

BRIDGING

THE GAP



ISSUE 32: AUGUST - SEPTEMBER 2012



WOMEN'S
EQUALITY DAY
& NEBRASKA



WONG YOKE KAM'S STORY -
NATURALIZED CITIZEN



IN PURSUIT OF GREATNESS
THROUGH DIVERSITY





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**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.

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

LETTER FROM THE CREATIVE DIRECTOR

In July I attended a lunch and learn which focused on the topic of *CHANGE*. The main reason this topic was chosen is because of the massive change about to occur in the Military Department for many of our employees - the move to a brand new building on the Lincoln Air Base - the new Joint Force Headquarters.

This upcoming change has been met with many different emotions and more will surface as the move gets closer, during each department's moving days and after the move as each of us settles into our new routine in our new office space.

Following are a few things I learned (or relearned) from the talk:

1. Change is inevitable and can be stressful.
2. We can't control change but we can control our attitude towards change.
3. Stages of our attitude towards change are denial, resist/react, anticipate/explore and then commit.
4. Denial includes numbness, everything-as-usual attitude and focusing on how good things were in the past.
5. Resist/react includes anger, loss and hurt, complaining, blaming others and stubbornness.
6. Anticipate/explore includes seeing possibilities, chaos, unfocused work, energy, clarifying goals, exploring

alternatives, learning new skills and "What's going to happen to me?"

7. Commit includes focus, teamwork, vision, cooperation and balance.
8. Personal change precedes organizational change.
9. I can learn and I can change and I can do it quickly.
10. Accept that change is an attitude.
11. Create a personal vision.
12. Focus on what you can do...not what you can't do.
13. Develop a perspective of opportunity.
14. Create a willingness to learn and develop.
15. Learn to love ambiguity.



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*Interested in becoming a member of the SEP Group?
Please contact LaVonne Roesnthal at the email address listed above.*



DIVERSITY BEGINS AT HOME

By CMSgt Gary Sparks, Joint Force Headquarters Chief of Personnel

In a recent meeting, several individuals who attended diversity training this year were discussing how much they learned from the conference. One key thing many of us learned is how easily prejudice can enter into the work environment. Diversity is a complex topic. Many times we may not be viewing it in its full context, but instead viewing it how we want it to look. As leaders, we need to have a diverse environment to help us see the many aspects of a problem or issue. We have to be willing to listen and understand the various factors involved. By doing so, we can find the best solution.

A person's first exposure to the world and the formation of impressions about their world comes from parents and family. Those impressions can lead to bias that can have a negative impact on a child into their adult years. In an article titled, *Teaching Diversity: A Place to Begin*, an example is given of a parent who picks up her 13-month old daughter from child care and notices she's not wearing her shoes. She asks the childcare provider to have her daughter wear her shoes except when she's taking her nap. The reason for the request is because the parent believes the stereotype that anyone who doesn't wear shoes is ignorant, and the parent doesn't want people to think she's ignorant.ⁱ

The early years of childhood are when children form many of their views of the world and most of those views come from parents, family and culture. Growing up in Tennessee, my wife and I were both influenced by the culture there. However, our parents probably had the greatest influence on us. I was taught to respect everyone and have trust until that person

No matter if we are parents or leaders, we teach and mentor to develop sensitivity for the differences in others.

demonstrates otherwise. This has served me well in my military career of sixteen plus years of active service as well as the last fourteen years I've served in the National Guard. My wife and I have passed that along to our children, and now as young adults they have the highest respect for the diversity in our communities.

The earlier example of the child and her shoes reminds me of my brother, an electrical engineer, who had an interesting stereotype experience while interviewing for a position with a major corporation in Plano, Texas, during the late 1960s/early 1970s. After graduating from college, he was hired by this company as quality control for the division that builds calculators. As he was being shown around the departments, he noticed everyone kept looking at his feet. After visiting the third or fourth department, his guide also noticed it and said, "Yes, he wears shoes." It appeared that the people meeting my brother believed the stereotype that people who don't wear shoes are poor and ignorant, and those who wear shoes have greater intelligence and are rich enough to buy shoes. This is an example of how a person's lack of knowledge and exposure to other cultures results in prejudice about a simple fact that someone does or doesn't wear shoes.

So what can parents and leaders do?

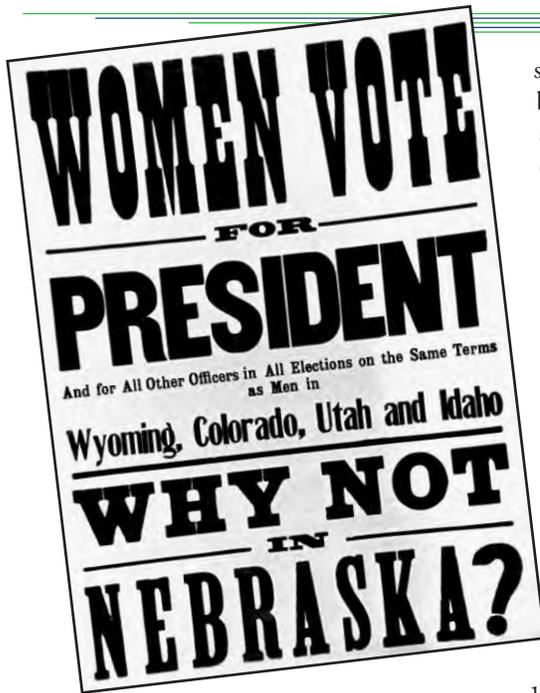


There's an idiom that says "charity begins at home." No matter if we are parents or leaders, we teach and mentor to develop sensitivity for the differences in others. The same holds true here; many of the negative attitudes toward others who are different from us begin early in our lives. If we teach our children, Airmen and Soldiers to learn and value others' differences, we all learn more, and ultimately, the organization, state, nation and society benefits. Habit Five in Stephen Covey's *Seven Habits of Highly Effective People* comes to mind. In this habit, we strive to "seek first to understand, then to be understood."ⁱⁱ When it comes to diversity and how to deal with prejudice, we should seek to understand the differences we are witnessing before we judge, then we can change our prejudicial attitudes.



WOMEN'S EQUALITY DAY

By Pam Makovicka



suffrage was defeated by Nebraska's voters at an 1871 constitutional convention.

In 1881, several local groups formed the statewide Nebraska Woman Suffrage Association and that same year, during the regular legislative session, a bill was introduced to submit a resolution to Nebraska voters to strike the word "male" from the suffrage article of the Nebraska constitution of 1875 and replace it with the word "person." The bill passed and was signed in February

1881, and the issue would be decided in November 1882.

The campaign for woman suffrage in Nebraska was on and by September 1882 there were more than 175 woman's suffrage associations in the state. To further promote the cause, both the American Woman Suffrage Association and the National Woman Suffrage Association had their annual meetings in Omaha. However, despite the best efforts of all these groups, Nebraska voters rejected woman's suffrage once again.

Although the cause suffered another defeat in the 1914 general election, a big step forward occurred in

1917 when the Nebraska Legislature passed a limited suffrage act giving women the right to vote in municipal elections and for presidential electors.

Continued on Page 19

NATIONAL SUFFRAGE SONG

My country 'tis for thee
To make your women free,
This is our plea.
High have our hopes been raised
In these enlightened days
That for her justice, praised
Our land might be.

My native country thee,
Grant us equality!
Then we shall see
In this fair land of light
Justice and truth and right
Ruling, instead of might,
Truest liberty.

Our father's God, to thee,
Author of liberty,
To thee we sing;
Long may our land be bright
With freedom's holy light;
Protect us by Thy might,
Great God, our King.



Women in the United States were given the right to vote on August 26, 1920, when the Nineteenth Amendment to the United States Constitution was signed. The amendment was first introduced many years earlier in 1878. Every president has published a proclamation for Women's Equality Day since 1971 when legislation was first introduced in Congress to commemorate the 1920 passage of the Nineteenth Amendment to the Constitution, granting women the right to vote. This was the culmination of a massive, peaceful civil rights movement by women that had its formal beginning in 1848 at the world's first Women's Rights Convention, in Seneca Falls, New York.

The movement to enfranchise Nebraska women started as early as 1855 when suffragist Amelia Bloomer spoke before an audience in Omaha. Things heated up after Nebraska ratified the Fourteenth Amendment to the U.S. Constitution in 1867. That year, Susan B. Anthony and Elizabeth Cady Stanton traveled to Omaha to further the cause of woman suffrage thinking Nebraska was poised to adopt legislation to allow women the vote. It was not to be though, as woman's



MOVIE REVIEW: THE HELP

Review by LaVonne Rosenthal

Directed by Tate Taylor

Produced by Chris Columbus, Michael Barnathan and Brunson Green

Studio: DreamWorks Pictures, Reliance Entertainment, Participant Media, Imagination Abu Dhabi and 1492 Pictures; Distributed by Touchstone Pictures



Often people say that, in general, a book is better than the movie. Others say that a movie is better than the book. If you don't have time to read a book, then a movie becomes your best option to get the gist of the story. For me, I hadn't yet read the #1 New York Times bestseller by Kathryn Stockett, *The Help*, so when my daughter gave me the movie for Christmas last year, I didn't have any comparisons to make between the two mediums.

The film is set in Mississippi in the early 1960s, and mirrors a time in U.S. history when African American women served as housekeepers to affluent white women and caregivers to their children. The story is told from three perspectives — of housemaids Aibileen Clark (Viola Davis), Minny Jackson (Octavia Spencer), and University of Mississippi graduate and budding journalist, Eugenia "Skeeter" Phelan (Emma Stone).

Skeeter has returned home after graduating from college and becomes reacquainted with her classmates, many of whom didn't go to college but got married after high school. This difference just escalates when Skeeter doesn't share her friends' views about racial inequality.

Skeeter gets a job writing a column on household maintenance for the area newspaper. She doesn't have a clue as to what to write about, so she turns to Aibileen, her friend's maid, to get accurate information about taking care of a household. Ultimately, this initial job assignment evolves into Skeeter writing a book about the life of a maid in Jackson, Mississippi. Interviews are held in secret to protect the maids and their jobs, but when the book is published everything comes out in the open about the mistreatment of these special women who survived by going along to get along.

The movie depicts many scenes of disparate treatment for Blacks during the 1960s, with white families going to irrational extremes to keep their maids at a physical and emotional distance. The maids are truly treated as second-class citizens, which was very disturbing for me to see. It's good that it made me uncomfortable, as I'm sure it did many others who have seen the movie or read the book. The characters cause us to think about the cruel treatment these women endured, while some of us would like to sweep the truth under the rug or pretend it never happened.



Davis' portrayal of Aibileen is honest and heartfelt, and you can relate to the character in each line: "No one had ever asked me what it feels like to be me. Once I told the truth about that, I felt free. And I got to thinking about all the people I know. And the things I seen and done. My boy Trelore always said we going to have a writer in the family one day. I guess it's going to be me."

The film was nominated for four Oscars, including Best Actress for Davis and best supporting actress for both Spencer and Jessica Chastain. Spencer took home the honors on Oscar night. *The Help* also received the Screen Actors Guild award for best performance by a cast, while Davis took home the award for Best Female Actor. Beyond it being an award-winning movie, it's a thought-provoking look at a past some would like to forget. 

NATURALIZED CITIZENSHIP SERIES PART 2



Bridging the Gap is proud to continue our series focusing on Naturalized Citizenship in the United States.

WONG YOKE KAM: HER STORY OF ADAPTATION, ASSIMILATION AND NATURALIZATION IN THE UNITED STATES

As shared with BG (retired) Roma Amundson



Wong Yoke Kam married my brother Dennis Boettcher in September 1970, and in the intervening years, I have learned to increasingly admire and respect the resiliency, determination and personal strength of my Chinese sister-in-law, Kam Yoke Boettcher.

Kam's parents left China when it was invaded by the Japanese in the early 1940s and the two countries were engaged in war. Her parents immigrated to Malaysia to escape the fighting and the difficulties of life war caused in China. Kam was born in Ipoh, Malaysia on September 8, 1947.

As a child, Kam remembered that her mother worked as a housemaid for a

British general and his family. As a housemaid, her mom cooked and washed and ironed clothes. Her father died when she was very young, so her mom had the sole responsibility of caring for the children.

When Kam was very young, she went to work on a plantation where rubber trees and sugar cane were cultivated. One of her jobs was to clear weeds from around the rubber trees to encourage growth and obtain sap. She remembers that rubber trees have to grow for 16-17 years before any sap can be drawn from the trees. She worked in the sugar cane fields harvesting the canes and remembers the sharpness of the leaves. (I personally learned how

razor sharp sugar cane leaves are when our family went on a trip to the sugar cane plantations along the Natchez River in Louisiana and Mississippi.)

She didn't go to school, as she had to work to make money for the family to survive. In 1965, many of the English left Malaysia and went to Singapore, as did many Chinese. One reason the Chinese left Malaysia was because the Malay people were jealous (of the Chinese) as the Chinese seemed to have many of the financial resources. After a while, Singapore became predominantly a Chinese country. When Kam was eighteen years old, she also went to

Singapore, while her mom stayed in Malaysia.

In Singapore Kam worked in a tailor shop sewing and selling during the day. In the evenings she worked part-time as a waitress; which is where the lives of Kam and Dennis came together. She was waitressing one evening when this pleasant blue-eyed, blonde-haired American Marine came in and ordered Chinese food. She noted that he ate with chopsticks and was very respectful of her. Apparently he was taken with her because he asked her out on a date, and then again, on another date, etc. Eventually, after another series of rest and relaxation stops in Singapore, this young Marine asked her to marry him, and she accepted.

Getting married, though, was a monumental task. This was during the Vietnam War, and both the United States Marine Corps and the government of Malaysia had to approve the marriage. In addition, as they were married in Japan, the Japanese had to marry them in a state ceremony. Following that, Dennis and Kam had to be married again in the American Embassy in Tokyo. Dennis and Kam finally married on September 30, 1970, after all the hoops were jumped through and reams of paperwork were completed.

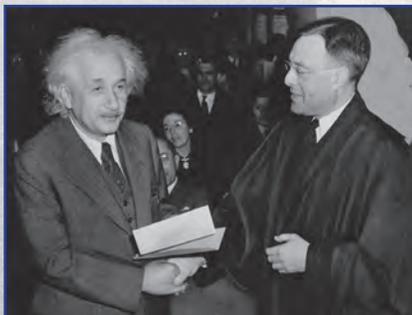
In 1971, Dennis and Kam came to the United States where he was assigned

Continued on Page 8

FAMOUS NATURALIZED CITIZENS

Madeleine Albright, diplomat.....	Czech Republic	Khaled Hosseini, author.....	Afghanistan
Isabel Allende, writer.....	Chile	Djimon Hounsou, actor.....	Benin
Pamela Anderson, actor.....	Canada	Arianna Huffington, author.....	Greece
Hannah Arendt, philosopher.....	Germany	Iman, model.....	Somalia
Desi Arnaz, actor/musician.....	Cuba	Peter Jennings, journalist.....	Canada
Isaac Asimov, author.....	Russia	Henry Kissinger, diplomat.....	Germany
Dan Aykroyd, actor.....	Canada	Peter Lawford, actor.....	England
Mischa Barton, actress.....	England	Ivan Lendl, athlete.....	Czech Republic
Mikhail Baryshnikov, dancer.....	Russia	Guy Lombardo, bandleader.....	Canada
Felix Bloch, physicist.....	Switzerland	Béla Lugosi, actor.....	Hungary
Pierce Brosnan, actor.....	Ireland	Dave Matthews, singer.....	South Africa
Zbigniew Brzezinski, diplomat.....	Poland	John Muir, preservationist.....	Scotland
Mother Cabrini, saint.....	Italy	Dikembe Mutombo, athlete.....	Congo
Frank Capra, film director.....	Italy	Vladimir Nabokov, writer.....	Russia
Jim Carrey, actor.....	Canada	Thomas Nast, cartoonist.....	Germany
Oleg Cassini, fashion designer.....	France	Martina Navratilova, athlete.....	Czech Republic
Elaine Chao, Secretary of Labor.....	Taiwan	Yoko Ono, artist.....	Japan
Claudette Colbert, actress.....	France	I.M. Pei, architect.....	China
Nadia Comaneci, gymnast.....	Romania	Wolfgang Puck, chef.....	Austria
Willem de Kooning, artist.....	the Netherlands	Albert Pujols, athlete.....	Dominican Republic
Dinesh D'Souza, writer.....	India	Anthony Quinn, actor.....	Mexico
Albert Einstein, scientist.....	Germany	Ayn Rand, author.....	Russia
Patrick Ewing, athlete.....	Jamaica	Sergei Rachmaninoff, composer.....	Russia
Sergei Fedorov, athlete.....	Russia	Ciro Rodriguez, congressman.....	Mexico
Enrico Fermi, scientist.....	Italy	Mark Rothko, artist.....	Latvia
Errol Flynn, actor.....	Australia	Arnold Schwarzenegger, actor and governor.....	Austria
Peter Frampton, musician.....	England	John Shalikashvili, military.....	Georgia
Diane von Furstenberg, fashion designer.....	Belgium	Siegfried and Roy, entertainers.....	Germany
Greta Garbo, actress.....	Sweden	Gene Simmons, musician.....	Israel
Samuel Gompers, labor union leader.....	England	Annika Sorenstam, athlete.....	Sweden
Alexander Graham Bell, inventor.....	Scotland	Sammy Sosa, athlete.....	Dominican Republic
Jennifer Granholm, Michigan governor.....	Canada	Henry Steinway, piano maker.....	Germany
Cary Grant, actor.....	England	Paul Tillich, theologian.....	Germany
Wayne Gretzky, athlete.....	Canada	Alex Trebek, game show host.....	Canada
Salma Hayek, actress.....	Mexico	Johnny Weissmuller, athlete/actor.....	Romania
Alfred Hitchcock, director.....	England	Elie Wiesel, writer.....	Romania
Bob Hope, entertainer.....	England	Ruth Westheimer, sex therapist.....	Germany
Anthony Hopkins, actor.....	Wales		

www.nclr.org



Albert Einstein receiving his certificate of American citizenship from Judge Phillip Forman.



Shalikashvili was born in Warsaw, Poland to Georgian parents. He was the first foreign-born Soldier to become Chairman of the Joint Chiefs of Staff. He served in every level of unit command from platoon to division.



Garbo signing her US citizenship papers, in 1950.





NATURALIZED CITIZENSHIP SERIES PART 2

U.S. CITIZENSHIP QUESTIONS

For the next several issues of Bridging the Gap, the trivia questions will parallel the current theme in our Naturalization Series. You will be asked to answer the same questions that are asked of individuals applying to become U.S. citizens. Let's see how you do.

On October 1, 2008, the U.S. Citizenship and Immigration Services (USCIS) replaced the set of questions formerly used as part of the citizenship test. All applicants who filed for naturalization on or after October 1, 2008 are required to take the new test. For those who filed before October 1, 2008 these are questions from that test.

1. How many stars are there in our flag?
2. What do the stars on the flag mean?
3. What do the stripes on the flag mean?
4. Who elects the President of the United States?
5. How many changes or amendments are there to the Constitution?
6. How many senators are there in Congress?
7. How many representatives are there in Congress?
8. What is the Bill of Rights?
9. According to the Constitution, a person must meet certain requirements in order to be eligible to become President. Name one of these requirements.
10. Why did the Pilgrims come to America?
11. Who was the main writer of the Declaration of Independence?
12. What special group advises the President?
13. In what year was the Constitution written?
14. Name one benefit of being a citizen of the United States.
15. Name the right guaranteed by the First Amendment.

Trivia Answers on Page 22

Wong Yoke Kam continued from Page 6

first to the Marine Center in Arlington, Virginia, and then later to Quantico Marine Corps Base just south of Washington, DC.

When she came to the United States in 1971, Kam's first fear was how she would be accepted. Initially, she felt that there was some prejudice directed against her because many people made the assumption that she was from Vietnam, and of course, as the Vietnam War was still raging, they had negative feelings toward her.

However, many of their military friends knew she was Chinese and accepted her very readily. She found that older people were friendlier towards her than many of the younger set, but she basically just shrugged off the situations she sometimes experienced. She was philosophical about it because, as she said, the people important to her accepted her completely. By the fall of 1971, she and Dennis had a baby boy, and that responsibility engaged her completely.

Never one to sit quietly, though, Kam became licensed as a babysitter and took care of several babies in her home. A few years



later, when Dennis retired from the Marine Corps in 1981, they moved to Fredricksburg, Virginia where she became a key partner in a bootstrap business – Fair Oaks Sutler – that manufactured Civil War reenactment uniforms and sold equipment and accoutrements. Her part of the business was as a seamstress, and so the skills she learned in Singapore in the tailor shop were once again utilized.

In 1998, Kam became a naturalized citizen of the United States. She is

proud to be an American and doesn't miss anything from Malaysia or Singapore. She appreciates the freedoms the United States offers to its citizens, and she says that she will always vote and she loves the church and the community in which she lives.

By the way, Dennis and Kam now live in Eagle, Nebraska and they have learned all about the Husker football team and the rabidity of Husker fans. When I go over to their place, she tells me about the football games of other teams she watches. She loves the Detroit Lions and tells me of Suh's tackles! She has indeed assimilated to Nebraska – she can rattle off the players' numbers and their names just as easily as I do. She is indeed a Husker in every sense of the word! 🌍



WEBSITE REVIEW: KHAN ACADEMY

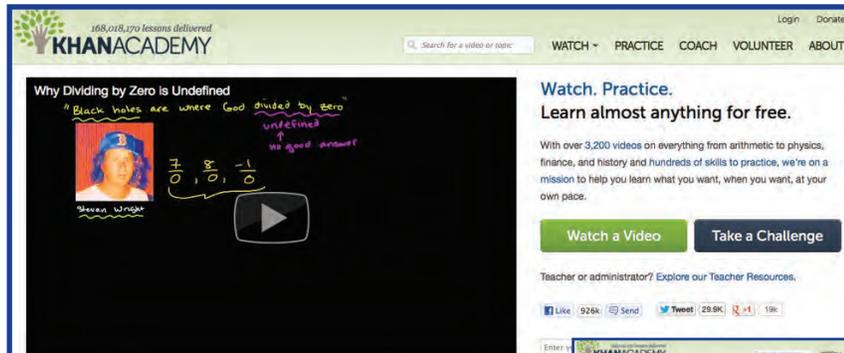
<http://www.khanacademy.org>

Review by LaVonne Rosenthal

I was fortunate to attend a conference recently that focused on providing cutting-edge training. One of the success stories presented was Khan Academy, a website where you can “learn almost anything for free.” Well, I love free, so I had to check this out!

The opening page greeted me with a neon-type blackboard and stick figures. When I clicked on that segment, I heard an explanation of counter party risk with child-like illustrations of a farmer and a pie store. The voice explaining the story of supply and demand was informal and casual, with a few stutters and stammers mixed in with technical terms. In the upper left hand corner of the home page there is a count of how many lessons have been delivered: 159,444,923 was the current count when I visited the site. I’m not sure how they keep track, but it is an amazing number.

The website touts that there are “over 3,200 videos on everything from arithmetic to physics, finance, and history and hundreds of skills to practice. We’re on a mission to help you learn what you want, when you want, at your own pace.” This site offers free world-class education to anyone, anywhere. The subjects listed on pull-down menus include math, physics, humanities, science, finance and economics and test preparation.



teasers” which is under the mathematics tab. The introduction to this section stated these are “random logic puzzles and brain teasers. Fun to do and useful for many job interviews.” I’m not so sure about the job interview piece, but I

decided to choose the Liar Truth teller brain teaser. The intent was to figure out how to get correct advice when you can only ask one question from either a liar or truth teller. The childlike drawings were narrated by the

original casual male voice from the home page, while he drew simple pictures of two doors and two faces. The core question of the brain teaser is, what question do you ask, who do you ask, and what do you do with the answer. Not knowing which person is the liar and which one is the truth teller, I listened to a confusing explanation of how to deduce the answer from one of the people to determine which door is safe to open.

This site has many opportunities for educators to enhance a student’s learning. Sections are designed for coaches and teachers to set up accounts that monitor their students’ activities on the site. I personally don’t see utilizing this in my job here at the Guard, but I know some teachers who would love to have these resources for their K-12 students.

And if I needed some refresher training on algebra someday, I would certainly look up the Khan Academy again.



“All of the site’s resources are available to anyone. It doesn’t matter if you are a student, teacher, home-schooler, principal, adult returning to the classroom after twenty years, or a friendly alien just trying to get a leg up in earthly biology [that’s me – I’m the friendly alien]. The Khan Academy’s materials and resources are available to you completely free of charge. The video library provides lessons on K-12 math, science topics such as biology, chemistry and physics, and even reaches into the humanities with playlists on finance and history. Each video is a digestible chunk, approximately ten minutes long, and especially purposed for viewing on the computer.”

Since several of the topics didn’t really catch my interest, I chose “brain





A HISTORY OF COMMITMENT TO CITIZEN WARRIORS

By CW5 (retired) Bill Nelson, Program Support Technician

In 2011, when President Obama declared the week of September 18 – 24, National Employer Support of the Guard and Reserve Week, he reinforced the decades of support Employer Support of the Guard and Reserve (ESGR) has encouraged among America's employers for Guard and Reserve members and their families. He said, "The support of employers across our country reflects the best of the American spirit — the understanding that we are bound together to serve and protect our Nation."

Throughout our Nation's history, Guard and Reserve members have left behind their civilian jobs and families to selflessly serve in combat, and provide disaster relief both at home and abroad. Now, as ESGR marks its 40th anniversary, the agency celebrates its history of dedication to our Citizen Warriors, their families and employers, and looks ahead to making further progress in supporting our all-volunteer force.

In 1972, anticipating the end of the Vietnam War and with it the draft, the Department of Defense (DoD) established ESGR with the charter for fostering a culture of employer support for Guard and Reserve members. As America transitioned to an all-volunteer military, ESGR took on a pivotal role of sustaining the Guard and Reserve by strengthening American employers' support for their service.

On June 22, 1972, President Richard Nixon announced the appointment of James M. Roche as the first National Chair of the National Committee for ESGR. With Mr. Roche at the helm, ESGR

began as a small group of 21 distinguished leaders representing business, government, labor and the military. Recognizing the need to communicate their message to employers in urban and rural areas across the country, the committee established a nationwide network of supportive employers.

ESGR soon took on initiatives focused on honoring supportive employers. These initiatives included the still prevalent Statement of Support program, which was created to affirm an employer's dedication to support our country's Guard and Reserve service members and their families in peace, crises and in war. The ESGR Ombudsman Services Program was established to provide information, counseling and neutral mediation on issues related to the legal rights of Guard and Reserve members and their employers.



Keith Brown presenting the Patriot Award to the Fire Chief in DeWitt, Nebraska.

To ensure ESGR's outreach extended not only to large cities, but also the rural towns where many of our Citizen Warriors and families reside, ESGR State Committees were launched in 1978. More than 200 chairmen and members of state committees met in Arlington, Virginia to update ESGR's mission, goals and values, and regional and national conferences were established to ensure continued collaboration.



Left to Right: Keith Brown; Kirk Madsen, Transportation Supervisor @ Lincoln Poultry (recipient Patriot Award); Walt Zink, ESGR chair; Terry Workman, ESGR Volunteer; COL Dan Kenkel, NE ARNG Chief of Staff.

Nebraska's first State Chair was former Governor Charles Thone. Since then, state Chairs were Brig Gen (Ret) Lloyd Johnson; former Secretary of State Allen Beermann; Commander (USNR-Ret) Arlo Bower, Seward; LtGen (Ret) Roger Lempke; and our current State Chair, MajGen (Ret) Walter E. Zink, II.

ESGR's recognition program came to fruition at the end of the first decade. Since 1982 employer awards were adopted as a valuable means of recognizing an employer's adoption of best practices and policies in supporting their Guard and Reserve employees while furthering

Continued on Page 11



A History of Commitment continued from Page 10

employer support. The Nebraska ESGR committee annually recognizes those outstanding companies and organizations with the Above and Beyond Award (winners include Kearney Volunteer Fire Department, UNL Police Department, Norfolk Public Schools, Lamb of God Lutheran Church, Tenneco, Chadron Police Department and Becton Dickinson) and Pro Patria Award (winners include Southeast Community College, Nebraska Public Power District, Werner Enterprises, Central Valley Ag, Gretna Public Schools, Union Pacific, KETV and Lincoln Journal Star) for clearly taking the lead in support of their military service members.

Later in the 1980s, the Mission One initiative was created to assign ESGR volunteers to training sites across the Nation. Mission One has evolved into Military Outreach and Nebraska currently has 84 volunteers throughout the state who keep in close contact with employers as well as providing military outreach to Guard and Reserve Centers throughout the State.

ESGR successfully introduced the Bosslift Program in 1983 to give employers a firsthand look at the duties performed by employees during their military service. Nebraska has had many successful Bosslifts (travelling on National Guard aircraft) to San Diego, California, Norfolk, Virginia, San Antonio, Texas, Seattle, Washington, Selfridge Air National Guard Base, Michigan, March Air Reserve Base, California; Jacksonville, Florida, Groton, Connecticut as well as numerous one-day Bosslifts to in-state training areas and Fort Riley, Kansas. Employers gain invaluable experience as a participant and often relate stories from "their" Bosslift for many years to come.

Many of Nebraska's volunteers became active on the committee after having been invited on a Bosslift. For example, Mr. Keith Brown, our current Employment Initiatives Director, was so moved after attending the bosslift to San Antonio and visiting the Center for Intrepid, a rehabilitation facility for wounded



Gentleman in the red tie: Jim Rebbholz, National ESGR chair. JJ Williams is behind the Award; gentleman on the right: Acting Secretary McGinnis. Soldier: SSG Devin Brisbois (nominated ECI for the award). Rest of the folks are ECI employees.

warriors, that he initiated a fund drive among the other members of the bosslift that year and sent a substantial donation to the Center on behalf of the 2008 Bosslift. After that, Keith became a volunteer and subsequently moved into a leadership role on the committee. He's intensely dedicated to serving all members in uniform.

Another example is Mr. J. J. Williams, a recent volunteer. JJ was on the 2009 Bosslift to March Air Reserve Base, California, and was so impressed with the work of the reserve components that he took it upon himself to restore a classic car for one of his employees who was deploying to Iraq. For his efforts in taking care of this reservist and his family during that trying deployment, JJ and his company were awarded the state's Pro Patria Award and were further honored with the Secretary of Defense's Freedom Award as one of five small businesses recognized in 2011 as the "best of the best." After this award, JJ had company apparel made with the logo "2011 Freedom Award Winner" and provided these shirts, sweatshirts and caps at no charge to all of his employees. He's also painted the ESGR logo on all of his company vehicles, and just recently

became an active member of the ESGR committee in the Omaha area.

Numerous other committee members have "returned the favor" by becoming a member after having been on a Bosslift. They have seen firsthand how professional our service members are and the dedication they have for their service. By becoming a committee member, they are able to support these service members and continually thank them for their service. We applaud them for their dedication to the Nebraska committee.

ESGR complemented outreach efforts with public service announcements, featuring promotions from high-profile supporters including President Ronald Reagan on nationally syndicated television and radio shows, as well as local community media outlets. Nebraska newspapers carry many ESGR related articles as a courtesy to our program.

Near the end of ESGR's second decade, the Nation once again called upon the military during the Gulf War crisis. More than 200,000 Guard and Reserve members were called to duty, leaving behind civilian jobs and families. In

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REACHING OUT, RAISING HOPE - COMBINED FEDERAL CAMPAIGN

By CW3 Gena Hegemann

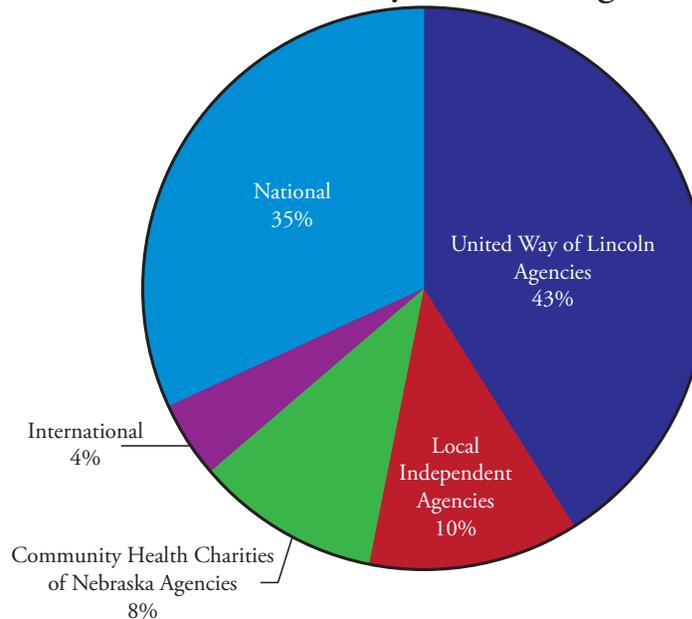
In 2010, shortly after starting a new assignment as the Sexual Assault Response Coordinator (SARC), I received an email message from the Local Federal Coordinating Committee (LFCC) representative for our agency. She identified that it was time for someone else to take over the role as LFCC representative for the Nebraska National Guard and was looking for someone who was interested. I was not quite sure what this role consisted of but I had an idea that it involved working with community members and promoting charitable giving to sustain or increase our community efforts in many areas. I accepted the assignment within a short time and was very excited about taking on this role.

According to the Department of Defense Instruction 5035.01, the Combined Federal Campaign (CFC) is the only authorized solicitation of employees in the Federal workplace on behalf of charitable organizations. The intent is to reduce disruptions in the workplace by consolidating all approved solicitations into a single, annual, officially supported campaign.

Fundraising in the Federal workplace can be traced back to the late 1940s, according to the U.S. Office of Personnel Management. However, formal authority was not established until 1961 and since that time it has evolved to where it is today.

There are two campaigns in the state of Nebraska, the Lincoln and Lancaster County campaign (which covers the city of Lincoln as well as the entire area

Breakdown of 2011 Lincoln & Lancaster County CFC Designations



of Lancaster County) and the Heart of the Midlands campaign (which covers the remainder of the state). The 2011 Lincoln and Lancaster County campaign contributions were \$296,268.36 and the Heart of the Midlands campaign contributions were \$1,217,971.00.

Where do the contributions go and what are these funds used for? At a quick glance, these numbers sound amazing to me when I think that they are provided through fundraising. The CFC includes charitable organizations who apply to be part of a campaign, and if they meet all the requirements and are approved as a charitable organization, they are included for the campaign period for one year. Each charitable organization is required to apply annually and provide documentation for review and consideration. There is a level of accountability and oversight that I did

not know existed for charities that are part of the CFC.

Most of us feel good about making a contribution to something that we care about. I ask myself, "Why give to CFC when there are so many options for giving?" For me the answer is simple: payroll deduction makes it easy, consistent and I can give to organizations I truly care about. I am confident that there is a high level of accountability with the contributions and the funds that are donated are accounted for by the charities. I have been a recipient of charitable services and I know, first hand, the difference it makes in the lives of people who receive the services that are provided by many of these agencies.

The Lincoln and Lancaster County CFC website, www.cfclincoln.org, has a number of success stories which illustrate the impact that contributions have made.

Two years of experience with the LFCC and CFC has provided me with insight which has resulted in personal enthusiasm to stay involved in an active way. I recently became the vice chair of the LFCC and look forward to witnessing the tangible and intangible positive changes that are made possible each day through contributions by individuals who are part of our organization, in unity with other federal agencies.

The 2012 campaign theme is "Reaching Out, Raising Hope" and that is exactly what we intend to do during the campaign period in October/November 2012.

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Reaching Out, Raising Hope continued from Page 12

This success story has been provided by Matt Talbot Kitchen & Outreach, which is one agency who received contributions through the Combined Federal Campaign.

Did you know that Matt Talbot Kitchen & Outreach (MTKO) offers transitional housing?

For the past six years, MTKO's Transitions House has provided housing for four adult men who are moving from chronic homelessness and addiction to a stable living environment. Jim, pictured here with a big smile, came to Transitions House as a resident and is currently the House Manager.

Jim started drinking whiskey and vodka when he was in junior high and didn't stop for 47 years. He ran away from home, slept on top of buildings, in abandoned cars, and under bridges. He spent several years in prison and jail. Jim says he lived "outside of society" during these years – without a job, a checking account, or a home. His friends were the other guys who lived on the streets, some of whom Jim watched die due to extreme temperatures or violence.

Jim hit rock bottom when he woke up on a bench one day at age 62 and couldn't stop his body from shaking. He entered treatment and stayed for close to one year. When he completed treatment he didn't know where to turn. All ties with his family had been severed. And he couldn't return to living on the street and maintain his sobriety. Jim had nowhere to go.

The opportunity to move into "Transitions House" was an answered prayer for Jim and the people who love him. The



*"I owe Matt Talbot my life."
- Jim (former resident and now
Transition's House Manager)*

program allowed Jim to seek and gain employment and become self-sufficient, while maintaining sobriety through intensive case management and support from staff.

Jim believes Matt Talbot's Transition House saved his life, plain and simple. Living with sober people in a supportive environment and having basic needs met, like being able to take a shower and having a safe place to lay his head down to rest, meant he could focus on his recovery and building a new life.

And his recovery gives all of us at Matt Talbot huge hope in how outreach services can impact lives.

Today, Jim is the House Manager at Transitions House, still living "one day at a time" and serving as a model for

others who are in the early days of recovery. Jim still gets cravings for alcohol. And there are some days that are harder than others. But at age 67 with five years of sobriety under his belt, Jim is reunited with his family and children and enjoying life with a big smile on his face.

Your donations help Matt Talbot continue to provide Transitions House and other outreach services to people like Jim who struggle with addiction and homelessness and who need someone to stand in support for them.

Thank you for your support!

2011 Campaign Highlights

- 809 Contributors
- 21.82% Participation
- 33 Federal Agencies Participated
- Average Gift \$366.22 (5.8% increase over 2010)
- 6.85% Administrative Expenses

50 YEARS OF CARING!





IN PURSUIT OF GREATNESS THROUGH DIVERSITY

NATIONAL GUARD DIVERSITY CONFERENCE MAY 23-24, 2012

Review written by LaVonne Rosenthal with contributions from MG Judd Lyons, CSM Eli Valenzuela and Pam Makovicka

This year's diversity conference was held in Reno, Nevada with six Nebraska National Guard members present (out of a total of 400 Soldiers, Airmen and civilians in attendance). Each of us has our own perceptions of the workshops and plenary sessions we attended, the culmination of which is this report that spans the two days we spent together adding to our collective knowledge about diversity.

The opening session began with Colonel (Col) Ondra Berry's enthusiastic and energetic welcoming message. As the Special Advisor to General McKinley on issues of diversity, leadership and equal opportunity, Col Berry explained how the training modules for the next two days would supplement the "push on the flywheel" concept found in the Leaders Guide to Diversity, a ready reference for all National Guard members and employees.

Following Col Berry was Brigadier General (BG) Burks, The Adjutant General for Nevada, who welcomed us to his "great state." BG Burks also chairs the Joint Diversity Executive Council (JDEC), which was the key group to design and execute the conference. He provided an overview of the purpose of the JDEC, as an advisory board on



Colonel Ondra Berry

Other key leaders from National Guard Bureau who addressed the group were Mr. Lou Cabrera, Command Chief Warrant Officer 5 (CW5) Gary Nisker and Chief Master Sergeant (CMSgt) Jelinski-Hall (Senior Enlisted Leader for National Guard Bureau). Their messages reiterate the theme of the conference: to pursue greatness by way of creating a diverse and inclusive environment.

Our first guest speaker was Mr. Krish Dhanam, a native of India. Several of us from Nebraska remember seeing Mr. Dhanam at a past leadership conference in Omaha.

operationalizing diversity within the National Guard. The intent of the JDEC is to ensure an organizational culture in the Guard where diversity is valued as a mission readiness multiplier along with removing perceived and real barriers.

His enthusiasm and sense of humor captivated the audience as he shared his own personal success stories after his arrival in the United States from India in 1986. In capturing his remarks, there are many encouraging and challenging words such as: it is the tomorrows of our life that matter; if you're irreplaceable, you're unpromotable; and when my obligations finish, my dreams begin. He also posed the challenging question: how does a black cow eat green grass, give white milk, yellow butter, red meat and brown leather?

Command Sergeant Major (CSM) Eli Valenzuela, another attendee from Nebraska, was impacted by Mr. Dhanam's remarks as he used his sense of humor to relate his story. The example Valenzuela specifically recalls is how ironic it was for Dhanam to be speaking at the Cow



Krish Dhanam

Palace, since he is from India, where they consider cows to be sacred. Valenzuela heard how Dhanam is instilling an attitude of success in his own children, and that their success will be based on their skills and knowledge and not on the color of their skin, their religion or their language.

Conference workshops were

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In Pursuit of Greatness continued from Page 14

divided into three tracts: Fundamental, Intermediate and Senior Leaders, with topics related to different levels of background and experience. One of the workshops I attended in the intermediate section was on Diversity Competencies, presented by Grace A. Odums, strategy consultant.

Ms. Odums introduced herself at the beginning of the program, proudly stating that while she wasn't a member of the military she had, in fact, received an admiralship from the Navy of the Great State of Nebraska. Wow!! We have many important people in our "Navy!" The focus of her presentation was to expound on the list of diversity competencies found in the *Leader's Guide to Diversity*. Those competencies and respective definitions are:

- Empathetic outlook: the capacity to perceive and understand the feelings and attitudes of others.
- Connectedness: the ability and willingness to connect through teams, networks and develop relationships.
- Communication and Influence: the ability to interact with others in a social environment in a manner that builds trust and connectedness.
- Open-mindedness: the ability to listen and consider many points of view that differ from your own.
- Self-awareness: knowing yourself and how and why your belief system and views originated. Having the self-control to not allow bias and stereotypes to be a part of day-to-day behaviors.
- Clear expectations: the ability to create, define and develop competencies to build skills that foster an inclusive environment.
- Continuous learning: the ability to take personal responsibility and actions when learning and implementing new ideas and methods. Understanding how to learn, change and how to think.

- Artful challenge: the ability to challenge and dissuade inappropriate behavior with grace and respect.

Ms. Odum shared several key thoughts such as we can't coach a competency unless we understand it. Also, trust begins with respect, where diversity and inclusion reside.

One of my favorite presentations was Dr. Steve Robbins' workshop on *Inclusion and Innovation*. He is a powerful storyteller, and exhibited great energy and excitement in his presentation. A videotaped preview of his workshop was presented in the morning, where he wisely quoted Yoda (complete with vocal impersonation): "There is no try. Only do or do not." He reiterated the meaning of this phrase when he elaborated on methods to create an

***"Learning
and leadership are
indispensible to each other."***

***~ John F. Kennedy,
35th President of the
United States***

inclusive culture in our organizations. Dr. Robbins told us to take time to understand, because when we care about something we put extra effort into it. The more effort we put into understanding, the more you understand. We need to give others a chance, and as we encounter others who are different from us, we need to give ourselves a chance to get to know them. Often if there are problems, the issue isn't diversity, it is closed mindedness. When different perspectives clash, we have conflict. Conflict persists when we are closed minded. If you're anti-diversity, you're pro-closed mindedness. Dr. Robbins also made the point that you have human diversity any time you have more than one person in the room.



CMSgt Jelinski-Hall

Much information was presented about the brain and our mental models. Once we lock into a pattern, our brain stops working. Dr. Robbins talked about how the mental models we create may not necessarily be accurate. We make quick predictions of people, places or situations, and we often fall into a pattern without questioning why we think or do the things we do. When we meet someone new, we can be prevented from seeing them as who they really are due to "noise," differences such as skin color, gender, a tattoo, etc., anything that keeps us from seeing the real person. Noise can obscure talent if we can't get past the external messages.

We have automatic responses that help us survive. Yet, when we are introduced to new experiences we don't always stop and think. Dr. Robbins encouraged us to stop and think, to be more mindful as we extend the amount of time between stimulus and response. A new and meaningful acronym he provided is "NICE:"

Not Inclined to Critically Examine

Diversity of thoughts and ideas come from the people we associate with. He asked us what the white part of the egg is called. If you don't know that it's called "albumin," you're probably not hanging around with people who know what albumin is. I know that I'm not! I was reminded to expand my vocabulary and

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In Pursuit of Greatness continued from Page 15

knowledge through reading outside of my normal comfort zone. More *Science Digest* and less *Good Housekeeping* perhaps.

The closing challenge for the conference was presented by Col Berry: *Inaction is a Habit*. Do something, as a result of what you've learned at this conference, that will make a positive change. He left us with the following quote from Johan Wolfgang von Goethe:

"I have come to the frightening conclusion that I am the decisive element. It is my personal approach that creates the climate. It

is my daily mood that makes the weather. I possess tremendous power to make life miserable or joyous. I can be a tool of torture or an instrument of inspiration, I can humiliate or humor, hurt or heal. In all situations, it is my response that decides whether a crisis is escalated or de-escalated, and a person is humanized or de-humanized. If we treat people as they are, we make them worse. If we treat people as they ought to be, we help them become what they are capable of becoming."

The entire premise of our diversity groups in Nebraska is to treat people as they ought to be and help them become who they are capable of becoming.

LEADING DIVERSITY & INCLUSION IN THE GUARD

- WRITTEN BY CSM VALENZUELA

One of the workshops I attended was called *Leading Diversity and Inclusion in the Guard* by Mr. Buck Davis. The speaker was a ball of fire and used audience participation to bring his points home. He spoke about the topic of Diversity – Duh! – and what WE know about diversity. Davis asked the question, "What don't you know about diversity?" I guess I never thought about asking myself that question. I was of the opinion that as a Hispanic male I knew all I needed to know about diversity. I was wrong. There is much more to diversity than I personally know, and we all must ask ourselves the question: "What don't I know about diversity?"

Davis also had a portion of his presentation called *Sit by Me, Don't Sit by Me*. He showed us a series of individuals' pictures and we had to ask ourselves, "Would I want this person to sit by me on the plane?" There were males and females, different nationalities, young and old, some with tattoos and some

without. Of course we all sorted through the people and gave a thumbs up or a thumbs down based on our biases, preconceptions and upbringing. The point of the exercise was to open our minds and not be judgmental based on what we see. Following our selections, Davis told us a little bit about each person, which changed our votes.

As I was traveling back to Lincoln later that day, I had a "sit-by-me-don't-sit-by-me" moment. The person who sat next to me on the plane was a White male, between 25 and 30 years old, looked a little scruffy and had tattoos up and down both arms and neck. Not the kind of person I would have selected to sit by in the exercise. Turns out that he is an Army Soldier stationed in Salt Lake City, and was traveling to Omaha to visit his fiancée and meet her parents. We had a nice conversation during the flight. Hmmmm.

Diversity Conference Reflections - Written by Pam Makovicka

Throughout the conference the message "diversity is a National Guard priority" was stressed. Diversity impacts unit mission readiness and diversity should be a leadership priority. Diversity and inclusion are about creating National Guard teams where everyone is included, engaged and passionate about accomplishing the mission. Motivation is the first energizer of this behavior. Internal and external factors that stimulate desire and energy in people that keep them continually interested in and committed to a job are great examples of motivation. General Craig McKinley, Chief of National Guard Bureau (NGB), stated, "This journey must be deep in our hearts. We must take the opportunity to bring up the brightest to provide the National Guard with our future leaders."

I was very impressed with the number of top level leaders from NGB who all spoke of the importance of diversity and the impact that it will have on the future of the National Guard. The classes were equally great. One class on the culturalization process provided an interesting perspective. We need to understand ourselves and where we stand on issues in order to understand others and the problems we may encounter. When values collide, people will divide. Diversity is a cultural climate

which allows people to maximize their potential by embracing and promoting each others' ideas.

My favorite speaker during the conference was Krish Dhanam, a motivational speaker who was mentored by Zig Ziglar. Krish was born in India and immigrated to the United States. He won a sales contest in 1990 that earned him a ticket to a seminar conducted by the legendary motivator, Zig Ziglar. This chance encounter would be the catalyst that shaped Dhanam's life for the next two decades. He delivered a message of hope, humor and balance that will impact my life.



General Craig R. McKinley



In Pursuit of Greatness continued from Page 16

LEADERSHIP EMPHASIS - WRITTEN BY MG LYONS

Attending the NGB Diversity Conference was great. As a member of NGB's JDEC, I was looking forward to participating. I admit that I had high expectations. I was not disappointed. As several of the other attendees have already said, the list of presenters was very impressive. Equally impressive, in my view, was the sheer number of attendees, representing both the Army and Air National Guard. By design, the organizers did not really have any prearranged seating (other than they grouped TAGs together as well as NGB staff). I think this was a great idea as it allowed people to branch out from their normal associations if they chose to do so (and many did, including a TAG who didn't want to be pigeonholed with other TAGs and sat in the crowd with his folks. In retrospect, I wish I'd done that).

General McKinley, Major General Kadavy (representing Lieutenant General Ingram) and Lieutenant General Wyatt were present, along with Command Chief Master Sergeant (CCMSgt) Muncy, CSM Burch and CW5 Nisker. There were others who I apologize for omitting, but the point is that senior leadership was there. I personally believe this is vital for our collective and individual diversity efforts. If senior leadership is not decisively engaged, the ball is not moving. NGB's leadership presence, as well as Nebraska's which included me, BG Navrkal, CW5 Regan and CSM Valenzuela, and we were fortunate to have Ms. LaVonne Rosenthal and Ms. Pam Makovicka present also, facilitated some great interaction and learning.

I don't want to regurgitate what was said at the conference, but I do want to relay that one of the overarching messages I took away was the idea of committed leadership being so important. I was struck how, as CSM Valenzuela mentions in his review, we can fall into a trap of

either complacency or false sense of knowing all we need to know when it comes to diversity in our organization. If we are to be committed to improving the diversity of our Guard we must never believe that we know all we need to know about it. This conference and the topics discussed helped in this area.

As NGB's leadership spoke during opening remarks, I was also really struck by something Lieutenant General Wyatt, Director of the Air National Guard, said. He was talking about a recent meeting he attended with other senior leaders, all three- and four-star Generals, and it occurred to him that the majority of them attended the same higher education institution (Air Force Academy), all were fighter pilots by experience and I believe he said all of them were White males. As he said (and I paraphrase), he wonders how diverse this group of senior leadership really is in both makeup and frame of reference for diverse thought and approaches. It was a bit of an "Aha!" moment for him, I believe.

If we are to be committed to improving the diversity of our Guard we must never believe that we know all we need to know about it.

I would offer that none of the above people he mentions are bad people or not concerned about the future of their institution, rather just the opposite. It does beg the question of how enabled we are as senior leaders to be completely responsive to the



Lieutenant General Harry M. Wyatt III

needs of the organization if we have the same educational, experiential as well as physical backgrounds and characteristics. I think about this with respect to Nebraska as well. I believe we are enriched when we show respect and honor for our members from different races, ethnicities, gender, experiential background, rank, organization and service. One of the best ways we can do this is to include as diverse a group as possible in our daily approaches to moving our National Guard forward. I also believe we can continue to strive for diverse leadership as well as membership.

I am committed to this endeavor and my attendance at the Diversity Conference gave me some different insights from people who don't look like me, think like me or have the same experiences as me. I know I can be a better Adjutant General if I keep my blinders off, my mind open and stay focused on helping all of our great Soldiers and Airmen and civilians feel included and valued.



RESTAURANT REVIEW: BLUE ORCHID

129 North 10th Street
Lincoln, Nebraska
402-742-7250

Review by MSgt Jennifer Eloge



I must admit I LOVE all types of ethnic food and experimenting with new restaurants. An oddity about me is that my food must be hot (if it's supposed to be) for me to enjoy. That being said, I make sure to remember that it is usually not the wait staff's fault if my food comes to the table cold. I simply whine to whomever is with me (I'm really good at this).

One day my boss asked me if I wanted to try out Blue Orchid downtown. I had no idea what kind of food to expect. It turns out that Blue Orchid is an upscale Thai restaurant. Blue Orchid is quite hidden in the shadows of the Grande Manse building. There is very limited parking, so I suggest parking in a garage and walking over.

When you first arrive, you walk up an alley to a very unassuming front door. The big surprise is that when you go inside you see a very upscale look with a bit of industrial built into it. It is hard for me to explain, but it has a very clean, nice appearance, is well lit and has big windows to look out. The lighting is dimmed but not too dark, which would make for a great date night location.

The ambience is just as great. The tables are all dressed with white tablecloths and

glass goblets for your water.

The temperature was at a comfortable level which is good because I am always so cold. Blue Orchid plays calming music set at the right level to enjoy a nice conversation.

We went right at opening so there were not many people. However, as we left it was starting to get busy. The typical crowd at lunch is downtown workers. The wait staff are all nicely dressed and pleasant. The service is not very fast, so plan accordingly when you go.

The food is moderately priced for the lunch-sized portions. The majority of the meals are under \$15, but the portion sizes for those who are starving are small. I

think the quality of the food is wonderful as well as fresh, hot and very flavorful.

I ordered salmon panang curry which comes with white rice. Panang curry is a coconut-based curry with lime accents and pairs great with salmon. The lunch meal comes with an appetizer as well and I chose the tom kha soup with tofu. This soup is hard to explain but it too is coconut-based with lemon grass. You will love how the flavors combine so well together.

The prices increase for dinner, but the portion sizes increase as well. Over all, the atmosphere is pleasant and the food is fresh and delicious. If you prefer a relaxed lunch or a nice evening out this is the place to go. 

Diversity Begins at Home continued from Page 3

Gaining an understanding of ourselves and being able to identify strengths, weaknesses and abilities is the foundation to building leadership skills and understanding how diversity benefits the organization. To help our leaders better understand how everyone is uniquely wired, 60 leaders from the Nebraska Air National Guard experienced the Leadership Challenge Program in June.

There's one thing for certain: leadership, mentoring and diversity are complex

but all have a key role in developing and fostering relationships and building trust among today's and tomorrow's leaders. We want to take stock in "building the bench" of diverse individuals, both in our families and our duty sections, along with embracing and leveraging the differences in our communities and organizations.

- i. <http://www.scholastic.com/teachers/article/teaching-quotdiversityquot-place-begin>
- ii. <https://www.stephencovey.com/7habits/7habits-habit5.php> 



GIRL SCOUT TROOP 20213 AND KIDS AGAINST HUNGER

<http://kahlincoln.org>

Submitted by Sandra Myers

On December 4, 2011, Girl Scout Troop 20213 participated in a community service project with Kids Against Hunger (KAH). KAH is a hands-on food relief program to fight hunger locally and starvation globally. The girls truly enjoyed packaging meals via an assembly line of rice, soy, dehydrated vegetables and a 21 vitamin/mineral mix. One package provides six meals. In just under two hours of hard work, fifteen girls helped package over 10,000 meals!! Volunteering to help package meals for Kids Against Hunger has become an annual service project for our Girl Scout troop.

Kids Against Hunger is a nonprofit organization with the mission to significantly reduce the number of hungry children in the USA and to feed starving children throughout the world. KAH achieves this by harnessing the power of volunteers (ages five and up) to package highly nutritious food in over 50 food packaging satellites across the United States, one in Canada and two in Africa. Here in Lincoln, through the Center For People in Need and lower-income elementary schools, they are able to provide much needed food to those



Left to right starting in back: Leader: Sandra Myers, Caitlin Mace, Kaitlyn Dostal, Brenna Leyden, Myah Anderson, Leader: Kara Maddox, Next row: Alaina Novacek and Avery Olmes

Front Row: Addison White, Hana Maddox, Emma Anderson, Taylor Cumblidge, Delaney Werner and Paige Myers (kneeling)

in need. Partnering with humanitarian organizations worldwide, Kids Against Hunger distributes a specially formulated rice-soy casserole meal to starving

children and their families in more than 40 countries through orphanages, schools, hospitals and churches. 

Women's Equality Day continued from Page 4

After a decade of parades, debates and rallies, however, the success was muted by opposition forces who filed a referendum petition to allow the voters to overturn the bill. The petition was challenged by woman suffrage supporters and the issue was bogged down in the courts for two years. The referendum petition was eventually found to be fraudulent, but the point was practically moot as the Nebraska Legislature, in an August 1919

NEBRASKA SUFFRAGE SONG

Nebraska! Nebraska!
She's all right!
Organized! Organized! And in the fight!
Right up the stream we'll row our boat,
For Nebraska women are bound to vote.



special session, unanimously ratified the Nineteenth Amendment to the U.S. Constitution. A year later, Tennessee became the thirty-sixth state to ratify the Federal amendment, and women were finally allowed to vote in all elections nationwide after August 26, 1920.

Reference

*Nebraska State Historical Society –
nebraskahistory.org*





SEP MEMBER HIGHLIGHT:

CW2 JENNIFER FOTINOS

OFFICER STRENGTH MANAGER



The more I become involved in the SEP group, the more I am finding myself in unique and interesting situations. I have been asked to write an autobiography about myself. The process is simple because no research is required. The challenging part is putting it all down on paper.

My birth name is Jennifer Dawn Schnell. I was born in Landstuhl, Germany on December 7, 1972. My father was in the Regular Army, stationed in Germany. According to my mother, Susan, when she went into labor, there were no military hospitals in that area at the time, and I was coming fast, so my mother had to deliver me in a German civilian hospital - and we received a police escort! My father was pulled over by the police for speeding while on the way to the hospital and they found some illegal items in the car. They took my father and older sister to jail and my poor 21 year-old mother to the hospital to deliver me alone. My father was shipped to Korea after I was born. That was last time my mother saw my father.

My mother brought my sister and me back to the United States when I was about six months old. We lived in Atlanta, Georgia for awhile until mother decided to move us back to Lincoln. During this time, my parents divorced. We were not wealthy at all, but my mother provided for us the best she knew how. We moved around quite a bit from house to house, from school to school. I probably attended five different elementary schools. Trying to establish a core group of friends did not happen until fourth through ninth grade. Even after middle school, we moved to the opposite side of town where I attended and graduated from Southeast High School.

At the age of five, my stepfather came into our lives. My mother married and had three more children for a total of five siblings - three girls and two boys. During the summer, my family spent most of the time at the lake and had one vacation to Rapid City, South Dakota. We had some great memories camping and boating.

My mother and stepfather worked very hard providing for us and were hardly home in the evenings. My older sister and I were responsible for tending to the three younger children. We had no time for after school clubs or sports because we had to ensure our chores were done, dinner was made and children were bathed and cared for.

It was not until I was fifteen that I decided to visit my real father in Independence, Missouri. During this visit I decided to live with him, because I felt the need to break free and be a teenager. I attended Truman High School, which was a cultural and academic shock for me. I felt that as a junior in high school I was academically behind the other students. I had to put a special emphasis on my studies. During this period of my life I was introduced to a higher class of living. My father's significant other, Mara, showed me there was a life beyond thrift shops, taking care of children and going to the VFW for a family dinner outing. I should say that none of those things were bad, that was the life my mother could provide and again we were always loved and cared for. Mara's family was able to introduce us to some finer things in life: fine dining, Broadway theatres, dinner parties and not to settle. They taught me, if you set your mind to something, you will become successful and prosperous in your life.

I lived in Independence for one year before moving back to live with my mother. I graduated from Southeast High School in 1991. During high school and after graduation my place of employment was Lee's Chicken. I worked as one of the head cooks until March 1992. At this time I felt I was going nowhere. My stepfather was in the Nebraska Army

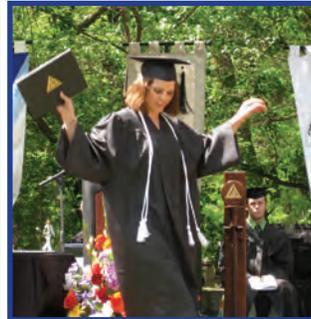


SEP MEMBER HIGHLIGHT: FUN FACTS ABOUT SSG MANDY HATCHER

**ASSISTANT LEAD
DEFENSE TRAVEL
ADMINISTRATOR**



*With my twin sisters, January 2012.
Left to Right: Mindy, Mandy, Misty*



*FINALLY! My BA in Business - Human
Resources from Doane, May 2009.*



*Agiculture Development Team (ADT) #3 Security Force
(SECFOR) October 2011. I'm front row, third from the left.*

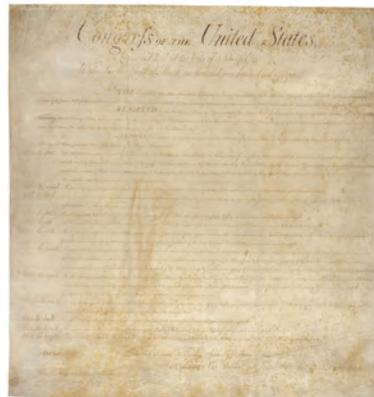
- I once dated a Brazilian who got deported when his student visa expired.
- I took two years of High School Spanish and one semester in college. ¿Que pasa, mi amigos?
- Whenever I'm asked about my ethnic background I always say I'm a mutt.
- I believe in therapy...counseling, music, exercising, reading, traveling, meditating... Whatever it takes!
- I support local businesses whenever possible.
- I'm a registered Democrat. Gasp!
- I joined the military at age 26.
- Two transfers, one change of major, and fourteen years later I finally earned my B.A. You can DO it!
- I love dogs but I have an inner crazy cat lady whom I embrace. No shame!
- I've always had a desire to volunteer for the Peace Corps.
- I'm addicted to sugar and I really wish Jell-O would bring back Pudding Pops.
- I've visited four countries: Canada, Germany, The Bahamas and Antigua.
- If I were a Crayola crayon I'd be a warm brown like Raw Umber (introduced in 1958 and retired in 1990).
- My occupational dream is to become an Optometrist.
- I don't mind the smell of skunks and I'm not afraid to admit it.
- I feel everyone should exercise their right to vote...on matters they're informed about.
- I would love to see the Rolling Stones perform before they disband or die.
- My older twin sisters are named Misty and Mindy. People referred to us as the three M&M's when we were growing up.
- I suited up and let a police dog attack me for the sake of middle school education.
- I sometimes take unnecessary risk such as bungee jumping and eating Twinkies.
- I'm the only person in my immediate family who went to college.
- I spent six plus years working in Human Services: AmeriCorps, Lincoln Action Program and Cedars Youth Services.
- I worked for the Capital Humane Society and assisted with euthanasia and road kill removal.
- I believe everyone should have a signature dance move. I have two: Running Man and Roger Rabbit.
- I love red wine and enjoy going to tastings even though I'm nowhere near being a connoisseur.
- I would prefer to live in a more populated area and a milder climate like Denver, Portland or Maui.
- I believe we should live life by "paying it forward" to include our planet. Strive to take better care of ourselves, each other and reduce our carbon footprint.
- I'm a melanoma cancer survivor.
- I'm afraid of sharks, failure, and becoming an alcoholic.
- I don't believe in bad luck. Why would you, if you come out better and stronger on the other side? 



U.S. Citizenship continued from Page 8

U.S. CITIZENSHIP TEST ANSWERS

1. 50
2. One for each state in the Union.
3. They represent the original 13 states.
4. The electoral college.
5. 27
6. 100
7. 435
8. The first 10 amendments of the Constitution.
9. Must be a natural born citizen of the United States; must be at least 35 years old by the time he/she will serve; must have lived in the United States for at least 14 years.
10. For religious freedom.
11. Thomas Jefferson.
12. The Cabinet.
13. 1787
14. Obtain federal government jobs; travel with U.S. passport; petition for close relatives to come to the U.S. to live.



15. Freedom of speech, press, religion, peaceable assembly, and requiring change of the government.

<http://www.usa-flag-site.org/history.shtml>

<http://usgovinfo.about.com/od/thepoliticalsystem/a/electcollege.htm>

<http://www.usconstitution.net/const.html>

<http://www.senate.gov/index.htm>

<http://www.house.gov/>

<http://www.presidentsusa.net/qualifications.html>

<http://www.pilgrimhall.org/museum.htm>

<http://www.ushistory.org/declaration/document/>

<http://www.whitehouse.gov/administration/cabinet>



CW2 Jennifer Fotinos continued from Page 20

National Guard. He knew I was unhappy working in a kitchen, and I wanted to do something more with my life. So we spoke with a National Guard recruiter. I joined the military on March 16, 1992 and left for Basic and Advanced Individual Training (AIT) two weeks later.

Since joining, I received my Associates Degree as a Paralegal in December 1995 from Kaplan University (formerly Lincoln School of Commerce). I have attended several military schools and had several assignments during my time.

My greatest gifts in life right now, besides having a strong family bond and a great network of friends, are my two children. I have a son, Sheldon, who is 18, and a daughter, Thea, who is 13. They are the true reason I stay focused and keep moving forward in life. I was married to their father for fourteen years. We had our challenges, but the bottom line was if I was going to be a single mom, then I might as well make it legal. Throughout my children's lives I have been actively involved in their schools, den leader for cub scouts, treasurer for Boy Scouts, and team mom for Sheldon's soccer team. I have assisted at Thea's schools with numerous activities and Girl Scout events. I have given back to the community, volunteering with South Lincoln Little Greens

Track for the past eleven years. My ex-husband is not fond of traveling, so the children and I have vacationed on our own for the past ten years. We have traveled to Colorado, Missouri, South Carolina, Georgia, Washington, DC and throughout Nebraska. Our latest adventure was Puerto Morales, Mexico in July.

As I reach the peak of my military career, I am finding that a new adventure is calling to me. My sisters and I have been doodling with cakes and cupcakes. We have each found our artistic abilities in baking, frosting and designing cakes for special events. It is really rewarding when you can provide a product to people specially designed for a significant event in their lives. My sisters and I have built a strong bond over this last year.

As "life happens" people come and go. Our lives are affected everyday by those around us. I believe that the challenges of my life growing up and those key people in my life have made me the woman I am today. I am thankful to have my two mothers (from very different backgrounds) who have provided opportunities for me to make mistakes and taught me to understand the things people take for granted every day. They gave me the courage and strength to carry on and showed me there is more to life beyond your front door.





A History of Commitment continued from Page 11

recognizing the need to enhance the employment rights of the large number of returning Citizen Warriors, the Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994 was passed. USERRA updated the federal law, outlining specific rights and responsibilities of both military members and their employers. That same year, the first "Breakfast with the Boss" event was held to bring together local employers, military representatives and ESGR members to discuss issues of concern.

In 1996, Secretary of Defense William Perry authorized the DoD's highest award presented to civilian employers for their support of Guard and Reserve service: the Secretary of Defense Employer Support Freedom Award. Among the first recipients were United Parcel Service and Schneider National. In the last 16 years, acting on behalf of the Department of Defense, ESGR has honored 160 employers with this prestigious award. Locally, four companies have received the Freedom Award to date: Eaton Corporation, Kearney; Union Pacific Railroad, Omaha; Electrical Contractors, Inc., Omaha; and Burt County Sheriff's



Office, Tekamah.

The terrorist attacks of September 11, 2001, brought military urgency as well as a new sense of patriotism to the Nation. As military operations sent thousands of Guard and Reserve members into combat in Iraq and Afghanistan, President George W. Bush recognized their selfless service by signing ESGR's Statement of Support. This signing encouraged all federal agencies to serve as a model employer and recognize the service of these brave men and women, leading to similar signings by state governors and employers. During more than ten years of combat operations, these Citizen Warriors also provided significant aid in the aftermath of natural disasters including Hurricane Katrina, the Great East Japan tsunami, and the earthquake in Haiti, showing their commitment to global humanitarian aid.

As military operations continue in Afghanistan, Guard and Reserve units from Nebraska are among those continuing a strong heritage of service, leaving behind their loved ones and civilian jobs. At home, other military units stepped up to aid fellow citizens in the wake of devastating tornadoes, floods

and snowstorms severely affecting the citizens of our great State. Wherever the needs are greatest, Guard and Reserve service members will be ready to answer the call to serve. Through ESGR's service over the last 40 years, America's employers stand ready to support our Citizen Warriors.

Today, more than 4,800 volunteers serve on ESGR State Committees maintaining employer support programs, providing informative briefings and mediation, and recognizing employers who go above and beyond in their dedication to employees who pledge to be both a citizen and protector of our Nation. Since ESGR's creation four decades ago, thousands of employers have been honored for their commitment to stand beside those who serve.

As the use of our military evolves, many Guard and Reserve members will return from present-day conflicts, changing out of their boots and reintegrating into life at home. ESGR is committed to continue assisting these returning service members by ensuring America's heroes have meaningful civilian employment when they come home. Reserve Component programs like Hero 2 Hired (H2H.jobs) provide a way to find meaningful employment while simultaneously allowing employers to tap into the talented pool of men and women residing in the Guard and Reserve. As ESGR kicks off its fifth decade, the focus will remain on promoting a world where all employers support and value the military service of their employees and adapting to meet the needs of service members, their families and civilian employers. From the beginning of our Nation's heritage of service through present days, ESGR reminds us that together, We All Serve.

Source

PAO Office, Employer Support of the



BTG
DIVER-CIPE
CORNERSubmitted by
TSgt Sharon Okra-GollCREOLE SEAFOOD
GUMBO

Gumbo is “a stew or thick soup usually made with chicken or seafood, greens, and okra or sometimes filé powder as a thickener.” Gumbo is often known by the type of thickener used (i.e. okra, filé powder or roux, the French base made of flour and fat). The word gumbo has a long and somewhat confusing history. The word itself is one of the extremely few African language words (derived from various Bantu dialects) that was brought over by slaves and is still used in America today. Most people refer to gumbo as a Creole stew that normally includes seafood, sausage, and chicken. However, most importantly, many people do not consider gumbo to be gumbo unless it includes the “most important” ingredient: okra. The word okra is often used in lieu of gumbo and came from Southern and Central Africa and literally means guingumbo, grugombo, gombo, ngumbo, etc. (all Bantu dialects of the word okra). Gumbo was created and perfected from the cooking traditions of French, Spanish, Indian and African natives, and has been generally known to be traditional southern stew.



I did not just pick gumbo because of my last name...well, that might have had something to do with it! However, I also wanted to share this traditional stew recipe because it is a dish that can bring families together and warm souls during Nebraska's chilly winters.

There are literally hundreds of gumbo recipes, however, this is a fairly quick and easy recipe that I found on [Cooks.com](#). It's not quite all the effort of traditional all-day gumbos, but it's still a delicious alternative!

My son even loves it.

Ingredients

- | | |
|---|---|
| ¼ cup butter | 1 small green pepper, chopped |
| 2 tablespoons flour | 1 teaspoon Tabasco sauce |
| 2 cups liquid (water and seafood juice) | 1/8 teaspoon thyme |
| 2 cups cut okra | 1 bay leaf |
| 2 cups tomatoes, peeled and cubed | 2 cups shrimp, oysters, crabmeat or a combo of all* |
| 1 large onion, chopped | 3 cups hot cooked rice |

Melt butter in saucepan. Blend in flour and cook over low heat, stirring constantly, until dark brown (making the “roux”). Add liquid, okra, tomatoes, onion, pepper, Tabasco, thyme and bay leaf. Bring to a boil. Cover and simmer 30 minutes, stirring occasionally. Add seafood and cook 10-15 minutes longer. Remove bay leaf. Serve in soup bowls with a mound of hot rice in center. Serves 6.

*The meat used in gumbo can be an endless combination of chicken, smoked sausage, crab claws, mussels, etc. Gumbo is typically made with homemade “roux” or filé seasoning and served over hot rice. Try different recipes or modify this one. Trying different versions is almost as much fun as eating it.

[Dictionary.com](#)

[Foodreference.com](#)

[Cooks.com](#)

