



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

October 2016 Issue 19

W W W . M O G U A R D . C O M



National
Disability
Employment
Awareness Month

#InclusionWorks

Cultural &
Religious
Observances in
October

Military History
Day

Diversity Events
around the State

Seasonal Family
Activities:
Pumpkin Patches

Halloween Fun
and Safety Tips

FOH & EAP
Spotlight



#InclusionWorks

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH



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ACCESS TO
OPPORTUNITY



#InclusionWorks

Make Inclusion a Core Value!



OCTOBER
2016



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#InclusionWorks

Filed in Disabilities By Jennifer Sheehy on May 27, 2016



I've worked in the disability employment policy arena for more than 20 years, and a lot has changed in this time. Looking back, the progress I'm most thrilled about isn't just the policy action we've seen. Rather, it's the significant shift in how we as a nation *talk* about disability and employment.

Today, disability has rightfully taken its place in the larger conversation about workplace diversity. Leading companies are now actively working to align diversity with their corporate brand, both internally and externally. This is because **they know that inclusion works**. They know that groups representing a range of perspectives outperform those with superior, but similar, skill sets. And they know that, as one of the nation's largest minority groups, people with disabilities are an essential voice to have at the table.

Reflecting this perspective, **#InclusionWorks** will be the theme for National Disability Employment Awareness Month 2016. NDEAM is a nationwide campaign that celebrates the contributions of workers with disabilities and educates about the value of a diverse workforce inclusive of their skills and talents. Although not observed until October, we announce the annual theme each spring to help with advance event planning.

With this year's hashtag theme, we hope to spur individuals and groups to post images and stimulate discussion on social media about the many ways "inclusion works." I'm looking forward to the dialogue!

#InclusionWorks



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I think we'll hear a lot about how inclusion works for **workers**. I know it certainly does for Adeline Joshua, an information analyst with the U.S. State Department and a Georgetown University School of Foreign Service alumna. Joshua, who has cerebral palsy and uses a motorized wheelchair, credits inclusive youth leadership experiences – especially involvement in Girl Scouts and an internship she obtained through the Workforce Recruitment Program – with laying the foundation for her career success.

I think we'll also see how inclusion works for **employers**. It does for companies like Northrop Grumman, Lockheed Martin, EY and others on DiversityInc's "Top Nine Companies for People with Disabilities." All of these companies, many of them federal contractors covered by Section 503 of the Rehabilitation Act, proudly proclaim disability inclusion to be a core corporate value – because they find doing so helps attract a wider pool of talent. And as the nation's largest employer, the federal government also knows well that *inclusion works*, and is taking steps to increase it by strengthening Section 501 of the Rehabilitation Act.

Finally, I'm confident we'll also see that inclusion works for **innovation**. It certainly did at Sassy Outwater's workplace. Outwater, who is blind, had trouble applying for a prospective job opportunity due to an inaccessible online application process. With resourcefulness, she completed the process and got the position.



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She then urged her new employer to use her experience as a catalyst for making its technology more accessible across the board. Now, *all* qualified candidates can apply to work for the company. Through TalentWorks, a new tool from the Office of Disability Employment Policy-funded Partnership on Employment and Accessible Technology, we're helping more employers do the same.

These are just a few examples of the many ways **#InclusionWorks**. This October, we look forward to sharing and celebrating many more. We invite you to [keep in touch with us](#) and share what you are planning for NDEAM in your businesses, organizations and communities.

By Jennifer Sheehy, deputy assistant secretary of labor for disability employment policy.



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Cultural and Religious Observances in October

Rosh Hashana in the United States

Rosh Hashana, also spelled Rosh Hashanah, is commonly known as the Jewish New Year. The event begins on the first day of Tishrei (or Tishri), which is the seventh month in the Jewish calendar.

Monday, October 3, 2016

Muharram in the United States

The first day of Muharram, which is the first month in the Islamic calendar, marks the start of the Islamic New Year.

Monday, October 3, 2016

Feast of St Francis of Assisi in the United States

Many Catholics in the United States, particularly those with pets, celebrate the Feast of St Francis of Assisi, the patron saint of animals and the environment, on October 4 each year.

Tuesday, October 4, 2016



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Yom Kippur in the United States

Yom Kippur is an important Jewish holiday that falls on the 10th day of the month of Tishrei in the Jewish calendar.

Wednesday, October 12, 2016

First Day of Sukkot in the United States

The first day of Sukkot marks the start of the Sukkot festival for Jewish communities in many countries, including the United States.

Monday, October 17, 2016

Last Day of Sukkot in the United States

Many Jewish communities in countries such as the United States observe the last day of Sukkot, which marks the end of the Sukkot festival.

Sunday, October 23, 2016



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Shmini Atzeret in the United States

Shemini Atzeret (or Shmini Atzeret) is a Jewish holiday dedicated to the love of God, while Simchat Torah (Simchas Torah or Simhat Torah) marks the end of Sukkot and celebrates the completion of the annual reading of the Torah.

Monday, October 24, 2016

Simchat Torah in the United States

Simchat Torah (Simchas Torah or Simhat Torah) is a Jewish holiday that marks the end of Sukkot and celebrates the completion of the annual reading of the Torah.

Tuesday, October 25, 2016

Diwali/Deepavali in the United States

Diwali, also known as the Festival of Lights, marks the beginning of the Hindu New Year.

Saturday, October 29, 2016



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2ND ANNUAL MISSOURI MILITARY HISTORY WEEKEND OCT. 1 - 2

MUSEUM OF MISSOURI MILITARY HISTORY

**ON THE GROUNDS OF THE IKE SKELTON TRAINING
SITE - MISSOURI NATIONAL GUARD HEADQUARTERS
2302 MILITIA DR., JEFFERSON CITY, MO 65101
PLEASE CONTACT THE MUSEUM FOR MORE
INFORMATION & DIRECTIONS @ (573)638-9603**





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MUSEUM SPECIAL EXHIBITION

Kabuki Performance and Expression in Japanese Prints

July 8–December 11, 2016



Continuing the Museum's series on Japanese color woodblock prints, this exhibition explores the popular art of Kabuki theater in the nineteenth century. Now considered classical Japanese drama, Kabuki was an avant-garde and subversive form of theater that challenged social customs and governmental authority. The prints in this exhibition depict famous actors and scenes from plays beloved by Japanese audiences.

Gallery Hours:

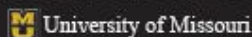
Tuesday–Friday, 9am–4pm

Saturday and Sunday, Noon–4pm

Closed on Mondays
and University holidays

Utagawa Kunisada (Japanese, 1786–1864)
Actors in the Kabuki Theater, 1858–1861
Colored woodblock print
Gift of Mr. and Mrs. Henry Hamilton (85.371)

MUSEUM OF ART
AND ARCHAEOLOGY



115 Business Loop 70 West, Mizzou North
For additional information, please call (573) 882-3591
or visit our website at <http://maa.missouri.edu>

The Museum of Art and Archaeology is FREE and ADA accessible



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SAVE THE DATE: 16th Annual Multicultural Fall Festival

PRESENTED BY:  **ILRC**
Independent Living Resource Center, Inc.
Independence and Empowerment for All

**October 1, 2016
10:00 a.m.—3:00 p.m.
Downtown Jefferson City**

FOOD * VENDORS * ENTERTAINMENT * CHILDREN'S AREA * AND MORE!

Vendors Wanted!

**Find us on Facebook! [https://www.facebook.com/
IndependentLivingResourceCenterInc](https://www.facebook.com/IndependentLivingResourceCenterInc)**

SPONSORED BY:





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Date and time : 6:00 PM - 9:00 PM, October 01, 2016

Missouri State University invite you all to the 2nd Annual CARNAVAL Banquet and Cultural Show “FACES of Latin America”. Join the Latino students on campus and the Latino community in Springfield for an evening of fun and entertainment showcasing the diverse and colorful cultures of the Latin American countries. **CARNAVAL 2016** will happen among other Missouri State University events to commemorate the Latin Heritage Month.

The evening will begin at 6:00 p.m. with a banquet of authentic Latin American foods prepared by students of Missouri State University and the Latino community in Springfield. It will feature both vegetarian and non-vegetarian dishes. The banquet will be followed at 8:00 p.m. by traditional cultural entertainment. The show will include dance routines, musical offerings, skits and other types of performances that highlight the diversity of Latin American cultures.

Tickets (dinner and show included) are \$10 and will be available for purchase starting on September 19th from 10 a.m. to 5 p.m. at the PSU tables located by the Convenience Store on the second floor or call Juliana Alvarez at 417-818-8471.

Open to public, alumni, current students, faculty, future students, staff
Location

[Plaster Student Union, Robert W. Room Ballroom and Theater](http://calendar.missouristate.edu/event/93056/171070)
<http://calendar.missouristate.edu/event/93056/171070>



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17th Annual O'Malley's Weston Irish Festival

Friday, Saturday and Sunday

October 7, 8, 9th

O'Malley's Pub & Courtyard in
historic Weston, MO

Great Irish music, piping, dancing, and storytelling, along with traditional Irish food, drinks and merchandise are what you'll find at the three-day event. The festival features Irish musicians from across the U.S., and Ireland who will perform on the open-air courtyard stage as well as the two indoor pub stages. A fourth stage, adjacent to the courtyard stage, will showcase Irish piping and dancing.

The festival has grown from a single-day event of approximately 1,000 people in 2000 to three days and more than 10,000 guests at last year's event.

The event takes place on the grounds of the Weston Brewing Company, brewers of regionally distributed O'Malley's Cream Ale. The brewery will be providing six hand-crafted beers for this year's event. Irish beers will be available outdoors and in the cellars of O'Malley's Irish Pub.

The headliners include The Screaming Orphans, Barley Juice and KC's own Elders. Local favorites Bob Reeder, Eddie Delahunt, Connie Dover & Tullamore will be onstage along with national acts Chance the Arm, The Three Dollar Band, and Flannigan's Right Hook round out the lineup and more.

Festival hours are Friday - 5pm to midnight, Saturday - 11am to midnight, and Sunday - noon to 10pm. Reduced Rate advanced ticket sales at <https://westonirishfest.ticketleap.com/weston-irish-festival-2016/> Gate passes for Friday are \$10, Saturday - \$15, and Sunday - \$15. Children 14 and under are admitted free.

Weston is located thirty minutes north of downtown Kansas City and thirty minutes south of St. Joseph. Take I-29 to exit 20 and follow the signs to Weston and to the festival.

Please check the website at www.westonirish.com or call 816-640-5235 for more information.



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2016 Missouri National Guard Patriot Center Halloween Festivities!

WHEN: Monday, October 31, 2016. Individual children may come and trick or treat any time from 9:00am-12:30pm. Daycares MUST schedule ahead with Ms Stephannie Lute in Yellow Ribbon BEFORE being authorized to attend.

Interested daycares can contact Stephannie at 573.638.9500 x37090 or Stephannie.M.Lute.ctr@mail.mil

The Missouri National Guard Patriot Center is hosting their 7th Annual Halloween Festivities!! The Patriot Center Staff will be dressed in costumes within a Scooby Doo theme and hosting a hayride for Service Members', ISTS/Armory/Wing Staff's children and community daycares!

Please direct all questions to Ms Stephannie Lute via contact info to the left.

ACTIVITIES: Many staff members will be handing out candy for the children to trick or treat. The Staff will be hosting a hayride for the children and assisting with group photos!

WHERE:

2405 Logistics Rd, Jefferson City, MO 65101 -Patriot Center. Take HWY 50 toward Linn, MO. Take Militia Dr Exit. Go straight to the Guard shack/gates of the base. We are the first building on our right after entering the base.



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Seasonal Family Activities Pumpkin Patch Fun

SHRYOCKS CALLAWAY FARMS

2927 County Rd. 253, Columbia, MO 65201

TICKET PRICES (all prices include sales tax)

Adults - \$10.00 | Kids 5 - 12 - \$9.00 | 4 & under - Free

Groups of 20 or more are \$9.00/person

All kids 12 and under must be accompanied by an adult at the Farm!

Included in admission price:

- The corn maze
- Fun Barn
- Corn Pit
- 50 ft. barn slide
- Lookout deck over the maze
- Small kids area

Additional cost:

- Reserved campfire*
- Hayrides*



Weekends September 09 – October 30, 2016

Fridays: 4pm - 9pm | Saturdays: 10am - 9pm | Sundays: 2pm - 6pm

*Ticket sales will end and maze will be cleared after one hour.

Hours are dependent on the weather, check this page for updated information.

CALL: (573) 592-0191 | info@callawayfarms.com |

<http://www.callawayfarms.com>



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Seasonal Family Activities Pumpkin Patch Fun

NOWLINS CORN MAZE AND PUMPKIN PATCH

Bryant Bottom Rd, Blackwater, MO 65322

September 23 – October 30, 2016

5:00 pm - 8:00 pm

COST: 6 and under free, \$8 all others

CALL: 660-621-3104 | SMF626@hulafrog.com | Facebook Page

PEACH TREE FARM

24863 Hwy 98

Boonville, MO 65201

HOURS: MON-SAT: 10:00 - dark SUN: 1:00 - dark

CALL: (660) 882-8009 | arnettspeachtreefarm@gmail.com |

<http://www.thepeachtreefarm.com/>

Come out and visit Peach Tree Farms during October!

Bring the whole family, Or plan a School Field Trip

You can take a hayride, pet and feed the animals, and play in the straw maze!

Families, stop by!

Sunday-Saturday: \$6.00 per person

Schedule a School Visit!*

School Visits: \$5.00 per person, Mon-Fri.

**Please schedule your group of 12+ individuals in August or September*

Open: Monday-Saturday: 10:00 am - Dark & Sunday: 1:00 pm – Dark



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Seasonal Family Activities Pumpkin Patch Fun

FISCHER FARMS PUMPKIN PATCH AND CORN MAZE

1905 Mokane Rd, Jefferson City, MO 65101

CALL: 573-636-0450 | fischergrainfarm@aol.com | <https://fischerfarms.wordpress.com/>

September 23 – November 5, 2016

Our hours this year will be Fridays 4-9pm, Saturdays 12pm-9pm, & Sundays 12pm-6pm. ALL ACTIVITIES CLOSE AT DARK, EXCEPT CORN MAZE!

Cost: \$6.00 per person (2 & under) are free --Admission for the corn maze with farm activities (straw maze, hayrides, 250 bushel corn box, animals)

Cost: \$3.00 per person (2 & under are free- Admission for farm activities only- (WITHOUT CORN MAZE) (straw maze, hayrides, 250 bushel corn box, animals)

PUMPKINS ARE NOT INCLUDED IN ABOVE PRICES /EXTRA CHARGE.....

LLOYD'S PUMPKIN PATCH

6825 E Rte Y, Ashland, MO 65010

HOURS: Saturday and Sunday 10AM - 6PM

lloydspumpkinpatch@gmail.com | Facebook Page

You pick pumpkin patch, Hayride, Corn Maze, Farm Animals, and So Much More!!

SPECIAL EVENTS:

OCTOBER 21 – 3rd Annual Moonlight Harvest 7pm-10pm, \$10 tickets at door, includes Meal, All Activities & Any Size Pumpkin You Can Carry Out of the Patch

*Bring a Flashlight



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Halloween Safety Tips

Plan costumes that are **BRIGHT** and **REFLECTIVE**. Make sure shoes fit well and costumes are short enough to prevent tripping.

Remain on well-lit streets and **ALWAYS** use the sidewalk.

Check treats once you are home. Though tampering is rare, a responsible adult should closely **EXAMINE** all treats and throw away any spoiled, unwrapped or suspicious items

Masks can limit or block eyesight, consider non-toxic makeup and decorative hats as **SAFER ALTERNATIVES**.

A parent or responsible adult should **ALWAYS** accompany young children on their neighborhood rounds.

Only go to homes with a porch light on and **NEVER** enter a home or car for a treat.



ALLIANCE
COMMUNITY
HOSPITAL



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No Scaredy Cats (or Dogs) this Halloween: Top Pet Safety Tips

1. **No tricks, no treats:** That bowl of candy is for trick-or-treaters, not for Scruffy and Fluffy. Chocolate in all forms—especially dark or baking chocolate—can be very dangerous for dogs and cats. Candies containing the **artificial sweetener xylitol** can also cause serious problems.
2. **Wires and cords from electric lights and other decorations should be kept out of reach of your pets.** If chewed, your pet might suffer cuts or burns, or receive a shock.
3. A carved pumpkin is festive, but do **exercise caution if you choose to add a candle.**
4. **Don't put your dog or cat in a costume UNLESS you know he or she loves it** (yup, some pets are real hams!).
5. **If you do dress up your pet, make sure the costume isn't annoying or unsafe.** It should not constrict the animal's movement or hearing, or impede his ability to breathe, bark or meow.
6. **All but the most social dogs and cats should be kept in a separate room** away from the front door during peak trick-or-treating hours.
7. When opening the door for trick-or-treaters, **take care that your cat or dog doesn't dart outside.**
8. **IDs, please!** Always make sure your dog or cat has proper identification. If for any reason your pet escapes and becomes lost, a collar and tags and/or a microchip can be a lifesaver, increasing the chances that he or she will be returned to you.

Have a SAFE and HAPPY Halloween!





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Creepy Crawlies

Mini real or faux pumpkins make fantastic spiders. Just attach pipe cleaner legs to the pumpkins' bottoms and use lentils or beans to create eyes.

Add a drop of black paint for a pupil and white for the highlight in each eye, then let your charming little critters crawl.



Parsnip & Carrot Pumpkin Characters



What you NEED:

Variety of Pumpkins (one for each family member)

Parsnips and Carrots

Sharp knife and cutting board

Black Craft Foam

Scissors

Toothpicks

Hot Glue Gun and Glue Sticks

Black Permanent Marker

Hats, Sunglasses, and other accessories

1. Select pumpkin and parsnip or carrot (for nose) for each family member
2. Clean and dry pumpkins, parsnips and carrots
3. Cut off Veggie Tops and Insert Toothpicks to attach nose to pumpkin
4. Use scissors to cut various facial elements (mustaches, eyelashes from the sheet of black foam)
5. Attach foam using hot glue
6. Add hats and glasses to customize each pumpkin

Source: www.hgtv.com and Layla Palmer <http://theletteredcottage.net/>



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Bark with a Bite

Ingredients

- Candy Melts
- Various Candies
- Parchment Paper

Directions

1. Melt a package of the candy melts according to package directions
2. Spread onto parchment paper
3. Press various candies into melted candy
4. Let Cool
5. Break to serve

About this Recipe

Yield: @ 9 Servings

Prep: 15 mins

Source: Parents Magazine
<http://www.parents.com/familyfun-magazine/>



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TOPIC OF THE MONTH



Women's Health

For More Information:

[FOH Toolkits](#)

IN THE SPOTLIGHT - WEBINAR



Image Source: www.tualifamily.com

TOPIC OF THE MONTH:

Bullying Awareness

VISIT:

[Webinar Topic of the Month](#)

Live Webinar: *Bullying Awareness*

Topic Highlights:

*Bullying at Work *Children and Bullies *Online Bullying



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Coming Next Month



NOVEMBER 2016

**2016 THEME:
SERVING OUR NATIONS**



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Contact SGT
Desiree Torres to
help contribute
to this
newsletter

desiree.n.torres.
mil@mail.mil

573-638-9500 x
39788



*Note: The MOARNG
and the EO/EEO Office
does not officially
endorse any particular
business or event. The
articles provided are
for informative
purposes only.

WE NEED YOUR HELP!!

Help us make *The Truman* even more interesting!

We want

- To hear **your** ideas
- See **your** articles
- Know about **your** community events
- Learn how Diversity plays a role in **your** life in and outside of the Guard



KNOW YOUR EO

JFHQ EO/EEO STAFF

MAJ DEBORAH SMITH
STATE EQUAL EMPLOYMENT MANAGER (SEEM)

MSGT MIKE MARSDEN
EO/EEO SPECIALIST

SGT DESIREE TORRES
EO/EEO ASSISTANT

HHD, JFHQ EO STAFF

LTC ALAN ROHLFING
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