorial Observance. There are several upcoming events in honor of Dr. King's legacy, including:

- **Dr. Martin Luther King Jr. Beloved Community March** on January 20 in Albany
- **The “We Press On: NYS Celebrates Dr. Martin Luther King” TV Special**, which will broadcast on PBS stations across the State on January 20
- The ongoing **Dr. Martin Luther King Jr. Statewide Food Drive**, accepting donations both in-person and online until February 18
- And more!

This newsletter features information about these upcoming events, as well as resources on Dr. King and his legacy.

Lunar New Year is coming up. To celebrate, **join Secretary Mosley and the DEIA team for a Cultural Awareness presentation and discussion on Lunar New Year for the Year of the Snake**. See attached flyer for details and how to register.

We have put a call out for **volunteers interested in co-presenting and facilitating upcoming DEIA Learning Shares!** Sign up information is included in this newsletter.

Finally, we are happy to announce the return of the **DEIA DOS Staff Spotlight Series**. This month, we spotlight the work of Manuel Rosa as he prepares for retirement.

Thank you all for everything you do to make DOS a more diverse, equitable, inclusive, and accessible space for all. We are so excited for the DEIA events and programs coming up in 2025 and can't wait to be with you all.

Yours in partnership and service,

Nicole Jean Christian and the DEIA Team

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UPCOMING EVENTS

- January 20, 2025 **Dr. Martin Luther King Jr. Beloved Community March**
11:00 am
Madison Avenue in front of the NYS Museum, Albany
See attached flyer to learn more
- January 20, 2025 **We Press On: NYS Celebrates Dr. Martin Luther King**
PBS Stations across New York State
Check your local listings for broadcast times
- January 30, 2025 **Lunar New Year Celebration and Learning Share**
1:00 pm to 1:30 pm
Webex Virtual Meeting
See attached flyer to learn more
-

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

Reasonable accommodation requests maybe be sent via email to ReasonableAccomodationsMailbox@dos.ny.gov **at least two (2) business days before the event.**

Questions about Reasonable Accommodations?

Email Shannon Cornwall (she/her) at diversityandinclusion@dos.ny.gov!



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Lunar New Year

Register below for a virtual interactive Learning Share event celebrating Lunar New Year and the Year of the Snake!

Join Secretary of State Walter T. Mosley, DEIA Officer Nicole Jean Christian, and the DEIA team for a Cultural Awareness presentation and discussion on Lunar New Year.

During this event, we will share:

- The origin and history of Lunar New Year
- Significance of Lunar New Year around the world and in NYS
- Activities, music, and art associated with the celebration



Thursday, January 30, 2025



1 PM to 1:30 PM **



Virtual Webex Meeting



Register by January 25 at the link below or with the QR code to receive a meeting link



<https://forms.office.com/g/bGfAE6V57D>



Walter T. Mosley
SECRETARY OF STATE



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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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**We draft it,
you share it!**

Want to share your culture with fellow DOS staff?

The DEIA Team is Looking for Volunteer Presenters and Facilitators!

Be a part of upcoming cultural awareness events at DOS:

- **Lunar New Year** (January 2025)
- **Black History Month** (February 2025)
- **Women's History Month** (March 2025)
- **Ramadan and Eid** (March 2025)
- **Asian American/Pacific Islander Heritage Month** (May 2025)

Sign up to connect with us!
Click the link below or scan the QR Code:

<https://forms.office.com/g/HU7aHzdLTE>



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Three Kings Day was on January 6th

Every year, Three Kings Day — also known as Epiphany or *El Día de los Reyes* in Spanish — is celebrated across many Latin American cultures at the end of the 12 days of Christmas. This day commemorates the arrival of the Three Magi, also known as the Three Wise Men or the Three Kings, at the birthplace of Jesus while highlighting the importance of giving and generosity. [Learn more from the DEIA Team.](#)

In East Harlem, El Museo del Barrio hosts an annual celebration with a parade from 106th St./Julia de Burgos Boulevard. There are vibrant performances, puppets, live camels, *parrandas*, and music that honors the incredible diversity of Latin heritage.

Feliz Día de Reyes, or Happy Three Kings Day, to all who celebrated!



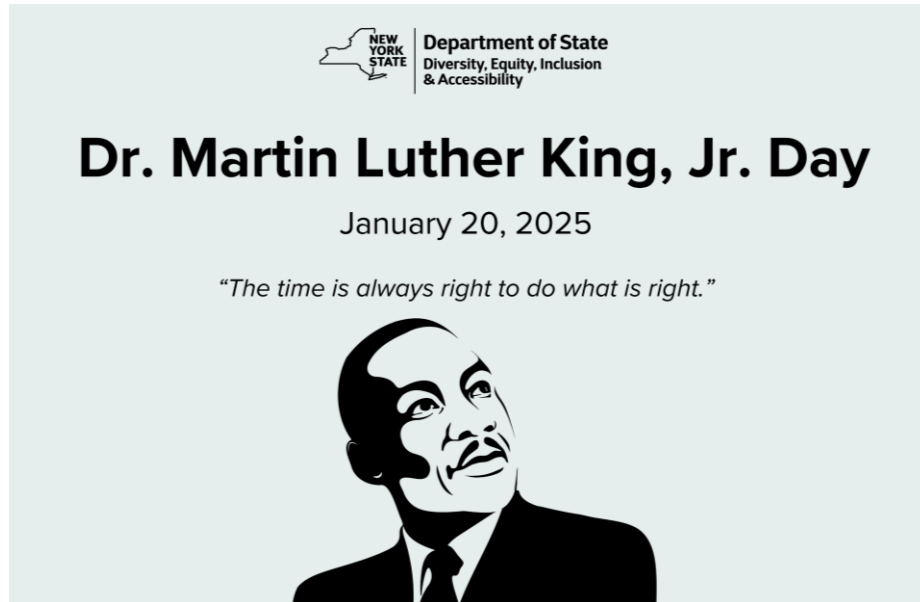
Thank you to
Jea Frasier for
the wonderful
pictures!

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January 20 is Dr. Martin Luther King Jr. Day - a time to celebrate, commemorate and honor the life, legacy and impact of the man widely regarded as America's pre-eminent advocate of civil rights. In addition to being an icon of the American Civil Rights Movement, Dr. King is considered one of the greatest non-violent leaders in world history.

Inspired by Dr. King's message of justice and peace, this holiday encourages us to participate in community service and reflect on Dr. King's teachings, which are still meaningful today.

See the attached resources for more information about Dr. King and the New York State Observance:

- [About Dr. Martin Luther King Jr. \(The King Center\)](#)
- [Dr. King's "I Have a Dream Speech" \(YouTube\)](#)
- [Text of "Letter from Birmingham Jail"](#)
- [Dr. Martin Luther King Jr. Memorial Observance \(OGS\)](#)

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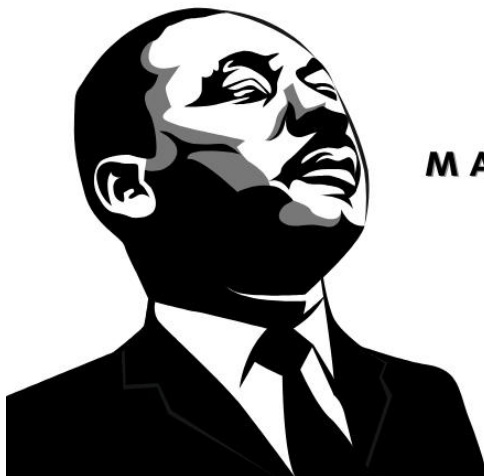
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The Dr. Martin Luther King Jr. Beloved Community March on January 20th

DR. MARTIN LUTHER KING JR BELOVED COMMUNITY MARCH

MONDAY JANUARY 20, 2025

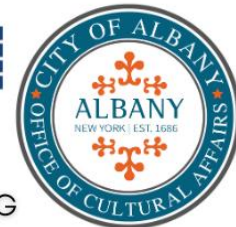
11:00AM



MARCH STEPS OFF ON
MADISON AVENUE IN FRONT
OF THE NYS MUSEUM



ALBANYEVENTS.ORG



Join DOS, Albany city officials and community members in honoring Dr. King's legacy in Albany **on January 20th for the Dr. Martin Luther King Jr. Beloved Community March**. This community march and wreath laying ceremony steps off at 11:00am on Madison Avenue in front of the NYS Museum and ends at the Dr. King statue in Lincoln Park. CDTA has provided a bus for those unable to walk the entire route. There will be hot drinks from Cider Belly available.

We look forward to seeing you at the Dr. Martin Luther King Jr. Community March!

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Dr. Martin Luther King Jr. Statewide Food Drive



DOS is proud to be one of over 30 State agencies participating in the 25th annual **Dr. Martin Luther King Jr. Statewide Food Drive!**

Collection is ongoing in the Albany and NYC offices, with boxes located on the following floors:

Albany

- 5th floor – 1 box (front elevator only)
- 6th floor – 2 boxes
- 10th floor – 1 box (front elevator only)
- 11th floor – 2 boxes
- 15th – 2 boxes

NYC

- 2nd floor
- 20th floor

We are accepting unopened, unexpired food, pantry, and toiletry items in non-glass packaging. Monetary donations may be made directly to the Northeast Regional Food Bank or other food banks listed on the official Dr. King Statewide Food Drive website. **Make sure to say you are donating on behalf of DOS for the MLK Food Drive in the comment section of your donation!**

Wondering what to buy? **Check out our Food Drive Shopping List!**

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Want to form a DEIJA-B Working Group in *your Division*?

DOS-wide Working Groups are coming in Spring 2025!

Following the successful pilot of the OPDCI Diversity, Equity, Inclusion, Justice, Accessibility and Belonging (DEIJA-B) Working Group, the DEIA team is proud to announce that Working Groups are set to form across all of DOS in Spring 2025!

These Groups will use the existing DEIJA-B Working Group framework with supportive guidance and leadership from the DOS DEIA team. Groups will consist of Division members at every level working collaboratively within the Group and with the DEIA team to implement the principles of diversity, equity and inclusion across the agency.

If you are interested in forming a Working Group in your division or office, email us at diversityandinclusion@dos.ny.gov!



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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 2024, [click here](#).

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

Onward and upward,

Kristopher Malone (he/him)



African American History Commission

The New York State Association of Black, Puerto Rican, Hispanic & Asian Legislators (NYSABPRHAL) will be hosting the 54th Annual Legislative Conference on February 14, 15, and 16 in Albany.

We are excited to attend this important Conference weekend. The AAHC is planning on tabling during the conference to raise awareness about our work along with our collaborations with others, such as the Erie Canal Commission and the Parks Department.

To learn more about the 54th Annual Legislative Conference, visit the Conference's website here: <https://nysabprlinc.org/conference/>

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DEIA in Action with Lizzy Mogus Garcia

This section of the DOS DEIA newsletter is a space to highlight and celebrate the different ways we are furthering the mission of DEIA in our work as Team DOS.

Please reach out to me with any questions or comments. Happy January to you all and thank you for all you do to further the mission of DEIA at DOS and beyond.

Sincerely,

Lizzy Mogus Garcia (she/they)



DOS OPDCI and DEIA Teams featured in NYS D&I Newsletter

Out in the Community

In November, the Department of State's Office of Planning, Development, and Community Infrastructure and Diversity, Equity, Inclusion and Accessibility Office partnered with Longwood Public Library, Brookhaven NAACP, Suffolk County Alumnae Chapter of Delta Sigma Theta Sorority Inc., and the Greater Gordon Heights Chamber of Commerce for a Community Climate Session. The interactive session covered topics such as climate change, coastline preservation, renewable energy, and community resilience planning tools for the Long Island region.



We were featured in the official New York State Diversity and Inclusion Newsletter for December 2024! The Newsletter highlighted the work we did for the Community Climate Session in Long Island in November. Go team!

Holiday Parties – Emphasizing Belonging and Inclusion

December saw several office holiday parties around the Department to encourage belonging and togetherness. Many of the parties were a space to share food, conversation, and joy. Some highlights included homemade sweets, traditional meals, and gingerbread houses that told stories of Smart Growth planning, DRI work, Waterfront Access, State history, and representations of our work throughout the year.



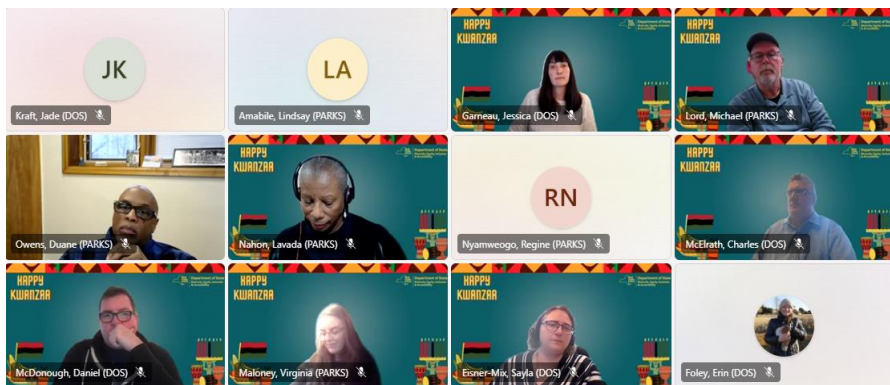
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Thank you to everyone who attended DOS's Kwanzaa Learning Share on December 30th!

This Virtual Gathering and Learning Share was a wonderful time to celebrate and learn more about this important holiday to both New York, the United States, and all African descendants. Habari Gani!



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DEIA DOS Staff Spotlight: Manuel A. Rosa

In honor of his retirement this month, the DEIA team wishes to highlight the career and legacy of the Director of Community Services (DCS), Manuel A. Rosa.



Known to friends and colleagues as Manny, he has served as the Director of DCS since April 2018. Originally from the Bronx, Manny was inspired to work as an advocate for his community in the political arena. Growing up during the Civil Rights Movement, he was always around activists and witnessed the importance of fighting for representation and taking nothing for granted.

Manny's career has spanned non-profits and work at the local, state, and federal levels of government. In his career, he served under Representatives Herman Badillo and Nydia Velazquez in Congress, worked for three New York Governors, and was the inaugural Director of the Office of Minority Health.

As he reaches his retirement, Manny hopes that future generations of DOS employees will continue to serve the people of New York as best as possible. He reminds us that **public service is advocacy, and we should all seek to be agents of change in our work as we improve the lives of our communities.** He also reminds us to never take our position in the world for granted and to always acknowledge the people who have come before us.

Manny stands as an example of how to uplift DEIA principles in everyday work through empathy and compassion. His dedication to public service is inspirational and his legacy of empowerment and advocacy will remain an example for years to come. **Congratulations and enjoy your well-earned retirement, Manny!**

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DPM 100 - Be Counted!

The Department of Civil Service has improved self-identification options for demographic data collection, expanding options for gender, ethnicity/race, language, LGBTQ+, disability, and veteran status! **These changes make voluntary self-identification more inclusive and give New York State a better, 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 scan this QR code to access the web app!



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”.

Regional Clusters are coming up in 2025, and we are looking forward to seeing you folks there!

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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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Contact us!

Do you have any upcoming events that celebrate DEIA at DOS?

Want to contribute to the DEIA newsletter?

Contact Norie Wright (she/her) at
diversityandinclusion@dos.ny.gov
to let us know!



Please note February newsletter content deadline of February 10th

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