



The Truman

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

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GREETINGS FROM THE SEEM

In 2015, we also continuously increased our community involvement to expand and strengthen community partnerships throughout the year.

- Recruiting and Retention Battalion hosted a team-building event at Camp Clark in Nevada, MO for members the University of Missouri's football team.
- MONG hosted students from the MO Collegiate Fellows Program Male Institute which welcomed 15 African American Male students from three MO college campuses to participate in a career path choice program.
- MONG sponsored Jefferson City NAACP Freedom Fundraiser and Awards Banquet. Our very own SGT Desiree Robinson, EEO/EO Assistant, was award the NAACP Presidential Award for her contributions to the MONG diversity newsletter "The Truman."
- MONG sponsored and participated in the following events which consisted of a team effort involving the EEO/EO/Diversity Office, Recruiting and Retention, and Honor Guard(s): Jefferson City Juneteenth and St. Louis Historic Mary Meachum Freedom Crossing Celebration.

The above highlights some of the great things our MONG accomplished in 2015. With this momentum, I'm confident 2016 will be just as prosperous.

I thank each of you for your support and commitment to working together and using your individual uniqueness to maximize the effectiveness and efficiency of our Missouri National Guard.

Respectfully,

MAJ Deborah A. Smith
State Equal Employment Manager

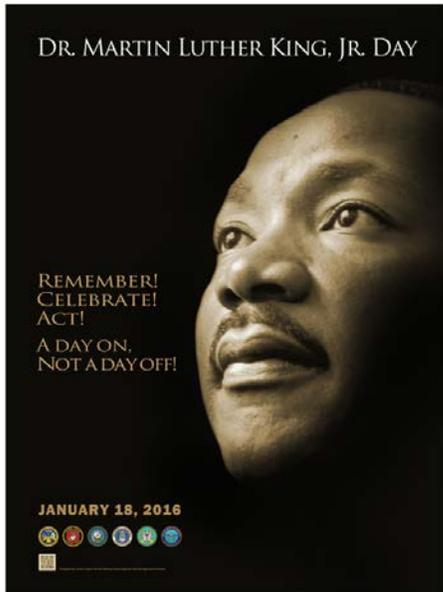


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Dr. Martin Luther King, Jr. Day



Dr. Martin Luther King, Jr. was a vital figure of the modern era and a pivotal figure in the Civil Rights Movement. In sermons and speeches, Dr. King's voice rang out with a call for us to work toward a better tomorrow. His actions inspired men and women, young and old, in this nation and around the world.

Dr. King was arrested 30 times for his participation in civil rights activities. While he preached about justice, empowerment, love and peace, in the final months of his life, his attention was turned towards fighting poverty.

Martin Luther King, Jr. was assassinated April 4, 1968, while standing on the balcony of the Lorraine motel in Memphis, Tennessee.

After a long struggle, legislation was signed in 1983 creating a federal holiday marking the birthday of Rev. Dr. Martin Luther King, Jr.

King is the first African American—and the first non-U.S. president—to have an official legal holiday.





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Dr. Martin Luther King, Jr. Day

Taking place each year on the third Monday in January, the MLK Day of Service is the only federal holiday observed as a national day of service—empowering individuals to strengthen their communities and create solutions to social problems.

During his lifetime, King encouraged all citizens to pursue the purpose and potential of America. He strived to realize the dream of equality and a nation that affords freedom and justice for all by applying the principles of nonviolence to make this country a better place to live—creating “The Beloved Community.”

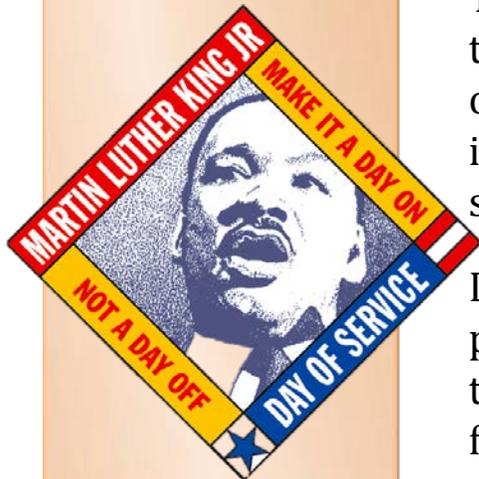
In Dr. King’s Beloved Community, people and communities would be united by inclusion, shared prosperity, and peaceful conflict resolution.

The MLK Day of Service is a way to channel King’s life and teachings into community action.

The MLK Day of Service is a part of United We Serve, the President's national call to service initiative. It calls for Americans from all walks of life to work together to provide solutions to our most pressing national problems.

The day represents the opportunity to start the year off right by making a positive impact in one’s community.

Source: www.deomi.org





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Pullman Porter's Exhibit

1/10/2016 to 4/30/2016 | [Bruce R. Watkins Cultural Heritage Center](#) | Kansas City, MO

This collection was assembled to document specific social events, important concepts and historical moments in the history of the Brotherhood of Sleeping Car Porters (BSCP) union and A. Philip Randolph's leadership. Each exhibit panel tells a part of the story of this unique history. The images are grouped chronologically and are representative of each period. We welcome all to experience this interactive exhibit in memory of this important part of African-American history.

The exhibit chronicles the historic contributions of A. Philip Randolph and the Pullman Porters. The story of these great men and what they stood for is often told within the context of American railroad history, yet the real impact of their lives and mission far exceeds the railroad industry. This exhibit touches on the many stories of African-American participation in U.S. railroad history. Appropriately then, this collection begins with the Emancipation Proclamation in 1863 and highlights important events in the following 100 years to the 1963 March on Washington.

Exhibit hours: 10 a.m. - 6 p.m.. Tuesday through Saturday

3700 Blue Parkway, Kansas City, MO | 816-513-0700

Source: www.mostateparks.com



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2016 Columbia Values Diversity Celebration

Register now for the 23rd Annual Columbia Values Diversity Celebration on Thursday,

January 14, 2016 from 7-8:45 a.m. at the Holiday Inn Expo Center. Pre-registration is required by January 8, 2016 at 5 p.m.

The cost is \$17 per person, but scholarships are available upon request. Please call the City's Office of Cultural Affairs at 573-874-6386 for registration information. A registration form is available on the City of Columbia's website at GoColumbiaMo.com (search: Diversity Celebration).

The theme of this year's celebration is Unity in Our Community. The program will include performances representing the rich diversity of our community, live music at the breakfast followed by the presentation of the 19th annual Columbia Values Diversity Awards.



The keynote speaker will be Rev. Starsky Wilson, President and CEO of the Deaconess Foundation and co-chair of the Ferguson Commission. The Celebration is designed to be accessible to all.

For more information or accommodations related to disability call 573-874-6386.



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Saturday
JAN 16

Throughout
the Museum

FREE

FAMILY CELEBRATION

Before the official Martin Luther King Jr. holiday, bring your family to the Museum to learn about and celebrate the achievements of this American hero. The first 200 kids to arrive at the Museum will receive an MLK storybook to take home. Enjoy free light refreshments.

10am and 11am: Mama Lisa presents *King Family Kids*—Revisit life in Atlanta during the 1960s from a kid's point of view. Join **Mama Lisa** in a southern tale with tunes, trivia, and toe-tapping fun for all ages.

10am–12:30pm: Get creative and make peace-inspired art projects to take away.

10:30am: Hooray for MLK Storytelling—Hear stories about inclusion, diversity, and the good that Martin Luther King Jr. brought to the world!



MISSOURI HISTORY MUSEUM

Lindell and DeBaliviere in Forest Park
314.746.4599 | mohistory.org

2016 PROGRAMS/EVENTS

**Missouri
History
Museum**



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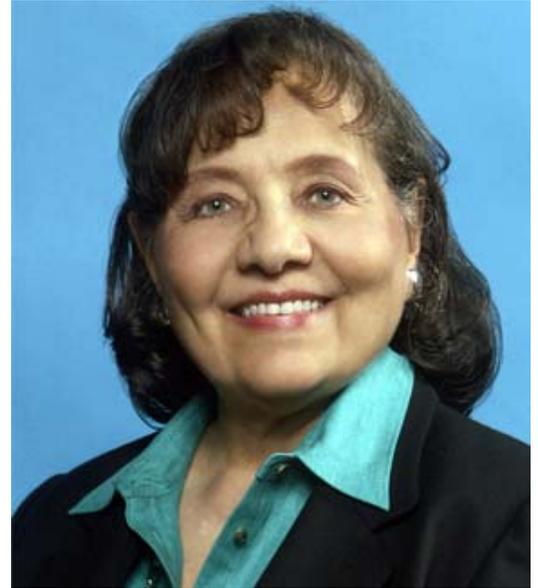
MU Celebrates Martin Luther King, Jr. 2016

Featured Speaker

Diane Nash

Civil Rights & Peach Activist

From Jail in Jackson to the Distinguished American Award: My life as an Activist



Wednesday, Jan 20, 2016

Presentation 7-8:30pm Missouri Theatre, 203 S. Ninth Street, Columbia, MO

This event is free and open to the public. Tickets are required to attend the event but are free of charge and available beginning December at the Missouri Theatre and MSA/GPC Box Offices.

We welcome accommodations requests for people with disabilities. If you have a request, please contact us at 573-884-0640.



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MU Celebrates Martin Luther King, Jr. 2016

About the Speaker

A Chicago native who had never experienced segregation in public accommodations before moving to the South, Diane Nash went on to become one of the pioneers of the Civil Rights Movement.

Nash's involvement in the nonviolent movement began in 1959 while she was a student at Fisk University. In 1960 she became the chairperson of the student sit-in movement in Nashville, Tennessee—the first southern city to desegregate its lunch counters—as well as one of the founding students of the Student Non-violent Coordinating Committee. In 1961 she coordinated the Freedom Ride from Birmingham, Alabama, to Jackson, Mississippi, a story which was documented in the recent PBS American Experience film *Freedom Riders*.

Her many arrests for her civil rights activities culminated in Nash being imprisoned for 30 days in 1961, while she was pregnant with her first child. Undeterred, she went on to join a national committee—to which she was appointed by President John F. Kennedy—that promoted passage of the Civil Rights Act of 1964.

Nash later became active in the peace movement that worked to end the Vietnam War, and became an instructor in the philosophy and strategy of non-violence as developed by Mohandas Gandhi.

Diane Nash is the recipient of numerous awards, including the War Resisters' League Peace Award; the Distinguished American Award presented by the John F. Kennedy Library; the LBJ Award for Leadership in Civil Rights from the Lyndon Baines Johnson Library and Museum; and an honorary doctorate of human letters from Fisk University, her alma mater. Most recently, Nash delivered the 2009 Slavery Remembrance Day Memorial Lecture in Liverpool, England.

Her work has been cited in numerous books, documentaries, magazines, and newspaper articles, and she has appeared on such TV shows and films as *The Oprah Winfrey Show*, Spike Lee's *Four Little Girls*, and PBS's *Eyes on the Prize: America's Civil Rights Years 1954-1965*.



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The American Jazz Museum Celebration of

Martin Luther King, Jr. Day



Freedom's Children: Youth and The Civil Rights Movement

The annual Martin Luther King Jr. Celebration honors the legacy of Dr. King through the creative and thought-provoking presentation of music, poetry and dance. These musicians, singers, poets and dancers coming from all age groups, will showcase their talent in an effort to uplift the community. This family-oriented event seeks to challenge each generation to do its part in helping Dr. King's dream become a reality. Free and open to the public.

Monday, January 21st, 1:00pm
The Gem Theater
1615 E. 18th Street, KCMO 64108



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RESET IT'S A NEW DAY

THINK POSITIVELY

EXERCISE DAILY

RELAX MORE

HAVE FUN

WORK PRODUCTIVELY

EAT HEALTHY

LAUGH LOUDLY

BE HAPPY

10 Positive Affirmations to Start Your Day

Start fresh this year with a new outlook on life to your health and vitality each and every day. This top-10 list of positive affirmations can help get you started.

There is no better day than today to embrace a healthier lifestyle. The affirmations may not feel true at first, but the more you work with them, the more powerfully they can become.

1. I see the positive side of things.

Feel good about yourself and you'll be well on your way to better overall health and well-being. With the right attitude the road to achieving your goals and becoming successful gets easier.

- **Love yourself unconditionally.** Being proud of who you are—and seeing the positive aspects of your life—is an essential component of happiness.
- **Focus on positive self-talk.** When something goes well, take time to appreciate it and be excited about more good things to come in the future. Also, try not to blame yourself if bad things happen. Just try to find a solution or look for a positive way to cope with the current situation.
- **Change the way you think.** Be thankful each day and look forward to what lies ahead, as optimism can benefit your emotional and physical health.



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10 Positive Affirmations to Start Your Day

2. I'm capable and productive.

You spend a big chunk of your life at work, so why not make it meaningful. Focus on the most important tasks and make sure you enjoy what you're doing. Some tips to be more productive at work—and home include:

- **Making goals:** Map out the steps to achieve them.
- **Prioritizing your work:** Rank the importance and urgency for everything on your to-do list.
- **Building a support network:** Your colleagues can be valuable resources.

3. I enjoy exercise and I do it daily.

Breaking News: People who move more tend to live longer. Staying physically active benefits your overall health and can help prevent many chronic diseases. Partner up with a friend or family member and get moving.

- **Pump up your heart:** Aim for 10,000 steps or more a day or clock at least 30 minutes of activity—such as brisk walking—five days a week or more. Breaking activity sessions into 10-minute intervals—like a brisk walk before, during, and after work—can add up to your 30 minutes for the day.
- **Stay strong:** Try to do muscle strengthening activities two days a week or more, as well. Pushups, pull-ups, sit-ups, planks, squats, and lunges are equipment-free ways to work all your major muscle groups.



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4. I make healthy food choices.

Along with physical activity, your diet is one of the most important factors in maintaining a healthy weight and avoiding many major chronic diseases. The U.S. Department of Agriculture and U.S. Department of Health and Human Services recommend:

- **Finding your balance:** Only eat as many calories as you burn. Learn to love physical activity as much as you love to eat.
- **Eat real food:** Center your diet around fruits and vegetables, whole grains, low-fat dairy products, seafood, lean meat and poultry, eggs, and legumes—avoid processed foods, which tend to be high in calories, fat, sugar, and sodium.
- **Water it down:** Replace your sugary beverage choices with water and unsweetened tea to eliminate empty calories.
- **Make your choices sustainable:** Avoid eating plans that call for major caloric restrictions that simply can't last. Go for moderation—rather than under eating and later finding yourself binging.

5. I take time out of my day to relax.

Reducing stress matters for your overall health—both physical and mental. Here are a few tips for relaxing and letting stress melt away.

- Take a walk and breathe in some fresh air
- Listen to soothing music and allow your body to move with the sound.
- Practice recharging and savoring the moment through meditation, deep-breathing exercises, or whatever else brings you to a place of calm.



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10 Positive Affirmations to Start Your Day

6. I'm able to see the lighter side of things and I enjoy laughing.

You can also chase away stress with a good laugh. Even a simple, genuine smile has been shown to help offset tension and negative thoughts. Three ideas for bringing humor into your life:

- Watch a funny movie or show, read humorous comics, or go to a comedy show or improv performance.
- Spend time around pets, children, or entertaining people who are a part of your life.
- Don't take things too seriously and be willing to laugh at yourself.

7. I make room for fun every day.

Making an appointment with yourself to do something that brings a smile to your face:

- Spend time with your friends—especially the ones who are spontaneous, funny, and positive.
- Cook up your favorite meal in the kitchen. Or visit a restaurant and let the experts handle it.
- Get out and about—see a movie, sporting event, show, or go to dance club or a museum.
- Treat yourself to a massage, bubble bath, or spa day.

8. I am happy and fulfilled.

The pursuit of happiness is a something so basic that it's been ingrained in American values since our founding. Try the following tips to be happier and more fulfilled:

- Be generous—good deeds help you feel good about yourself—while lightening your spirit.
- Practice mindfulness—listen actively, let go of judgment, live in the moment.
- Reach out to your social support network and enjoy their good company.
- Take care of yourself—eat and sleep well, exercise regularly, go out with friends, and make room in your life for things you enjoy.



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10 Positive Affirmations to Start Your Day

9. I share my love each day.

•**Lend help to others.** Whether you're volunteering, complimenting friends and colleagues, or merely smiling at people you encounter during your day, you're bound to brighten someone else's day.

•**Be a good listener.** Giving your full, undivided attention when listening to others is something your loved ones will recognize and appreciate. Do it to cultivate stronger relationships.

•**Love yourself.** Loving yourself is the first step to having love to share with others. You don't need anyone else's approval to take pride in who you are.

10. I focus on the good things in my life.

By taking time to appreciate even the small things life has to offer —the sights, the sounds, meaningful encounters— you can begin to highlight the good around you. Where we choose to place our attention and focus enlivens those areas, so make an effort to look at what you know is good — even if it is small.

The journey to a better you should be fun and joyful. Be mindful that you can't do everything at once, so choose one area at a time. You can create a gratitude journal identifying three things you appreciate about your life, while also making a daily checklist of the small improvements or steps you can take towards your goals.

Affirmations are a good way to change your thinking patterns, but if you find that you're frequently feel unhappy, you are not alone. You can contact your Employee Assistance Program (EAP) any time for expert advice on your emotional well-being, including concerns related to depression.



6 ways to make your New Year's resolutions stick

USA Today | Ashley M. Williams | January 1, 2014

As you welcome 2014 and attempt to fulfill that big goal of yours, don't panic.

Scranton University psychology professor John Norcross is offering ways to follow through on your New Year's resolutions.

Last year, 40% of Americans planned to make resolutions on Jan. 1. Popular ambitions included the usual suspects: losing weight, improving finances, quitting smoking and reducing alcohol use.

"Resolutions have been uncannily similar and stable over the years," Norcross said.

But, the author of *Changeology: 5 Steps to Realizing your Goals and Resolutions* says resolutions are hard to keep for many Americans. Last year, Norcross predicted 50% would break one, if not all, of their goals by mid-January.

Here are some tips from Norcross to keep your New Year's goals. And remember, it's a marathon, not a sprint!

1) Make changes to your behavior. Changing your routine can bring different results. Instead of trying the same thing over and over again, expecting a different outcome, people need to modify their behaviors.

2) Define SMART goals. When setting targets, use the SMART acronym: specific, measurable, attainable, relevant and time-specific. Norcross says that individuals must go further than simply saying, "I want to lose weight." "Specifically, what are you going to do so that you can measure and track [your weight] over time, for say, the next three to four months?" he said.



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6 ways to make your New Year's resolutions stick

USA Today | Ashley M. Williams | January 1, 2014

3) Track your progress. Norcross calls this technique self-monitoring. A calendar, or a calendar app, is a handy tool you can use to track your goals. "It also can show you what the triggers of your behavior are and it can alert you to any early slips," Norcross says.

4) Reward small achievements. When you reach a portion of your goal, as an example you lose 10 of those 25 pounds, be kind to yourself. Recognize the accomplishment and perhaps do something nice for yourself. This will help keep you focused and excited about the overall goal.

5) Make it public. When individuals announce their goals on social media, to their families or in the workplace, they are being held accountable by those closest to them. The upside to this, Norcross says, is it can keep you on track. The downside: "It potentially increases embarrassment if they fail," he said. So, it depends on how open you want to be about your resolutions.

6) You are human. Chances are you may slip up once or twice during this process. It's OK. Norcross says it is important to deal with failures by getting back on track and continuing along your journey. Seventy percent of successful goal-setters said that their first slip actually strengthened their resolutions. Norcross says to adopt the outlook, "I'm human. Let me learn from it, and let me keep going."





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Balsamic Green Bean Salad



About this Recipe

By Rebecca Bohl
www.paleogrubs.com

Ingredients

- 1 1/2 lbs green beans, trimmed and cut to 3 inch long pieces
- 1/2 red onion, finely chopped
- 3 tbsp olive oil
- 2 tbsp balsamic vinegar
- 1/3 cup chopped walnuts
- Salt and pepper to taste

Directions

1. Bring a pot of salted water to a boil. Add the green beans and blanch for 2-3 minutes. The beans should be just barely cooked through and still crisp. Prepare a large bowl of ice water while the beans are cooking. Remove beans from hot water and place into ice bath to stop the cooking. Drain.
2. Place the green beans and red onion in a large bowl. Toss in the olive oil to coat. Sprinkle in the balsamic and season with salt and freshly ground black pepper. Top with chopped walnuts to serve.

*Note: For choosing green beans, when you bend them you want them to snap, which ensures that they are fresh.



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Grilled Salmon with Tomato & Basil



About this Recipe

Yield: 4
Servings

Total Time:
30 min

This recipe is so beautiful and yet so simple to prepare—it's perfect for entertaining. You just spread a side of salmon with minced garlic, sprinkle with fresh basil, then layer sliced tomatoes on top. Put it on the grill for 10 minutes and you're done!

From
www.eatingwell.com
July/Aug 2010

Ingredients:

- 2 cloves garlic, minced
- 1 teaspoon kosher salt, divided
- 1 tablespoon extra-virgin olive oil
- 1 whole wild salmon fillet (also called a "side of salmon," about 1 1/2 pounds; see Tips)
- 1/3 cup plus 1/4 cup thinly sliced fresh basil, divided
- 2 medium tomatoes, thinly sliced
- 1/4 teaspoon freshly ground pepper

Directions:

1. Preheat grill to medium.
2. Mash minced garlic and 3/4 teaspoon salt on a cutting board with the side of a chef's knife or a spoon until a paste forms. Transfer to a small bowl and stir in oil.
3. Check the salmon for pin bones and remove if necessary (see Tips). Measure out a piece of heavy-duty foil (or use a double layer of regular foil) large enough for the salmon fillet. Coat the foil with cooking spray. Place the salmon skin-side down on the foil and spread the garlic mixture all over it. Sprinkle with 1/3 cup basil. Overlap tomato slices on top and sprinkle with the remaining 1/4 teaspoon salt and pepper.
4. Transfer the salmon on the foil to the grill. Grill until the fish flakes easily, 10 to 12 minutes. Use two large spatulas to slide the salmon from the foil to a serving platter. Serve the salmon sprinkled with the remaining 1/4 cup basil.



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Image Source: www.labtestingnow.com

TOPIC OF THE MONTH

Thyroid Awareness Month

For More Information:

www.foh.hhs.gov/calendar

IN THE SPOTLIGHT - WEBINAR



Image Source: www.improve.com

TOPIC OF THE MONTH:

Seasonal Affective Disorder

VISIT: www.foh4you.com

Topic Highlights:

- *Common Symptoms
- *Who gets SAD
- *Treatment for SAD



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Coming Next Month

National Black History Month
Hallowed Grounds: Sites of African American Memories
February

 Kingsley Plantation Jacksonville, FL	 Austin F. Williams Carriage House Farmington, CT	 Frederick Douglass Home Washington, DC	 Mary McLeod Bethune Memorial Washington, DC
 Dr. Martin Luther King Monument Washington, DC	 Mason Temple Church Memphis, TN	 Buffalo Soldiers Museum Fort Huachuca, AZ	 Maggie Walker National Historic Site Richmond, VA
 Tuskegee Institute Talladega, AL	 Port Chicago Naval Magazine Memorial Concord, CA	 Chicago Bee Chicago, IL	 Monroe Elementary School Topeka, KS
 New Orleans, LA	 Negro Baseball League Patterson Hirschballe Stadium, NJ	 African Americans in the Civil War Island Mound, MO	 Dexter Avenue King Memorial Baptist Church Montgomery, AL

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2016 Theme: Hallowed Grounds: Sites of African American Memories FEBRUARY 2016



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DIVERSITY DAY 2016

We want to know what YOU
want to see at a Diversity
Day Event?

- Ideas for
- Guest Speakers
 - Food
 - Entertainment
 - Want to share your history and culture in some way?

We need your help to make our Diversity Day
Event GREAT!!!

We welcome your ideas, suggestions and
comments!

Please contact SGT Desiree Robinson
desiree.n.robinson2.mil@mail.mil or 573-638-9500 x 39788



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Contact SGT
Desiree
Robinson to help
contribute to
this newsletter

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n2.mil@mail.mil

573-638-9500 x
39788



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

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*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.