



# Equal Writes



## COMMANDERS EEO CORNER



“If you want to be important – wonderful. If you want to be recognized – wonderful. If you want to be great – wonderful. But recognize

that he who is the greatest among you shall be your servant. That’s a new definition of greatness.” This is an excerpt from the Dr. King’s speech given at Ebenezer Baptist Church in Atlanta, Georgia on February 4, 1968, titled, “I am a Drum Major for Justice. The year 2013 marks the 150th anniversary of the issuance of the Emancipation Proclamation. Dr. King was born almost 65 years after the ratification of the Emancipation Proclamation. During his lifetime, there were still many barriers that kept people from being free in our country and the world. Dr. King had a dream for everyone. He committed his life to building a *beloved community* based on shared love, brotherhood, sisterhood, and justice. This dream was the goal of his work for social justice: a place where all people can have good lives and are treated as equal in the eyes of the community. Our community should provide opportunities for everyone to have good schools, fulfilling jobs, safe streets, and loving homes. The SAJ District will join the nation in celebration of the Dr. Martin Luther King Jr. Day, on Monday, January 21, 2013. The national recurring theme of this holiday is “Remember! Celebrate! Act! A Day On...Not A Day Off.” I encourage all members of the District and their families to honor and celebrate this great event.

**ALAN M. DODD**  
Commander

## JACKSONVILLE EEO OFFICE IN THE COMMUNITY



The SAJ EEO Office participated in the many events that took place during the Jacksonville first ever City of Jacksonville Veterans "Week of Valor." The event was a celebration to showcase the city as one of the most military friendly cities. EEO Manager Gonzellas Williams was a guest facilitator during the Veterans' Summit. EEO Specialist Adam Morrison participated in the ILRC Disability Mentoring Day and the Veteran's Job Fair at the Prime Osborne Convention Center. It was a great opportunity for the SAJ Special Emphasis Program to support the City of Jacksonville and the Mayor's Office.



## AFRICAN AMERICAN/BLACK HISTORY MONTH

### African-American/Black History Month

1-28 February 2013

“At the Crossroads of Freedom and Equality: The Emancipation Proclamation and the March on Washington”

**African American/Black History Month Brain Brawl** - 15 February 2013, Executive Conference Room, 11:00am – 12:30pm. POC is Gerald Deloach (x1050).

**2013 African American/Black History Month Program** – Wednesday, 27 February 2013, 10:00am - 11:00am. The program will be held on the second floor bridge area. There will be a guest speaker, musical performances, and poetry renditions. If you would like further information/details about these programs please contact Murika Davis (x1604) or Adam Morrison (x3660).

## WOMEN'S HISTORY MONTH

### Women's History Month

1-31 March 2013

“*Women Inspiring Innovation Through Imagination:  
Celebrating Women in Science, Technology, Engineering and  
Mathematics*”

Events to be announced.

## EEO STAFF

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## SAJ MANAGERS CORNER



Knowledge of the EEO Program is a key important aspect of being a manager. As a Manager, we must take it into consideration on a daily basis. Most

people think it just involves the hiring and selection process, but it is much more, and should be included in all aspects of our supervisory duties. The most important part is to ensure all of your staff are treated equally and you are consistent in all things. Not only is this the RIGHT thing to do, but we are required to by laws and regulations. Diversity is key to having a successful and highly productive organization. The most important aspect of a successful EEO program is open and two-way communication. If an employee does not feel as though they can talk to me about an issue or problem, then I have not done my job.

*~ Mr. Jim Jeffords is the SAJ Chief of Operations Divisions.*

## LOCAL MONTHLY EVENTS



**27th Annual Dr. Martin Luther King, Jr. Breakfast**  
01/18/2013 - Prime Osborn

Convention Center, doors open at 7:00a.m. and the program is 7:30 – 9 a.m. The keynote speaker is Ambassador Andrew Young.

**MLK Holiday Parade, Monday, 01/21/2013** - Federal Reserve Bank to Metropolitan Park at 10:00am.

**MLK GospelFest, Monday, 01/21/2013** - Featuring CeCe Winans from 1:00pm to 4:00pm.

**Jacksonville Zoo, 02/02-03/2013** - Buy one get one free admission offer.

## Worth Repeating

“Nonviolence is not sterile passivity, but a powerful moral force which makes for social transformation.” **Dr. Martin Luther King, Jr.**

## SAJ EMPLOYEES SPEAK OUT ON DR. MARTIN LUTHER KING, JR

“The American philosopher, Ralph Waldo Emerson once said, “What makes great men great were that they did not disregard their own thoughts; they had the will to speak.” Dr. Martin Luther King, Jr., undoubtedly a great man, had many of the same ordinary thoughts and fears you and I have. But he did not let that stop him. He overcame his fears and spoke out for what he believed in. He was incarcerated, ridiculed, and ultimately paid for his courage with his own life. As a young boy growing up in New York City, I learned of Dr. King’s life in grade school and was taken with the impact this man had. I told myself that I would one day follow in his footsteps and make speeches in front of thousands, if not millions, of people and bring Americans of every race, creed, and religion to stand hand in hand and declare their bond to one another. While I do not believe I currently have the time to fit that into my busy schedule, his life has left a lasting impression of the impact one man can have and isn’t it wonderful that now, today, we can see the fruits of his labor as we celebrate him.”  
*~ Harold W. Rodriguez, P.E., Herbert Hoover Dike*

“While I can still remember the first teacher who carefully delivered to her class the subject of equal rights - sandwiched between fun music and the good news that it was Dr. King who led the movement for a change in the laws of America and in the hearts of Americans of all races and religions, it was my beautiful mother who gave the deeper understanding. I optimistically belted out tunes of unity, and she often sang along, but gradually imparted the contrast between her childhood and mine. I know, now, that my jubilation was qualified by her experience. She explained more about racism on both sides of the fence and what it was like growing up, in Jacksonville, at a time where equal rights was still a fresh idea on people’s minds and lips. She explained how important it was that Reverend King’s message of equality was recognized by the government and therefore he would not participate in the violence that was so often directed toward him. It was she that led me to understand that he did not die an old man, but was martyred for our equality. It was she that taught me silent resentment moves no one to change. It was because of Dr. King embracing his destiny that I learned peaceful resistance *with* a strong voice can inspire courage in a multitude. I have my own life experience to qualify my school lessons, now. I choose not to focus on the negatives because I am so thankful of every opportunity. Dr. King helped pave an equal roadway for me by motivating a nation for grand strides toward equality. I am proud to say people can choose prejudicial ignorance but the laws of the United States of America strongly discourage it. I am proof that the efforts of Dr. King and the actions taken for civil rights since his passing were not for naught. Thank you greatly, Dr. King. I am educated and successful. I have learned freedom and equality begin within you before it is ever seen outside of you.” *~ Crystal Schelldorf, SAJ Contractor*

“There are very few American leaders that embody the term greatness more than Dr. Martin Luther King, Jr. His concepts of inclusion and service to our nation remind all Americans and non-Americans alike that we should unite for the greater good of humanity. While other leaders have been divisive, the legacy of Dr. King has been a uniting force that reminds each and every one of us that we have a deep responsibility to become better people and serve with humility. Dr. King serves as a constant reminder that the fate of this country is not in the hands of an educated elite, but in the hands of all Americans regardless of age, education level, or the color of a person’s skin. Dr. King was not a person that sought a role of leadership, but rather was a person whose leadership potential was so great that it was recognized at every level of his development. Dr. King could render very abstract ideas into a form that anyone could understand the hallmark of a true leader. Whether it was being elected president of a predominately white senior class at Crozer Theological Seminary, serving on the executive committee of the National Association for the Advancement of Colored People, president of the Southern Christian Leadership Conference, or receiving the Nobel Peace Prize; Dr. King’s leadership potential was immediately recognized by all who came into contact with him. As we reflect in the significance of the holiday we celebrate in honor of Dr. King, it is important to remember the virtues he extolled: courage, truth, justice, compassion, dignity, humility, and service. It is fitting that the holiday was placed early in the new year, at a time when each of us make a renewed vow to become better people. Dr. King’s example shows us all that one person can make a tremendous difference when internalizing the values he extolled and using them in daily life.”  
*~ Tunis McElwain, Chief, Fort Meyers Section, Regulatory Division*