

BRIDGING THE

GAP

Through Knowledge, Education, Understanding & Insight

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The SEP Group provides opportunities for positive exchange among diverse groups through community outreach, education and cultural diversity awareness.

IDEAS + ENERGY + TALENTS = DIVERSITY

By Brigadier General Timothy J. Kadavy

As the Nebraska National Guard looks to challenges in the future, we will need to continue our current success in recruiting and retaining Nebraska's best and brightest to serve in our ranks. We must ensure there is a place and opportunity for all Nebraskans who wish to serve in our organization. There can be no place for prejudice in the recruiting, retaining or assigning of personnel within the Nebraska Military Department. We will work to ensure fairness and opportunity to all — it is the law.



A diverse organization is full of ideas, energy and multiple talents. We will need all three as we strive to meet the challenges of the future. They may mean the difference between success and failure. We need to recruit and retain from the top of the Nebraska talent pool, ensuring we appeal to all...while alienating none. We have done a great job in the past, but we can and must do better in the future.

A healthy and successful organization or unit is inclusive in its policies, actions and climate. An inclusive climate breeds respect, camaraderie, common purpose and trust. These characteristics are critical to success and part of our

military heritage and value system. Such characteristics are required for good order and discipline. We cannot tolerate any actions that would hinder us from achieving this goal.

I ask each and every member of our organization to keep diversity in your thoughts as you perform your daily duties and tasks. Diversity requires a vigilant eye and a strong will. I do not believe that people make prejudiced decisions purposely; but nonetheless, the impact is the same. I ask that all military department members and employees work with me to ensure a fair and equal organization for all our members now and into the future. 

VIETNAM AND CAMBODIA

By Sandra Jones, M.S.; President; Orion Healthcare Technology

Sandra Jones has a Master of Science degree in counseling and has worked in the behavioral health field for 20 years, providing individual and group therapy to a variety of client populations. Sandra Jones is the wife of SFC Colin Jones, Regional Training Institute and a member of the SEP group.

Ms. Jones is the President of Orion Healthcare Technology. She has been with the company for twelve years and oversees the day-to-day functions of the company. She also consults with provider entities throughout the United States on the design and implementation of clinical software systems and implementation of evidence-based treatment models. She has spent the last seven years focusing on training and consulting with American Indian/Alaska Native (AI/AN) programs. Ms. Jones recently directed a federally funded contract titled the Turtle Island Initiative. This project provides training and consulting services to AI/AN treatment programs wishing to incorporate culturally responsive evidence-based treatment into their facilities.

people were very accommodating and embraced our American delegation. You can find many book stores selling Bill Clinton's autobiography, "My Life."

We visited two different facilities while in Vietnam. I was impressed with the treatment models that were in place. Most were adopted through models developed in the United States but modified to fit the culture within Vietnam. The facilities would seem archaic to most people in the United States, but they are operating and providing an important service. Treatment is still in its infancy and additional training programs are needed to develop treatment staff.

We finished our time in Vietnam by exploring the Mekong Delta and taking a canoe ride through Unicorn Island. We witnessed an abundance of conical hats and a thriving fishing industry hard at work.

We then traveled to Phnom Penh and Siem Reap, Cambodia. The resiliency and hope I witnessed in Vietnam succumbed to desperation, corruption and poverty in Cambodia. The country is still feeling the effects of the genocide of the intellectuals, professionals and their families at the hand of the Pol Pot regime. Much can be summarized by driving up to the Killing Fields and seeing a gift shop at the entrance, then walking into a

display of hundreds of human skulls on display after paying a fee to enter the death camp. Human bones and clothing are still visible as you walk on the paths of the camp.

The treatment facilities we visited



had a goal of decreasing the spread of HIV/AIDS and premature deaths of children and teens. Working with clients on common American issues like low self esteem is irrelevant. One outreach program picks up over 500 used needles from the street on a daily basis, just to keep drug users from spreading disease. Other facilities are teaching homeless children and teens basic education and vocational skills. We witnessed the end of the day routine when concentration camp type trucks backed into the facility to pick the children up to take them back to the street or other institutions. On our visits to temples, such as Angor Wat, we were met with beggars and homeless children.

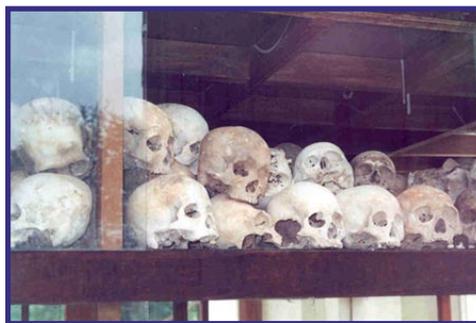
The experience of participating in the delegation to Vietnam and Cambodia changed a lifelong perspective of what I knew about each of these countries, particularly Vietnam. I learned that Vietnam is a growing, thriving and resilient country and everyone I met loved Americans. This experience also reinforced

my belief that to truly make a difference and offer meaningful contributions to developing countries or other cultures, it is essential to understand and respect that culture and take into consideration the world view into any actions taken. 



In October 2007, I participated in a People To People delegation of Addiction Treatment professionals in the countries of Vietnam and Cambodia. The delegation's mission was to explore the status of addiction treatment services in each country while learning more about their culture.

We first arrived in Ho Chi Minh City, Vietnam. I found Ho Chi Minh City to be a modern city, much like many cities you would find in the United States. The



RESTAURANT REVIEW: SHOGUN

By COL Roma Amundson

3700 South 9th & Highway 2, Suite 1; Lincoln, Nebraska; 402-421-7100

All your senses are brought into play when you enter the Shogun restaurant. You are greeted by sounds of trickling water in the fountain and soft splashing of coi fish as they surface lazily in the pool. Soft Oriental music accompanies laughter and click of silverware and tableware. A waitress dressed in the traditional colorful Japanese kimono asks where you would like to sit – at the sushi bar

or at the Mongolian grill. She then takes you to your preferred location, where you are seated at a heavy wooden table. Typical of Japanese restaurants, the décor is colorful, and

in the case of this restaurant, features the Samurai warrior for which it is named. Shogun stands for the truly mighty Samurai general in ancient Japan whose name became well-known to Americans, and for that reason, the Samurai warrior is the theme throughout this restaurant.

Shogun Restaurant also has the accompanying descriptive name of Hibachi Steak and Seafood and Sushi Palace. It features the art of Japanese Teppanyaki* cooking which has been performed since the early 1900's. On the grill side of the house, the names of the typical dinners are Hibachi Chicken, Sukiyaki Steak, Teppanyaki Shrimp and Samurai Steak. Dinners feature chicken, USDA steak, halibut, scallops, shrimp, USDA filet mignon, orange roughy, salmon filet and tuna filet. Combination dinners are exactly that – a combination of two choices of chicken, steak or seafood. Meals range in price from \$11.00 to \$30.00 on the grill side of the



house. On the Sushi Bar side of the house, sushi combinations cost anywhere from \$15.00 to \$35.00; individual plates of fish rolls range from \$5.50 to \$13.00.

In the Sushi Bar area, there are an incredible number of choices. When my family and I went to Shogun, we settled for the sashimi combinations – and we had 42 pieces of raw fish, chef's choice. We had salmon, smoked salmon, red snapper, mackerel, crab and tuna. The fish, along with vegetables and fruit in various combinations, is usually wrapped in a rice and seaweed combination and is accompanied by different sauces. The vegetables and fruit may be avocado, mango, red pepper, green onion and asparagus; cream cheese is often included in the sushi roll combinations. Sauces for the sushi rolls are spicy sauce, sweet and mango sauce, sweet chili sauce and a ginger and mustard sauce. I shouldn't forget that we

had miso soup which stoked our appetite for the meal to follow.

Tea and water were served with the meal, although you could have whatever drinks you would like. A full bar is available for alcoholic beverages. My family and I settled on two gourds of sake (warm rice wine) and Asahi beer from Japan.

Service was very good. We were there on a Thursday evening and we were served quickly and efficiently.

The meal was extremely satisfying to us in terms of variety of tastes and textures of food. The atmosphere of the restaurant was made warm and welcoming by its friendly and quick wait staff. The exotic and colorful Oriental décor was fascinating and comfortable due to the distance between dining tables. One was not "rubbing elbows" with the guests at the next table, nor was one's coat or purse in danger of being brushed against, all of which I for one really appreciate. The food was truly authentic and prepared with an eye to presenting midwesterners with a taste of food prepared in the Japanese style and with Japanese spices. If you have a member of your party who prefers the more familiar tastes, opportunities for such food are on the menu.



If you are looking for a surprise for a special person or occasion, the Shogun Restaurant just might be the place to go. The staff will be glad to help you celebrate with a unique shogun touch to the party and you'll have the opportunity to really enjoy a unique restaurant.

*<http://en.wikipedia.org/wiki/Teppanyaki>

21 CULTURAL COMPETENCIES FOR THE 21ST CENTURY

by Jose J. Soto, J.D.

*Jose J. Soto, J.D. is Vice President for Affirmative Action/Equity/Diversity
Southeast Community College, Lincoln, Nebraska*

The rapid pace of change in technology, society and demographics require that we re-examine the knowledge, skills and abilities needed to survive and succeed in the 21st century. Following are 21 competencies that will facilitate and enhance your personal and professional involvement within the context of multicultural and diverse settings.



1. Develop and embrace a personal ethic of social responsibility and service within communities that are racially/culturally/ethnically/linguistically different than your own.
2. Ensure that you exhibit ethical behavior in all activities, personal and professional, which involve individuals of diverse backgrounds.
3. Expand your knowledge base to ensure that your professional services and interpersonal interactions are competent and effective within the context of racial, cultural, ethnic and linguistic differences.
4. Value and incorporate the determinants of multiple world-views and culture/race/ethnicity/language in planning, developing and providing services and programs.
5. Seek out and apply the knowledge of the new sciences, technology, and social/demographic trends.
6. Ensure that your critical thinking, reflection, and problem-solving skills incorporate culture, race, ethnicity and language as fundamental considerations.
7. Understand the changing and emerging roles and responsibilities of primary and secondary social institutions, and how these changes may differentially impact diverse communities.
8. Promote and support primary prevention and education as tools to improve the well being of individuals and communities.
9. Integrate population-based services and approaches into the practice of your profession and discipline.
10. Improve access to services and benefits for those individuals and populations with unmet needs.
11. Practice culturally-appropriate, relationship-centered involvement with the individuals and families you serve.
12. Provide culturally-appropriate and competent services, programs, and interventions that meet the needs of the cultural/racial/ethnic/linguistic diversity in your community.
13. Partner with the diverse communities and individuals affected by your decisions.
14. Develop and use communication and information technology that effectively and appropriately deliver information to individuals and communities of diverse racial/ethnic/cultural/linguistic backgrounds.
15. Learn to work comfortably as a member of teams that cross interdisciplinary lines, and are representative of diverse ways of thinking, being and doing.
16. Ensure that your decisions and services balance individual, professional, system and societal needs.
17. Exercise leadership that models diversity inclusion, representation and shared decision-making.
18. Take personal responsibility for the quality of services, outcomes, and cultural competence at all levels.
19. Contribute to continuous improvement of your cultural competence at the personal and professional levels, and throughout the system(s) within which you operate.
20. Advocate for public policies that promote and support culturally competent services, and the inclusion, representation and participation of individuals who reflect the increasing cultural/ethnic/racial/linguistic diversity of our communities.
21. Commit to being a life-long learner, and to helping others learn about the value and dynamics difference. 

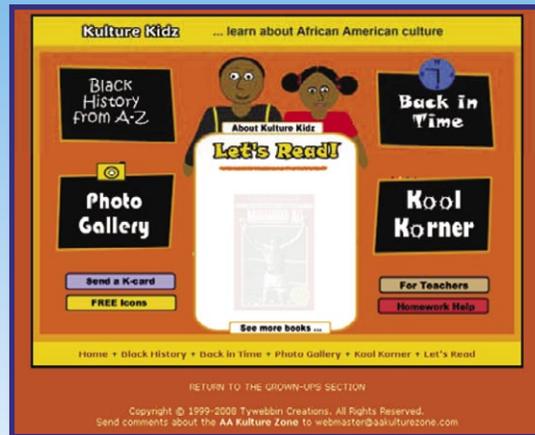
WEBSITE REVIEW: KULTURE KIDZ

by Denise Anderson

As I read my February Parent magazine, there was an article about Black History Month which referenced the Kulture Kidz web site: <http://aakulturezone.com/kidz/> which is devoted to African-American culture.

Click on the *Black History from A to Z* button and you can learn about famous African-Americans and their accomplishments throughout history. Did you know that Althea Gibson became the first Black woman to win major tennis titles in 1957 and 1958, and later became a successful professional golfer?

Click on the *Back in Time* button and you can view great events in African-American History, spotlighting inventors



and women firsts. Madame CJ Walker's real name was Sarah Breedlove, and she developed a conditioning treatment for straightening hair. She became one of the first American women of any race or

rank to become a millionaire. Garrett Morgan's invention, the gas mask, was used during World War I to protect soldiers from chlorine gas fumes.

Click on the *Kool Korner* button and you can print out different word searches and word scrambles of famous inventors, athletes and others.

My favorite part of the web site is the *Let's Read* area. You can find books about history, sports, holidays, growing up, and stories and folktales from various cultures around the world. I love to read books and so do my girls. You can actually see an image of the book with a brief summary on the web site.

I hope you enjoy this web site as much as I did. 🌐

WOMEN IN HISTORY TRIVIA

Compiled by Peggy Brown

Below are ten questions about a few amazing women. To find out more about these women, visit this website:

<http://lkwdpl.org/wihohio/figures.htm>. Here you can read about these and other women who have contributed to U.S. history. On the first page you will see a list all the women and the reason they are famous. When you click on a name, you will read a short biography on each. At the bottom of each biography are links to read even more about these fascinating women.

- Who was the first licensed African-American pilot in the U.S.?
 - Bessie Coleman
 - Susan Taylor
 - Josephine Baker
- Who became the first presidential wife to vote for her husband to become president?
 - Grace Coolidge
 - Florence Harding
 - Caroline Harrison
- Who was the first African-American U.S. Army nurse during the Civil War?
 - Barbara Mabrity
 - Rebecca Rouse
 - Susie King Taylor
- Who was the first woman ever on a transatlantic flight? She was also the same woman who was the first aviator to fly a solo route from Hawaii to America.
 - Bessie Coleman
 - Amelia Earhart
 - Eleanor Roosevelt
- Grace Hooper, who retired from the military at age 80, was the oldest member of what branch of service and what rank did she achieve?
 - U.S. Army, Colonel
 - U.S. Navy (USN), Commander
 - U.S. Navy Reserve (USNR), Rear Admiral
- Which First Lady was the first to fly in an airplane (with a woman pilot)?
 - Ida McKinley
 - Grace Coolidge
 - Florence Harding
- Who was the first and only woman to receive the Congressional Medal of Honor for her efforts during the Civil War?
 - Susan B. Anthony
 - Mary Edwards Walker
 - Grace Hooper
- Who was the first African-American woman to own land in Los Angeles, California?
 - Biddy Mason
 - Harriet Beecher Stowe
 - Eliza Bryant
- Who was the first Black woman in history to receive the honor of being nominated for an Academy Award in the category of Best Actress?
 - Dorothy Dandridge
 - Marion Anderson
 - Hedda Hooper
- Who was the first person arrested, put on trial and fined for voting on November 5, 1872?
 - Carrie Chapman Catt
 - Jane Adams
 - Susan B. Anthony

Women in History Trivia
Answers on Page 11

2008 AFRICAN-AMERICAN HERITAGE MONTH LUNCHEON CELEBRATION RECAP

By Mary Schmidt-Rodriguez



The main event began with a fifteen minute DVD giving an introduction as to who the Tuskegee Airmen were and what they accomplished during their service to their country. It was a great lead in to LtCol Adams' stories.

The format for our featured presentation was unique. Diane Bartels, a member of the Paul Adams chapter of the Tuskegee Airmen and an aviation author, interviewed LtCol Adams to help bring his story to life. The dialogue between the two was fascinating and allowed us a glimpse into the life of this accomplished individual. One of the attendees called LtCol Adams "a true American hero." Other comments about the luncheon included "I feel very honored and privileged to be able to listen to LtCol Paul Adams share his story with us" and "LtCol Paul Adams is a gracious and honorable man!" I believe this very accurately summarizes this educational and entertaining event.

Following the feature presentation, Major General (MG) Bailey spoke about his father and LtCol Adams and how they both had similar paths during the war, but how very different their experiences were since his father is a White American, and LtCol Adams a Black American. MG Bailey was an industrial arts student of LtCol Adams at Lincoln High School, and was unaware at the time of the military accomplishments LtCol Adams had achieved in his life. Following his remarks, MG Bailey presented both LtCol Adams and Diane Bartels with a framed montage honoring Adams and the

Continued on Page 8

A glimpse of living history. That is what we experienced at this year's African-American Heritage Month event, as we were fortunate to hear from LtCol (ret) Paul Adams, a long-time resident of Lincoln, Nebraska.

LtCol Adams was one of many African-American young men who served as a Tuskegee Airmen in World War II. These young Black men were able to overcome numerous obstacles to live their dreams of flying airplanes. This was not an easy achievement considering that in America in the 1940's, bias against Black Americans was very prevalent. Thanks to interventions from supportive individuals, LtCol Adams was able to attend the Tuskegee training program. The father of Adams' boyhood friend came to his aid when many were trying to block his entrance into Tuskegee. This man made a few well placed phone calls to prominent individuals and received a telegram from the President of the United States, Franklin Delano Roosevelt, telling people that Paul Adams was to take this training - per his order!

An adventure of a lifetime began. Little did LtCol Adams know at the time that his involvement with the Tuskegee

Airmen would be a life long learning and teaching opportunity for himself and others he would come into contact with. His commitment to attend and speak at events, such as the one in the Military Department, honors both himself, other Tuskegee Airmen, as well as those who took the risk to assist these young men in their military careers.

It was an honor just to be able to speak with LtCol Adams for a few moments, take his picture and listen carefully to the stories he related about his life journey. He has an incredible sense of humor and tells very captivating stories of his experiences before, during and after Tuskegee. (For a more complete biography of LtCol Adams, please see the article directly following this recap. In addition, see page 2 for a short history on the Tuskegee Airmen.)

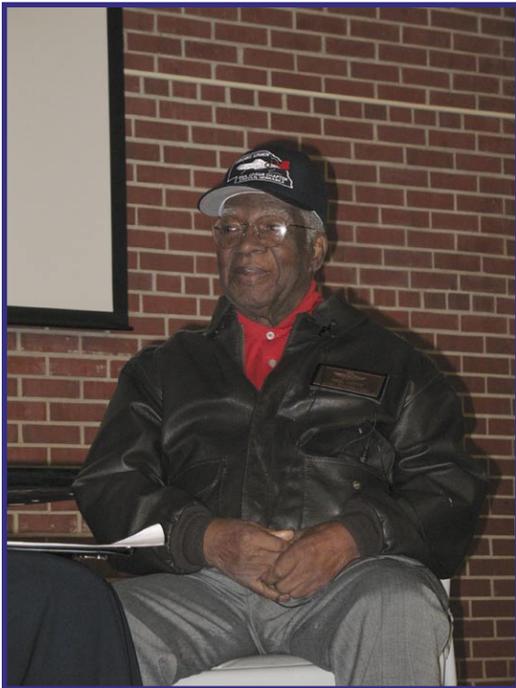
The luncheon began and ended with an invocation and benediction by Special Emphasis Program group member, TSgt Clashaud Robbins. CPT Dale Burrage was the master of ceremonies for the event and guided us through our celebration. The food was catered by Skeeter Barnes; a delicious meal of smoked chicken, sweet potato chips (my personal favorite), beans, a dinner roll and to top it all off, peach cobbler.

African-American Recap Continued from Page 7

Tuskegee Airmen. The award included two bronze Tuskegee Airmen coins and a thank you written to each for their willingness to share their time and storytelling talents with us.

Thank you to everyone who contributed to this very successful celebration honoring the achievements of African-Americans.

LtCol (ret) Paul Adams Biography



LtCol (ret) Paul Adams was born in Greenville, South Carolina in 1920.

He entered the Tuskegee Institute in Alabama in 1942 and he was South Carolina's first black pilot. "We had to learn to be the best we could be in flying that airplane because we were under the gun from the beginning," LtCol Adams said. "We had to be better than anybody else, we thought, and we were." He also said many obstacles had to be overcome before the black pilots could fly in the 1940s.

LtCol Adams began a distinguished military career in the Air Force and became a fighter pilot for the Tuskegee airmen in World War II. He flew with the 332nd Fighter Group, an African-American unit, also known as the "Red



Photo Courtesy of The Lincoln Journal Star

Tail" group for their distinctive aircraft paint scheme. The group established the unprecedented record of flying more than 1,500 missions in Europe and North Africa, losing only ninety-eight pilots. LtCol Adams' career saw nine major campaigns and he received the Commendation Medal with three Oak Leaf clusters. After the war, he served at a variety of locations worldwide and finally, as Deputy Base Commander at Lincoln, Nebraska.

LtCol Adams stated that many racial obstacles awaited him in post-war America. "At the end of the war, we started the next war, to fight segregation."

When he retired from the Air Force in 1963, after twenty years of service, LtCol Adams began his teaching career at Lincoln High School. He was one of three black teachers in Lincoln Public Schools when he started teaching in 1964. He taught industrial arts at Lincoln High until 1982, when he retired from teaching school but not from teaching and serving his community.

Adams has been a member of the Capital City Kiwanis for many years. Through Kiwanis, he organized a Builders Club at East High School



and served as a "Grandpa" at Elliott Elementary School. He is past president of the Lincoln National Association for the Advancement of Colored People (NAACP) and an associate of the Retired Officers Association. He and Alda, his wife of 62 years, are also active members in their church.

In April 2007 he received the Congressional Bronze Medal for his contribution as a "Guardian Angel" in World War II. The name "Guardian Angel" was a term of respect given by the white airmen who were escorted by the African-American pilots.

LtCol Adams has had a tremendous impact on our country, state and city. LtCol Adams and the other Tuskegee Airmen, though segregated from the "white" units, served their country faithfully, flying many successful missions. Adams continued to help desegregation efforts when he came to Lincoln. In retirement, he has continued to serve his community. He is an example to all of us, and is very deserving of having a Lincoln elementary school named after him.

LtCol Adams and his wife Alda have three children: Deloris, Gloria and Michael. 🌍

BOOK REVIEW: NIGHT

By Elie Wiesel; Publisher: Hill and Wang; Published: January 2006;

Revised edition; Nonfiction

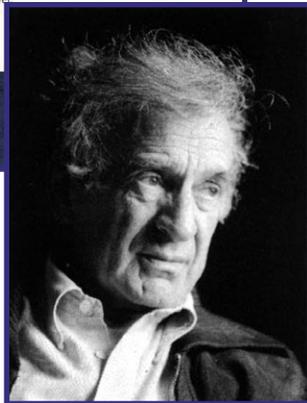
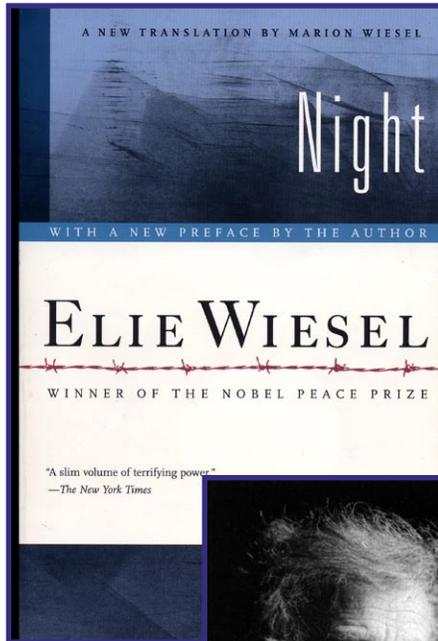
Book Review by LaVonne Rosenthal

Elie Wiesel was born on September 30, 1928, in the Romanian town of Sighet, Transylvania in the Carpathians. He and his three sisters grew up in a peaceful family which was strongly bound by Jewish traditions and the Jewish religion.

In the summer of 1944, as a 14-year-old teenager, Elie Wiesel along with his father, mother and sisters, was deported by the Nazis to Auschwitz extermination camp in occupied Poland. Daily life included starvation rations of soup and bread, brutal discipline and a constant struggle against overwhelming despair. At one point, young Wiesel received 25 lashes of the whip for a minor infraction.

The author is hauntingly articulate in describing the conditions that surrounded him. Not wanting to be separated from his father, Elie clung tightly to his father, often experiencing worse treatment than if he had been alone. Loyalty to his father was tantamount to the perils they faced. He managed to remain with his father for the next year as they were worked almost to death, starved, beaten and shuttled from camp to camp on foot or in open cattle cars, in driving snow, without food, proper shoes or clothing. In the last months of the war, Wiesel's father succumbed to dysentery, starvation, exhaustion and exposure.

Elie Wiesel's sojourn in the death camps ended in Buchenwald in the spring of 1945, when the prisoners were liberated by American troops. Along with other children, he was sent to France where he learned for the first time that his



two older sisters had survived the war. Later in life he traveled to the United States as a journalist, settling in New York where he became a U.S. citizen in 1963. After remaining silent for ten years, he wrote twenty-six full-length books together with a large number of articles. He published a number of books, of which *Night* (1956) was the first.

Wiesel has received numerous awards and honors including the 1986 Nobel Peace

Prize and the Presidential Medal of Freedom. He was also the founding Chair of the United States Holocaust Memorial. Awards and recognition are not a consolation for the horrors he experienced in the concentration camps. Wiesel's quote "...to remain silent and indifferent is the greatest sin of all..." stands as a succinct summary of his views on life and serves as the driving force of his work.

I have to admit, the reason I chose this book was because of its length – only 115 pages. However, this short novel touched me deeply with the description of horrors the Jewish people endured. Students in the Literature of the Holocaust class at North Star High School also read this book as part of their curriculum. This is the way that history lives on, as our children study the past. I encourage you, as well, to read this powerful book. 🌍

HOLOCAUST MEMORIAL DAY (YOM HA-SHOAH)

<http://www.jewishvirtuallibrary.org/jsourc/Judaism/yomhashoah.html>

The full name of the day commemorating the victims of the Holocaust is "Yom Hashoah Ve-Hagevurah"—literally the "Day of (remembrance of) the Holocaust and the Heroism." It is marked on the 27th day in the month of Nisan — a week after the seventh day of Passover, and a week before Yom Hazikaron (Memorial Day for Israel's fallen soldiers). It marks the anniversary of the Warsaw Ghetto uprising.

The date was selected by the Knesset (Israeli Parliament) on April 12, 1951. The full name became formal in a law that was enacted by the Knesset on August 19, 1953. Although the date was established by the Israeli government, it has become a day commemorated by Jewish communities and individuals worldwide.

In the early 1950s, education about the Holocaust (Shoah, meaning catastrophe, in Hebrew) emphasized the suffering inflicted on millions of European Jews by the Nazis. Surveys conducted in the late 1950s indicated that young Israelis did not sympathize with the victims of the Holocaust, since they believed that European Jews were "led like sheep for slaughter." The Israeli educational curriculum began to shift the emphasis to documenting how Jews resisted their Nazi tormentors through "passive resistance" — retaining their human dignity in the most unbearable conditions — and by "active resistance," fighting the Nazis in the ghettos and joining underground partisans who fought the Third Reich in its occupied countries.

Since the early 1960s, the sound of a siren on Yom Hashoah stops traffic and pedestrians throughout the State of Israel for two minutes of silent devotion. The siren blows at sundown and once again at 11:00 A.M. on this date. All radio and television programs during this day are connected in one way or another with the Jewish destiny in World War II, including personal interviews with survivors. Even the musical programs are adapted to the atmosphere of Yom Hashoah. There is no public entertainment on Yom Hashoah, as theaters, cinemas, pubs, and other public venues are closed throughout Israel.

For full article see above website. 🌍

The Tuskegee Airmen Continued from Page 2 with large numbers coming from New York City, Washington, Los Angeles, Chicago, Philadelphia and Detroit. Each one possessed a strong personal desire to serve the United States of America at the best of his ability.



In a time of our history when segregation still existed, we all know that black men

and women were regarded as less intelligent than white men and women. The information below certainly proves otherwise. Most trainees were already college graduates or college students. One interesting tidbit of information I read during my research was the fact that the training these men endured was not easy by any stretch.

Those who possessed the physical and mental qualifications were accepted as aviation cadets to be trained initially as single-engine pilots and later to be either twin-engine pilots, navigators or bombardiers. Most were college graduates or undergraduates. Others demonstrated their academic qualifications through comprehensive entrance examinations.

Any military pilot can tell you that more important than having an aircraft to fly is the support personnel who keep the birds in the air. My aerospace ground equipment buddies are the first to tell you "There's no airpower without ground power." That was true for the Tuskegee Airmen. Their enlisted force was trained to provide the maintenance and ground support needed to keep the birds in the air. A big surprise for me was to learn that the mechanics were trained at Chanute Air Base in Rantoul, Illinois. They were trained there until the appropriate facilities were built in Tuskegee, Alabama in 1942. Why is that a surprise to me? You can say I began my Air Force career there. I was born in the base hospital at Chanute and lived in base housing until I

was eleven. My father was active duty Air Force at the time and spent 14 of his 20 year career at Chanute.

Why were the Tuskegee Airmen so successful?

The outstanding record of black airmen in World War II was accomplished by men whose names will forever live in hallowed memory. Each one accepted the challenge, proudly displayed his skill and determination while suppressing internal rage from humiliation and indignation caused by frequent experiences of racism and bigotry, at home and overseas. These airmen fought two wars - one against a military force overseas and the other against racism at home and abroad.

More remarkable to me is the fact that in the midst of the racism and bigotry they were all volunteers. Now that is a true hero.

<http://www.tuskegeeairmen.org>

The Air Force has three core values that are engrained into our warrior ethos from day one: *Integrity First, Service Before Self and Excellence In All We Do*. If you are wondering what it means to live your life and serve your country according to these core values, just look at the Tuskegee Airmen and you will find your answer. They were successful in overcoming a great deal of adversity while they served our great Nation, and they did it with integrity and honor. The Tuskegee Airmen are also unarguably the most successful combat pilots of WWII. They did not lose one single bomber to enemy fire in more than 200 combat missions. This record is unmatched by any other fighter group.

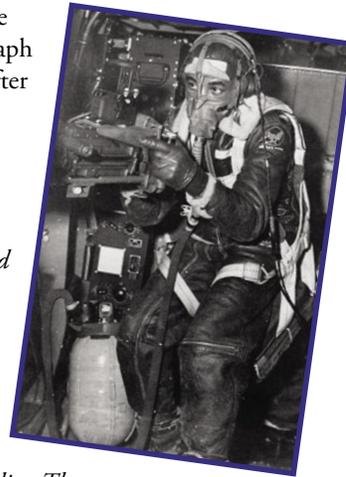
Indeed, no one can argue that the Tuskegee Airmen were successful pilots. More importantly, they are an integral part of why the U.S. Air Force, new at the time, (born from the Army Air Corps) changed their segregation policy. The

timeframe for the following paragraph begins directly after WWII.

During this period, many white units were undermanned and needed qualified people but were unable to get the experienced black personnel because of the segregation policy. The newly formed U.S. Air Force initiated plans to integrate its units as early as 1947. In 1948, President Harry Truman enacted Executive Order Number 9981 which directed equality of treatment and opportunity in all of the United States Armed Forces. This order, in time, led to the end of racial segregation in the military forces. This was also the first step toward racial integration in the United States of America. The positive experience, the outstanding record of accomplishment and the superb behavior of black airmen during World War II, and after, were important factors in the initiation of the historic social change to achieve racial equality in America.

I also wanted to include some of the very impressive combat records and statistics achieved by the Tuskegee Airmen:

- **Over 15,000 combat sorties (including 6,000+ for the 99th prior to July 1944).**
- **111 German airplanes destroyed in the air; another 150 on the ground.**
- **950 railcars, trucks and other motor vehicles destroyed.**
- **One destroyer sunk by P-47 machine gun fire.**
- **NO U.S. bombers lost while being escorted by the 332nd, a unique achievement.**
- **150 Distinguished Flying Crosses earned.**
- **744 Air Medals.**
- **8 Purple Hearts.**
- **14 Bronze Stars.** 



SEP MEMBER HIGHLIGHT

Kari Holman- Human Resources (HR) Manager for the State of Nebraska Military Department Employees

I'm fairly new to the Nebraska Military Department and am excited to be working in the Agency and very happy to be included in the SEP Group. The Military Department takes a very proactive approach to diversity initiatives and it's exciting to be a part of it.

Another reason I was very excited to be invited to serve with the SEP group is that diversity is a personal topic of passion for me. Professionally, it is my responsibility to work with the mechanics of affirmative action, various state and federal labor laws and the annual affirmative action report. However, it is my belief that diversity initiatives must go far beyond the letter of the law in order to be truly effective. Diversity, at its best, should be about celebrating the things that make us unique and recognizing the contributions that our differences can make to the workplace and the world. By doing that, I believe we begin to realize how similar we truly are.

I have worked in various capacities within State Government for almost eight years. Prior to coming to work for the Military Department, I worked with the Nebraska State Patrol (NSP) as the coordinator for civilian recruitment efforts. Prior to NSP, I also held HR positions in the Department of Banking and Finance, as well as the Department of Health and Human Services. I hold a degree from the University of Nebraska-Lincoln in Human Resource Management, and am also a member of the Lincoln Human Resource Management Association, which is the local affiliate of the Society for Human Resource Management.

I was born in Madison, South Dakota and moved to Ashland, Nebraska when I was 13. My heritage is primarily Scandinavian (equal parts Swedish and Norwegian), with a little Welsh, German and Irish. Even though my last name is Holman, which doesn't necessarily sound particularly Scandinavian, both sides of my family of origin are scattered with Clausens, Gustafsons, Johannsens, Larsons and the like. (Kari is a very



common name in Sweden and Norway, and my middle name, Johanna, is also a popular one.) Especially in the small corner of South Dakota that I come from, Norwegian heritage is held very proudly, so I most closely identify with that part of my heritage. I have one uncle who still corresponds with some family from the 'old country' and I know more "Ole and Lena" jokes than I care to admit.

I grew up eating lefse, which is a thin flour and potato pancake fried on a griddle and rolled up with butter, cinnamon and sugar. Making Lefse at the holidays has always been a very cherished tradition in my family. I tried taking on the responsibility as the head lefse maker this year and am sorry to say that I failed utterly. My mother is a very good lefse maker, but there seems to be a hidden trick to it that I have not yet been able to discover. Another food of note from my Norwegian heritage is lutefisk. One joke I heard growing up is that you make lutefisk by taking a perfectly good fish and then do everything you can to ruin it. The actual recipe for lutefisk involves soaking the fish in cold water and lye for multiple days. Normally, lye is caustic, but leave it to the Norwegians to figure out a way to ingest it. Lutefisk dinners at the local Norwegian Lutheran Church are the stuff of legend where I come from. Melted butter is literally served by the

pitcher to make the fish palatable. Why do we eat it? Beats me.

In my non-work life, I stay pretty busy. I bought my first house about a year ago and the enthusiasm of being the owner of my very own fixer-upper has transitioned into the weariness of constant painting, patching and remodeling. When the weather is not forbidding, I love to golf. I don't anticipate getting to do much this summer since I'm getting married in August, and the tedious process of wedding planning is only getting worse. I wanted to have a small wedding, but Luke, my fiancé, has a pretty large family, and we have a number of friends that couldn't be excluded, so it seems that our small affair has started to grow out of control.

My parents still live in Ashland, and I have two sisters and one brother and a niece who is eleven months old and the apple of my eye. Although I have not served in the military personally, I have a number of people in my extended family who have served in the armed services. This includes a future brother-in-law who is a Marine currently deployed in Iraq, so I have a very deep respect for the commitment that is required of the individuals who serve.

I am excited to be working with the Military Department and am looking forward to getting to know everyone in the agency better. If you are ever in the basement of the TAG building, look me up! 

Women in History Trivia Answers from Page 6

1. a – Bessie Coleman
2. b – Florence Harding
3. c – Susie King Taylor
4. b – Amelia Earhart
5. c – USNR, Rear Admiral
6. c – Florence Harding
7. b – Mary Edwards Walker
8. a – Biddy Mason
9. a – Dorothy Dandridge
10. c – Susan B. Anthony 

SEP MEMBER HIGHLIGHT

Peggy Brown - Nebraska Employer Support of the Guard and Reserve – Assistant Program Support Specialist



I grew up on the east coast in the small community of Hyde Park, Pennsylvania, which is just north of Reading and about 65 miles northwest of Philadelphia. I have one brother who is a few years younger than me. My mom's side of the family is very large; she had eleven brother and sisters which translates to about 60 or 70 cousins – almost all of whom still live within a 50 mile radius of where we grew up. My dad's side was much smaller. The only family he had while I was growing up was his mom. Both of my parents and all my grandparents lived in the Reading, Pennsylvania area and are of German descent. It was a safe and secure area to grow up in as cities were close by and so was the country. We only had to travel a short distance to be in the heart of the Pennsylvania Dutch/Amish communities of Lancaster, Pennsylvania or drive a little further to be in Philadelphia.

In the summer of 1983 I made the big leap and talked with an Air Force recruiter. I wanted to go into a medical field, but in the early 1980's there was

a push to have women in “non-traditional” jobs so I joined the Air Force and went into an electronics maintenance career field. In January 1984, I left home for basic training at Lackland Air Force Base (AFB) in San Antonio, Texas. From there I went on to tech school at Lowry AFB, Denver, Colorado. Close to the end of my training I received my first assignment to Peterson Field, Colorado. I was pretty happy about it because in the nine months I was in Denver I had grown to love Colorado. A few days after getting my assignment, a friend approached me and asked me if I would consider swapping with him. I asked where he was being assigned and he said Japan. I said yes without hesitation. I was young and single and thought that this may be my only chance to see a part of the world I might otherwise only read about. I spent

four years in Japan and it was awesome! Reading Pam Makovicka's article about the Japanese New Year in a previous newsletter brought back many memories. It was an experience of a lifetime; to be able to live and interact in a culture that was so different from what I grew up with.

After I left Japan, I was stationed at Offutt AFB, Nebraska for about five years. My active duty job became a contract position and I left active duty in 1993. After close to ten years on active duty I decided I wasn't quite ready to give up the military life so I joined the Nebraska Air National Guard in September 1994. I spent twelve great years with the Air National Guard, ten of those working in recruiting and retention. In July 2007, I retired from the Air National Guard and am now working with the Employer Support of the Guard and Reserve (ESGR) program.

I first became involved in diversity with the Guard when I joined the Women's Program Advisory Group. In the



group, we focused on organizing the women's luncheons, and to be honest, I started doing it because I thought it was important for me, as a recruiter, to be involved. Ten years later I am in the Special Emphasis Program Group and I am doing it because I want to, not because I feel I have to. I thoroughly enjoy listening to the stories told at the luncheons and going to the different cultural events in and around Lincoln, plus I have made some great friends in the group and met some fascinating people.

On a personal note, I am married and have three children. Jeffrey is 21 and a former Nebraska Air National Guard member. He recently left to join the Navy and is at his training in Pensacola, Florida. Sarah is almost eight and Zachary is three. Mike, my husband is from Nebraska and we met while we were both stationed at Offutt. I never thought this east coast girl would settle in Nebraska, but I love living on our acreage by Seward.

Finally, I have decided that writing my biography was infinitely more difficult than writing the recipes for our newsletter. After this, I will definitely stick to cooking. 🌍

HERITAGE LUNCHEONS AND SPECIAL EVENTS

Asian/Pacific American Heritage Month Celebration

May

Eastern European Heritage Celebration

July

Hispanic American Heritage Month Fiesta

September/October

Native American Heritage Month Celebration

November

Kokyo Taiko Drummers Lincoln

Performance and Workshop

Saturday, April 12 3:00pm

Eiseley Library 1530 Superior St

Arbor Day Celebration

Nebraska City

Children's activities and live entertainment. Parade and 5K trail run on Saturday. Family Fun Festival at Wildwood Historic Center on Sunday, noon-4:00pm.

April 25-27 800-514-9113

tourism@nebraskacity.com

<http://www.nebraskacity.com>

Dia del Nino - Day of the Child Celebration Omaha

International celebration focusing on children. Hands-on art activities, games, demonstrations, entertainment, face painting and more.

April 26 Noon-4:00 pm

Admission: Free 402-731-1137

El Museo Latino 4701 S. 25th St

mgarcia@elmuseolatino.org

<http://www.elmuseolatino.org>

Cinco de Mayo Celebration Omaha

May 3 402-731-1137

El Museo Latino 4701 S. 25th St

<http://www.elmuseolatino.org>

Czech Festival Lincoln

Czech baked goods including kolaches, crystal items for sale, ethnic songs, singing, dancing and the crowning of the Czech queen.

May 4 10:00 am-6:00 pm

Admission: Free

The Moose Lodge Family Center

4901 N. 56th St 402-486-4152

Nebraska Federal Women's Council - Annual Training Day Ithaca

Program includes the following presentations:

How To Start a Newsletter

Nifty Tips and Tricks (Computer Training)

Lunch with a Media Presentation

Who Gets Grandma's Pie Plate

A Healthy and Happy Workplace

Silent Auction

Thursday, April 24 8:15am-3:30pm

Registration Fee: \$22.00 (includes lunch)

Registration due by April 20

Please contact Pam Makovicka for registration form:

Nebraska Military Department

1234 Military Road

Lincoln, Nebraska 68508

402-309-7511

pam.makovicka@us.army.mil

Training Day Location:

UNL Ag Research & Development Center

1071 County Road G

Ithaca, Nebraska

DIVERSITY DATES

APRIL/MAY 2008

April 1..... All Fool's Day (International)
 April 2..... Sizdebedar (Nature Day) (Iran)
 April 4-6..... Qingming Festival (China, Taiwan)
 April 6..... Chakri Day (Thailand)
 April 6..... National Tartan Day (Canada, U.S.)
 April 8..... Buddha's Birthday (Buddhist)
 April 13..... Buddhist New Year (Buddhist)
 April 13..... Vaisakhi (Hindu, Jain, Sikh)
 April 14..... Pan American Day (Latin America)
 April 14..... Ramanavami (Hindu)
 April 17..... Independence Day (Syria)
 April 18..... Independence Day (Zimbabwe)
 April 19..... Passover
 (Jewish – sundown for eight days)
 April 20..... Festival of Ridvan
 (Baha'i – sundown for twelve days)
 April 20..... Palm Sunday
 (Eastern Orthodox Christian)
 April 21..... Tiradentes Day (Brazil)
 April 22..... Discovery of Brazil Day (Brazil)
 April 22..... Earth Day (U.S.)
 April 23..... Administrative Professional's Day (U.S.)
 April 23..... National Sovereignty Day and
 Children's Day (Turkey)
 April 23..... St. George's Day (Christian)
 April 24..... Armenian Martyr's Day (Armenia)
 April 24..... Gathering of Nations Powwow
 (U.S. – Native American)
 April 24..... Take Our Sons and Daughters to
 Work Day (U.S.)
 April 25..... Anzac Day
 (Australia, New Zealand, Samoa)

April 25..... Good Friday
 (Coptic and Eastern Orthodox Christian)
 April 25..... Liberation Day (Italy)
 April 25..... National Arbor Day (U.S.)
 April 25..... Sinai Day (Egypt)
 April 25..... Union Day (Tanzania)
 April 27..... Easter (Pascha)
 (Coptic and Eastern Orthodox Christian)
 April 27..... Freedom Day (South Africa)
 April 28..... Sham el-Nessim (Egypt)
 April 29..... Showa-no-Hi (Japan)
 April 30..... Beltane (Celtic, Pagan)
 April 30..... Koninginendag (Netherlands)
 May..... Jewish-American Heritage Month (U.S.)
 May..... Older Americans Month (U.S.)
 May..... Flores de Mayo (Philippines)
 May 1..... Ascension Day (Christian)
 May 1..... Lei Day (U.S. - Hawaii)
 May 1..... May Day (U.S.)
 May 1..... National Day of Prayer (U.S.)
 May 1..... Vappu Day (Finland)
 May 2..... Yom Ha-Shoah (Jewish)
 May 3..... Kempo Kinen-Bi (Japan)
 May 4..... Hana-to-Midori-no-Hi (Japan)
 May 5..... Cinco de Mayo (Mexico, U.S.)
 May 5..... Dutch Liberation Day (Netherlands)
 May 5..... Kodomo-no-Hi (Japan)
 May 5..... May Bank Holiday
 (Ireland, Republic of U.K.)

May 5..... Urini Nal (South Korea)
 May 7..... Yom Hazikaron (Israel)
 May 8..... V-E Day (Victory in Europe) (U.S.)
 May 8..... Yom ha'Atzma'ut (Israel)
 May 9..... Victory Day (Russia)
 May 10..... Golden Spike Day (U.S. – Asian-American)
 May 11..... Mother's Day (U.S.)
 May 11..... Pentecost (Christian)
 May 14..... Independence Day (Paraguay)
 May 17..... Anniversary of
 Brown vs Board of Education (U.S.)
 May 17..... Armed Forces Day (U.S.)
 May 17..... Syttende Mai (Norway)
 May 18..... Trinity Sunday (Christian)
 May 19..... Victoria Day (Canada)
 May 20..... National Day (Cameroun)
 May 20..... Vesak (Buddhist)
 May 22..... Corpus Christi (Christian – Catholic)
 May 22-23..... Declaration of Bab (Baha'i)
 May 22..... National Day (Yemen)
 May 23..... Labour Day (Jamaica)
 May 24..... Independence Day (Eritrea)
 May 25..... African Freedom Day (International)
 May 25..... Independence Day (Jordan)
 May 25..... Revolution Day (Argentina)
 May 26..... Independence Day (Guyana)
 May 26..... Memorial Day (U.S.)
 May 26..... Spring Bank Holiday (U.K.)
 May 28..... Day of the Republic (Azerbaijan)
 May 28-29..... Ascension of Baha'u'llah (Baha'i)



Lumpia are pastries of the Philippines and Indonesia that are similar to spring rolls. It is believed these recipes were brought by Chinese immigrants from the Fujian province of China to Southeast Asia. Lumpia has such an enduring popularity that one can see at least one variant in almost any set of Filipino or Indonesian festivals.

If you search the internet for lumpia recipes, you will be amazed at the number of variations there are to choose from. I looked at several recipes and found my favorite, which used julienned green beans instead of green onions, but then I asked my husband's opinion as he spent a year and a half in the Philippines. The recipe below is what we decided we liked best. The website www.cooks.com had a number of different lumpia recipes. Be creative and enjoy!

Lumpia

- | | |
|------------------------------------|--|
| 1 tablespoon vegetable oil | 1 teaspoon pepper |
| 1 pound ground pork | ½ teaspoon salt |
| 2 cloves garlic, crushed | 1 teaspoon garlic powder |
| ½ cup chopped onion | 1-2 teaspoons soy sauce |
| ½ cup carrots, julienned or minced | 20-30 lumpia wrappers |
| ½ cup finely chopped green onions | Approximately 2 cups of oil for frying |
| ½ cup thinly sliced green cabbage | |



Heat 1 tablespoon of oil over medium-high heat in a wok or large skillet. Cook pork, stirring frequently, until no pink is showing. Remove pork from pan and set aside. Drain all but about 1 tablespoon of grease from the pan. Cook garlic and onion in the same pan for about 2 minutes. Stir in carrots, green onion and cabbage, sauté for about 1 minute. Stir in cooked pork and season with salt, pepper, garlic powder and soy sauce. Remove from heat and let the mixture cool.

To assemble the lumpia: Carefully separate the wrappers. To prevent them from drying out, cover unused wrappers with a moist paper towel. Lay wrapper on a clean surface. Place 2 or 3 heaping tablespoons of filling near the edge of the wrapper closest to you. Roll the edge toward the middle. Fold in both sides of the wrapper and continue rolling. Keep the roll tight as you assemble. Moisten the other side of the wrapper with water to seal the edge. Cover the assembled rolls with plastic wrap to retain moisture.

Heat a wok or heavy skillet over medium heat, add oil to ½ inch depth and heat oil for about 5 minutes. Slide 3 or 4 lumpia into the oil. Fry the rolls for 2 to 4 minutes on each side or until all sides are golden brown. Lumpia can also be deep fried at 350 degrees (about 3-5 minutes per side). Drain on paper towels. Serve as an appetizer or side dish with sweet and sour sauce or vinegar and garlic dipping sauce (see recipe to the right). Uncooked lumpia can be frozen until ready to use.

Vinegar Dipping Sauce

- ½ cup white vinegar
- 3 garlic cloves, crushed
- Salt and cracked black pepper to taste

Mix together all ingredients. Makes ½ cup.

en.wikipedia.org/wiki/Lumpia
www.cooks.com (search lumpia)



THE NEBRASKA MILITARY DEPARTMENT VALUES DIVERSITY

The purpose of the SEP Group is to work with leadership and management in carrying out their joint responsibility to identify barriers to the recruitment and advancement of special emphasis groups, devise solutions and draft plans to implement the solutions.

SPECIAL EMPHASIS PROGRAM GROUP MEMBERSHIP (SEP)

- | | | |
|--|--|-----------------------|
| MSgt Paul Dion paul.dion@us.af.mil | Mary Schmidt-Rodriguez .. m.schmidtrodriquez@us.army.mil | |
| Pam Makovicka..... pam.makovicka@us.army.mil | LaVonne Rosenthal lavonne.rosenthal@us.army.mil | |
| COL Roma Amundson | 1Lt Amy Johnson | WO1 Robrenna Redl |
| Denise Anderson | SFC Colin Jones | Ann Reicks |
| Peggy Brown | MSgt Anne Krotz | TSgt Clashaud Robbins |
| CPT Dale Burrage | SFC Kim Moore | SSgt Casey Svitak |
| 1SG Reynold Castaneda | SFC John (Jack) Murphy | 2LT Carlos Van Nurden |
| MSgt Kim Davila | SFC Melissa Oehm | Denise Wald |
| Kari Holman | SSG Raphael Razuri | |

Interested in becoming a member of the SEP group? Please contact one of the members listed above (with an email address).