

## DEOMI NEWS LINKS 3 FEBRUARY 2023

### SPECIAL: BLACK HISTORY MONTH, FEBRUARY 2023

[A Proclamation on National Black History Month, 2023](#) [Joseph R. Biden, Jr., *White House Press Office*, 31 January 2023]

*During National Black History Month, we celebrate the legacy of Black Americans whose power to lead, to overcome, and to expand the meaning and practice of American democracy has helped our Nation become a more fair and just society. This country was established upon the profound but simple idea that all people are created equal and should be treated equally throughout their lives.*

[\[DOD MEMO\]](#) [\[MARADMIN\]](#) [\[USAR RESOURCES\]](#)

[“Black on Black” celebrates Black culture while exploring history and racial tension](#) [Gabino Iglesias, *NPR*, 2 February 2023] [BOOK REVIEW]

*These lines appear on the first page of Daniel Black’s *Black on Black: On Our Resilience and Brilliance in America*: “I write because we hurt. I write because some pain can’t be described. It can only be felt in the marrow of a story or the lyrics of a song.” Black’s new collection of essays dig deep into Blackness, history and racial tension in this country, while simultaneously serving as a powerful call to action and a celebration of Black culture.*

[It’s Black History Month. Here are 3 things to know about the annual celebration](#) [Scott Neuman, *NPR*, 1 February 2023]

*February marks Black History Month, a tradition that got its start in the Jim Crow era and was officially recognized in 1976 as part of the nation’s bicentennial celebrations. It aims to honor the contributions that African Americans have made and to recognize their sacrifices. Here [within article] are three things to know about Black History Month.*

[Meet Bayard Rustin, often-forgotten civil rights activist, gay rights advocate, union organizer, pacifist and man of compassion for all in trouble](#) [Jerald Podair, *The Conversation*, 30 January 2023]

*Born in West Chester, Pennsylvania, on March 17, 1912, Rustin was one of 12 children raised by their grandparents. It is believed that his devotion to civil rights was formed by his grandmother, whose work with the NAACP resulted in leaders of the Black community, such as W.E.B. Du Bois and Mary McLeod Bethune, visiting the Rustin home during his Quaker upbringing. He helped found the Congress of Racial Equality and the Southern Christian Leadership Conference, two civil rights organizations that were focused on ending the Jim Crow era of racial segregation.*

[The unsung heroes: their stories aren’t widely told, but these Black women and men helped shape history](#) [Nicquel Terry Ellis and Nicole Chavez, *CNN*, 3 February 2023]

*They stood up against racism and inequality—some risking their own lives—to launch the fight for many of the rights and freedoms we enjoy today and some we continue to fight for. They dared to break racial barriers in roles never held by Black Americans. Yet, these icons have been largely overlooked, their stories untold in many history books, classrooms and documentaries.*

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## CULTURE

[Cal fires swim coach McKeever over misconduct allegations](#) [The Associated Press, 1 February 2023]  
*Longtime University of California women's swimming coach Teri McKeever was fired Tuesday following an investigation into alleged harassment, bullying and verbally abusive conduct, the school said in a [statement](#). Cal Director of Athletics Jim Knowlton said in a letter to team and athletic staff that an investigative report by an independent law firm detailed "numerous violations of university policies that prohibit race, national origin, and disability discrimination. The report also details verbally abusive conduct that is antithetical to our most important values."*

[Flight Attendant Uniforms Ditch Gender. How Does That Fly in the Air?](#) [Rory Satran, *The Wall Street Journal*, 28 January 2023]  
*When Tyler Curry joined JetBlue in 2022, he was surprised to learn that the airline offered its employees the choice to wear whichever uniform they wanted, regardless of gender. The New York-based in-flight crew member had not worn dresses before, but, intrigued, he asked a female colleague if he could try hers on. He liked the way it looked, so he "took a leap of faith" and ordered the dress. Long bastions of traditional gender roles and rigidly defined uniforms, airlines are opening up their dress codes as conversations about identity evolve.*

[Hispanic lawmakers in Connecticut seek official ban on term "Latinx"](#) [Arwa Mahdawi, *The Guardian*, 3 February 2023]  
*A group of Hispanic lawmakers in Connecticut have proposed that the state follow Arkansas and ban the term "Latinx" from official government documents, calling it offensive to Spanish speakers. The word is a gender-neutral alternative to "Latino" and "Latina", helpful in supporting people who do not identify as either male or female, proponents say.*

[\[SEE ALSO\]](#)

[Let it grow: Sailors, Marines disgruntled by beard ban find favorable reception to challenges](#) [Alison Bath, *Stars and Stripes*, 27 January 2023]  
*The Navy is facing a groundswell in its ranks and in court from people who believe that the service needs to take a razor to its 38-year-old beard ban. In response to that and related comments, Master Chief Petty Officer of the Navy James Honea said beards are "not a hill I want to die on." And a recent court decision asserted that three Sikh Marine Corps recruits likely would win their case challenging requirements that they cut their hair and shave their beards. They had sued on grounds that the grooming rules violate their religious freedom rights.*

[Sesame Workshop Rolls Out Self-Care Content for Military Families](#) [Katie Lange, *DOD News*, 31 January 2023]  
*Like many Americans, emotional well-being is something that many military families have said they're struggling with since the pandemic started, according to Sesame Workshop, which works with the Defense Department to bring information to military families through its websites and free apps. In response to that, Sesame Workshop has launched [new digital resources](#) for military parents and children that offer simple strategies for mental health and self-care. The resources include videos demonstrating the importance of finding the little wins, being flexible with routines, meal planning and even learning how to be still and quiet.*

[Super Bowl flyover will honor 50 years of women flyers in the Navy](#) [Jonathan Lehrfeld, *Military Times*, 30 January 2023]

*The Navy will conduct a pregame flyover with three tactical aircraft squadrons, which will commemorate 50 years of women flying in the U.S. Navy, following the game's National Anthem, according to a [statement](#) from the sea service. Last week, the Navy released a [series of digital trading cards for the 15 service members who will participate](#) in the flyover.*

[Yale honors the work of a 9-year-old Black girl whose neighbor reported her to police](#) [Vanessa Romo, *NPR*, 3 February 2023]

*Nine-year-old Bobbi Wilson may be in the fourth grade, but last month the Yale School of Public Health held a ceremony honoring the budding scientist's recent work. The university entered Bobbi's collection of 27 spotted lanternflies—an extremely invasive species that is harmful to trees and other plants—into the Peabody Museum of Natural History database. Bobbi was also presented with the title of “donor scientist” during the Jan. 20 ceremony. The accolades come just three months after Bobbi, who is Black, made headlines when former Caldwell city council member Gordon Lawshe, who is White, called local police on the girl.*

## DISCRIMINATION

[Can bots discriminate? It's a big question as companies use AI for hiring](#) [Andrea Hsu, *NPR*, 31 January 2023]

*AI may be the hiring tool of the future, but it could come with the old relics of discrimination. With almost all big employers in the United States now using artificial intelligence and automation in their hiring processes, the agency that enforces federal anti-discrimination laws is considering some urgent questions: How can you prevent discrimination in hiring when the discrimination is being perpetuated by a machine? What kind of guardrails might help?*

[Child welfare algorithm faces Justice Department scrutiny](#) [Sally Ho and Garance Burke, *The Associated Press*, 31 January 2023]

*The Justice Department has been scrutinizing a controversial artificial intelligence tool used by a Pittsburgh-area child protective services agency following concerns that it could result in discrimination against families with disabilities, [The Associated Press has learned](#). Two sources said that attorneys in the Justice Department's Civil Rights Division cited the AP investigation when urging them to submit formal complaints detailing their concerns about how the algorithm could harden bias against people with disabilities, including families with mental health issues.*

## DIVERSITY

[Naval Station Norfolk welcomes 1st Black female commanding officer](#) [Caitlyn Burchett, *The Virginian-Pilot (Newport News, Va.)*, 2 February 2023]

*Capt. Janet Days will become the 51st commanding officer of Naval Station Norfolk, making her the first Black female to hold the position in the installation's 106-year history. A change of command ceremony will be held Friday morning. Days will relieve Capt. David Dees, who will assume duties as the Chief of Staff for Commander of Navy Region Mid-Atlantic.*

[\[REPRINT\]](#)

[A Paralyzed Veteran Holds 25 Patents for Improving Wheelchair Technology](#) [Blake Stilwell, *Military.com*, 30 January 2023]

*“After my injury, I had to plot a new course in life,” Rory Cooper told the Department of Veterans Affairs. At 20 years old and otherwise healthy and fit, Cooper had a few problems with being in a wheelchair, even though they were state of the art for the time. While on campus in California, maneuvering the 80 pounds of chrome and steel frustrated him. They were heavy, unwieldy and difficult to push. As he studied, he put his new skills to work in his family’s machinist workshop, creating a lighter, more maneuverable wheelchair for himself. His innovations would lead to his new career and a lot of positive advances in wheelchair technology.*

## **EXTREMISM**

[Ohio “Neo-Nazi home school” shows lack of regulation, board of ed member says](#) [Conor Morris, *NPR*, 30 January 2023]

*State Board of Education Member Teresa Fedor says an Ohio couple’s online neo-Nazi home-school network shows the state needs to better regulate its homeschooling system. The “Dissident Home School” network, which openly embraces Nazi ideology and implants it into lesson plans and is shared online across a group of roughly 2,500 people, was allegedly created by an Upper Sandusky couple, according to a *Vice News* [report](#). Fedor said the incident raises serious questions about accountability with Ohio’s home-school regulations.*

[Suspect in Molotov cocktail attack at New Jersey synagogue is charged with federal crime](#) [Rob Frehse, *CNN*, 1 February 2023]

*A New Jersey man has been arrested and charged with one count of attempted use of fire to damage a building after allegedly throwing a Molotov cocktail at a New Jersey synagogue Sunday, according to court documents. Nicholas Malindretos, 26, of Clifton, will appear in federal court in Newark on Thursday for an initial appearance, the U.S. Attorney’s Office in the District of New Jersey said in a [news release](#).*

## **HUMAN RELATIONS**

[Building a Work Culture Where Everyone Can Succeed](#) [Adam Butler and Ross Gianfortune, *Government Executive*, 3 February 2023] [PODCAST]

*Not every work situation is perfect, for sure, but there is a lot that we can do to improve our own situations. Toxic managers and toxic systems can affect employees negatively and make the work experience far worse. There are tactics and strategies, however, which people can use to improve their own experiences, even in bad situations at work. Dr. Richard Orbé-Austin is one of the authors of the workbook “Your Unstoppable Greatness: Break Free from Impostor Syndrome, Cultivate Your Agency, and Achieve Your Ultimate Career Goals”, released in December. He joined the podcast to discuss the book and how people can better manage their careers and aspirations.*

[Pursuing passions and purpose outside of military life](#) [*Military Times*, 1 February 2023] [PODCAST]

*Army spouse and stay-at-home dad Sergio Rosario Diaz is the founder of Soy Súper Papá, a global online community helping to support a new generation of fathers who want to be more involved in their kids’ lives. He shares his tips for building a community—no matter the size—and the importance of pursuing passions outside of parenthood and military life.*

## INTERNATIONAL

[Australia is removing British monarchy from its bank notes](#) [Nick Perry and Rod McGuirk, *The Associated Press*, 3 February 2023]

*Australia is removing the British monarchy from its bank notes. The nation's central bank said Thursday its new \$5 bill would feature an Indigenous design rather than an image of King Charles III. But the king is still expected to appear on coins that currently bear the image of the late Queen Elizabeth II. Australia's Reserve Bank said the new \$5 bill would feature a design to replace the portrait of the queen, who died last year. The bank said the move would honor "the culture and history of the First Australians."*

[Church of England sheds light on "shameful" slave trade ties](#) [Jill Lawless, *The Associated Press*, 31 January 2023]

*Three centuries ago, an enslaved person in Virginia wrote to a leader of the Church of England, begging to be released from "this cruel bondage." There was no reply from the church, which at the time was accumulating a tidy profit from the trans-Atlantic slave trade. The handwritten letter from 1723—whose author says they must remain anonymous for fear they will "swing upon the gallows tree" if exposed—has gone on display in London as part of efforts by the Anglican church to reckon with its historic complicity in slavery.*

[Dutch Constitution to be amended to ban discrimination based on sexuality or disability](#) [NL Times, 17 January 2023]

*The Dutch Constitution does already state that discrimination "on any other grounds whatsoever shall not be permitted." However, the explicit mention of sexual orientation is an important moment for the rights of people who identify with diverse genders and sexualities, said COC Nederland. An association representing people with physical and mental disabilities, or chronic illnesses, also called it a "historic" day. "Adding the disability basis to Article 1 is historic news," said Ieder(in) director Illya Soffer.*

[French prime minister unveils plans to tackle racism](#) [Elaine Ganley, *The Associated Press*, 30 January 2023]

*Name it, act on it, sanction it. That is the focus of a new drive against racism, anti-Semitism and discrimination of all kinds that was announced Monday by French Prime Minister Elisabeth Borne. The four-year plan starts with educating youth with a required yearly trip to a Holocaust or other memorial site exemplifying the horrors that racism can produce. It includes training teachers and civil servants about discrimination and toughening the ability to punish those denounced for discrimination. Arrest warrants will be issued to those who use freedom of expression for racist or anti-Semitic ends.*

[In India, couples begin their legal battle for same-sex marriage](#) [Sheikh Saaliq, *The Associated Press*, 3 February 2023]

*It was 2008. Homosexuality was yet to gain a degree of acceptance in deeply conservative India, with many gay couples facing stigma and isolation. So Saxena and Kotia took their time, watching from a distance how people's acceptance of homosexuality was changing. Now, 15 years into their relationship, they have set out for a bigger challenge and filed a petition to India's Supreme Court that seeks the*

legalization of same-sex marriage. Three other gay couples have filed similar petitions that will be heard by the country's top court in March.

## MISCELLANEOUS

[Announcing MIT Seminar XXI Opportunity for Coast Guard Members](#) [Zach Shapiro, MyCG, 1 February 2023]

*Attention, Coast Guard workforce! Here is your chance to build your policy and leadership skills through the [Massachusetts Institute of Technology's \(MIT\) Seminar XXI: Educating U.S. National Security Leaders Program](#). Members of the Coast Guard, including civilians and reservists, are encouraged to apply. Officers in or selected for paygrades O-5 to O-8, and civilian employees in grades GS-14 to SES, are eligible. The Coast Guard will nominate up to four individuals from the Washington, D.C., area for Seminar XXI. While members from any location may apply, you must be stationed in the Washington, D.C., area during the program in order to participate.*

[Black history class revised by College Board after criticism](#) [Cheyanne Mumphrey and Sharon Lurye, *The Associated Press*, 1 February 2023]

*The official curriculum for a new Advanced Placement course on African American studies downplays some components that drew criticism from conservatives including Florida Gov. Ron DeSantis, who had threatened to ban the class in his state. In the [framework](#) released on Wednesday, topics including Black Lives Matter, slavery reparations and queer life are not part of the exam. They are included only on a sample list states and school systems can choose from for student projects. The course is currently being tested at 60 schools around the U.S., and the official materials are intended to guide its expansion to hundreds of additional high schools in the next academic year. The College Board, which oversees AP courses, said developers consulted with professors from more than 200 colleges, including several historically Black institutions.*

[SEE ALSO]

[Why America needs inclusive curriculums and diverse educators](#) [Javaid Siddiqi, *The Hill*, 1 February 2023] [OPINION]

[Pentagon launches management reform institute to address challenges](#) [Joe Gould, *Defense News*, 31 January 2023]

*The department on Tuesday [launched the Defense Management Institute](#), an independent research entity aimed at advancing the Pentagon's management, organization, performance improvement and enterprise business operations. Proponents said the entity, part of the nonprofit Institute for Defense Analyses, will have a far-reaching impact as it pools experts and past research for officials and lawmakers to solve problems or retool the department. Officials say the Defense Management Institute, or DMI, will not only conduct studies and analyses on behalf of the department but also build a public library of past management reform studies and reports spanning the Pentagon's own boards and commissions, as well as academic institutions and think tanks.*

[SEE ALSO]

[Want More Innovation? Get Out of Your Office and Talk to People](#) [Peter A. Newell, *Defense One*, 1 February 2023] [COMMENTARY]

*It's no great secret that the Pentagon suffers from innovation inertia. How can we change that? From my experience, change starts with good conversation. Here are three ways to get innovation into your organization's natural rhythm.*

## **MISCONDUCT**

[OPM Has Replaced Its Embattled CFO Following Harassment Report](#) [Erich Wagner, *Government Executive*, 25 January 2023]

*The Office of Personnel Management has replaced its chief financial officer, less than a week after a government watchdog concluded that he had used racial slurs, sexually harassed female employees and drank during work hours while employed at the Defense Department. OPM's website no longer lists Douglas Glenn as the agency's CFO. Instead, Erica Roach has been quietly named acting CFO. Prior to this role, she served as deputy CFO and the director of systems planning and development.*

## **RACISM**

[Black police officers aren't colorblind—they're infected by the same anti-Black bias as American society and police in general](#) [Rashad Shabazz, *The Conversation*, 30 January 2023] [COMMENTARY]

*What could influence Black police officers to savagely beat a Black motorist? Policing in the U.S. has, from its inception, treated Black people as domestic enemies. From the slave patrols, which some historians consider to be among the nation's earliest forms of policing, to the murder of George Floyd, and now the death of Nichols, law enforcement officers often have viewed Black people as what sociologist and civil rights activist W.E.B. Du Bois, in "The Souls of Black Folk," called a "problem."*

[White supremacists who attacked Black DJ at bar sentenced](#) [The Associated Press, 27 January 2023]

*Four White men with White supremacist ties were sentenced in federal court in Seattle Friday for a 2018 assault on a Black DJ at a bar in the suburb of Lynnwood (Wash.). All four were previously convicted of committing a hate crime and making false statements. The man they attacked, Tyrone Smith, said outside the courthouse Friday that his life is forever changed. The judge also ordered the defendants to pay nearly \$171,000 in restitution to cover lost wages and medical bills. He called the attack that of a "modern day unhooded KKK."*

## **RELIGION**

[Black college students who turn to their faith think less about suicide](#) [Janelle R. Goodwill, *The Conversation*, 31 January 2023]

*Black college students who resorted to self-blame when faced with stress were also more likely to experience suicidal thoughts within the past year. This is in comparison to those who were less likely to resort to self-blame. But those who turned to their faith to cope with stress were less likely to think about taking their own lives. These are just two of the key findings from a [study](#) on Black students' mental health that I published in 2022. I initially conducted this work for my dissertation, analyzing previously collected surveys of 400 Black college students in the U.S.*

[How the Navy Chaplain Corps safeguards Marine readiness](#) [Capt. Kevin Buss, *Marine Corps News Service*, 27 January 2023]

*The spirit of the Marine is what drives our Corps. Therefore, spiritual readiness is a keystone element of the Marine Corps' value to the Department of Defense. The U.S. Navy Chaplain Corps is the backbone of ensuring high levels of spiritual readiness. "Spiritual readiness is the ability of a warfighter to accomplish their mission with honor," said Lt. Cmdr. Austin Grimes, chaplain, 13th Marine Expeditionary Unit. "It derives from one's deeply held religious and philosophical commitments—the north star of one's conscience." The job of a chaplain is to provide religious ministry, facilitate other faiths, care for all Marines and Sailors and advise the chain of command for matters pertaining to overall spiritual readiness.*

## **SEXUAL ASSAULT/HARASSMENT**

[U.S. snowboarders sue former coach alleging sexual abuse](#) [Daniel Trotta, Reuters, 3 February 2023]  
*Three former U.S. snowboarders sued their former coach, the national snowboarding federation and the U.S. Olympic Committee on Thursday alleging sexual abuse that was covered up by the two sporting bodies, court documents showed. Rosey Fletcher, Erin O'Malley and Callan Chythlook-Sifsof sued former coach Peter Foley, U.S. Ski and Snowboard (USSS), and the United States Olympic and Paralympic Committee (USOPC) in U.S. District Court for the central district of Los Angeles.*

## **SUICIDE**

[Survivor on two fronts: Soldier overcomes two tragedies to find healing](#) [Joe Lacdan, Army News Service, 1 February 2023]

Army.mil Editor's Note: This story contains depictions of suicide and suicidal ideation which may be disturbing to some readers. If you or someone you know is in crisis, call the Suicide & Crisis Hotline at 988, text at 838255 or contact the Military & Veteran Crisis Line.

*Maj. Steve Von Jett, an instructor at the Defense Information School at Fort Meade, Md., shares his struggle with suicidal ideations in a session that focuses on suicide prevention, response and identifying the actions that lead to suicide as part of the Public Affairs Communications Strategy Course. Von Jett believes that Soldiers battling suicidal thoughts can draw strength through the sharing of stories and positive discussion on prevention. He bases the curriculum on his own experience. After 21 years in the Army, Von Jett has seen both sides of the tragedy of suicide, as a survivor and as a friend of those who succumbed to it.*